



RCS Hospitality Group
a new generation of hospitality management
2827 Midway Rd SE Ste 106 - #231
Bolivia, NC 28422
www.consultingRCS.com

Position Available:

EXECUTIVE SOUS CHEF
Belle Meade Country Club
Nashville, TN

Belle Meade Country Club in Nashville, Tennessee, offers an exceptional opportunity for an accomplished culinary professional ready to take the next step in their leadership career. Working alongside the Executive Chef, the Executive Sous Chef will serve as second-in-command of a dynamic, high-volume culinary operation, providing hands-on leadership across à la carte dining, banquets, and Club events while strengthening the systems, consistency, and accountability that support an outstanding member experience.

POSITION OVERVIEW

The Executive Sous Chef serves as second-in-command of the culinary department and assists the Executive Chef in leading all kitchen operations at Belle Meade Country Club. This hands-on leadership position oversees daily production and service across à la carte dining, banquets, and Club events while maintaining standards for food quality, consistency, cost control, sanitation, and employee performance. The Executive Sous Chef is also responsible for strengthening kitchen systems, developing culinary employees, and creating greater structure and accountability throughout the operation.

JOB SUMMARY: ESSENTIAL FUNCTIONS

Culinary Operations

- Oversee daily preparation, production, and service across all culinary outlets and events.
- Ensure food is prepared according to established recipes, presentation standards, portioning, and quality expectations.
- Maintain an active leadership presence during preparation and service, including expediting and assisting with production as needed.
- Partner with the Executive Chef on menu development, specials, production planning, and recipe documentation.
- Coordinate culinary staffing and production based on reservations, banquet event orders, and the Club calendar.
- Assume responsibility for culinary operations in the Executive Chef's absence.

Leadership and Employee Development

- Provide day-to-day direction to Sous Chefs, the Chef de Cuisine, Banquet Chef, Lead Cooks, and other culinary employees.
- Communicate priorities, assignments, expectations, and operational concerns clearly and consistently.
- Assist with recruiting, onboarding, training, coaching, evaluating, and managing culinary employees.
- Develop employees through hands-on instruction, regular feedback, cross-training, and mentoring.
- Hold employees accountable for performance, attendance, conduct, food quality, sanitation, and safety.
- Address performance and disciplinary matters in partnership with the Executive Chef and Human Resources.
- Promote a professional kitchen culture built on teamwork, communication, accountability, consistency, and pride.



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Systems and Financial Management

- Develop and maintain prep schedules, production plans, station assignments, recipes, plating standards, cleaning procedures, and quality-control processes.
- Identify operational breakdowns and implement practical improvements in partnership with culinary leadership.
- Assist with managing food cost, labor, purchasing, inventory, waste, and other culinary expenses.
- Adjust production and staffing levels based on business needs and established budgets.
- Assist with ordering, invoice review, monthly inventories, scheduling, and required documentation.

Safety, Sanitation, and Maintenance

- Ensure compliance with food-safety, sanitation, workplace-safety, and health-department requirements.
- Enforce proper food handling, labeling, dating, storage, temperature control, and cleaning procedures.
- Maintain clean and orderly kitchens, storage areas, coolers, freezers, equipment, and workstations.
- Identify equipment, maintenance, and safety concerns and ensure they are reported and addressed.
- Provide employees with appropriate safety and sanitation training.

ESSENTIAL QUALIFICATIONS

- Seven or more years of progressive professional culinary experience in a high-volume operation, including demonstrated culinary leadership experience.
- Experience overseeing à la carte dining, banquets, production, and special events.
- Private club, resort, hotel, luxury hospitality, or similarly complex culinary experience strongly preferred.
- Demonstrated ability to develop employees, strengthen kitchen systems, and improve operational consistency.
- Working knowledge of food cost, labor management, scheduling, purchasing, inventory, recipe costing, sanitation, and quality control.
- Advanced culinary knowledge and the ability to support all major kitchen stations.
- Strong leadership, communication, organization, coaching, and decision-making skills.
- High school diploma or equivalent required; culinary degree or formal culinary training preferred.
- ServSafe Manager Certification required within three months of hire.
- Proficiency with Microsoft Office, scheduling and inventory systems, and other technology commonly used in culinary operations.

Schedule:

This position requires a flexible schedule based on the Club's dining and event calendar, including early mornings, evenings, weekends, holidays, and extended hours. Thanksgiving, Christmas, Easter, Mother's Day, and other major Club events require availability.

The employee must be able to:

- Stand and walk for extended periods during shifts that may last 10 to 12 hours.
- Lift, carry, push, or pull up to 50 pounds.
- Bend, reach, stoop, crouch, and perform repetitive kitchen-related movements.
- Work safely around knives, hot surfaces, open flames, commercial equipment, cleaning chemicals, wet surfaces, and temperature extremes.
- Work effectively in a fast-paced environment with changing priorities and elevated noise levels.

The Executive Sous Chef will perform other duties as assigned by the Executive Chef or Club management.



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REPORTS STRUCTURE

Reports To:

Executive Chef

Direct Reports:

- Sous Chefs
- Chef de Cuisine
- 9.5 Hole Chef
- Line Cooks
- Stewards

COMPENSATION & BENEFITS

Salary: \$100,00-\$110,000 annually, commensurate with experience.

Benefits:

- Medical Insurance (multiple plan options)
- Dental Insurance
- Vision Insurance
- Life Insurance
- Short-Term Disability
- Long-Term Disability
- 401(k) Retirement Plan
- Paid Time Off
- Professional development opportunities

ABOUT BELLE MEADE COUNTRY CLUB

Founded in 1901, Belle Meade Country Club is one of Nashville's most historic and esteemed private clubs, with a longstanding tradition of gracious hospitality, exceptional service, and respect for its members, guests, and employees.

Today, Belle Meade is a vibrant, multi-generational family club offering championship golf, premier indoor and outdoor tennis facilities, wellness and aquatics, an active social calendar, and an extensive dining program ranging from refined dining to casual and seasonal venues. Located in the distinguished Belle Meade area of Nashville, the Club combines more than 125 years of tradition with a progressive approach to the modern private club experience. Its substantial culinary operation generates approximately \$7.5 million in annual food and beverage revenue and plays an integral role in the overall member experience.

- Website: <https://www.bellemeadecc.org/>

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