



RCS Hospitality Group
a new generation of hospitality management
2827 Midway Rd SE Ste 106 - #231
Bolivia, NC 28422
www.consultingRCS.com

Position Available:
EXECUTIVE CHEF
Pine Island Country Club
Charlotte, NC

Pine Island Country Club in Charlotte, North Carolina, is seeking an accomplished Executive Chef to lead its culinary program. The Club is recognized for its welcoming atmosphere, active membership, and commitment to delivering exceptional hospitality both on and off the golf course. Dining is an integral part of the member experience, where familiar faces, thoughtful service, and consistently outstanding cuisine create lasting connections. This opportunity is ideal for a chef who believes that great food is only part of the equation, someone who enjoys building relationships with members, mentoring a talented culinary team, and creating memorable dining experiences that become part of the Club's culture.

WHY PINE ISLAND?

This opportunity is ideal for a chef who enjoys more than simply operating a kitchen. Pine Island is seeking a culinary leader who values relationships, enjoys interacting with members, and believes that great hospitality begins with knowing the people you serve.

The next Executive Chef will inherit an established operation while having the opportunity to influence the future of the Club's culinary program. The Club is looking for a leader who will create systems, mentor employees, strengthen collaboration between the kitchen and front of house, and build a culture where consistency and teamwork define every service.

Charlotte continues to be one of the Southeast's fastest-growing metropolitan areas, offering exceptional neighborhoods, nationally recognized schools, professional sports, cultural attractions, and a thriving culinary scene. The combination of a respected private club and an outstanding quality of life makes this an exceptional leadership opportunity.

POSITION OVERVIEW

The Executive Chef is responsible for the leadership and administration of all culinary operations at Pine Island Country Club. Reporting directly to the General Manager, the Executive Chef oversees à la carte dining, banquet production, member events, purchasing, inventory, sanitation, budgeting, menu development, staffing, and training.

Success in this position requires far more than culinary expertise. The Executive Chef must be a visible leader who enjoys building relationships with members, mentoring culinary professionals, collaborating with department heads, and creating systems that produce consistent, high-quality dining experiences throughout the Club.

JOB SUMMARY: ESSENTIAL FUNCTIONS

Culinary Leadership

- Direct all culinary operations for the Club.
- Develop seasonal menus that balance creativity with member favorites.
- Establish standardized recipes, plating guides, and production procedures to ensure consistency throughout the operation.
- Maintain exceptional standards for food quality, presentation, and execution.
- Continuously evaluate menus and recipes to improve quality, efficiency, and member satisfaction.
- Research new culinary trends while respecting the traditions and preferences of the membership.



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- Ensure every dish leaving the kitchen reflects the Club's standards for excellence.

Member Experience

- Build genuine relationships with members and their families.
- Learn member preferences and incorporate feedback into menu planning.
- Maintain a visible presence throughout the Club and interact with members whenever appropriate.
- Foster an environment where members view the Club as one of their preferred dining destinations.
- Participate in chef demonstrations, special events, wine dinners, and other culinary experiences.

Leadership & Team Development

- Recruit, hire, train, mentor, and retain a talented culinary team.
- Develop Sous Chefs and supervisors into future leaders.
- Promote accountability, professionalism, and mutual respect throughout the kitchen.
- Conduct performance evaluations and provide ongoing coaching.
- Create schedules that balance excellent service with responsible labor management.
- Lead by example through a hands-on leadership style.

Collaboration

- Develop a strong partnership with the Food & Beverage Manager and front-of-house leadership.
- Participate in daily service lineups and department meetings.
- Promote open communication between culinary and service teams.
- Work closely with Catering Sales to ensure seamless event execution.
- Serve as a positive ambassador for the culinary department throughout the Club.

Banquets & Member Events

- Collaborate on banquet menus and event planning.
- Participate in BEO meetings to ensure culinary expectations are clearly defined.
- Execute weddings, golf tournaments, holiday celebrations, and member events with consistency and professionalism.
- Ensure every event reflects the quality standards of Pine Island Country Club.

Financial Management

- Prepare and manage the culinary operating budget.
- Monitor food and labor costs while maintaining exceptional quality.
- Oversee purchasing, inventory control, receiving, and vendor relationships.
- Identify opportunities to improve efficiencies without compromising the member experience.
- Assist in long-range equipment replacement and capital planning.

Sanitation & Safety

- Maintain immaculate kitchen facilities.
- Ensure compliance with all local, state, and federal health regulations.
- Implement and monitor sanitation procedures and food safety standards.
- Maintain equipment and coordinate preventative maintenance.
- Foster a culture where cleanliness reflects professionalism and member trust.

ESSENTIAL QUALIFICATIONS

- Minimum of five years of progressive culinary leadership experience as an Executive Chef or Executive Sous Chef.
- Private club experience strongly preferred.
- Experience leading both à la carte and banquet operations.
- Culinary degree or equivalent professional training preferred.
- Strong financial management skills, including budgeting, food cost, labor management, and purchasing.



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- Proven success recruiting, developing, and retaining culinary talent.
- Excellent organizational and communication skills.
- Strong knowledge of menu development, recipe costing, and inventory management.
- Demonstrated ability to build positive relationships with members, guests, and fellow department leaders.
- Ability to remain calm, organized, and solutions-oriented in a fast-paced environment.
- Proficiency with Microsoft Office and food and beverage management software preferred.

PHYSICAL DEMANDS:

- Work tasks are performed both indoors and outdoors, and in both extreme heat and cold temperatures.
- Ability to stand and walk for up to 12 hours.
- Must be able to lift 50 lbs.
- Must be able to exert a well-paced ability to reach different outlets and other departments on a timely basis.
- Requires grasping, writing, standing, sitting, walking, repetitive motions, bending, climbing, listening, hearing, and visual acuity.

REPORTS STRUCTURE

Reports To:

General Manager

Direct Reports:

- Sous Chef
- Line Cooks
- Stewards

The Executive Chef works closely with the Food & Beverage Manager, Beverage Manager, Catering Sales Manager, Clubhouse Manager, Head Golf Professional, and other department leaders to ensure a seamless member experience. The position serves as a member of the Club's senior leadership team.

COMPENSATION & BENEFITS

Salary: \$92,000, commensurate with experience.

Bonus Potential: Performance-based

Benefits:

- Medical Insurance (multiple plan options)
- Dental Insurance
- Vision Insurance
- Employer-paid Basic Life Insurance
- Employer-paid Short-Term Disability
- Employer-paid Long-Term Disability
- 401(k) Retirement Plan with employer match after one year
- Paid Time Off
- Floating Holidays
- Christmas Club Savings Program
- Voluntary Accident & Critical Illness Insurance
- Professional development opportunities



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CLUB DETAILS

- Located in Charlotte, North Carolina
- Approximately \$1 million in annual food and beverage revenue.
- Reports directly to the General Manager.
- Culinary leadership team includes a Sous Chef supported by cooks and stewards.
- Leadership team includes the General Manager, Clubhouse Manager, Head Golf Professional, Food & Beverage Manager, Controller, and Human Resources.
- Website: <https://pineislandcc.com/>

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