

EXECUTIVE CHEF PROFILE: HIVE BAKERY & CAFE WEST PALM BEACH, FL

(To apply, click the link at the end of this file.)

THE EXECUTIVE CHEF OPPORTUNITY AT HIVE BAKERY & CAFE

There is a new BUZZ in West Palm Beach! HIVE Bakery & Café is anticipating opening in early 2020 in the heart of the Norton Design and Dining District (which is located on South Dixie Highway between Okeechobee and Belvedere). HIVE is looking for an experienced executive chef (EC), who is currently successfully leading culinary and bakery operations. The EC would open HIVE's dining concept, leading both the front-of-the-house and the back-of-the-house teams. This is a unique and exciting opportunity for the right candidate to start a café and bakery from the ground up, infuse his or her culinary creativity into the concept, and join a home and family-focused corporate culture.

The executive chef at HIVE will be an energetic, detail-oriented leader who is also a visionary thinker and has a passion for the craft. He or she will also have an employee and guest-centric focus and the demonstrated ability to deliver an exceptional culinary experience. The executive chef will be joining a high-performing organization and must have a personality that adds value to the team, extends the culture of the HIVE brand, positively mentors and motivates employees, and sets high, attainable standards.

THE MCCANN DESIGN GROUP AND HIVE

In 2000, Sara McCann established McCann Design Group. Since that time, her passion and vision have guided the exciting growth of its reputation, staff and projects. Years of living and entertaining in Palm Beach have honed McCann's expertise for designing homes that are meant for living, with interiors that flow beautifully and function flawlessly.

McCann's corporate footprint expanded five years ago into a 12,000-square-foot retail store located across the street from McCann Design Group's corporate offices: HIVE Home, Gift & Garden. Earlier this year McCann opened HIVE Collections in the Gatsby Building which included three specialty clothing boutiques – HIVE for Her; HIVE for Him; and HIVE for Kids. The boutiques and an online store have created a showcase that allows McCann's fresh, appealing style to be enjoyed by an ever-growing clientele.

The original store is doubling in size (from 12,000 to 24,000-square feet), set to open in October 2019, and now McCann is setting her sights on a new project that has been on her radar for almost five years – a high-end bakery and café, located next to the stores and adjacent to a park. HIVE Bakery & Café will offer full-service *a la carte* breakfast and lunch, take-out dinners, bakery products and services, and an intimate private dinner party space.

HIVE Bakery & Café, located on the corner of Palm Street and Dixie Highway, is scheduled to open in early 2020. The executive chef will be integral in designing the kitchens, creating menus, setting up processes, hiring and training staff (both FOH and BOH), formulating cost and inventory controls, etc. – everything one would do to start up and execute successful restaurant operations.

HIVE CORE VALUES

- *Communication*: Communication is a company-wide priority that starts with employee initiative. We must learn to find appropriate channels of communication and to utilize them in order to strengthen our relationships with coworkers and clients alike. Clear communication is integral for us to work effectively as a team.
- *Excellence*: In everything we do, we should strive for excellence. As a company, our actions make an impact on our industry, community, and the lives of our clients. Regardless of whether this impact is big or small, we want it to be positive. We must learn to think about how our actions impact others and be cognizant of making everything we do be for the greater good.
- *Honor*: To everyone who walks into our businesses, we must show honor. We need to learn to perceive co-workers, managers, and clients as being gifted, talented, and worthy of our respect. In this mindset of honor, we cannot think of them or treat them as anything less than ourselves, regardless of whether or not they have acted in a way that makes us think they deserve poor treatment.
- *Integrity*: Integrity stems from within. We all know whether something is right or wrong to do, and integrity is, simply put, doing the right thing whether or not someone is watching you. In acting with integrity, we strive to maintain a standard of fair and honorable business practices and ethics.
- *Value*: Relating back to honor, everyone has individual talent and value. We should seek out opportunities to add value to co-workers and clients with encouragement, communication, positive affirmation, and feedback. That being said, we also have to recognize that everyone is intrinsically valuable, and that by bringing his or her individual skills and talents, everyone adds value to our team.
- *Thankfulness*: We should learn to have an attitude of thankfulness in everything we do. We need to recognize and be grateful for opportunities, advantages, and circumstances within our industry and company. But, we also need to remember that, as William Arthur Ward said: *“Feeling gratitude and not expressing it is like wrapping a present and not giving it.”*

FOOD & BEVERAGE OPERATIONS

Open Monday through Saturday, HIVE café and bakery will offer breakfast and lunch grab and go and *a la carte* service in a 2,898-square-foot restaurant with seating for up to 50 guests including seven counter seats. The restaurant will also offer *al fresco* dining on a covered, 754-square-foot terrace with seating for up to 46 guests. Grab and go and carry out dinners will be available Monday through Saturday.

The restaurant will also function as a small dinner event venue (serving up to 50 people) and will offer off-site catering services.

