

EXECUTIVE CHEF PROFILE: BRAYS ISLAND PLANTATION SHELDON, SC

THE EXECUTIVE CHEF OPPORTUNITY AT BRAYS ISLAND

Located in the heart of the South Carolina Lowcountry between Charleston, Savannah, and Beaufort, Brays Island spans across 5,500 acres of pristine land cradled by the headwaters of the Port Royal Sound with direct access to the Atlantic Ocean. Brays Island is looking for an organized, driven Executive Chef who has a passion for the people they serve and work with, the outdoors and local products. The next Executive Chef of Brays will embrace farm to table not just as a saying but as a way of life. The Chef will lead a tenured, loyal, and passionate team of culinarians in creating unique experiences varying from an oyster roast by the docks, a picnic in the hunt fields between quail shoots or a high-end wine dinner at the Grille. Brays Island is widely regarded as America's premier sporting community.

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

BRAYS ISLAND OVERVIEW

What began as a livestock farmer's remarkable vision, Brays Island founder, Sumner Pingree, was an avid outdoorsman and a steward of the land, and with the help of his close friend and acclaimed land planner, Robert Marvin, they created something truly special. Their unique vision for an abundance of preserved common spaces and a residential community existing in harmony with nature has become today's remarkable reality. Owners and their guests enjoy a wide array of outdoor sporting and recreational activities nestled in a peaceful, coastal environment. When you arrive at Brays Island, you instantly feel connected to the plantation's unique history, dedication to preservation, and love for life outdoors.

BRAYS ISLAND BY THE NUMBERS:

- 1.1 million food revenue
- \$500k beverage revenue
- 42% food cost
- 18 culinary employees (year-round)
- 36 full time, part time and seasonal F&B employees
- 2 kitchens
- 66 average age of Ownership

FOOD & BEVERAGE OPERATIONS

Brays Island's dining experience is best described as dynamic in that the team delivers experiences from high quality ala carte meals, sandwiches for a fishing trip, to outdoor banquets for 200+ Owners and wine maker dinners. The team embraces a "can do" attitude and are dedicated to providing highly customized food and beverage experiences for the Owners. Food and Beverage outlets at Brays are as follows:

The Restaurant at The Inn – opened in 1989, breakfast at the Inn is a cherished experience, formal dinners are served by reservation alternating Saturdays and every Sunday. The Inn features guest rooms, a formal dining room, Grille Room and Library with an honor bar and access to the pool.

The Plantation Grille – opened in 2002 and renovated in 2013 the Plantation Grille has a main dining room, bar, sun porch, deck, and multi-use room. The Plantation Grille serves lunch and dinner as well as regular feature nights, gourmet wine dinners, exhibition cooking events, holiday buffets, cook outs and more!

Outdoor Events – Brays delivers food and beverage experiences to Owners across all 5,500 acres, this could range from sandwiches for the Reel Ladies fishing trip, an outdoor pig roast at the Gun Club, an oyster roast at the docks or lunch in the hunt fields.

Special Services – The Food and Beverage department provides wine purchasing for Owners at cost plus a handling charge. The Inn or Plantation Grille can also prepare Owner's game or fish harvested on the plantation.

BRAYS ISLAND WEB SITE: www.braysisland.com

ORGANIZATIONAL STRUCTURE

Brays Island operates under the General Manager organizational structure. The Executive Chef reports directly to the General Manager and is part of a cohesive team of department heads that communicate effectively across the organization. The kitchen staff totals approximately 18 team members including an Executive sous chef, four sous chefs, cooks, and stewarding.

EXECUTIVE CHEF POSITION OVERVIEW

The Executive Chef at Brays Island is responsible for all food production, including that sold in the restaurants, banquets, and other locations. He or she develops menus, innovates around events, creates 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 Ownership 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 actively participate in 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.
- 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 Owners and guests.
- Assist in planning and be responsible for ensuring special Brays events are well-conceived and executed.
- Attend food and beverage staff and management meetings.
- Engage with, observe, learn, and listen to the Owners and staff. Earn owner trust by instilling confidence through continued enhanced operations, interaction, and visibility.

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.

Ownership

- Have a heart of hospitality, embrace, appreciate, promote and elevate the warmth and culture of Brays Island Plantation
- Be highly visible and engaged with Ownership throughout the F&B outlets at Brays.
- Welcome, encourage and engage in regular feedback from Owners.
- Be responsive to Owners' requests for menu selections, event planning, etc., and strive to find creative ways to accommodate reasonable requests
- Consistently elevate and innovate events and signature offerings at Brays.
- Consistently innovate, elevate and build on a core selection of Brays favorites and signature dishes.
- Create a menu that the Ownership 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 reviews these expectations with his or her direct reports to ensure understanding and 'buy-in' from those contributing to their attainment.
- Plan menus for all food outlets 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.
- 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 owner 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.

INITIAL PRIORITIES

- Develop relationships with the team and embrace the culture of Brays.
- Be visible to Owners in order develop relationships and understand Owner preferences and expectations.
- Provide innovative and exciting culinary experiences for Brays Island Owners and guests in both a la carte dining and owner 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 Brays wide.
- Work with the on-site Farmer to plan future planting and plan for farm to table menus by season.
- Be visible, engage with Ownership 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 in a multi outlet food and beverage operation.
- 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 experience with providing high quality ala carte dining and outdoor event logistics.
- Has experience working with game and direct farm to table products.
- Has experience planning and monitoring all food-production-related costs.
- Is a team player, and works with all departments and team members across Brays Island.
- Is experienced with technology including POS systems such as Jonas, and Microsoft Excel, Word, Outlook, etc.

BRAYS ISLAND COVID REQUIREMENTS

The Club currently does not require staff to be fully vaccinated as a provision of employment.

SALARY & BENEFITS

Salary is open and commensurate with qualifications and experience. Brays Island 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. Please be sure your image is not present on your resume or cover letter; that should be used in your LinkedIn Profile.

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 Kevin Rhatigan, General Manager/COO, and clearly articulate why you want to be considered for this position at this stage of your career and why Brays Island and the South Carolina area will likely be a “fit” to you, your family and Brays Island if selected.

You must apply for this role as soon as possible but no later than December 13th. Candidate selections will occur in late December with first Interviews expected in early January 2022, and second interviews a short time later. The new candidate should assume his/her role in late January/early February 2022.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter, Brays Island Plantation”

(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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