

## **EXECUTIVE CHEF PROFILE: PORT ROYAL CLUB NAPLES, FL**

### **THE EXECUTIVE CHEF AT PORT ROYAL CLUB**

The Port Royal Club in Naples, Florida, is seeking an exceptional and visionary Executive Chef to lead the opening of the brand-new clubhouse and all new F&B concepts. This is a rare opportunity to implement an entirely new dining experience for one of the most prestigious private clubs in the country. The Executive Chef will play a key role in defining the future of food and beverage at the Club.

The Port Royal Club community expects a level of excellence that is both understated and sophisticated. Members value consistency, innovation, grace under pressure, and warm, attentive hospitality. The ideal candidate will bring a proven track record of successfully opening and operating high-performing culinary programs, leading large teams with confidence and humility.

This role demands a leader who is strategic, methodical, and experience driven. The Executive Chef must be collaborative, solutions-oriented, and able to balance operational rigor with space for creativity. A deep understanding of seasonality and the South Florida market will be beneficial. Strong administrative and organizational skills will be crucial to the success of this opening. The Executive Chef will be responsible for hiring and developing the culinary team, establishing systems for execution accountability, and upholding high standards.

This is a unique opportunity to bring thoughtful creativity, operational excellence, and leadership to a defining moment in the Club's history, with room for future innovation and long-term impact on the Member experience.

[Click here to view a brief video about this opportunity.](#)

### **ABOUT PORT ROYAL CLUB**

The Port Royal Club, nestled in south Naples, Florida, is a beach club focused on understated elegance and sophisticated living and leisure, with Membership available to homeowners in the prestigious Port Royal neighborhood. The Club's new Clubhouse, designed with meticulous attention to detail, aims to exceed the expectations of its current and future Members. In 2025, The Club broke ground on a new \$100M clubhouse project, approved by Member vote with 93% approval, and is expected to reopen at the end of 2026. Embracing the West Indies' architectural heritage, the Clubhouse's design is one of timeless elegance. Its construction plan ensures efficiency, cost-effectiveness, and timely completion, demonstrating a commitment to excellence. Club leaders have actively engaged Members in the development process, recognizing their pivotal role in shaping the Club's future. With input from a majority of participants through town hall meetings and surveys, the Clubhouse's priorities reflect the desires of its discerning Members. Expansive waterfront vistas and multiple dining venues, including poolside and Gulf-view options, will cater to diverse preferences. The 62,000-square-foot, two-story clubhouse will offer lush outdoor spaces, offering a serene environment to savor the Club's pristine beachfront environment. The main level will feature a family casual dining area outside the pool bar and deck, a piano bar, a Member lobby with a lounge and coffee bar, and banquet facilities that can accommodate up to 150 people for private events. The outdoor Sunset Bar will provide a perfect setting to unwind and catch picturesque sunsets. Upstairs, a la carte dining options and indoor private dining spaces will cater to more intimate fine dining gatherings. The lower level offers direct access to the beach and pool, with covered outdoor dining areas, a pool bar, cabanas, and shade gardens.

### **Port Royal Club Mission:**

The mission of The Port Royal Club is to be an outstanding family beach club with excellent facilities for dining, tennis, swimming, and fitness, which members will be proud to use for their personal and entertainment needs. Management will strive for excellence in all aspects of Club offerings in a fiscally responsible manner.

**PORT ROYAL CLUB BY THE NUMBERS:**

- Number of Members: 700
- Annual Gross Volume: \$22M
- Annual F&B Revenue projected: \$6M (\$4.5M in Food)
- Average Food Cost: 60%
- 85% a la carte 15% banquet
- 3 Kitchens + Employee Dining
- Kitchen is Currently Under Construction
- Covers per Year: 120,000 (B-50, L-350, D-200)
- Total Number of Employees: 220-225
- Average Age of Members: 67
- Offsite Housing Available for Seasonal Employees
- The Club is organized as a 501(c)7

**PORT ROYAL CLUB WEBSITE:** [www.portroyalclub.org](http://www.portroyalclub.org)

**EXECUTIVE CHEF POSITION OVERVIEW**

The Executive Chef leading the opening of the new Clubhouse must bring vision, structure, and a collaborative spirit to shape a dynamic and diverse dining operation into a cohesive and memorable culinary experience. This Executive Chef will build a positive, team-oriented culture from the ground up, engaging and empowering the culinary team through thoughtful recruitment, clear communication, and shared ownership. Hands-on leadership will be essential during the pre-opening phase, guiding kitchen setup, menu development, vendor partnerships, and staff training. The Executive Chef will demonstrate a strong commitment to sustainability, health-conscious cuisine, and inclusive dining, incorporating Blue Zones principles and being responsive to a wide range of dietary preferences and restrictions. They will thoughtfully design menus that reflect these values, offering fresh, seasonal, and plant-forward dishes that support overall well-being without compromising creativity or flavor. The Executive Chef will be highly visible, earning trust from both team members and members through consistency, presence, and responsiveness. Strong collaboration with front-of-house leadership will ensure a seamless service experience across all outlets. This individual will set and uphold high standards of food quality, cleanliness, and hospitality while maintaining agility to adjust quickly based on feedback. Daily briefings and ongoing communication will keep the team aligned, focused, and energized, turning the opening into a unifying milestone that lays the foundation for long-term success.

