We are actively looking for an Executive Chef at Sycamore Creek Country Club in Springboro, OH.

For questions or to express interest:
Please prepare a thoughtful cover letter and resume for Erinn Kaucher, General Manager at ekaucher@sycamorecreekcc.org

We're looking for an Executive Chef who loves creating memorable experiences just as much as crafting incredible food. This role is more than running a kitchen—it's about setting the culinary tone of the Club, building relationships with members, and leading a passionate team that takes pride in hospitality.

Whether it's an elevated à la carte dinner, a themed wine pairing event, a large-scale golf outing, or a beautifully executed banquet, this is a place where your creativity, leadership, and culinary voice truly matter.

Private club experience is a plus—but not required. If you understand hospitality, enjoy engaging with guests, and want a platform to showcase your talent, we want to meet you.

What You'll Do

As Executive Chef, you'll lead all culinary operations while shaping an inviting, member-focused dining experience.

- Be the creative force behind menus for à la carte dining, wine dinners, golf outings, banquets, and special events
- Deliver consistently high-quality food that members are excited to talk about—and come back for
- Build, mentor, and inspire a kitchen team through hands-on leadership and positive culture

- Collaborate closely with Food & Beverage leadership to elevate the overall member experience
- Bring fresh ideas while balancing creativity with smart food cost and labor management
- Maintain high standards for presentation, flavor, and consistency across all dining venues
- Engage with members in the dining room—your presence matters here

Leadership & Operations

- Recruit, train, and develop a strong culinary team
- Oversee recipe development, plating standards, and kitchen systems
- Manage food costs, purchasing, inventory, and budgeting responsibly
- Comfortable using hospitality systems and technology, with a solid understanding of industry trends, performance metrics, and financial reporting—able to read the numbers, manage profit and loss, and make smart, revenue-driven decisions that support both the kitchen and the overall club experience
- Ensure compliance with food safety, sanitation, and health regulations
- Support wine dinners, tastings, and menu pairings in collaboration with beverage leadership
- Play an active role in special events, seasonal programming, and club traditions

What We're Looking For

- A passionate culinary leader with a hospitality-first mindset
- Experience with à la carte dining, banquets, and high-volume events (golf outings a big plus)
- Wine dinner and pairing experience strongly preferred
- Strong organizational and people-leadership skills
- Creative menu development within budgeted food costs
- Knowledge of plating, presentation, and modern dining trends
- Comfortable balancing creativity with financial responsibility

Bonus Points For (Not required, but a plus)

- Private club or resort experience
- ACF Certification
- Ohio Manager Certification in Food Protection and/or Person-in-Charge (PIC) certification, or ability to obtain upon hire

The Environment

- Engaged private club membership

- Creative freedom and leadership opportunity
- Team-oriented, collaborative culture
- Flexible schedule and long hours sometimes required

What We Offer

- Competitive Salary and Performance Incentives: Annual Salary Range $90,000-$100,000
- Benefits Package (Health, Dental, Vision, PTO)
- Supportive and professional working environment
- Opportunity to lead a respected culinary program with strong membership engagement