

KOPPLIN KUEBLER & WALLACE

EXECUTIVE CHEF PROFILE FRANKLIN HILLS COUNTRY CLUB FRANKLIN, MI

THE EXECUTIVE CHEF OPPORTUNITY AT FRANKLIN HILLS COUNTRY CLUB:

The Franklin Hills Country Club is seeking an exceptional Executive Chef to lead its distinguished culinary program and continue delivering a world-class dining experience worthy of one of the nation's premier private clubs. This is a rare opportunity to succeed a highly respected, long-tenured Executive Chef who is retiring after years of dedicated leadership. Working closely with the General Manager and senior leadership team, the Executive Chef will build upon an already exceptional foundation while continuing to elevate the Club's culinary vision through innovation, operational excellence, and an unwavering commitment to hospitality and member satisfaction.

The ideal candidate is a charismatic, hands-on leader who thrives in a seasonal, high-expectation environment and understands the unique rhythm of highly seasonal private club operations. This individual will possess exceptional culinary expertise, a passion for fresh, scratch-made cuisine, and a commitment to sourcing and preparing the highest quality ingredients with precision and consistency. Equally important, the Executive Chef will inspire and develop a talented culinary team while building meaningful relationships with the membership, ensuring every dining experience reflects the warmth, excellence, and personalized service that define Franklin Hills Country Club.

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

ABOUT FRANKLIN HILLS COUNTRY CLUB:

Franklin Hills is a private country club dedicated to providing its members, families, and guests with extraordinary facilities for golf, socializing, tennis, swimming, and entertainment. With a nationally ranked golf course and exceptional service, Franklin Hills maintains a warm and relaxed environment while upholding the tradition and history of its legacy. In keeping with tradition and our members' wish for privacy, the Membership application process is by invitation only. It is required that all prospective Applicants have a current FHCC Member within their personal social network who may serve as a primary sponsor to begin the Membership invitation process, and who will provide any and all information pertaining to cost and process. In the late 1920s, celebrated architect Albert Kahn was retained to design the warm and inviting English Tudor-style clubhouse. Although it is modeled after the Country Club of Detroit, the clubhouse, which opened in 1928, exhibits a fairy-tale charm and an inspiring uniqueness. Kahn filled its warm red brick walls and turrets with fieldstones taken from the property. The slate roof comprises a rich mixture of greens, grays and purples. Even after several additions and renovations, the clubhouse retains its timeless, classic look.

The Club has always enjoyed an excellent reputation for the warm fellowship enjoyed by its members, its lovely surroundings and challenging golf course, beautiful clubhouse, fine service and delicious food.

FRANKLIN HILLS COUNTRY CLUB BY THE NUMBERS:

- Members: Approximately 464
- Average age of membership: 65
- Total Annual Gross Volume: Approximately \$11.5M
- Annual Food Volume: Approximately \$2.2M
- Annual Beverage Volume: Approximately \$425,000
- A la carte 65% Banquets 20% Club Functions 15%
- 2.5 Kitchens – (Main Clubhouse, Family Rec Center & Halfway House)
- Total Number of A la Carte Outlets: 6
- Total Number of Catering/Banquet Spaces: 3
- Covers per year: 17,500
- Weddings a year: 3

- Target food cost: 52%
- Annual Kitchen Labor Cost: 60%
- 27 Kitchen Staff FTE (direct/indirect reports)
- The Club is currently moving to Jonas for POS & Accounting
- Club Closed: Mid-December through end of March

FRANKLIN HILLS COUNTRY CLUB WEBSITE: www.franklinhills.com

FOOD & BEVERAGE OPERATIONS

- **Fairway Grill:** Seating capacity of 180, L/D, Wed-Sun
- **Grill:** Seating capacity of 40, Lunch only, Wed-Sun
- **Men's Lounge:** Seating capacity of 20, Lunch only, Wed-Sun
- **Fountain Court:** Seating capacity of 32, Lunch only, Wed-Sun (Mem. Day-September)
- **North Patio:** Seating capacity of 120, L/D, Wed-Sun (Mem. Day-September)
- **FRC:** Seating capacity of 80, L/D, Tue-Sun (Mem. Day-Labor Day)
- **Banquet/Catering:** North+South+Center Patios Tents, Max 500

EXECUTIVE CHEF JOB OVERVIEW

The Executive Chef (EC) at Franklin Hills 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. 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.
- Create a positive, professional kitchen culture built around teamwork, accountability, respect, and pride
- 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.
- 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.
- Mentor sous chefs and other culinary leaders and develop future talent from within the department.
- Establish clear standards and ensure consistency across all culinary operations.

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.
- 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.
- Create seasonally appropriate menus that the Membership has a hard time choosing from, with regular features and specials.

Financial

- Develop and manage the culinary department's annual operating and capital budgets.
- 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 care, consistency, and attention to detail.
- Develop and enforce effective operating procedures throughout the culinary department.
- Develop safeguarding SOP's and train staff about the seriousness of allergens.
- 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 luxury hospitality, or large multi-outlet operations with both busy a la carte and banquets.
- Experience with Jewish Foods and Club Cultures, while not required is appreciated
- Ten years of food production and management.

- Experienced with and embraces new technology, including POS.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- An Associates degree is required with a focus on Hospitality Management or Culinary Arts.
- 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 the order listed using the link below. When prompted for them during the online application process, you should have your documents fully prepared to attach. Please be sure your image is not on your resume or cover letter; it should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to the **Franklin Hills Country Club, General Manager, Laurent Fregonara**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why FHCC and the Franklin, MI 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 November, 5th. Candidate selections will occur early November, with the first Interviews expected in early December and the second interviews a short time later. The successful candidate should assume his/her role in after the first of the year 2027.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - Franklin Hills 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

LEAD SEARCH EXECUTIVES:

Annette Whittle, CCM | Hospitality Consultant, Trainer & Search Executive

O: (833) KKW-HIRE, ext. 721

M: (561) 827-1945

annette@kkandw.com

Lawrence McFadden, CMC, ECM | Search & Consulting Executive

O: (833) KKW-HIRE, ext. 715

M: (239) 963-6888

lawrence@kkandw.com