



CAREERTUNERS

Moving your career forward

Case Study: Career Change

We helped Nathan advance from a managerial role to Director of Operations in fine dining.



Nathan Sherril

1 review



★★★★★ 2 months ago

Career Tuners has taken my resume and profile to the next level! I had a pretty decent resume before contacting Career Tuners, but since using their services, the response from hiring managers has been overwhelmingly positive. I used to get texts or emails from LinkedIn every once in a while, usually very positive, and sometimes commenting on my extensive background. Since using Career Tuners, I literally get several emails a week that start with "Wow! You're resume is impressive! We think you'd be a great fit..." The difference in both the amount of calls I get and the quality of the Jobs I am now being considered for cannot be understated. Thanks to their skills and polishing I was recently hired for my dream job! Moving up several levels in my profession and helping to launch a whole new business!

The staff at Career Tuners has been so helpful and kind throughout the entire process. A big thank you to Zunaira for personally overseeing my account! She was truly amazing and has continued to offer support and guidance long after the resume was written.

Give them a call, have a conversation, and let them take you to the next level.

His backstory:

Nathan, an experienced manager in the fine dining sector, was ready to take his career to the next level. He aimed to leverage his extensive background and focus on business development and operations.

Some of the issues in his resume included:

- Lack of clarity regarding career direction
- Cluttered with large blocks of text
- Short of targeted accomplishments

His LinkedIn had similar issues with missing accomplishments.

Along with an ATS-friendly resume, we:

- 1** Designed a focused, visually engaging layout that spotlighted his unique qualifications for the industry.
- 2** Emphasized strategic and financial acumen, highlighting his success in optimizing operations and profitability.
- 3** Added and amplified impact with action-based, quantified achievements in line with his target job.

We also optimized his LinkedIn with a unique personal brand that showcased his management and leadership skills backed by quantified achievements.

**[94%](#) of recruiters use LinkedIn to cut candidates from their applicant pool.*

Where is Nathan now?

Shortly after the resume overhaul, Nathan landed a Director of Operations role at an iconic restaurant. Thrilled with the transformation, he even referred a colleague for a similar resume upgrade.

Would you like us to help you with your job search too?

Click here to invest in our services or schedule a free consultation call with us.

[Book Service](#)

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Warning: The following pages have been saved as images in order to protect Nathan's work as well as our work from being copied and indexed. As a result, uploading this exact file into an Applicant Tracking System will not work. If you are interested in hiring him, please email us at contact@careertuners.com.

Here's the resume we made for him:

NATHAN SHERRILL

951.284.5404 | contact@careertuners.com | Irvine, CA 92618 | [LinkedIn](#)

Restaurant & Wine and Spirits SME | Business Development | Strategic Sales Planning | Financial & Business Acumen

Achieves revenue margins and gross profit targets at high-end restaurants, including Michelin-starred ones, by overachieving sales quotas, spearheading continuous improvement initiatives, and building high-performing teams. Introduces new products by leveraging extensive experience in culinary arts, wine pairing, and spirit creation. Owns a proven track record of securing a 5-year growth of over 400% in food sales, containing costs under 30%, and developing recipe libraries encompassing hundreds of products.

Select Accomplishments:

- **Sales Growth:** Set the store on track to overachieve the \$12M sales quota by \$1M for 2023, secured \$11.7M in sales in 2022, and achieved a 100% sales growth in 2021 at *Company A* by instilling a culture of accountability and high performance.
- **Change Management:** Turned around a struggling store into the highest revenue-generating one in the region at *Company A* by rebuilding the team, tracking performance, and overhauling operations, thereby enhancing customer experience.
- **Profitability Maximization:** Boosted food sales by 78% and cut costs by 14% at *Company B* by redesigning product offerings and hiring and training top performers. Realized similar results at fine-dining restaurants, such as *Wolfgang Puck's Spago* and *Mahe*.

Revenue & Margin Growth
Product Demonstration & Comparisons
Budgeting & Forecasting

Customer Service Management
Relationship Building & Management
Team Hiring & Retention

MS Office Suite: Word, Excel, PowerPoint
BI & Data Analytics, KPI Tracking
POS, Aloha Systems, Schedulefly

PROFESSIONAL EXPERIENCE

Executive Kitchen Manager, *Company A*

10/2020 – Present

Brought onboard during the COVID-19 shutdown to set this underperforming store on track to boost profitability; first to be fast-tracked across 5 levels into the role. Set as the in-charge of this store generating \$MM in annual sales within 8 months of joining. Oversees end-to-end kitchen operations, drives financial analysis, resolves conflicts, and manages 4 kitchen managers and 7 back-of-the-house managers. Facilitates new product introduction, resetting inventory, providing feedback, and steering team-wide training.

