



# Careers at Salon Rogue



## Vision

Salon Rogue exists to be a leader as “Northwest Indiana’s Best of Salon and Spa” through luxurious color, style and beauty services with an exceptional guest experience.

## Mission

At Salon Rogue, we strive to set the example for a relaxing and elevated experience for all; from our transparent consultations, attention to detail within our individual passions and the drive to be a well educated, growth centered team.

# **Core Values**

## **Communication**

Building healthy relationships with those around you through understanding, productive conversations and setting boundaries.

## **Honesty**

Understanding your strengths and weaknesses and communicating when you may not be the right fit or need help.

## **Team Work**

Supportive and helpful with your peers and willing to lend a hand when needed.

## **Drive**

Self motivation and the desire to achieve and surpass goals and expectations with 100% effort.

## **Growth**

Goal setting and achieving to expand your knowledge, wealth and experience.

## **Individuality**

Stand out with your personal brand through social media and with focus on your business growth.

# **All Positions at Salon Rogue**

**Apprenticeship** - Requires a valid Cosmetology License

part time/starts at \$11/hr

**Receptionist** - Requires nights and weekends

part time/starts at \$11/hr

**Stylist** - Requires at least 2 years experience and a valid Cosmetology License.

Full time starts at 40% commission. If you surpass your service goals, a Service Commission Bonus will increase your commission percentage. Bonus tiers max out at 60%.

**Esthetician** - Requires at least 2 years experience and a valid Esthetics License.

Full time/starts at 40% commission. If you surpass your service goals, a Service Commission Bonus will increase your commission percentage. Bonus tiers max out at 60%.

# **How we book appointments**

We offer several ways in which a client can make an appointment with us:

Through front desk staff - phone call, E-mail, in-person, and through Social Media, our front desk staff will help guests manage their appointments.

Stylist can make their own appointments with our Salon Biz Stylist app that syncs with our salon software.

Guests can manage their own appointments and purchase products for in-store pickup with our Pocket Salon app that syncs with our salon software.

As a commitment to great guest experience we require all new color guests, lash extension guests and hair extension guests to have a consultation before an appointment can be made.

## **Benefits**

**Paid Vacation** - After (1) one-year, full time employees receive (5) five days of paid vacation. After (5) years, full time employees receive (10) ten-days paid vacation.

**Holidays** - We observe all major Holidays and ensure everyone is able to spend time with their family during those times.

**Education Fund** - Education is fundamental to our career and growth as professionals. Salon Rogue expects Employees to regularly seek out and continue their education. We offer educational assistance for paid classes through their Education Fund and matching retail bonuses for commissioned Employees.

**Discounts** - Service & product discounts available to all employees.

## **Growth**

Salon Rogue is dedicated to you becoming the specialized Artist you are! Specialized service education, building your own personal brand and social media marketing are a huge part of education offered at Salon Rogue. Get the most out of your education fund by taking the classes and certification programs that interest you!

## **DEI Statement**

As a team, Salon Rogue stands by our mission to “set the example for a relaxing and elevated experience for all.” We embrace all genders, cultures, backgrounds and experiences. Together we will thrive in a diverse, equitable and inclusive space to uplift and grow as inspirational individuals.

# **Salon Rogue Socials**

[www.facebook.com/salonrogue820](https://www.facebook.com/salonrogue820)

[www.instagram.com/salonrogue820](https://www.instagram.com/salonrogue820)

# **Hiring Process**

- Step 1: Apply at [www.salon-rogue.com/careers](https://www.salon-rogue.com/careers)
- Step 2: In-person interview with salon owners Kate Lawson & Brandi Glanders
- Step 3: 90-minute salon shadowing experience
- Step 4: Offer letter review meeting
- Step 5: New hire on-boarding and 90-day training