



CHEMISTRY
STAFFING

MINISTRY & CANDIDATE PROFILE

EXECUTIVE CHEF

Pioneers
Orlando, Florida

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Orlando, FL



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Population of City

309,000

Population of County

1.4 M

Community Overview

Pioneers is located in Southeast Orlando, in one of the fastest growing areas of the country called Lake Nona. Our area is home to many attractions and theme parks, beautiful beaches, and is 15 minutes from Orlando International Airport.

History

Founded in 1979 by former businessman Ted Fletcher and his wife, Peggy, Pioneers partners with local churches to make disciples and initiate church-planting movements among unreached peoples. The unreached are cultural and ethnic groups without a self-sustaining witness to the gospel in their own cultures.

Mission, Vision and Values

The mission of Pioneers is to mobilize teams to glorify God among unreached peoples by initiating church-planting movements in partnership with local churches. Pioneers' core values reflect the passions, practices and personality of its members and drive us to plant churches in the world's most challenging environments.

Tell Us About Your Facility

Our conference center space, in the heart of Lake Nona and less than 15 minutes from the airport, is used for staff training & engagement, as well as outside venue space. This 5,000-square-foot conference room space is fully customizable for a group's size and needs. Rooms are fully equipped with state-of-the-art AV capabilities. There is also a fully staffed commercial kitchen, and food and drink options if needed.

Overall Budget (this fiscal year)

\$70M

Governance & Polity

The role of Pioneers-USA, based in Orlando, is to support missionaries on the field through member care, processing of financial support, specialized training such as security and child safety and mobilizing more people to join those teams. The U.S. office staff team is composed of dedicated professionals committed to using their skills in finance, IT, marketing, counseling, fundraising and recruiting to support the global movement's unified efforts to initiate church planting movements among the unreached. Pioneers-USA is accountable to an independent board of directors who provide oversight and spiritual guidance to the leadership and staff.

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In the most generic sense, how would you describe your church theologically?

Evangelical - Moderate

Published Theological Statement

<https://pioneers.org/statement-of-faith>

Title of Position You Are Hiring

Executive Chef

Full Time Position?

Yes

Overall Description of this Position

- The Executive Chef is responsible for the production of all food served on campus. This includes planning menus in assistance to the Hospitality Director; overseeing the amount and manner of food production; maintaining kitchen inventory; ordering food supplies and tracking food costs.
- The Executive Chef is responsible for hiring, training, evaluating, and supervising food service employees. In addition to supporting and leading organizational and business related structures, the Executive Chef fosters creativity and culinary diversity reflected throughout the world in which our members serve.

Reporting Relationship

The Executive Chef reports to the Director of Hospitality

Goals and Expectations

The ideal candidate for this role will have a fresh sense of care and ownership over the dining atmosphere in our conference center. He or she will seek ways to better serve our guests, leading the team with new ideas that always seeks to answer the question "what could be better". We (on the Hospitality Team) want our campus to be a "concierge" level memory for those that stay here! Some thoughts on goals/expectations:

- Creation of a unique and delicious menu that our host teams can customize in both pricing and food selection to meet their budget and demographic.
- Training opportunities for staff- developing a leadership bench for ongoing success and sustainability.
- Innovation training- leveraging our in-house Innovation department to foster and create ideas for better service.

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- Budget management- creating and managing the tools necessary to stay financially accountable.
- Care of equipment- partnering with our facilities team to ensure that all equipment, appliances, and room amenities are kept and cared for with proper use and organized PM schedules.
- Safety training - organized and prioritized.

Do you have a job description for this role?

Qualifications

- Must know Jesus Christ as their personal Savior.
- Committed to global missions and overall vision of Pioneers.
- Must practice and support the relevant elements of the US Mobilization Base Manual.
- Must have the ability to create a budget plan, maintain costs accordingly, and provide reports to upper management.
- Must have a customer service attitude.
- Must have the ability to lead, supervise, and evaluate salaried, hourly, and volunteer workers.
- Must have Safe Food Handling Certification.
- Must have knowledge of health regulations governing the operations of the kitchens.
- Must have understanding of best practice and safe management of food inventory.
- Must have the ability to create, foster and maintain a service "team" atmosphere.
- Must have 3-5 years of culinary management experience.
- Must be able to work nights and weekends.

