KOPPLIN KUEBLER & WALLACE

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EXECUTIVE CHEF PROFILE:
THE MIRABEL CLUB
SCOTTSDALE, AZ

THE EXECUTIVE CHEF OPPORTUNITY AT THE MIRABEL CLUB

Located in beautiful Scottsdale, Arizona, Mirabel is looking for an exceptional, innovative, and humble Executive Chef. Mirabel is a private, member owned country club with a lively, intimate, warm and welcoming membership who enjoy an active lifestyle. This is an amazing opportunity to be part of a talented culinary team in a first class, friendly club community.

Click here to view a brief video about this opportunity.

MIRABEL CULTURE & COMMUNITY

Mirabel is magical, and the brand essence captures exactly that. Mirabel prides itself on possessing a special and exciting quality that makes them unique. This magical quality seems to work by way of some mysterious, unseen force. A special power that connects the community and team who together make wonderful things that seem impossible, possible.

The Mirabel Wave is at the heart of this magical culture, the team and Membership use this wave as a sign of respect, community and belonging.

First class, inviting, and neighborly describes the heart of the Mirabel Experience. This private, award-winning Platinum Club of America is a Golf Club community that is home to one of Tom Fazio's beautiful desert courses. With gorgeous mountain views and desert vistas, the refined, upper-scale Scottsdale homes and real estate are some of the most beautiful and breath-taking in the world.

Mirabel is located in North Scottsdale which boasts a nearly ideal climate, incredible natural beauty, and provides its residents and visitors an exciting, varied lifestyle that cannot be duplicated. Voted one of the "Most Livable" cities in the United States, Scottsdale offers a fascinating array of recreation, cultural attractions, and activities. From art galleries to theater, historic museums to cinema, sporting events, concerts or even a rodeo, there is always something to do.

Arizona has many country clubs, but Mirabel's location in the North Scottsdale area is one of a kind. The private, member owned country club offers members a beautifully designed and challenging golf course, tennis, fine dining, elegant parties, and social opportunities. *Mirabel's 40,000 square foot Desert Lodge Clubhouse offers ambience, activities, service and dining to rival any five star private Club or resort.*

At the center of this exceptional North Scottsdale golf community is the glowing beauty of the spectacular Desert Lodge Clubhouse. It encompasses an indoor/outdoor lifestyle that inspires friendly, free flowing camaraderie. The clubhouse features an award-winning dining indoors and out with fire-lit patios, relaxing settings for cocktails, comprehensive fitness facilities, full-service spa and salon, beautiful resort-size pool with cabanas, and the championship-caliber Tennis Garden with four Har-Tru clay courts as well as four pickleball courts. Mirabel just completed a $6.5m renovation project which included a kitchen expansion, casual dining expansion, new bar, fitness expansion, locker room renovations as well as four new pickleball courts.

MIRABEL – POSITIONING STATMEMENT

Scottsdale's only luxury golf club community where the splendor of the high desert meets the charm of small town.

The foundation of the *Mirabel Experience* is based on five values that differentiate Mirabel from other clubs. Mirabel members and staff pledge to honor these values at all times:

- Sense of Community
- Close Friendships
- Engagement
- Superior Member / Employee Experience
- Commitment to Our Community

MIRABEL BY THE NUMBERS:

- 275 golf members; 50 social members
- $100,000 initiation fee
- $21,900 annual dues (including $1800 annual capital dues)
- $10M gross volume
- $40,000 square foot clubhouse
- $903,000 annual F&B
- 80% a la carte/20% other
- 23,000 covers per year
- 110 employees
- 12-15 kitchen employees
- 1 main kitchen
- 25,000 rounds of golf per year
- 64 is average member age

FOOD & BEVERAGE OPERATIONS

Mirabel's dining experience is best described as quality, high-end, approachable food in an upscale yet relaxed and informal environment, integrating innovative twists on flavorful features, healthy selections and menu offerings with signature items.

The dining room seats approximately 140 people and the adjacent bar seats up to 30 people. Patio dining is preferred during Arizona perfect weather months and features beautiful down valley views and spectacular sunsets. The Patio accommodates up to 80 people.

Breakfast and lunch are served Tuesday through Sunday and dinner is served Wednesday- Sunday evenings. During the summer months from June to mid-October, the dining drops to 5 days and 3 dinner services.

Other food outlets include outdoor "comfort stations" that feature snacks and drinks after the 4th and 13th golf holes. Golfers can also experience on-course delicacies on the 10th tee ranging from handmade tacos and signature sliders to Mirabel's legendary homemade beef jerky. Daily continental breakfast and soup lunches are available in the Dining Room, the Ladies' Locker Room and Men's Grille.

Mirabel offers a full complement of catering services for members, including in-home catering, party-planning services for private functions, and their unique wine-buying program.

MIRABEL WEB SITE: www.mirabel.com

ORGANIZATIONAL STRUCTURE

Mirabel operates under the General Manager organizational structure. The Executive Chef reports directly to the General Manager.

The kitchen staff totals approximately 12-15 team members including a sous chef, pastry chef, cooks, and stewarding.

EXECUTIVE CHEF POSITION OVERVIEW

The Executive Chef at Mirabel is responsible for all food production, including that sold in the restaurants, banquets, and other outlets. He or she develops menus, food purchase specifications and recipes, and develops and monitors food and labor budgets for the department. The Executive Chef maintains the highest professional food quality and sanitation standards.

