

EXECUTIVE CHEF PROFILE: ROYAL OAKS COUNTRY CLUB HOUSTON, TX

THE EXECUTIVE CHEF OPPORTUNITY AT ROYAL OAKS COUNTRY CLUB

Royal Oaks Country Club in Houston, Texas, is seeking a dynamic and hands-on Executive Chef to lead its culinary program during an exciting phase of growth and refinement. The Club's brand-new Oaks Performance Golf Center, opened within the last year, features a new kitchen that offers an exceptional platform for a culinary leader to deliver excellence. The Club is seeking a Chef with a high level of attention to detail and a proven ability to deliver excellence across both à la carte and banquet operations. The ideal candidate will bring a strong sense of organization, creativity, and leadership, ensuring seamless service across dining venues while elevating the overall culinary experience.

This individual will be responsible for recruiting, mentoring, and motivating a high-performing culinary team, as well as fostering a culture rooted in collaboration, accountability, and pride. A hands-on presence, strong communication skills, and a passion for innovation, balanced with respect for member favorites, are essential to success in this role. This is a wonderful opportunity for a thoughtful and driven Executive Chef to help define the next chapter of Royal Oaks Country Club's culinary program and contribute meaningfully to the continued success of this distinguished Houston community. In 2026, the main clubhouse kitchen will undergo a complete renovation. The Executive Chef will report directly to the Assistant General Manager, who is the operational partner of the entire Club's operations.

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

ROYAL OAKS COUNTRY CLUB AND COMMUNITY

Established in 1999, Royal Oaks Country Club is a gated club community that maintains the distinction of being the first country club built within Houston city limits in over 50 years. In 2015, ROCC became Member-Owned and has since been shaping its traditions and lifestyle to benefit the membership and future generations. The ROCC golf course opened for play in 2000 when former World Number One and Masters Champion Fred Couples broke ground with Brian Curley to design and create the Fred Couples Signature Golf Course.

Members enjoy the 42,000-square-foot Clubhouse, nestled among the towering palm trees and lush landscaping, as the hub for all social activities. The Clubhouse features the main dining room (The Bistro), patios, a conference room, and several event spaces, all with expansive views of the golf course and waterfalls. From the lighted tennis and dedicated pickleball courts to the golf course and facilities, pools, wine program, wellness center, and youth activities, ROCC offers a variety of amenities for all ages and interests. The ROCC Sports Club offers a variety of programs, including personal training and group exercise classes, such as outdoor yoga and water aerobics.

In March 2024, the brand new "The Oaks," a 6,500-square-foot social gathering area, opened with a food and beverage venue, entertainment simulator, and a Golf Performance Center with two indoor training bays and one fitting bay. The ambiance is designed for comfort, where members can hone their golf skills and, after golf, tennis, or an exercise call, unwind in a casual environment. Members can spend a relaxing afternoon on the patio, savoring their preferred cocktail or hanging out with friends and family.

ROYAL OAKS COUNTRY CLUB BY THE NUMBERS:

- 733 Members – average age – 56
- Approximately \$15M Gross volume
- Approximately \$2M Annual Food Volume
- Approximately \$1.2M Annual Beverage Volume
- 45% à la carte | 55% Banquet

- Food Cost 44% | 45% forecast
- Kitchen Labor 28% | 26% forecast
- 3 Kitchens (Clubhouse, Poolside, Golf)
- Annual Covers 54,668 - (a la carte)
- Annual Wedding Average - 18
- Approximately 173 Employees – (employee meals are provided)
- Kitchen Employees 21 FTE ((1) - Executive Sous Chef – (2) Sous Chefs)
- Club uses Jonas for Accounting and POS
- Club Operates As 501c7
- Club's F&B Closed on Mondays
- Main Kitchen Renovation – Tentatively Scheduled for 2026

ROYAL OAKS COUNTRY CLUB WEBSITE: www.royaloaksgcc.com

FOOD & BEVERAGE OPERATIONS

The Bistro – (Semi-casual, **68 seats**, Breakfast, Sat & Sun, Lunch & Dinner, Tues – Sun) – Complete soft-goods renovation in 2023. The entrance features a seated centerpiece bar with casual seating opposite, as you move into a more structured dining space. The Bistro, Lounge, and Terrace are all connected on one side of the main clubhouse. Direct entrance from the main kitchen.

