



Executive Chef

Delray Dunes Golf & Country Club
Boynton Beach, Florida



CLUB OVERVIEW

Founded in 1969, Delray Dunes Golf & Country Club (“Delray Dunes” or the “Club”) is a private golf and country club community in Boynton Beach, Florida. The Club is known for its strong sense of community, multigenerational membership, and commitment to providing a high-quality golf, dining, social, and recreational experience.

Delray Dunes is anchored by Pete Dye’s first golf course in Florida, an 18-hole design that has been central to the Club since its founding. The golf experience is complemented by tennis, fitness, dining, social, family, and event offerings, all located minutes from downtown Delray Beach and the Atlantic Ocean.

Today, Delray Dunes remains defined by its close-knit community, longstanding friendships, and service-focused culture. The Club is seeking an Executive Chef to build on this foundation through culinary excellence, strong team leadership, disciplined operations, and an active presence with the membership.

POSITION SUMMARY

The Executive Chef is the Club’s culinary leader and is responsible for the vision, operation, financial performance, quality, and consistency of all culinary outlets and food-production areas. This role provides strategic and direct leadership across à la carte dining, private functions, Club events, catering, employee dining, and other food-service operations.

The Executive Chef will develop and execute a distinctive culinary program that reflects Delray Dunes’ identity and enhances the member experience. A key priority will be providing fresh, seasonal, locally inspired, and consistently prepared menu offerings,

including thoughtful healthy and organic options, across several distinct menus that change weekly or monthly.

The successful candidate will be an experienced Executive Chef who combines culinary creativity with disciplined execution, maintaining or enhancing quality while effectively managing food, labor, supply, and other operating costs. This individual will also be an accomplished team builder who develops culinary talent, establishes accountability, fosters continuous learning, and is comfortable maintaining a visible and engaging presence with members.

Reporting Relationships

The Executive Chef reports to the General Manager/COO and works closely with Food & Beverage leadership and other department heads.

Work Environment & Physical Requirements

The role operates across indoor and outdoor Club facilities and requires evenings, weekends, and holidays based on Club operations and events. The Executive Chef must be able to stand, walk, bend, lift, and carry equipment and supplies as required in a culinary environment.

KEY RESPONSIBILITIES

The Executive Chef will provide strategic and direct leadership across all aspects of the Club's culinary operation. Working closely with Club leadership and the Food & Beverage team, this individual will deliver fresh, seasonal, and consistently executed dining experiences across multiple menus and outlets; develop a talented culinary team; and maintain disciplined financial and operational controls without compromising quality or member satisfaction.

Culinary Leadership & Member Experience

- Establish and maintain the Club's culinary vision, standards, recipes, preparation methods, and operating procedures.
- Develop fresh, seasonal, and locally inspired menus, including thoughtful healthy and organic options, across à la carte dining, private functions, Club events, and other culinary outlets.
- Successfully manage several distinct menus that change weekly or monthly, maintaining a focus on quality and consistency rather than quantity.

- Lead the simultaneous execution of à la carte dining and private functions, maintaining high standards for flavor, presentation, portioning, temperature, timeliness, and overall quality.
- Regularly evaluate menus based on member feedback, seasonality, product availability, culinary trends, operating results, and evolving preferences.
- Maintain a visible and approachable presence during key service periods and events, engaging comfortably with members and responding thoughtfully to feedback, dietary needs, and special requests.
- Collaborate with Club leadership and front-of-house teams to create memorable and consistently executed dining experiences.

Financial & Cost Management

- Develop and manage the culinary department's operating and capital budgets in partnership with Club leadership and the finance team.
- Maintain disciplined control over food, labor, supply, and other operating costs while maintaining or enhancing quality and member satisfaction.
- Monitor financial and operating results, including purchasing, inventory, waste, recipe costing, portion control, labor productivity, and departmental expenses, taking corrective action as needed.
- Use effective forecasting, staffing, scheduling, production planning, purchasing, and inventory practices to improve efficiency and minimize waste.
- Evaluate the operational and financial implications of menu changes while preserving freshness, consistency, and quality.
- Partner with Food & Beverage and Club leadership on menu pricing, culinary programming, special events, catering, equipment, and long-term capital needs.
- Direct food and supply purchasing and vendor relationships to ensure quality, consistency, availability, and appropriate cost control.