The restaurant features two kitchens: a display kitchen (located in the building itself) and the potential for a separate, 3,000-square-foot pastry kitchen located in the adjacent Gatsby Building (1609 South Dixie Highway).

ORGANIZATIONAL STRUCTURE

The executive chef position is a full-time position and reports directly to Sara McCann. The executive chef will lead, train and manage the front-of-house and back-of-house staff.

HIVE WEB SITES: hivebakeryandcafe.com and hivepalmbeach.com

EXECUTIVE CHEF JOB DESCRIPTION

The HIVE executive chef (EC) reports directly to the CEO. He or she leads and manages all food and pastry production, including that used for restaurant, banquet and catering operations. The EC is responsible for managing all day-to-day operations of the restaurant's culinary and stewarding operations and monitors the food and labor budget, meeting budgeted goals. The EC maintains the highest professional food quality and sanitation standards, ensures that food production consistently exceeds guest expectations, and instills in staff the fact that guest satisfaction and the guest experience is of the utmost importance.

The EC is expected to lead both front-of-the-house and heart-of-the-house teams as well as provide information, recommendations, and leadership to produce exceptional food and beverage offerings and service. Well-articulated and candid discourse is expected and required with the CEO. The EC is a "courageous thought partner" through concept development and continuing execution of the vision.

The EC has a "lead by example" mentality and earns the confidence of the guests and the respect of the staff. Continuing education and staying at the forefront of food trends and technology are necessary for success. In addition, the EC will provide creative leadership and foster a culture of continuing education and development of future, up-and-coming culinarians. The EC must demonstrate sincere and engaged visibility with guests and staff, along with a love of the culinary craft and the relentless pursuit of excellence.

INITIAL PRIORITIES

- Pre-Opening
 - Develop, test, and finalize initial restaurant and banquet menus.
 - Review and edit kitchen designs as needed; order equipment, smallwares, etc.
 - Create and write training manuals for FOH and BOH staff.
 - Hire FOH and BOH team members including a pastry chef.
 - Create FOH and BOH forecasts and budgets and implement a system for daily tracking of food and labor costs.
 - Set appropriate and necessary standards of operation, execution and delivery.
 - Develop recipes cards to ensure standardization and consistency.
- Post-Opening
 - Develop team members' skills and abilities and continue to create a culture among the staff that encourages creativity and passion for the work that they perform and respect for fellow employees.
 - Consistently exceed guest expectations for quality, taste, presentation, variety and creativity.
 - Evaluate and set appropriate and necessary standards of operation, 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 with the FOH team.
 - Manage to budgeted food and labor goals.
 - Continue to attract and develop high quality staff.

CANDIDATE QUALIFICATIONS

The ideal candidate will be an experienced executive chef with a minimum of five years' progressive experience at club, hotel and/or resort restaurants that are known for high-level, quality food and beverage programs and exemplary service.

Additionally, HIVE's next EC should be:

- An individual with unimpeachable character
- A culinarian with knowledge of classic French cooking as well as a focus on culinary trends and techniques
- A student of the culinary craft and life-long learner who also places great import on recruiting, training, and developing a team of future culinarians
- Excited about being part of a synergistic and communicative leadership team
- Passionate about driving value and guest satisfaction

- A confident, resourceful, high-energy leader
- A strong relationship builder with a history of collaboration with their CEO/GM, other department heads, and their teams
- An individual with strong financial acumen, experienced in budget management and forecasting as well as managing food and labor costs daily
- An exemplary steward of all resources
- An active listener with excellent communication skills
- A believer that *“excellence is the gradual result of always striving to do better”*
- A well organized, detail-focused observer who understands that the minor details make the difference
- A creative culinarian who stays current with culinary and guest demographic and preference trends
- A visionary leader who watches trends and is proactive and flexible in changing business hours and menus based on guest feedback and data trends
- Acutely aware of the delicate menu balance that exists between offering classic fare for tenured guests and providing innovative options for guests that belong to a younger demographic
- Focused on offering guests healthy, simple food options
- Interested and experienced in *“pushing the envelope”* and *“thinking outside the box”* when it comes to creative food presentation and offerings
- An individual with an entrepreneurial spirit
- Someone who embodies the organization’s core values of communication, excellence, honor, integrity, value, and thankfulness
- An individual who treats the business with a sense of ownership and accountability

EDUCATION AND CERTIFICATION REQUIREMENTS

- A degree in culinary arts is required.
- Certified Executive Chef (CEC) certification (that is kept current) with the American Culinary Federation (ACF) is preferred.
- Certification in food safety is required.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. HIVE offers an excellent bonus and benefit package along with ACF membership and professional development opportunities.

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.

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

“Last Name, First Name Resume” &

“Last Name, First Name Cover Letter HIVE Bakery & Cafe”

(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.

To apply for this position and upload your resume and cover letter, [click here](#).

If you have any questions, please email Nan Fisher: nan@kkandw.com

LEAD SEARCH EXECUTIVE:

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HIVE BAKERY & CAFE
OPENING 2020



