



Associate Stylist Job Description

Minimum Qualifications:

Current & active State of Missouri Cosmetology Licensure

Earnings Range:

30%-50% commission on regular in-salon services based upon Uplifted Stylist Growth Plan. Up to 50% commission on wedding day services. 10% on all retail products, accessories & extension hair sold.

Benefits:



- Growth & Development: We offer education reimbursement, regular team trainings, an associate mentorship program, growth opportunities beyond styling, a clearly defined career growth plan, extensions training & certification in the Uplifted Extension Method, choice of education, and monthly 1:1 coaching & mentorship.



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- **Branding & Target Market:** We offer branding photoshoots, a strong social media presence, guaranteed clientele-building support, and a beautiful, fully functional website for guests with online scheduling.
- **Lifestyle:** Our lifestyle benefits include competitive pay with incentives, commissions on retail and extension hair, regular team contests and prizes, free personal services, employee discounts on retail products and accessories, family discounts on services, flexible schedules, vacation pay after one year of employment, and unlimited time off.
- **Culture:** Our culture includes team bonding events, periodic pop-up and community events, a unique fun-loving and supportive culture, a collaborative team environment, low staff turnover, assistant support, a dedicated salon leadership team, and clear client policies and communication.
- **Environmental:** Our environmental amenities include steamed towels, a beverage bar, ample guaranteed parking, a premier upscale location, spacious stations and work areas, luxury products, client refreshments and amenities, great lighting, a security system with cameras, a clean, well-equipped, and branded salon, cleaning staff, online scheduling, defined tools, resources and systems for stylists, and a private bridal suite for Uplifted Brides.



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Key Responsibility Areas:

- GUEST EXPERIENCE
 - Greeting & checking in guests promptly, with a smile and providing a beverage
 - All stylists will perform style consultations in order to decide what services best fit the guest's needs
 - Before & after photos taken of each guest
 - Send Thank You notes to new guests
 - Ensure guest comfort by utilizing the Guest Experience Form and offering beverages, snacks & other amenities
 - Present new guest welcome gift to guests
- SERVICES
 - We are a dimensional color, extensions & bridal focused salon and all stylists are expected to be proficient in and offer:
 - Hair coloring
 - Hair cutting - all lengths
 - Special occasion styling
 - Facial Waxing
 - Provide services to guests such as shampooing, cutting, styling, coloring and highlighting as agreed upon in consultation
 - Emphasize product benefits and assist guests in the selection of retail products or services for their hair care needs
 - Keep detailed notes on each guest and updated within salon software
 - Responsible for checking out clients and setting up their next appointment



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Key Responsibility Areas Cont.:

- SALON CLEANLINESS
 - Maintains safety standards and cleanliness.
 - Clean up after yourself daily, including:
 - Washing color bowls, bottles & brushes before taking a break or leaving the salon
 - Cleaning your station & work area before taking a break or leaving the salon
 - Checking trash, towels and wiping down sinks throughout the day and before leaving the salon
 - Helping to maintain an overall clean work environment i.e. re-facing & restocking the products after sales, laundry/folding towels, refreshing the restroom, sweeping hair clippings & debris throughout the day and most importantly before shift is over.
- CONTINUED EDUCATION
- Attend all mandatory educational classes (we will compensate you for your time)
- A genuine desire to learn more year over year



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Key Responsibility Areas Cont.:

- **MARKETING AND SOCIAL MEDIA**
 - Maintain a consistent relationship with the client base in order to ensure return clients
 - Proactively develop new customers; i.e. network, post to social media platforms, attend events, etc.
 - Fulfill your social media agreement based upon the Uplifted Stylist Growth Plan
 - All team members are expected to have active professional social media profiles
 - Provide before and after photos for social media content for the salon's social media accounts
 - Film content for Instagram stories
 - Share posts relevant to salon promotions/happenings
- **INVENTORY MANAGEMENT**
 - Receive shipments and check in inventory
 - Replenish retail shelves
 - Create product, color, and backbar order list
 - Organize extension hair shipments





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All Uplifted Employees Must:

- Attend and participate in continuing education and training in order to follow new trends and techniques.
- Be willing to jump in and help when & where needed and take coaching + constructive feedback with grace.
- Display a POSITIVE attitude at all times towards both clients and other team members.
- Be willing to accept any task, within reason, given to you throughout the day to ensure a smooth + consistent flow for stylists and guests.
- Demonstrate professionalism and extreme excellence in customer service on the phone and in person.
- Present yourself professionally at all times both physically and verbally. Keep conversations light and refreshing and dress the part. i.e. make sure clothes are ironed and clean, add accessories and make sure your hair and makeup is complete.
- Speak in a professional manner utilizing our Luxury Lingo Guide.
- NO DRAMA . . . with anyone- especially on the styling floor.
- Maintain and work toward monthly service and retail goals.
- Be at work 15 minutes prior to your start time.
- All employees are required to attend our team meetings and their monthly 1:1 meeting.

