

EXECUTIVE CHEF PROFILE: THE OAKS CLUB OSPREY, FL

THE EXECUTIVE CHEF OPPORTUNITY AT THE OAKS CLUB

The Executive Chef opportunity at The Oaks Club in one of Osprey, Florida's most established communities and an excellent opportunity for candidates with exceptional culinary talent and leadership. A perfect opportunity to continue their culinary reputation by working at a Platinum club. The clubhouse and kitchen are perfectly positioned for success.

An Executive Chef who embraces the vision shared by club leadership and committees while collaborating to create exceptional culinary experiences and memorable events. This celebrated role will lead a dynamic Food & Beverage program that serves all 861 members across the club's diverse dining venues, elevated catering operations in a new kitchen facility that was thoughtfully designed.

The ideal candidate brings experience from high-quality, high-touch environments and a passion for delivering excellence in culinary and service that members expect and appreciate. Creativity and innovation will be essential as the Executive Chef honors the club's treasured traditions while introducing inspired new dining experiences and signature events that continue to elevate The Oaks Club.

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

ABOUT THE OAKS CLUB

The Oaks Club is a private, member-owned community in Osprey, just south of Sarasota. Spanning over 1,000 acres with three gated neighborhoods, Clubside, Bayside, and The Preserve, the Club offers a welcoming, refined atmosphere where members enjoy exceptional service and a strong sense of community.

At the heart of the community is the elegant Clubhouse in Oaks Clubside, featuring multiple dining venues that provide a variety of culinary experiences—from casual outdoor dining to elegant indoor settings. The Club is proud of its professional culinary and hospitality team, who deliver high-quality food and beverage offerings while creating memorable experiences for members and their guests. Members also enjoy premier amenities, including two championship 18-hole golf courses, 12 tennis courts, pickleball, croquet, bocce, an oversized pool, and a state-of-the-art WellFit Center for fitness and wellness.

The surrounding area offers beautiful Gulf Coast beaches, cultural attractions, and outdoor recreation, making it easy for members to enjoy both club life and the vibrant Sarasota region. Recognized as a Platinum Club of America and Distinguished Club Elite, The Oaks Club blends luxury amenities, natural beauty, and a strong social community.

THE OAKS CLUB BY THE NUMBERS:

- Members: 861
- Average age of membership: 64
- Total Annual Gross Volume \$22M
- Annual Food Volume Approximately \$2M
- Annual Beverage Volume Approximately \$2M
- A la carte 95% Banquets 5%
- 2 Kitchens (2 separate cooking lines)
- 2 Restaurants (3 dining zones)
- Covers per year 87k
- 3-4 Weddings a year
- Target food cost: 51%

- 28 direct reports (including: Pastry Chef, Sous Chefs)
- The Club uses Jonas POS
- Clubhouse is closed on Mondays, Christmas Day & New Year's Day

THE OAKS CLUB WEBSITE: www.theoaksclub.com

FOOD & BEVERAGE OPERATIONS:

The Overlook – Open Tuesday through Sunday for lunch and dinner, this newly constructed dining venue offers an upscale casual atmosphere highlighted by a 32-seat bar overlooking the 18th hole of the Heron course. The space features sweeping views of the golf course, clubhouse patio, and the surrounding grounds, creating one of the most scenic and inviting dining experiences at the club. As the newest addition to the clubhouse and Food & Beverage program, The Overlook has quickly become a vibrant and highly active gathering place for members, supported by a dedicated service line designed for efficient preparation and delivery of culinary offerings.

The Oaks Room & Tavern – Open for dinner Thursday through Saturday, this classic dining venue reflects the rich history and charm of the original clubhouse while offering members a distinctly different dining experience from the more casual Overlook. Designed to provide members with greater variety and choice in their dining options, The Oaks Room & Tavern delivers a more intimate, refined atmosphere ideal for relaxed evenings and traditional club dining. Located opposite The Overlook Restaurant, the space operates with its own dedicated kitchen line, allowing the culinary team to maintain exceptional quality and service across both venues.

Member Events – The Oaks Club hosts more than 100 member events each year, offering a wide variety of culinary experiences across the club's beautiful campus. Rather than only relying on their ballroom, the club utilizes several distinctive venues throughout the property, creating unique and memorable settings for gatherings of all sizes. From the Racquets center to the main clubhouse and outdoor terraces, members enjoy a thoughtful blend of indoor and outdoor event spaces that showcase the natural beauty of the grounds. These versatile locations allow the culinary and events teams to design creative, engaging experiences for celebrations, themed events, and club traditions, making each occasion feel special and distinctly "Oaks."

EXECUTIVE CHEF JOB OVERVIEW

The Executive Chef is the culinary leader of our prestigious private country club, with mandatory membership, known for its refined dining experiences and warm, community-driven culture. This role oversees all culinary operations, from upscale à la carte dining while honoring the preferences and traditions of our membership. The Executive Chef will shape the club's culinary identity, elevate standards of excellence, and collaborate closely with all departments to deliver exceptional member experiences. Reports to the Club's General Manager, COO.

The Executive Chef (EC) at The Oaks Club is responsible for the day-to-day leadership and execution of all culinary operations, including all dining outlets, 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.

Working closely with the culinary team and the club's leadership, the Executive Chef leads, mentors, and develops the kitchen staff through active presence on the floor and in the kitchen. 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 General Manager, 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.
- Have a passion and aptitude for teaching and training all food service personnel, working as necessary with the team directly responsible for operations to create a learning culture of development.

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, plate presentation, and execution of various cuisine types and styles.
- Attend 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.
- Develop seasonally inspired menus that offer variety, creativity, and exceptional quality.
- Evolving menu offerings to enhance the dining experience and provide members with even more reasons to gather, dine, and spend time enjoying the club.

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

- Set a Culture of Quality and Pride: Establish clear expectations around food quality, cleanliness, and execution, and ensure that member favorites and special offerings are prepared with quality ingredients, care, consistency, and attention to detail.
- 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.

- Establish a strong partnership with the General Manager built on trust, transparency, and open communication.
- 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 luxury hospitality, or large multi-outlet operations with both busy a la carte and banquets.
- 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 the **Ms. Holly Farrell, General Manager/COO, The Oaks 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 The Oaks Club and the OSPREY, FL 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 **April 20th**. Candidate selections will occur late **April**, with the first Interviews expected in early **May** and the second interviews a short time later. The successful candidate should assume his/her role in **early June**.

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

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter The Oaks 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

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