Established the store as the most profitable one out of 9 locations, securing an 8-figure annual sales for the first time in 15 years.

- Grew YoY sales by 8% by optimizing key metrics, including sales/labor hour, labor cost/hour, quality issues, waste, and customer satisfaction; monitored weekly metrics and sales performance using a BI dashboard; devised required corrective action plans.
- Boosted operational efficiency to 98%, highest-ever, and food efficiency to 96.6% by initiating proactive inventory reconciliation; assessed actual vs projected inventory using Net Chef; prepared corrective action plans and led team-wide execution.
- Facilitated accurate monthly forecasting and budgeting by collaborating with the general managers to analyze historical trends and key performance indicators; scheduled monthly operations using HotSchedules based on the approved forecast numbers.
- Streamlined transition to a new prep system by revamping the sheet-to-shelf inventory using MS Excel.

Strategic Team Building

- Built in-depth knowledge of a 230-item menu for an 11-member management team and a 75-member kitchen staff through rigorous mentoring; scheduled and conducted hands-on training seminars; cross-trained the kitchen staff across stations.
- Hired and onboarded over 100 team members by spearheading candidate sorting, screening, and interviews; involved relevant managers to assess candidates for cultural fitness; leveraged Applicant Tracking Service (ATS).
- Reduced the attrition rate from 152% to 4%, boosting employee retention, by overseeing rightsizing and steering a cultural shift; hand-picked top talent, initiated regular recognitions, eliminated obstacles, and reinforced adherence to best practices.
- Stayed under the weekly corporate budget by creating and organizing labor templates; aligned schedules with business demand.

Chef de Cuisine, *Company B*

02/2010 – 08/2020

Maximized business growth at this high-capacity location by revamping 80% of the menu and creating daily food and drink specials, including wine pairings and cocktails. Hired and trained ~50 employees.

- Achieved 8-10% year-over-year growth in food sales by ensuring high customer satisfaction, leading to acquiring new customers and retaining existing ones; rolled out hundreds of new menu items and conducted demos; ensured customer service excellence.
- Maintained the labor cost below 22% and food cost below 30% by defining item pricing, managing monthly inventory, reconciling invoices, and conducting proactive food and labor cost analysis.
- Spearheaded the wine and spirits program, growing sales, by collaborating with the bar manager to develop the wine list for the menu; remained heavily involved in wine and spirits tasting exercises to ensure adequate pairing with menu items.

Executive Chef, *Company C*

06/2008 – 01/2010

Set the creative vision and concept of this high-end, fine-dining restaurant; oversaw kitchen design and development with an architect, built a team from the ground up, led menu planning and prep, and trained kitchen and serving employees. Hired and trained an executive chef to oversee operations. Sourced and collaborated with vendors to purchase high-quality products.

PROFESSIONAL DEVELOPMENT

WSET Level-1 Wine Course, Wine Academy of Las Vegas

November 2023

Certified Food Manager

Valid till 2030

Bachelor of Science in Chemical Engineering, California State University, Long Beach
Minor: Physics and Applied Mathematics

Food/Culinary Research & Development

- Studied local foods, customs, and cultural and climatic effects on food style and tradition through extensive traveling across Morrow Negrito Islands (Panama), Bali (Indonesia), London (England), Melbourne (Australia), and Gold Coast (Australia).
- Served 2 boat tours on a high-end charter yacht as a chef and server. Volunteered and underwent apprenticeship at various hotels and private restaurants.

And here's the resume he was using before he worked with us...



NATHAN SHERRILL
951.284.5404 | contact@careertuners.com |
Irvine, CA 92618 | [LinkedIn](#)

CAREER SUMMARY

Over 25 years of experience in the bar and restaurant and industry with responsibility for high end and high volume location and team management, including cooking, wine pairing and spirits creation, and restaurant systems, with a focus on menu planning and development, nightly specials, ordering of all restaurant supplies, managing health regulations, policies, procedures, and hiring of all restaurant staff. Experience also includes special emphasis with regard to restaurant startup and development, kitchen and restaurant design, and construction.