Team Leadership & Development

- Recruit, train, coach, evaluate, develop, and retain a talented and cohesive culinary team, including Sous Chefs and emerging culinary leaders.
- Establish clear expectations and accountability while fostering professionalism, teamwork, continuous learning, and improvement.

- Provide ongoing training covering recipes and menu changes, culinary and presentation standards, consistency, food safety, sanitation, and service expectations.
- Partner with Food & Beverage leadership to ensure front-of-house employees are effectively trained on menus, ingredients, preparation, and key service considerations.
- Provide meaningful feedback and annual performance reviews, hold culinary team members accountable for established standards, and identify opportunities for career development and succession.
- Maintain staffing and production plans appropriate to outlet volume, menu complexity, seasonality, and simultaneous à la carte and private-function demands.
- Lead by example and cultivate a positive, fair, supportive, and accountable work environment.

Food Safety & Other Operational Responsibilities

- Ensure compliance with all applicable food-safety, sanitation, health, allergen-management, and workplace-safety requirements.
- Maintain safe, clean, organized, and professional kitchens, storage areas, equipment, and working conditions.
- Incorporate Florida-grown produce, fresh regional seafood, and other locally inspired ingredients when they support quality, consistency, member preferences, and financial objectives.
- Participate in planning for culinary facilities, equipment, and capital needs, including kitchen renovations as appropriate.
- Develop practical contingency plans for severe weather and hurricane-related disruptions.
- Perform other duties as assigned by the General Manager/COO.

THE CANDIDATE

The successful candidate will be an accomplished and engaging culinary leader who combines creativity and consistency with strong financial management, operational discipline, and a demonstrated commitment to developing people and continuously improving the culinary experience.

Culinary & Operational Experience

- Previous Executive Chef experience required, ideally within a private club, luxury hotel or resort, high-end restaurant group, or comparable hospitality environment.
- A minimum of seven years of progressive culinary experience is required, with ten or more years preferred and demonstrated success leading complex, high-quality culinary operations.
- Proven ability to manage multiple outlets and frequently changing menus while simultaneously executing à la carte dining and private functions at a consistently high level.
- Demonstrated ability to develop fresh, seasonal, locally inspired menus, including healthy and organic offerings, with an emphasis on quality rather than quantity.
- Strong knowledge of contemporary culinary techniques, menu development, food trends, and private club hospitality standards.
- Experience with kitchen renovations, culinary capital projects, and equipment procurement is preferred.

Leadership & Financial Management

- Proven record of managing food, labor, supply, and other operating costs while maintaining or enhancing culinary quality.
- Demonstrated ability to recruit, train, coach, develop, evaluate, and hold accountable a high-performing culinary team.
- Commitment to fostering a learning environment that encourages professional development and continuous improvement.
- Ability to effectively educate and support front-of-house teams in their knowledge and understanding of menus and culinary offerings.
- Strong leadership, communication, organizational, and critical thinking skills, with the ability to multitask and manage competing operational priorities.
- Outgoing and approachable leadership style with the confidence and comfort to maintain an active presence and engage regularly with members.

Education & Professional Requirements

- Culinary degree or formal culinary training preferred. A bachelor's degree in hospitality management, culinary arts, business, or a related field is an asset.

- Strong knowledge of food safety, sanitation, allergen management, HACCP principles, and applicable regulatory requirements.
- SERV Safe or an equivalent food-safety certification is required or must be obtained within the time frame established by the Club.
- Ability to work flexible hours, including evenings, weekends, holidays, and extended hours during peak periods and special events.

INQUIRIES

Interested candidates should submit a resume and detailed cover letter describing their qualifications and alignment with the position by Sunday, October 25, 2026. Documents must be submitted in Word or PDF format using the filenames “Last Name, First Name, Delray Dunes, Resume” and “Last Name, First Name, Delray Dunes, Cover Letter.”

Applications should be submitted through the following link: <https://shorturl.at/hD84l>

LEAD SEARCH EXECUTIVES

Michael Gregory, Managing Director & Partner

Michael Leemhuis, Partner

For more information on the Delray Dunes Golf & Country Club, please visit

<https://www.delraydunes.org/>