

EXECUTIVE CHEF PROFILE LEBANON COUNTRY CLUB LEBANON, PA

THE EXECUTIVE CHEF OPPORTUNITY AT LEBANON COUNTRY CLUB

Lebanon Country Club is seeking an Executive Chef to lead and elevate its culinary team during an exciting period of transformation and renewed vision. With new ownership bringing a clear and forward-focused direction for the Club's future, the incoming Chef will partner with a motivated and supportive senior leadership team committed to building a strong operational foundation and delivering an exceptional member experience. This is a unique opportunity for a culinary leader who enjoys building something special, someone energized by creating structure, inspiring a team, and delighting a warm, welcoming membership within a close-knit community that values both tradition and progress.

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

ABOUT LEBANON COUNTRY CLUB

Located in the rolling hills of Lebanon County, just minutes from downtown Lebanon, the Club offers the charm of a close-knit community with convenient access to larger metropolitan areas such as Harrisburg and Lancaster. The region is known for its scenic countryside, strong local economy, and family-friendly lifestyle, making it an appealing place to live and work. Lebanon Country Club combines small-town warmth with the standards and expectations of a high-quality private club environment.

Lebanon Country Club offers a full complement of amenities designed to deliver a well-rounded private club experience. Members enjoy an 18-hole championship golf course originally designed by Alexander Findlay, along with practice facilities that support players of all skill levels. Beyond golf, the Club features active racquet sports, aquatics programming, and beautifully appointed indoor and outdoor dining venues that serve as the social heart of the membership. From casual family gatherings to elevated private events, the clubhouse provides versatile spaces that foster connection and community.

LEBANON COUNTRY CLUB BY THE NUMBERS:

- Members: 320 families (Goal to reach 680)
- Food Revenues: A la carte dining \$456,000 Banquet Dining \$554,000
- Total F&B Revenues: \$1.2M
- 2 Kitchens – a la carte & banquet
- Average Covers per year 4055
- Target food cost: 47%

LEBANON COUNTRY CLUB WEBSITE: www.lebcc.com

FOOD & BEVERAGE OPERATIONS

Abe & Alice, named in honor of Abraham and Alice Horst, whose early vision and sale of the original parcel of land helped shape the Club's history, serves as the heart of the Club's dining experience. Following a recent \$1 million renovation, the dining room offers lunch and dinner in a relaxed yet refined setting, featuring both an inviting main dining area and an energetic bar space. Complementing this signature venue are a scenic outdoor patio and a variety of banquet and meeting spaces designed to host celebrations of every size, including the Ballroom, the Champions Room, and the Alexander Finley Bar. The Club also offers grab n go options at the turn.

The Club's culinary program emphasizes locally sourced ingredients, seasonal menus, and a refined yet approachable atmosphere. Multiple dining settings, ranging from comfortable indoor spaces to scenic outdoor patios, allow members to enjoy everything from casual weeknight meals to milestone celebrations.

A strong culinary culture, paired with a commitment to personalized service, positions the Club as a premier social destination for members and their guests throughout the year.

EXECUTIVE CHEF JOB OVERVIEW

The Executive Chef (EC) at Lebanon Country Club is responsible for the day-to-day leadership and execution of all culinary operations, including the primary dining outlet and select banquet and private event functions. In this close-knit club environment, the EC is a hands-on leader who is deeply involved in menu development, food purchasing specifications, and recipe execution, while ensuring consistent quality, strong cost controls, and adherence to the highest standards of food safety and sanitation. The EC establishes clear standards, systems, and expectations, fostering accountability, teamwork, and pride in execution. Through strong communication, approachability, and a commitment to excellence, the Executive Chef plays a visible and integral role in delivering a memorable and consistent dining experience for the Club's members.

