



Quincy Country Club – Senior Sous Chef

Nestled in the heart of Quincy, Illinois, Quincy Country Club stands as a premier destination for exceptional golf, refined dining, and vibrant social experiences. With a rich history and a forward-looking vision, the Club continues to evolve as a gathering place where tradition meets innovation and members create lasting memories.

Today, Quincy Country Club is experiencing an exciting period of growth and culinary advancement. The Club seeks a talented and ambitious **Sous Chef** who is eager to elevate their craft, contribute to a thriving culinary program, and develop into a future culinary leader.

This is more than a kitchen management role—it is an opportunity to become an integral part of a culinary team that serves as the centerpiece of the member experience. The ideal candidate is a passionate, hands-on professional who thrives in a fast-paced environment, embraces creativity, and is committed to delivering exceptional food and hospitality at every service.

Working alongside the Executive Chef and culinary leadership team, the Senior Sous Chef will play a key role in menu execution, team development, event operations, and maintaining the highest standards of quality and consistency. This position offers meaningful exposure to all facets of private club culinary operations, including leadership development, financial management, and strategic planning.

With a strong focus on excellence, mentorship, and continuous improvement, this individual will help shape the future of Quincy Country Club's culinary program while preparing for the next step in their career.

For a driven culinary professional seeking both challenge and opportunity, Quincy Country Club provides the platform to grow, lead, and make a lasting impact.

Position Summary

Quincy Country Club is seeking a talented, ambitious, and career-driven **Senior Sous Chef** to join our culinary leadership team. The ideal candidate possesses strong culinary fundamentals, exceptional leadership skills, a passion for hospitality, and the desire to learn every aspect of operating a successful private club culinary program. This role offers significant exposure to menu development, financial management, event execution, team leadership, and strategic planning alongside the Executive Chef and Club leadership.

Quincy Country Club is one of the premier private clubs in the Midwest, featuring a vibrant dining program, banquet operations, member events, golf outings, and family-focused experiences throughout the year.

Position Responsibilities

Culinary Leadership

- Assist in leading all kitchen operations and culinary team members.
- Execute and maintain high standards of food quality, presentation, sanitation, and consistency.
- Supervise daily production and service across all outlets.
- Lead kitchen operations in the absence of the Executive Chef.
- Assist in menu development and seasonal culinary innovation.

Team Development

- Train, mentor, and develop cooks and culinary staff.
- Foster a positive, professional, and accountable kitchen culture.
- Assist with recruiting, onboarding, scheduling, and performance management.
- Help build future culinary leaders within the organization.

Operations & Financial Management

- Assist with inventory control and purchasing.
- Monitor food cost and labor cost performance.
- Support budgeting and financial planning initiatives.
- Maintain proper product rotation and food safety standards.
- Ensure compliance with all health department regulations.

Events & Member Experience

- Execute high-volume member events, banquets, weddings, and golf outings.
- Collaborate with front-of-house leadership to deliver exceptional member experiences.
- Participate in planning and execution of specialty dining events.

Leadership Development Opportunity

- This position is intentionally structured for a chef with aspirations of becoming an Executive Chef.
- The successful candidate will receive exposure to:
 - Budget development
 - Cost controls
 - Purchasing and vendor negotiations
 - Menu engineering
 - Staff management and coaching
 - Strategic planning
 - Private club operations
 - Board and committee interaction
 - Capital planning and equipment management
- This is a unique opportunity to learn the business side of culinary leadership while continuing to refine culinary skills.

Qualifications

Required

- 5+ years of progressive culinary experience.
- Minimum 2 years in a Sous Chef or senior kitchen leadership role.
- Strong leadership and communication skills.
- High standards of professionalism and organization.
- Ability to thrive in a fast-paced environment.
- Knowledge of food safety and sanitation standards.

- Availability to work evenings, weekends, and holidays as required.

Preferred

- Private club, resort, upscale casual, or fine dining experience.
- Culinary degree or formal culinary training.
- Experience managing banquet and event operations.
- Proven success developing and mentoring culinary teams.
- Certified Executive Chef (CEC) or other ACF certifications (or desire to pursue).

Ideal Candidate Profile

- We are looking for someone who:
- Wants to become an Executive Chef within the next 2–5 years.
- Loves mentoring and developing people.
- Is eager to learn the financial and operational side of culinary leadership.
- Values hospitality as much as culinary excellence.
- Takes ownership and leads by example.
- Thrives in a member-focused environment.

Compensation & Benefits

- Competitive salary based on experience
- Performance-based bonus opportunity
- Health benefits
- Paid vacation and holidays
- Continuing education and professional development opportunities
- A clear pathway toward future Executive Chef opportunities

Quincy Country Club is an Equal Opportunity Employer and is committed to creating a workplace that values professionalism, teamwork, and hospitality excellence.

For more information about this role or to apply, please contact General Manager Molly Sandhu at h.sandhu@qcc1897.org