EXECUTIVE CHEF JOB DESCRIPTION

Leadership

- Be a collaborative team player who is willing to be "hands on" when necessary but understands when to step back and lead the team.
- 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.
- Involve associates in the decision-making process of how 'work gets done' and creates a work environment people want to come to and participate every day.
- Have a passion and aptitude for teaching and training for all food service personnel, working, as necessary, with the staff directly responsible for operations.
- Be a focused and consistent evaluator of personnel, ensuring that standards of conduct and delivery are met; this includes oversight of high standards of appearance, hospitality, service, and cleanliness of the kitchen facilities.
- Establish and consistently enhance operating standards for personnel in areas of responsibility and consistently evaluate knowledge, understanding, and execution to these high standards.
- Conduct and/or oversee training programs for food service personnel on various issues including service techniques, knowledge of menu items and daily specials, sanitation, team building, and conflict resolution; regularly test and evaluate knowledge and understanding of these expectations
- Work closely with the front of house food and beverage managers to assure a cohesive experience that consistently exceeds the expectations of members and guests.
- Hold daily/weekly staff briefings 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.
- Attend food and beverage staff and management meetings.
- Cook or directly supervise the cooking of items that require skillful preparation.
- Engage with, observe, learn, and listen to the members and staff. Earn member trust by instilling confidence through continued enhanced operations, interaction, and visibility.
- Maintain physical presence during times of high business volume.

Operations

- Develop and maintain standard recipes and techniques for food preparation and presentation that help to assure consistent, high quality and minimize food costs; exercises portion control for all items served and assists in establishing menu selling prices.
- Evaluate food products to assure that quality standards are consistently attained.
- Ensure that high standards of sanitation, cleanliness and safety are always maintained throughout all kitchen areas. Establishes 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.
- Establish and maintains a regular cleaning and maintenance schedule for all kitchen areas and equipment.

- Maintain safety training programs; manages OSHA-related aspects of kitchen safety and maintains MSDSs in easily accessible location.

Membership

- Have a heart of hospitality, embrace, appreciate, promote and elevate the warmth and culture of The Mirabel Club
- Be highly visible and engaged with Membership throughout the F&B outlets at the Club.
- 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
- Consistently elevate and innovate around comfort stations and signature offerings at the Club.
- Consistently innovate, elevate and build on a core selection of Club favorites and signature dishes.
- Create a menu 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 his or her direct reports to ensure understanding and 'buy-in' from those contributing to their attainment.
- Plan menus with the Food and Beverage Managers and General Manager for all food outlets in the club and for special occasions and events. Schedule and coordinate the work of chefs, cooks, and other kitchen employees to assure that food preparation is economical and technically correct and within budgeted labor cost goals.
- Consistently monitor payroll and labor resource allocations to ensure they are in line with financial forecasting and goals.
- Ensure effective and efficient staffing and scheduling for all facilities and functions while balancing financial objectives with member satisfaction 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.
- Prepare necessary data for applicable parts of the budget; projects annual food, labor and other costs and monitor actual financial results; take corrective action as necessary to help assure that financial goals are met.
- Review and approve product purchase specifications.

INITIAL PRIORITIES

- Provide new innovative and exciting culinary experiences for Mirabel Members and guests in both a la carte dining and Member events.
- Evaluate current operations and set appropriate and necessary standards of operation, processes, execution, and delivery within the culinary operation, taking ownership for the entire experience from production to final delivery of the end product, while working closely and positively with the front-of-house team.
- Evaluate and continue to develop, train, and mentor the culinary team while promoting fairness and consistency within.
- Collaborate with the General Manager, other departments and team on elevating the variety of F&B offerings club wide.
- Meet budgeted food and labor cost goals by proactively monitoring and controlling food and labor costs.
- Explore and, where appropriate, secure local food sourcing, including farms and local/regional producers.
- Be visible, engage with Membership and become familiar with dining requirements and preferences.

CANDIDATE QUALIFICATIONS

The successful candidate:

- Has a degree in Culinary Arts and/or other Hospitality Management focus.
- Has eight years food production and management experience.
- Has achieved Certified Executive Chef (CEC) certification through the American Culinary Federation (ACF) or Pro Chef II certification through the Culinary Institute of America.
- Has exceptional cooking skills.
- Has experience planning and monitoring all food-production-related costs.
- Successful experience developing food purchase specifications and standard recipes.
- Has a proven track record of maintaining food quality and sanitation standards.
- Is a team player, within the kitchen, with the FOH team and with all Club and team members.
- Is experienced with technology including POS systems such as Northstar, and Microsoft Excel, Word, Outlook, Avero, Cheftech, etc.

SALARY & BENEFITS

Salary is open and commensurate with qualifications and experience. The Club offers an excellent bonus and benefit package including professional development.

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.

Preparing a thoughtful letter of interest and alignment, clearly articulating your "fit" with the profile and the above noted expectations and requirements is necessary. Your letter should be addressed to Marcie Mills, General Manager/COO, and clearly articulate why you want to be considered for this position at this stage of your career and why Mirabel and the Scottsdale area will likely be a "fit" to you, your family and the Club if selected.

You must apply for this role as soon as possible but no later than June 17th. Candidate selections will occur in the end of June with first Interviews expected in late-June/early July 2021 and second interviews a short time later. The new candidate should assume his/her role in late July 2021.

IMPORTANT: Save your resume and letter in the following manner:
"Last Name, First Name - Resume" &
"Last Name, First Name - Cover Letter, The Mirabel 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 Holly Weiss: holly@kkandw.com

LEAD SEARCH EXECUTIVE

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