
The Women in Culinary Leadership Grant

While many female students are entering the culinary field today, only a small proportion have achieved the highest levels of leadership or ownership as executive chefs or restaurateurs. We have made great strides in the last few decades, but obstacles remain on the path to the very top. As in any other field, hands-on experience with successful mentors can help to overcome these barriers.

Women in Culinary Leadership is an accelerated, learning-by-doing mentorship program. Offered under the auspices of the James Beard Foundation, WICL gives women with a minimum of two years of professional hospitality or culinary experience the chance to work with top industry leaders and build in-depth skills in the kitchen, in restaurant management, or in both areas. WICL candidates will learn firsthand how to break through the culinary world's "glass ceiling."

The James Beard Foundation offers the Women in Culinary Leadership Grant (WICL) to women working in the industry the opportunity to deepen or learn their culinary, management, and entrepreneurial skills while working in established restaurants. The applicant may apply for a six- (6) or twelve- (12) month mentor/grantee program, during which they would receive a stipend of \$500 per week for living expenses.

Applicants for the WICL Grant may select from one of the following mentorship locations. Arranged mentorships must be taken at times mutually agreed upon by the applicant and suppliers. All mentorships must be taken within one year after they are awarded. In addition, each grantee will have the opportunity to work alongside guest chefs cooking at the historic James Beard House for one week.

1. Kevin Boehm – Boka Restaurant Group, Chicago: <http://bokagr.com/>

Six-Month Program Front of House to include but not limited to:

- Work closely with all key players in "day-to-day" operations; learning them as stand-alone tasks and how they affect each other
- Develop skills in team management and mentoring
- Work with staff accountants to learn financials for at both restaurant and corporate levels
- Learn all aspects of event planning from client interaction to menu planning to producing event
- Train with in-house PR team as well as corporate team
- Opportunity to experience all of the above at the various restaurants in the group

2. Kevin Brown – Lettuce Entertain You® Enterprises: <http://www.leye.com/>

Six-Month Program* to include but not limited to (**NOTE: this program begins late May, 2015**):

First Three Months Front of House

- Learn various managerial duties and responsibilities
- Have an hourly front-of-house position at a specific restaurant (selected to best suit applicant)
- Weekly meetings with supervisor about hospitality
- Work with other interns in groups to develop a restaurant, to be presented to Richard Melman for the Restaurant Project as part of the summer internship program
- Work with the marketing department focusing on areas of social, digital, and corporate programs
- Learn about FOH costs, (beverage, labor and supplies)
- Will learn hands on the business of the restaurant business

Lettuce Entertain You® Enterprises, continued:

Second Three Month Back of House

- Work an hourly back-of-house position at a specific restaurant
- Responsible for various back-of-house duties, specific to each station
- Have opportunity to become involved in local events sponsored by Lettuce Entertain You
- Regular meetings with supervising chef for feedback and to discuss their experience
- Will obtain hands on cooking experience as well as learn about food costing, vendor management, menu development, and inventory control.

3. Rohini Dey (WICL founder) – Vermilion, Chicago or NYC: <http://www.thevermilionrestaurant.com/>

Twelve-Month Program: Tailored to the candidate’s development needs. This will include, but is not limited to:

- **Six Months Back of House:** Train across all stations to eventually learn to lead a kitchen, including all prep; undertake kitchen management functions such as food cost, sourcing, inventory, and labor cost, along with training and scheduling; all BOH organization and sanitation
 - **Six Months Front of House:** Train on and help lead floor management and the beverage program; learn to own all FOH costs (beverage, labor, supplies); work on special events, PR, marketing, and business development; develop financial and entrepreneurial literacy skills (PandL, cash flow, balance sheet, invested capital); opportunity to supplement training with external financial, legal, and business planning courses and networking events
- See here for more details: [2104VermilionProgram](#)

4. Tom Douglas – Multiple Restaurants, Seattle: <http://tomdouglas.com/>

Twelve-Month Program, Back of House and Front of House to include but not limited to:

- Fully rounded trailing experience with every department: Restaurants, Catering, Human Resources, Finance, and Marketing
- Potential applicants will gain experience and train at all stations and functions within the pre-selected kitchens of the Tom Douglas Restaurant Group, including all preparatory areas, as well as adjoining hot and cold functioning stations within the restaurants
- The applicant will also be exposed to and undertake a general understanding of the proper calculation and approach to food costing, menu development, effective scheduling and labor costs, and general inventory practices
- Applicants will also be exposed to other back-of-house functions such as food and product sourcing, kitchen flow and purchasing, to be reviewed on a restaurant-by-restaurant basis
- Basic kitchen functions, such as knife skills, proper sanitation methods, and product identification, will be reviewed at the beginning of the program for any of the selected applicants