Leadership

- Take full ownership of the culinary team; build trust by engaging, observing, learning, and listening to their wisdom, experience, and needs.
- Earn members' trust by instilling confidence through continued enhanced operations, interaction, and visibility.
- Create a fun, collaborative work environment while being "hands-on" when necessary but understanding when to step back and lead the team.
- Involve team members 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.
- Work closely with the front of house leadership and broader club leadership team to ensure a cohesive experience that consistently exceeds expectations for Members and guests.
- 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.

Operations

- Be a collaborative team player who is willing to be "hands-on" within the operations daily, while training the team to take ownership and step back when appropriate.
- Develop and maintain standard recipes and techniques for food preparation and presentation that help to ensure consistency, high-quality, and minimize food costs.
- Be well-versed in menu development and execution of various cuisine types and styles.
- Lead Food and Beverage, Leadership, Financial, and other Meetings and represent the culinary team as a senior leader at the club.
- Establish controls to minimize food and supply waste and theft. Safeguard all food-preparation employees by implementing training to increase their knowledge about safety, sanitation, and accident prevention principles.
- Maintain safety training programs. Manages OSHA-related aspects of kitchen safety and maintains MSDSs in an easily accessible location.

Membership

- Have a heart of hospitality, embrace, appreciate, promote, and elevate the warmth and culture of the Club.
- Be highly visible and engaged with Membership throughout the F&B outlets and events, have an intuitive feel for where to be and when.
- 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 with a "can-do" approach
- Consistently innovate, elevate events, and build on a core selection of club favorites and signature dishes.
- Create seasonally appropriate menus that the Membership has a hard time choosing from, with regular features and specials.

Financial

- Clearly understand the metrics for successful attainment of financial goals and objectives in F&B operations and consistently reviews these expectations with his or her direct reports to ensure understanding and 'buy-in' from those contributing to their attainment.
- Oversee the pricing of menus for all outlets in the club and for special occasions and events. Schedule and coordinate the work of chefs, cooks, and other kitchen employees to ensure that food preparation is economical and technically correct, and within budgeted labor cost goals.
- Embrace the use of systems (including regular inventory processes) and technology to assist in the management of the kitchen and the financial performance of the operation.
- Monitor payroll and labor resource allocations to ensure they are in line with financial forecasting and goals.
- Maintain strong relationships with local vendors and identify new vendors to ensure the best prices for the best quality products.

INITIAL PRIORITIES OF THE EXECUTIVE CHEF

- Focus on Consistency and the Fundamentals: Prioritize doing the basics well every day, strong organization, sound systems, and reliable execution, so members can count on a consistently positive dining experience.
- Get to Know the Members: Take time to understand member preferences, dining habits, and traditions, maintaining popular staples while building trust through responsiveness and familiarity.
- Introduce Thoughtful Creativity: Refresh menus and features in a way that feels approachable and appropriate for the Club, balancing creativity with comfort and familiarity.
- Lead and Develop the Team: Serve as a hands-on leader and mentor, supporting staff development through coaching, training, and clear expectations while fostering a positive, collaborative kitchen culture.
- Be Present and Approachable: Maintain a visible, welcoming presence in the kitchen and dining areas, building strong relationships with members, staff, and leadership.
- Provide Steady, Practical Leadership: Offer calm, organized leadership within a smaller operation, working closely with the front-of-house and management team to support teamwork, communication, and shared goals.

CANDIDATE QUALIFICATIONS

- Five years' experience in a similar role with exposure to private club (or similar) a la carte and banquet operations
- Ten years of food production and management.
- Experienced with and embraces new technology, including POS and Microsoft Suite.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- A bachelor's degree is preferred with a focus on Hospitality Management or Culinary.
- In lieu of the degree, substantial culinary or hospitality experience will be considered.
- 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.
- Food Safety Certified

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

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 **Stephan Van Der Ploog, Owner and Chief Accountability Officer, Lebanon Country 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 LCC and the Lebanon, PA 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 Monday April 6th, Candidate selections will occur mid-April, with the first Interviews expected later in the month and the second interviews a short time later. The successful candidate should assume his/her role in late May

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - Lebanon 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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