PROFESSIONAL EXPERIENCE

Executive Kitchen Manager

October 2020 – Present

Company A

7871 Edinger Avenue
Huntington Beach, CA 92647

Hired during full dining shutdown (Covid) as a high potential candidate to fast track into the Executive Kitchen Manager role. Fastest in company history to achieve EKM and one of only a handful of external hires to ever attain the rank. Placed in charge of the 8-figure annual sales store managing all aspects of the restaurant including a 4-member Kitchen Manager team. Responsible for mentoring and developing depth of knowledge for the 230 item menu for the 11-member Management team, as well as a kitchen staff of 75 employees. Improved all aspects of budget and operations including a current attrition rate of 4%, food efficiency of 96.6%, and increased sales 8%. Monitor and action plan to improve multiple metrics including sales/labor hour, labor cost/ hour, quality issues %, dining and take out guest feedback and satisfaction. Responsible for organizing and writing labor templates for all BOH workgroups based on a weekly corporate budget. Adjusted and analyzed weekly budget based on previous monthly and yearly trends to forecast sales and labor hours for each week.

Chef de Cuisine

February 2010 – August 2020

Company B

6272 East Pacific Coast Highway
Long Beach, CA 90803

Shared duties with Executive Chef in this extremely busy and fast paced high-capacity location, with an emphasis on bar and menu development and creation of daily food and drink specials, including wine pairings, and cocktail and recipe creation. Manage monthly product inventory, reconcile invoices and orders and prepare food and labor cost analysis. Responsible for maintaining labor cost below 22% and food cost below 30%. Successfully maintained a growth of 5-10% a year in food sales. In charge of hiring and training new BOH employees.

Project Manager

January 2010 – August 2014

Company C

Long Beach, CA 90803

Contacted and met with potential customers to give paint estimates for commercial and residential locations. Managed three teams of painters and booked and supported jobs through completion.

Executive Chef

June 2008 - January 2010

Company D

101 South Harbor Boulevard
Fullerton, CA 92832

Executive Chef in charge of kitchen design and development, menu planning and prep, staffing, dining room development and training of kitchen and serving employees. Developed concept and menu for high end fine dining night club. Worked with architect to design all kitchen, back of the house, and dining spaces. Responsibilities also include inventory control and ordering of all products, food and kitchen accessories for dining room. Hired and trained an acting Executive chef to oversee operations.

Executive Chef

February 2008 - July 2008

It lacked the “Wow” factor and failed to showcase his leadership skills....

Company E

1600 Pacific Coast Highway
Long Beach, CA 90803

Responsible for redesigning the menu and kitchen layout, reorganization of walk-in coolers and storage areas, create and write out over 45 recipes, hiring and training of all kitchen staff, as well as a replacement Head Chef. Achieved a growth in food sales of 78% and lowered cost from 42% to 28%.

Sous Chef

April 2007 - January 2008

Company F

176 N. Canon Dr.
Beverly Hills CA

Studied food and cooking techniques under Executive Chef Lee Hefter and owner/celebrity chef Wolfgang Puck, with an emphasis on international produce and meat varieties, sauce and pasta making and technique.

Head Chef

February 2006 - March 2007

Company G

South Coast Plaza
Costa Mesa, CA 92626

Head chef in charge of kitchen and sushi bar, responsible for ordering and specials.

Executive Chef

September 2000 - January 2006

Company I

1400 Pacific Coast Highway
Seal Beach, CA 90740

Responsible for kitchen and menu development, planning, daily specials, sauces and soups, kitchen setup and prep, plating and serving of food, coordination of outside catering functions and charity events, training and hiring of all kitchen and dish staff, budget/cost control, floor management, ordering of all restaurant goods. Implemented and managed an inventory control and accounting system for all goods and products as well as plans for storage solutions. Managed repair and/or rebuilding of entire hot and cold line, hood and vent system, swamp cooler, freezer and cold storage units, as well as dishwashing and ice machines. Developed a recipe library of over 400 unique sauces and entrées. Implemented and managed a detailed cleaning and maintenance program for kitchen and dish areas. Achieved a five-year growth of over 400% in food sales at a maintained cost under 30%.

Private Chef and Caterer

Started and developed a catering business for private in-house style engagements as Chef and Entertainer. Also, service to large groups and weddings and maintain an account with MAC makeup functions.

Food/Restaurant Consultant

Inca Grill (Huntington Beach)

Tuna Town (Huntington Beach)

Gaslamp (Long Beach)

Served as a consultant on kitchen and restaurant design, food development, and kitchen functionality. Responsible for writing several award-winning recipes and entrées.

Food/Culinary Research and Development

Morrow Negrito Islands (Panama)

Bali (Indonesia)

London (England)

Melbourne (Australia)

Gold Coast (Australia)

Studied local foods and customs, cultural and climactic effects on food style and tradition. Served two boat tours on a high-end charter yacht as chef and server. Volunteer apprenticeship at various hotels and private restaurants.

EDUCATION

California State University of Long Beach

Chemical Engineering, Physics, Applied Mathematics