5. Matt and Kate Jennings – Townsman, Boston: www.townsmanboston.com

Twelve-Month Program, Back and Front of House

Six-Month Back-of-House Rotation:

- Prep, production, and sanitation
- Line rotation, plating, and expediting
- Food costing, inventories, receiving, and logs
- New vendor sourcing and pricing strategies
- Guest conservation, interaction, and championing
- Scheduling, HRM, and labor costing
- Hiring and dismissal protocols; retention
- Equipment repair, maintenance

Six-Month Front-of-House Rotation:

- Floor managing, logistics, and opening/closing
- The Art of Hosting: Welcoming, but not Befriending
- Beverage creation, controls, and costing
- Mastering payroll, labor cost, and scheduling
- Research! Engaging with your Peer: Inspiring Each Other and the Restaurant
- Staff training, testing, and implementation

6. **Anthony Lamas** – Seviche, Louisville, KY: <http://www.sevicherestaurant.com/chef.html>

Six-Month Program, Back of House to include but not limited to:

- Train across all stations to include but not limited to: Prep, Pantry, Fish, Poultry, Butcher, Meat, Sauces, Hot Line, and Pastry
- Master opening and closing procedures for all stations listed above
- Learn sanitation rules and procedures for kitchen and dry and cold storage
- Learn cost control via ordering, rotating, and promoting products
- Learn banquet planning, preparation, and cooking procedures needed for small- to large-scale events

7. **Donnie Madia** – Nico Osteria (One Off Hospitality Group), Chicago: <http://www.nicoosteria.com>

Six-Month Program, Back and Front of House to include but not limited to:

- Nine weeks in back of house: train across, learn, and possibly lead, prep areas, butcher areas as well as multiple cold and hot line stations. Undertake food costs, sourcing, and inventory; labor costs along with training and scheduling; all BOH organization and sanitation
- Nine weeks front of house: train on and help lead floor management and the beverage program. Learn about all FOH costs (beverage, labor, supplies). Develop financial and entrepreneurial literacy skills (P&L, cash flow, balance sheet, and payroll). Learn about onboarding, HR, training and motivating staff to attain longevity. Focus on guest management through our philosophy of hospitality and culture
- Four weeks private dining/events: learn about entire sales process; initial lead, proposals, contracts, execution of events and how the FOH and BOH how team come together to ensure a perfect event. Also see relations between Nico Osteria and Thompson Hotel and how cross-selling affects bottom line
- Two weeks Marketing/PR/Social Media: spend time with One Off Hospitality Group Marketing/PR manager as well as Digital Media Manager to see how we market, promote and communicate the voice of Nico Osteria to media and journalists through press releases and other forms of marketing/pr materials

8. **Christina Tosi** – Momofuku Milk Bar, New York City: <http://milkbarstore.com/>

Twelve-Month Program, Back and Front of House to include but not limited to:

Six Months Back of House

- Potential applicants will gain experience and train at all stations in our production kitchen, including preparatory areas, our bread program, general production, packaging, and distribution of Milk Bar's products
- The applicant will also get training on Milk Bar's Kitchen Operations, including food costing, vendor management, menu development, department scheduling, and inventory management
- Candidate will follow a single menu items from creation to recipe development to costing to production to distribution to retail sale to operations to reporting to bookkeeping

Six Months Front of House

- Potential applicants will learn about all FOH costs (labor, product, supplies,) learn about our on-boarding process, and training of staff
 - Dedicated trails with each department: Customer Service, Finance, Front-of-House Management, Human Resources Press and PR, and Web and Tech
 - Develop skills in team management
 - The applicant will spend time in each of our six NYC stores to understand our operational model and our approach to customer service (or the customer experience)
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Applicants must:

- Be age 21 or older
- Have at least two (2) years of experience in the Hospitality Industry; either in back of house or front of house

Applicants are required to submit by the postmark deadline date of ~~December 16th, 2014~~:

Deadline Extended to January 16, 2015

- The Women in Culinary Leadership Grant Application
- An essay explaining why the applicant desires to expand his/her education through this grant and what distinguishes them in drive or accomplishments
- Three (3) letters of recommendation from culinary or hospitality professionals, two of whom you have directly worked with, including name, company, position and relationship to you
- Resume

Recipients must:

- Be available for a two day stage
- Sign Grant Structure
- Submit monthly expense reports for payment
- Submit a summary of their experience upon completion of program
- Be available for monthly conference calls

Application Process and Timeline

December 16 – January 16: Applications will be reviewed, first by the James Beard Foundation, then by the mentorship locations

January 19 – 31: Mentors will make their selection. Selected applicants will be informed

February 2 – 28: Recipient to stage with mentor

March 2 – April 3: Start date – mutually agreed upon by Mentor and Recipient, with the exception of the LEYE group, this program begins end of May.



