

EXECUTIVE CHEF PROFILE QUAIL CREEK COUNTRY CLUB NAPLES, FL

EXECUTIVE CHEF OPPORTUNITY AT QUAIL CREEK COUNTRY CLUB

Quail Creek Country Club is seeking a dynamic, innovative, and highly visible Executive Chef to lead all culinary operations at one of Southwest Florida's premier private clubs. As a member-owned club featuring two championship golf courses, a vibrant year-round social calendar, multiple dining venues, private event spaces, and a diverse culinary program ranging from casual dining and brunch service to upscale member events, wine dinners, banquets, and special celebrations, Quail Creek offers an outstanding opportunity for a culinary leader to make a meaningful impact. The Club is entering an exciting period of growth and continuous improvement, supported by a warm, welcoming, and collaborative leadership team that is committed to investing in its people, facilities, and the overall Member experience.

The Executive Chef will be a visible, approachable, and inspiring leader who builds genuine relationships with Members and employees alike while fostering a positive, accountable, and team-oriented culture within the kitchen. The successful candidate will possess the emotional intelligence to lead and develop a diverse culinary team, the business acumen to manage a high-performing operation, and the creativity and passion to enhance every aspect of the Member dining experience continually. At Quail Creek Country Club, success is built through teamwork, innovation, consistency, and a shared commitment to creating memorable experiences for Members every day. This is an opportunity for a chef who enjoys developing people, embracing new ideas, and helping shape the future of an already strong culinary program.

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

ABOUT QUAIL CREEK COUNTRY CLUB

Quail Creek is one of Naples' premier member-owned private clubs, offering an exceptional blend of championship golf, outstanding amenities, and a welcoming, family-oriented culture. Members enjoy two Arthur Hills-designed championship golf courses, exceptional practice facilities, a vibrant golf program, multiple dining venues, tennis, pickleball, padel, bocce, and a state-of-the-art wellness center and spa. As a Distinguished Club of Exceptional Status with Blue Zone Certification, Quail Creek and its members prioritize health and wellness, physical activity, and excellent quality of offerings, service, and social connection.

Founded in 1981, Quail Creek is one of the oldest private clubs in Southwest Florida. Since its founding, Quail Creek has remained committed to continually enhancing its facilities and Member experience through thoughtful reinvestment and exceptional service, while preserving and maintaining its legacy and established culture. With two distinct membership categories, an elegant clubhouse, and a reputation for warm hospitality, Quail Creek provides a dynamic environment where tradition, excellence, and community come together to create one of Southwest Florida's most respected private club experiences.

QUAIL CREEK COUNTRY CLUB BY THE NUMBERS:

- Approximately 790 Members
- Average age of the membership: 63
- Approximate Annual Gross Volume: \$3.5M
- Annual Food Volume Approximately \$2.7M
- Annual Beverage Volume Approximately \$1.3M
- À la carte 54% Banquets 46%
- 3 Kitchens
- Covers per year: 82,000

- Target food cost: 47%
- Average kitchen labor is 36.7%
- 22 direct/indirect reports

QUAIL CREEK COUNTRY CLUB WEBSITE: www.quailcreekcc.com

FOOD & BEVERAGE OPERATIONS

The Club offers a diverse collection of dining venues designed to accommodate everything from casual member dining to elegant private events and large-scale social gatherings. The Club's event spaces include the Cypress Room (250 guests), Quail Room (70 guests), Oak Room (40 guests), and Wine Room (35 guests), providing flexible options for banquets, celebrations, and member functions. The Greenside Grille serves as the Club's primary casual dining venue, featuring seating for 150 guests indoors and an additional 80 on the outdoor patio. In comparison, the Creekside Bar & Bocce Area offers a relaxed outdoor setting with seating for approximately 50 guests and the capacity to host up to 150 guests for larger social events.

