



RCS Hospitality Group  
a new generation of hospitality management  
2827 Midway Rd SE Ste 106 - #231  
Bolivia, NC 28422  
[www.consultingRCS.com](http://www.consultingRCS.com)

**Position Available:**  
**EXECUTIVE CHEF**  
High Meadows Golf and Country Club  
Roaring Gap, NC

High Meadows Golf and Country Club, a member-owned mountain club in the picturesque community of Roaring Gap, North Carolina, is seeking a seasoned, thoughtful Executive Chef to lead its culinary program. Set against the backdrop of the Blue Ridge Mountains, High Meadows offers a refined yet relaxed club environment where tradition, community, and hospitality are deeply valued. The Club prides itself on delivering warm, memorable dining and social experiences. This is a rewarding opportunity for a culinary leader who values consistency, teamwork, and service excellence, and who is drawn to a balanced lifestyle in a close-knit mountain community while shaping the next chapter of the Club's dining program.

#### WHY HIGH MEADOWS?

Nestled in the heart of Roaring Gap, High Meadows Golf & Country Club offers a sanctuary where nature, recreation, and hospitality intersect. Designed by George Cobb, the Club's 18-hole golf course provides breathtaking mountain views and a rewarding challenge. In 2024, the North Carolina Golf Panel ranked the golf course #70 in North Carolina. Members enjoy activities such as tennis, pickleball, fitness, fishing, a walking trail, a pool, and seasonal social events that bring the community together.

Roaring Gap is a warm and welcoming, scenic community offering a peaceful lifestyle rich with outdoor adventures, charming towns, and a slower pace that draws in those seeking balance and connection.

#### POSITION OVERVIEW

The Executive Chef will provide quality culinary experiences for Club members and guests. The Executive Chef requires strong management and customer service skills, as well as organizational skills, creativity, and adherence to good hygiene practices. They will be responsible for the financial management and effective leadership of the line and sous chefs, as well as food runners and stewards. They should possess a professional demeanor.

#### JOB SUMMARY: ESSENTIAL FUNCTIONS

- Accountable for ensuring that all aspects of the kitchen operation are fluid and efficient.
- Responsible for the financial management of the operation with a heavy emphasis on food and labor cost control.
- Works in unison with the team to meet goals and measures effectiveness through food & beverage profit, and service performance.
- Responsible for the purchase and maintenance of all kitchen equipment.
- Consistently monitor the proper storage, organization, and inventory of all food products.
- Responsible for the selection, training, mentoring, and development of the personnel within the department.
- Responsible for scheduling, time, and payroll records.
- Schedules him or herself during the busiest periods, working alongside his/her team.
- Training and implementation of all sanitation procedures to ensure exceptionally safe and clean working conditions.
- Research vendors and suppliers for potential savings.
- Preparation of menu matrices, recipes, and costs.
- Research and develop new products to enhance menus.



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- Ensure all prepared plates are crisp, clean, appealing, and consistent.
- Maintain a positive and professional approach with coworkers.
- Make appearances in the dining room at least once a week.
- Have a minimum of two Chef Demo events a year.
- Rectify any problems arising or complaints.
- Responsible for following BEOs and ensuring any changes are made.
- Create custom menus when needed.
- Embrace all new business to help work toward increasing revenue.
- Manage higher cover counts to increase F&B revenue.
- Attend all staff and food-related meetings.
- Perform all administrative duties within the deadlines that are assigned.
- Any other duties assigned by the General Manager.

#### ESSENTIAL QUALIFICATIONS

- Three years of experience in an Executive Chef role or a similar senior culinary leadership position; strong Executive Sous Chef experience will also be considered.
- BS degree in culinary science or related certificate.
- Expertise in food knowledge, quality, preparation, and presentation.
- Expertise in food allergies, preferences, and alternative preparations.
- Experience with creating schedules and labor cost management.
- Experience with employee performance management required.
- Strong ability to identify and resolve problems quickly and efficiently.
- Strong leadership skills with the ability to delegate, especially during high-stress situations.
- Strong verbal and written communication.
- Thorough knowledge of food products, standard recipes, and proper preparation.
- Strong knowledge of menu development.
- Ability to create recipes and support material, i.e., recipe cards, descriptions, and pictures.
- Artistic ability to create theme menus, ideas for ice carvings, decorations, etc.
- Desire and willingness to stay current on the latest cooking trends and best practices.
- Possess strong conflict resolution abilities.
- Ability to effectively deal with members and guests, especially when they require high levels of patience, tact, and diplomacy.
- Must be able to work well under pressure in a fast-paced environment while maintaining a focus on guest needs, always remaining calm and courteous.
- Basic math skills as well as budgetary analysis capabilities required.
- Working knowledge of various computer software programs is desired.

#### PHYSICAL DEMANDS:

- Work tasks are performed both indoors and outdoors, and in both extreme heat and cold temperatures.
- Ability to stand and walk for up to 12 hours.
- Must be able to lift 50 lbs.
- Must be able to exert a well-paced ability to reach different outlets and other departments on a timely basis.
- Requires grasping, writing, standing, sitting, walking, repetitive motions, bending, climbing, listening, and hearing ability, and visual acuity.



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## REPORTS STRUCTURE

- The Executive Chef reports to the General Manager and leads the culinary team. Works alongside all department leadership.

## COMPENSATION & BENEFITS

- **Salary Range:** \$82,500 annually, commensurate with experience.
- **Bonus Potential:** Performance-Based
- **Relocation/transition** housing assistance
- **Benefits:**
  - Retirement Plan
  - Medical, dental, and vision Insurance
  - Life and long-term disability insurance
  - Vacation, holiday pay, and paid time off

## CLUB DETAILS

- \$2.1M Total Gross Revenues
- \$1.8M Dues Revenue
- \$540K Total F&B Revenue
- 20 Full-Time, 22 Part-Time Employees
- Amenities: golf, dining, tennis, pickleball, fitness center, outdoor pool, walking trail, stocked fishing pond
- 9 Board of Directors
- 10 Standing Committees: Finance; Personnel, Bylaws, & Policy; Golf & Athletics; Greens; Building, Grounds, Roads & Security; Food & Beverage; Membership; Social; Architectural Review Committee
- Website: [https://www.highmeadowscountryclub.com/](http://www.highmeadowscountryclub.com/)

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