The Women in Culinary Leadership Grant Application

TYPE OR PRINT ALL INFORMATION EXCEPT SIGNATURES

Completeness and neatness ensure your application will be reviewed properly.

Application postmark deadline **JANUARY 16, 2016**

APPLICANT DATA

Last Name _____ First _____ Middle Initial _____
 Permanent Home Mailing Address _____ Apartment # _____
 City _____ State/Province _____ ZIP/Postal Code _____ Country _____
 Telephone (_____) _____ Date of Birth: Month _____ Day _____ Year _____
 Email Address _____

EDUCATIONAL HISTORY

Name of High School you attended _____
 City _____ State _____ Country _____
 High School Graduation Date: Month _____ Year _____ Date Received GED (if applicable) Month _____ Year _____

Name **all** post-secondary schools you previously attended (if any). **Use official school name. Do not use abbreviations.**

School: _____ City _____ State _____
 Dates Attended: From _____ To _____ Total Credits Earned: _____ Degree/Certificate Earned (if any): _____
 School: _____ City _____ State _____
 Dates Attended: From _____ To _____ Total Credits Earned: _____ Degree/Certificate Earned (if any): _____

(If space provided in any section is inadequate, you may continue on additional sheets. Attachments must follow the same format.)

Sending a resumé does not replace any part of this application. If space provided in any section is inadequate, you may continue on additional sheets. Attachments must follow the same format. DO NOT repeat information already reported on the application form. Your name, address and name of this mentorship program should be included on all attachments and on file names if sending electronically.

WORK EXPERIENCE

Describe your work experience as a cook or chef in professional kitchens. Indicate dates of employment for each job.

Employer	Title/ Responsibilities	From – (Mo/Yr)	To – (Mo/Yr)

MENTORSHIP

Please check as many of the mentor/grantee programs for which you are interested in applying

No preference

- | | |
|--|---|
| <input type="checkbox"/> Kevin Boehm – Boka Restaurant Group, Chicago | <input type="checkbox"/> Matt and Kate Jennings – Townsman, Boston, MA |
| <input type="checkbox"/> Kevin Brown – Lettuce Entertain You® Enterprises | <input type="checkbox"/> Anthony Lamas – Sevicehe, Louisville, KY |
| <input type="checkbox"/> Rohini Dey – Vermilion, Chicago or NYC | <input type="checkbox"/> Donnie Madia – One Off Hospitality Group, Chicago |
| <input type="checkbox"/> Tom Douglas – Multiple Restaurants, Seattle, WA | <input type="checkbox"/> Christina Tosi – Momofuku Milk Bar, NYC |

Attach a typewritten one page, double-spaced, 300 hundred word maximum essay describing your desire to expand your Education / knowledge through The Women in Culinary Leadership Grant.

ESSAY

LETTERS OF RECOMMENDATION Attach three letters of recommendation from culinary or hospitality professionals. Be sure each letter includes their company, position they hold and professional relationship to you.

APPLICATION CHECKLIST You are responsible for submitting all materials to Shelley Menaged at the James Beard Foundation on time. Incomplete applications will not be evaluated. This application becomes complete and valid only when all of the following materials have been received via mail:

- Women in Culinary Leadership Grant.Application
- Essay
- Three Letters of Recommendation
- Resume

All materials must be addressed to:

**The Women in Culinary Leadership Grant
Attn. Shelley Menaged**

Send via email as well as mail a hard copy* to:
smenaged@jamesbeard.org

James Beard Foundation
6 West 18th Street, 10th Floor
New York, NY 10011 U.S.A.

Postmark deadline ~~December 16, 2014~~

DEADLINE EXTENDED to JANUARY 16, 2015

***Hard Copy is required for complete application**

CERTIFICATION The James Beard Foundation and mentor location have the sole responsibility for selecting recipients based on criteria as set forth in the program's description.

This application becomes the property of the James Beard Foundation. (It is recommended you keep a copy for your files.)

I acknowledge decisions are final. I certify I meet eligibility requirements of the program as described in the guidelines and the information provided is complete and accurate to the best of my knowledge. Falsification of information may result in termination of any award granted. If selected as a recipient, I will provide a summary of my experience to the James Beard Foundation.

Applicant's Signature _____ Date _____