Members also enjoy gathering in the Cypress Lounge & Bar, a welcoming space before and after dining or special events, as well as the Greenside Grille Bar, which supports the Club's lunch, dinner, and social dining experiences. One of the highlights of the Club's annual social calendar is the Welcome Back Party, held each November, which welcomes approximately 350 members and guests as they return for the season and celebrates the start of another vibrant year at Quail Creek. Additionally, holiday events, such as Christmas Eve and Easter Buffets, see up to 500 members and guests, while private events, including Weddings, Graduation Parties, Luncheons, and other celebrations, play a key role in the overall operation.

EXECUTIVE CHEF JOB OVERVIEW

The Executive Chef (EC) at Quail Creek Country Club provides strategic leadership and oversight of all culinary operations across multiple food-and-beverage outlets in a high-volume, high-revenue club environment. This includes à la carte dining, banquets and events, member programming, and specialty outlets. The EC is responsible for menu development, food purchasing specifications, and recipe standards; leading the training, mentorship, and supervision of the culinary team; overseeing food and labor cost controls across all outlets; and consistently delivering exceptional food quality while maintaining the highest professional standards for safety and sanitation.

The EC leads, inspires, and directs a diverse kitchen organization, including Chef de Cuisine and Sous Chefs. Working in close partnership with the GM and the broader leadership team, the Executive Chef establishes and enforces culinary standards, systems, and operating procedures that support consistency, accountability, and continuous improvement. Clear communication, strong leadership presence, and adherence to established policies ensure alignment across all back-of-house operations and contribute to a best-in-class member dining experience.

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 their 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.
- Hold daily/weekly team 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

- Plan, organize, and run a busy à la carte and banquet operation simultaneously with multiple events happening at the same time across multiple locations.
- 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 cuisines, including American, French, Mediterranean, Italian, Asian, Caribbean, and Indian. Always with a focus on quality ingredients with a strong foundation in fundamental culinary techniques.
- Attend Food and Beverage, Leadership, Financial, and other Meetings and represent the culinary team as a senior leader at the club.
- 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 review these expectations with their 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.
- 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

- Establish Excellence as the Standard: Set a clear expectation that excellence is non-negotiable.
- Champion Consistency & the Basics Done Exceptionally Well: Establish uncompromising standards around food quality, execution, sanitation, and organization.
- Gain an Understanding of Members & Their Habits: Quickly learn the membership's preferences, traditions, dining patterns, and expectations, honoring beloved staples.
- Develop Thoughtful Innovation & Creativity: Introduce creativity with purpose, refreshing menus, features, and events in ways that feel exciting yet appropriate for the Club.
- Developing and Inspiring People: Lead as a hands-on mentor and teacher, strengthening the culinary bench through training, coaching, and accountability.
- Visibility & Member Engagement: Be an active, approachable presence in both kitchens and dining rooms.
- Demonstrate Strong, Steady Leadership: Provide confident, organized leadership across a large and complex operation, setting clear expectations, partnering closely with FOH and Club leadership.

CANDIDATE QUALIFICATIONS

- Ten years' experience in a similar role with exposure to luxury hospitality, or large multi-outlet operations with both busy à la carte and banquets.

- Fifteen 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 attach when prompted 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. Christopher Evans, Quail Creek Country Club 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 QCCC and the Naples, 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 Monday, August 17th. Candidate selections will occur in Late August, with the first Interviews expected in early September and the second interviews shortly thereafter. The successful candidate should assume their role in early-mid October.

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

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter - Quail Creek"

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

Note: Once you complete the application process for this search, you cannot go back 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

LEAD SEARCH EXECUTIVES:

Annette Whittle, CCM
Search Executive
O: (833) KKW-HIRE, ext. 721
M: (561) 827-1945
annette@kkandw.com

Lawrence McFadden, CMC, ECM
Search Executive
O: (833) KKW-HIRE, ext. 715
M: (239) 963-6888
lawrence@kkandw.com