**KEY PRIORITIES FOR SUCCESS**

**LEADERSHIP & TEAM DEVELOPMENT (OPENING FOCUS)**

- Build the culinary team from the ground up, establishing a foundation of trust through active engagement, observation, and listening to their experiences and needs.
- Build and demonstrate a culture of training and development from day one and set the tone that learning, growth, and consistency are core expectations for all culinary leaders and team members.
- Instill member confidence early by being visible, interactive, and delivering a seamless launch experience that reflects operational excellence.
- Create a collaborative, positive workplace culture during the opening process by being hands-on, supportive, and encouraging cross-functional involvement.
- Lead with consistency, evaluating team members regularly to ensure high standards of hospitality, cleanliness, and professionalism are met from day one.
- Serve as a dynamic and engaged recruiter in partnership with Human Resources, selecting individuals who align with the club culture and demonstrating a passion for mentorship and development.
- Establish clear operational standards and expectations across all kitchen functions and continuously assess team understanding and performance.

- Collaborate closely with front-of-house leadership to unify service expectations and ensure an elevated and consistent dining experience across both new concepts.
- Hold daily and weekly briefings with team members to share updates, reinforce expectations, and align everyone on priorities during the critical pre- and post-opening phases.

## **OPERATIONS**

- Strategically plan and execute the launch of a multi-outlet operation, managing a la carte service and private events simultaneously within the new clubhouse.
- Develop, document, and refine standardized recipes and preparation techniques to ensure consistency, high quality, and cost control from the outset.
- Source and evaluate all food products to meet the Club's highest culinary standards, establishing purchasing systems to support long-term consistency and excellence.
- Implement strict sanitation, cleanliness, and safety protocols across all kitchen areas, building a culture of accountability from the opening.
- Provide safety and sanitation training as part of onboarding, ensuring all culinary staff are educated in accident prevention, OSHA compliance, and MSDS procedures.
- Reinforce a culture that values nutritious, thoughtfully prepared employee meals as a key component of team morale and retention.

## **MEMBERSHIP EXPERIENCE**

- Embrace the Club's strong culture of hospitality and tradition, and lead by example in delivering warmth, responsiveness, and personalized experiences to members.
- Be highly visible throughout the clubhouse, especially during opening events and early operations, to build relationships and gather real-time feedback.
- Encourage and welcome ongoing member input on menus, features, and experiences; respond creatively and flexibly to reasonable requests and preferences.
- Champion a "say yes" culture from day one, leading the team in finding ways to delight and exceed member expectations.
- Design innovative, rotating menus that captivate members and feature specials so appealing they're hard to choose from, enhancing daily dining and special events.
- An understanding that every club event, wedding, or function is unique, that each moment is a Memory to be cherished and celebrated.

## **FINANCIAL ACUMEN**

- Define and communicate clear financial goals for the culinary operation and align team performance with the metrics needed to meet those targets.
- Closely manage labor, scheduling, and productivity in alignment with both budget forecasts and member satisfaction benchmarks.
- Lead effective scheduling strategies to ensure the clubhouse is appropriately staffed through all phases, launch, ramp-up, and steady state, while maintaining financial control.
- Embrace inventory management systems and culinary technology that improve accuracy, efficiency, and financial performance from the beginning.
- Develop budgets and cost projections for food, labor, and supplies, and take swift corrective action if performance deviates from targets.
- Establish vendor relationships with an emphasis on quality, consistency, and value, ensuring purchasing decisions support both operational needs and culinary excellence.

## **CANDIDATE QUALIFICATIONS**

- Has ten years' experience in a similar role and previous experience in an opening environment
- Has a degree in Culinary Arts and/or other Hospitality Management focus.
- Has ten years of food production and management experience.
- Has achieved or is working towards Certified Executive Chef (CEC) certification through the American Culinary Federation (ACF) or Pro Chef II certification through the Culinary Institute of America.

- Has a proven track record of maintaining food quality and sanitation standards.
- Is experienced with technology, including Northstar POS, and Microsoft Excel, Word, Outlook, etc.

#### **EMPLOYMENT ELIGIBILITY VERIFICATION**

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

#### **SALARY AND BENEFITS**

The salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package, including association membership.

#### **INSTRUCTIONS ON HOW TO APPLY**

Please upload your resume and cover letter, in that order, using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to **Mr. Augusto Francisco, General Manager, Port Royal Club**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why Port Royal and the Naples area will benefit you, your family, your career, and the Club if selected.

**You must apply for this role as soon as possible, but no later than Friday, September 5<sup>th</sup>. Candidate selections will occur early September, with the first Interviews expected in mid-September and the second interviews a short time later. The successful candidate should assume his/her role in mid-late October.**

**IMPORTANT:** Save your resume and letter in the following manner:

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – Port Royal Club”

(These documents should be in Word or PDF format.)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Bethany Taylor: [bethany@kkandw.com](mailto:bethany@kkandw.com)

#### **LEAD SEARCH EXECUTIVES**

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