Bistro Lounge – (Casual, **16 seats plus 9 at the bar**, Breakfast, Sat & Sun, Lunch & Dinner, Tues – Sun.) Nestled in the front section of the Bistro, a perfect space for gathering before dinner, or cocktails with views of the golf course.

Bistro Terrace – (Outdoor Casual, **30 seats**, Breakfast, Sat & Sun, Lunch & Dinner, Tues – Sun.) Outdoor space for cocktails, small events, and dining, weather permitting.

Palm Grille – (Casual, **100 seats** mostly outdoors, Lunch & Dinner, Tues – Sun, May - Sept.) Outside dining space situated between the family pool and the golf course. Casual dining pool fare for the entire family's enjoyment.

Palm Grille Poolside – (Casual, **48 seats**, Lunch & Dinner, Tues – Sun, May – Sept). Situated next to the family pool, with indoor dining, in a casual air-conditioned space.

Men's Locker Room – (**48 seats**, Breakfast, Sat & Sun, Lunch & Dinner, Tues -Sun). Classic men's locker room under the main kitchen space, with a la carte service and light snacks with a service bar.

Ladies Locker Rooms – (**31 seats**, Breakfast, Sat & Sun, Lunch, Tues – Sun). Classic private space for the female membership.

The Oaks Golf Performance Center – (Casual, **64 seats inside / outside**, Lunch & Dinner, Tues – Sun). An elegant Sports Bar describes this unique space, accenting the rest of the food and beverage dining space.

Catering/Membership Private Dining – The Club offers five (5) Private Rooms that can accommodate from **12 to 300** guests, along with outdoor lawn areas for wedding ceremonies, children's parties, and other events. These are adjacent to the Bistro and have direct access to the banquet space; seamlessly serving catering while the Bistro is in operation. The club also includes a beautiful wine cellar for featured events.

EXECUTIVE CHEF POSITION OVERVIEW

The Executive Chef (EC) at Royal Oaks Country Club reports directly to the Assistant GM. They are responsible for all food production, including a la carte, banquets, and other member-centric F&B events. They develop daily menus, food purchase specifications, and recipes; train, mentor, and supervise the production team; monitor and manage food and labor costs for the department; and ensure the highest professional standards of food quality and sanitation.

The peak season is October - December and March – June. The club is closed on Christmas Day, New Year's Day, Easter evening, and Thanksgiving evening, as well as most Mondays year-round. The main clubhouse is typically closed for two weeks in July during planned golf course and physical plant maintenance.

KEY PRIORITIES FOR SUCCESS

LEADERSHIP

- Take full ownership of the culinary team; build trust with them by engaging, observing, learning, and listening to their wisdom, experience, and needs.

- Create a productive relationship with the current club leadership to include (assistant general manager, clubhouse manager, beverage manager, director of catering and events, and various club leadership).
- Earn members' trust by instilling confidence through continued enhanced operations, interaction, and visibility.
- Create a fun collaborative work environment.
- Involve associates in the decision-making process of how "work gets done" and create a work environment of mutual respect in which people want to come to and participate every day.
- Be a focused and consistent evaluator of personnel, ensuring that standards of conduct and delivery are met; this includes oversight of high standards of appearance, hospitality, service, and cleanliness of the kitchen facilities.
- Be an active and dynamic recruiter of team members and someone who inherently enjoys developing and building his/her team and leading them to significant, positive membership satisfaction outcomes.
- Hold daily/weekly staff briefings and line-ups with direct reports to keep them informed of necessary and relevant activities and expectations at the Club. Assist in planning and be responsible for ensuring special Club events are well-conceived and executed.

