



Founded 1902

Position: **Executive Chef**
Facility: **Lambton Golf and Country Club**
Location: **Toronto, ON**
Close Date: **Oct 10**

Lambton Golf and Country Club is seeking its next Executive Chef, a culinary leader who thrives on the diversity and creativity that private clubs provide. This unique opportunity offers the chance to showcase a wide range of styles, from elevated comfort food to refined fine dining, to innovative themed events. The successful candidate will bring passion, creativity, and commitment to exceeding member expectations through exceptional cuisine and memorable experiences.

The Club is currently working on a \$2m kitchen renovation and \$4m patio renovation currently underway to be opened May 2026. The new Executive Chef will be given the opportunity to reimagine the alfresco offerings.

Lambton Golf and Country Club

Lambton Golf and Country Club, founded in 1902, is a prestigious year-round private club located in Toronto that offers a high standard of golf, tennis, social, fitness, wellness, and dining experiences for our members and their families. In 2024, the club earned ELITE status as a Distinguished Club of the World. One of the few Canadian country clubs to currently hold that designation.

It offers 27 holes of Reese Jones designed World calibre championship golf, five best-in-class year-round tennis courts, and a modern and inviting Clubhouse. Lambton Golf Club occupies 171 acres of rolling terrain defined by the Humber River and Black Creek. The state-of-the-art facilities make it easy to forget that Lambton is a Club with more than a century of rich traditions and memories.



THE POSITION

Position Summary

The Executive Chef is responsible for overseeing all culinary operations at Lambton Golf and Country Club, including the restaurant, banquets, and halfway house. This role leads menu development, supervises and mentors the culinary team, and ensures the highest standards of food quality, safety, and service. The Executive Chef is a creative and strategic leader who combines culinary innovation with operational excellence to consistently exceed member and guest expectations.

The Club currently provides \$2.3m in food revenue (20% catering 80% member events and a la Carte), \$1.2m in total beverage revenue.

Key Responsibilities

Member Satisfaction

- Personally, interacts with members to ensure satisfaction, solicit feedback, and accommodate special requests
- Consistently provides the highest level of service regardless of volume, maximizing satisfaction while working within budgeted food costs
- Designs and develops menus that reflect food and industry trends, seasonality, and member preferences for daily dining, banquets, and special events
- Attends committee meetings to discuss concerns, share feedback, and present menu ideas
- Stays current with industry trends and innovations through education, publications, and monitoring of the private club environment

Financial Management

- Establishes annual budgets for food, labour, equipment replacement, and training costs
- Manages and monitors food and labour costs weekly and monthly to ensure adherence to budgets
- Oversees purchasing, inventory, and supplies while minimizing spoilage, waste, and overproduction
- Delivers required reports and administrative documents to Assistant General Manager on schedule
- Develops recipes, portion controls, and menu pricing strategies to ensure quality and profitability

Staff Management

- Recruits, hires, evaluates, and manages kitchen staff, addressing performance fairly
- Coaches and fosters continuous learning, growth, and improvement while maintaining staff motivation and productivity
- Conducts annual performance appraisals and provides constructive daily feedback
- Assigns responsibilities, and ensures high quality and consistency through spot checks

- Promotes a positive, inclusive, safety focused environment
- Manages the employee meal program

Kitchen Operations

- Manages day-to-day culinary operations through a hands-on approach
- Posts weekly schedules, reconciles payroll, and ensures smooth communication with food and beverage leaders and management
- Maintains and supervises kitchen equipment in collaboration with the Maintenance Department
- Seeks creative solutions to deliver high culinary standards and directly supervises complex food preparation
- Develops, reviews, and updates operational policies, procedures, and terminology to reflect best practices

Collaboration

- Coordinates with other Lambton staff and attends departmental meetings to ensure smooth operations
- Attends senior management meetings
- Maintains a cooperative working environment with staff across departments
- Undertakes special projects as assigned by the General Manager/COO

Safety

- Ensures sanitation, cleanliness, and compliance with Occupational Health & Safety and Ministry of Labour regulations throughout all outlets



REQUIREMENTS

- Minimum of 5 years' experience in a fine dining restaurant, private club, or comparable upscale hospitality environment
- Demonstrated success in a executive-level culinary leadership role
- In-depth knowledge of food safety regulations and industry best practices
- Proven ability to perform in fast-paced, high-pressure environments
- Exceptional organizational, multitasking, and problem-solving skills
- Passion for culinary innovation and dedication to delivering superior member and guest experiences
- Proficiency in inventory management, cost control, and budget oversight
- Flexibility to work evenings, weekends, and holidays as required

SALARY:

We offer competitive compensation package

START DATE & EMPLOYMENT DURATION

- Start date as soon as available.
- Employment Full Time, Year-Round.

REPORTS TO

- Reports to the GM/COO as a member of our senior leadership team

SUPERVISES

Executive Sous Chef, Sous Chefs, kitchen cooks, and dishwashers

APPLICATION PROCESS

- Lambton Golf and Country Club has utilized the services of FG Club Solutions to assist with the search for their Executive Chef. Please submit your resume and cover letter directly to Jason Clarke – Lead Recruiter for this position at clarke_je@yahoo.com.

Closing Date scheduled for October 10th, 2025.