Responsibilities

- Works closely with the Director of Hospitality and Accommodations Coordinator to plan and host events.
- Accommodates team leaders in crafting creative and healthy menus for events.
- Works to keep costs down by adhering to simplified menus and by tracking food overages.
- Promptly (within 24 hours) responds to Food Service Request Forms to provide as able for the food service needs of the Orlando Team.
- Approves Food Service purchases and is responsible for billing.
- Develops and implements Food Service Budget and reports quarterly to team leaders.
- Ensures food safety by maintaining proper food temperatures on the service line.
- Ensures food is served in a professional and appetizing manner.
- Maintains the kitchen, dining room, and equipment for efficient operation and cleanliness.
- Maintains food and supply inventories within budget.

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- Trains food service employees in safe food handling practices and the Pioneers' handbook policies.
- Coordinates food service employees' assignments with daily production lists.
- Vendor management.

Physical Demands

- Environment: Work is performed primarily in a standard office environment with extensive public contact and frequent interruptions.
- Physical: Primary functions require sufficient physical ability and mobility to work in an office setting; to stand or sit for prolonged periods of time; to occasionally stoop, bend, kneel, crouch, reach, and twist; to lift, carry, push, and/or pull light to moderate amounts of weight; to operate office equipment requiring repetitive hand movement and fine coordination including use of a computer keyboard; and to verbally communicate to exchange information.
- Vision: See in the normal visual range with or without correction.
- Hearing: Hear in the normal audio range with or without correction.
- Must be able to stand for 4 hours at a time.
- Must be able to lift up to 20 lbs shoulder high.
- Must not have food allergies that would hinder ability to prepare and serve food.

Educational Preferences

Must have some kind of food services/culinary training.

Age Vs. Experience

Would rather have someone that has the experience to lead a team with working knowledge of cafeteria management.

How important is geographical location to you?

Must be able to work on site in Orlando, FL.

What skills are you looking for specifically?

Culinary background in cafeteria or restaurant service.

Equipper or Doer?

This person must be able to work in a kitchen, making food, serving food, etc. This role is a working manager, stepping in to participate in the preparation as well as the leading and training. This is not a desk job, but does have a component of office/admin work. The ideal candidate will work to build the team and create some margin to admin and lead, in addition to providing the creative direction and training that will distinguish this department.

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Budget Area Supervision

Will have oversight of a food service budget of approximately \$300k relating to food purchases and labor.

Personal Characteristics Desired

- Ideal candidates must be able to work diplomatically with other teams, guests, and vendors.
- The Executive Chef must work well under pressure and deadlines, leading the team with gentleness and respect to achieve goals.

What would immediately disqualify someone?

We would not hire a candidate if he or she did not know Jesus Christ and their personal savior, or was living a lifestyle contrary to scripture.

Urgency

The position has been posted for almost a year, so the need is urgent. We have not moved forward with a number of applicants because of "fit", so while we would like this filled asap, we are not willing to compromise with a potentially bad hire.

Other "Must Have" Skills

Strong sense of responsibility; feeding our guests is the flagship effort of this team, and the Executive Chef must understand that his or her leadership in this area can make or break a guest experience.

Other "Nice to Have Skills"

A sense of entrepreneurship could be of great value to this team

Finally...

We are looking for an Executive Chef that loves Jesus and has a heart for missions and those serving around the world; loves making great food in an efficient, cost effective yet-not-"cheap" kinda sense; seeks to develop his or her team to become better food service professionals- perhaps even starting an internship programs for aspiring chefs; ultimately leading like Jesus the team members entrusted to his or her care.

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Public Job Posting

Pioneers

Executive Chef

Orlando, Florida

Pioneers, based in Orlando, Florida, has a mission to mobilize teams to glorify God among unreached peoples by initiating church-planting movements in partnership with local churches. They are seeking an Executive Chef to join their team in Orlando. This person will be responsible for the production of all food served on campus. This includes planning menus in assistance with the Hospitality Director; overseeing the amount and manner of food production; maintaining kitchen inventory; ordering food supplies and tracking food costs. The Executive Chef is also responsible for hiring, training, evaluating, and supervising food service employees.

What you'll be doing:

- Working closely with the Director of Hospitality and Accommodations Coordinator to plan and host events
- Accommodating team leaders in crafting creative and healthy menus for events
- Developing and implementing Food Service Budget and reports quarterly to team leaders
- Scheduling and supervising kitchen employees, overseeing their health and safety
- Vendor management

What skills you need to have:

- Must know Jesus Christ as their personal Savior
- Must have the ability to create a budget plan, maintain costs accordingly, and provide reports to upper management
- Must have a customer service attitude
- Must have the ability to lead, supervise, and evaluate salaried, hourly, and volunteer workers
- Must have Safe Food Handling Certification
- Must have knowledge of health regulations governing the operations of the kitchens
- Must have 3-5 years of culinary management experience

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