



RCS Hospitality Group  
a new generation of hospitality management  
6412 Brandon Ave. #339 Springfield, VA 22150  
[www.consultingRCS.com](http://www.consultingRCS.com)

Position Available:  
**EXECUTIVE SOUS CHEF**  
Timuquana Country Club  
Jacksonville, FL

Timuquana Country Club, located in Jacksonville, FL seeks an experienced career-minded professional to join their team as Executive Sous Chef. This position will manage the overall service experience for members and guests across multiple a la carte dining venues at the Club. He/she will oversee the A La Carte Culinary Team, Stewards, and Dish Team. This position will aid in A La Carte Culinary, Stewards and Dish Team hiring, orientation and onboarding, ongoing staff training, and daily management of the team. This position will be the leader in developing standards to create a true Southern Hospitality experience that Timuquana members/guests expect and deserve. Due to considerable growth in member usage over the past three years, the current Executive Sous Chef is transitioning to a full-time Director of Purchasing position; previously these two roles fell under one position.

Timuquana recently completed a \$3.5mm member dining/kitchen renovation resulting in a 40% increase in member usage. TCC prides itself on being able to offer what others in our market cannot regarding the atmosphere, level of service, value, and F&B offerings.

Jacksonville is consistently recognized as one of the fastest-growing cities and a top-ranked place to live, with affordable housing, great activities, and location. Being located 30 miles from the beach, 2 hours from both Savannah and Orlando, Jacksonville is an ideal place to live. Neighboring St. Johns County offers one of the top public school districts in the state. Timuquana creates a culture of staff growth, education, professional development, and work-life balance making the Club a desirable place for a candidate's long-term success.

#### JOB DUTIES

- Prepares or directly supervises kitchen staff responsible for the daily preparation of soups, sauces, and "specials" to ensure that methods of cooking, garnishing, and portion-sizing are as prescribed by standardized recipes.
- Assists the Executive Chef with monthly inventories, pricing, cost controls, requisitioning, and issuing for food production.
- Assumes complete charge of the kitchen without the Executive Chef.
- Assists Executive Chef with supervision and training of employees, sanitation and safety, menu, planning, and related production activities.
- Consistently maintains standards of quality, cost, eye appeal, and flavor of foods.
- Ensures proper staffing for maximum productivity and high standards of quality; controls food and payroll costs to achieve maximum profitability.
- Makes recommendations for maintenance, repair, and upkeep of the kitchen and its equipment.
- Prepares reports, arranges schedules and costs menus, and performs other administrative duties as assigned by the Executive Chef.
- Personally, works in any station as assigned by the Executive Chef.
- Assists in the development of training and the provision of professional development opportunities for all kitchen staff.
- Consults with dining service personnel during daily line-ups.
- Assists in maintaining the security of the kitchen, including equipment and food and supply inventories.
- Assists in food procurement, delivery, storage, and issuing of food items.
- Expedites food orders during peak service hours.
- Supervises, trains, and evaluates kitchen personnel.
- Checks Mise en Place before service and inspects the presentation of food items to ensure that quality standards are met.
- Reports all member and guest complaints to the Executive Chef and assists in resolving complaints.
- Monitors kitchen employees' timecards to ensure compliance with posted schedules.
- Submits ideas for future goals, operational improvements, and personnel management to the Executive Chef.
- Understands and consistently follows proper sanitation practices, including those for personal hygiene.
- Attends staff meetings.
- Performs other appropriate tasks assigned by the Executive Chef.



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#### BACKGROUND/EXPERIENCE

- Must possess a hands-on approach to a la carte execution.
- Excellent culinary team management, training, and development skills.
- Ability to present a wide range of culinary styles, including being in tune with cutting-edge global culinary trends and local farm-to-table sensibility.
- Must be creative and foster an atmosphere of creativity among the culinary team.
- Create enthusiasm to elevate the culinary operation to the highest level possible.
- Emphasis on “from scratch” production.
- Possess a solid understanding of internal controls and budgets.
- Must be highly organized and efficient.
- Ability to evaluate and establish structure, standards, and procedures where needed.
- Awareness of occupational hazards and safety precautions, skilled in following safety practices and recognizing hazards.
- Collaborate with the outlet managers to ensure an environment of strong communication and teamwork between the front and back of the house staff.
- Must be personable, accessible, and visible to members and the staff.
- Ability to work professionally under busy conditions.
- Receptive and responsive to feedback and suggestions from membership and management.

#### REPORTS TO

Executive Chef

#### DIRECT REPORTS

Line Cooks, Stewards, Dish Staff

#### THE CLUB OFFERS

Compensation:

Benefits are available to full-time employees after a waiting period and include the following:

- A base salary with an annual performance bonus. Salary range including bonus is commensurate with experience but will range from \$85,000 - \$95,000
- Education/association dues allowance
- Clothing/Uniform allowance
- Employee Scholarship Fund
- Employee Foundation Hardship Grants
- Benefit package includes health, vision, dental, short-term/long-term disability, paid parental leave and 401(k) with employer contribution
- Work/life balance
- Daily employee meals
- Complimentary golf
- Relocation assistance
- COBRA insurance coverage during employment transition

#### CLUB OVERVIEW

The 50,000 sq. ft. clubhouse and supporting amenities include a recently renovated resort-style, heated lap pool with beach entry, and casual and riverfront al fresco dining. Additional amenities include 7 Har-Tru Tennis Courts, 4 clay pickleball courts, a floating dock, a fitness center with spa services, and full-service locker rooms. The Club has one 18-hole golf course originally designed by Donald Ross and recently renovated by architect Bruce Hepner. The Club also has an extensive golf practice facility with two short game areas and two practice tees, The Club is working through a comprehensive Facility Master Plan and has completed \$25mm in renovations to the campus in the last five years. In the fall of 2023, work will begin on the men’s and ladies’ locker rooms and men’s



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grill. Plans also include adding a golf performance teaching center, fitness expansion, nature trail and youth activities/summer camp space. Based on a strong capital dues program and initiation fees, the Club will complete the facility master plan without assessments to the membership.

#### CLUB DETAILS

- 1,100 Active Members (currently on a two-year waiting list)
- \$60,000 Initiation Fee
- \$6.5M Annual Dues Volume
- \$15M Gross Volume
- \$4.7M F&B Volume, 75% A La Carte / 25% Banquet and Events
- Website: <https://www.timuquana.net/>