OPERATIONS

- Experience for seasonal swings, in line with the seasons and Texas weather. The EC must be able to shift, organize, and plan for the high season, as well as adjust for the shoulder months of the operation.
- Plan, organize, and run busy, multiple events happening at the same time across multiple locations, as well as a la carte dining.
- Develop standard recipes and techniques for food preparation/presentation to help assure consistently high quality and to minimize food costs; exercise portion control and assist in establishing menu selling prices.
- Evaluate food products to ensure that the highest quality standards are consistently attained.
- Ensure that high standards of sanitation, cleanliness, and safety are consistently maintained throughout all kitchen areas. Establish controls to minimize food and supply waste and theft.
- Maintain safety training programs; manage OSHA-related aspects of kitchen safety and maintain MSDS's in an easily accessible location.
- Maintain a positive culture of healthy employee meals and understand the importance they have on the morale of the team.

MEMBERSHIP

- Have a heart for hospitality, embrace, appreciate, promote, and elevate the warmth and culture of Royal Oaks Country Club.
- Be visible and engaged with membership throughout the F&B outlets and during events at the Club.
- Welcome, encourage, and engage in regular feedback from members.
- Be responsive to members' requests for menu selections, event planning, etc., and strive to find creative ways to accommodate reasonable requests. Royal Oaks Country Club prides itself on having a "say yes" culture.
- Create a menu that the membership has a hard time choosing from, with regular innovative features and specials.

FINANCIAL

- Clearly understand the metrics for the successful attainment of financial goals and objectives in F&B operations and consistently review these expectations with their direct reports to ensure understanding and 'buy-in'.
- Consistently monitor payroll and labor resource allocations to ensure they are in line with financial forecasting and goals. Produce variance reports for monthly financial statements.
- Ensure effective and efficient staffing schedules for all facilities and functions while balancing financial objectives with member satisfaction goals.
- Embrace the use of systems and technology to assist in the management of the kitchen and the financial performance of the operation.
- Prepare necessary data for applicable parts of the budget; project annual food, labor, and other costs and monitor actual financial results; take corrective action as necessary to help ensure that financial goals are met.
- Review and approve product purchase specifications and maintain excellent vendor relationships.

INITIAL PRIORITIES OF NEW EXECUTIVE CHEF

- Build relationships with the team. Listen, observe, and seek to understand. This includes building a strong foundation for relationships with the executive team, front-of-house leaders, and all members of their team.
- Treat others with respect, listen, show humility, and promote a positive, fair, and professional work environment.
- Clearly take a “**lead role**” in the team building of the Front and Back of House relationship. The EC is expected to communicate, educate, and be present with service and catering.
- This is a “**hands-on**” working Executive Chef; while administrative tasks must be prioritized, the EC is a key part of the delivery of the culinary product of the membership.
- Enjoy interaction with the membership, highlighted by engagement of feedback, and make appropriate adjustments and adaptations based on sound data and careful thought.
- Innovation and trends in lifestyle dining habits are a must. EC must be able to balance both classic tastes with today’s emerging wellness and clean food movements.
- Evaluate current operations and set appropriate and necessary standards of operation, processes, execution, and delivery within the culinary operation, taking ownership of the entire experience, while working closely and positively with the front-of-house team.
- Evaluate and continue to develop, train, and mentor the culinary team. The Royal Oaks Country Club EC is expected to create disciples and populate the local area culinary industry as a key influencer of the market.

CANDIDATE QUALIFICATIONS

- Has five years’ experience in an Executive Sous Chef or Executive Chef role in a private club or luxury brand.
- 10 years of relevant experience; or any equivalent combination of experience and training that provides the required knowledge, skills, and abilities.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- Has achieved or is interested in additional industry Certified Executive Chef (CEC) certification through the American Culinary Federation (ACF) or Pro Chef II certification through the Culinary Institute of America.
- Having a degree in Culinary Arts and/or other Hospitality Management focus is a plus
- Food safety certification.

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 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 the **Royal Oaks Country Club search committee/Laura Rexilius, CCM, Assistant General Manager**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why ROCC and the Houston 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 the 10th of October. Candidate selections will occur mid-month, with the first Interviews expected in late October and the second interviews a short time later. The successful candidate should assume his/her role in mid-November

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – Royal Oaks CC”

(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

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