



City Hippiey

STUDIO

**POTENTIAL TEAM MEMBER
INFORMATION PACKET**

HELLO HIPPIE...

THANK YOU FOR CONSIDERING CITY
HIPPIE STUDIO AS YOUR SALON HOME.
WE'RE GLAD YOU'RE HERE & WE'RE GLAD
TO TELL YOU MORE ABOUT US.



FROM THE OWNER

THANK YOU FOR CONSIDERING CITY HIPPIE STUDIO AS YOUR SALON HOME. WE'RE GLAD YOU'RE HERE & WE'RE GLAD TO TELL YOU MORE ABOUT US.

" I HAVE BEEN IN THIS INDUSTRY SINCE 2006 AND SINCE THEN HAVE WORKED WITH COMPANIES SUCH AS TONI & GUY, VISIBLE CHANGES AND MADISON REED. FOR THE PAST 3 I HAVE BEEN WORKING AT CITY HIPPIE STUDIO.

FROM THE TIME I STARTED IN THIS INDUSTRY SO MUCH HAS CHANGED. PREVIOUSLY A "HUSTLE TO MAKE IT TO THE TOP" MENTALITY THAT LED TO BURNOUT, RESENTMENT, AND BAD HEALTH, HAS NOW MADE A DRAMATIC POSITIVE SHIFT. SINCE THE PANDEMIC WHEN WE WERE ALL FORCED TO TAKE A HUGE BREAK WE DIDN'T KNOW WE NEEDED, I (LIKE MANY PEOPLE) REALIZED HOW PRECIOUS TIME IS. SO I RESTED, SPENT TIME WITH MY GROWING FAMILY, AND BECAME THANKFUL THAT 5 DAY WORK WEEKS AND 12 HOUR SHIFTS ARE NOW A THING OF THE PAST.

I KNEW I WANTED A SPACE WHERE OTHERS APPRECIATED THIS, TOO. I WANTED TO PROVIDE STYLISTS A SPACE WHERE THEY CAN ENJOY THE LIFESTYLE THEY DESERVE; WHERE THEY CAN SPEND ALL THE TIME THEY WANT WITH THEIR LOVED ONES AND HAVE THE ABILITY TO FOCUS ON PHYSICAL AND MENTAL WELL-BEING.

SINCE THE SALON'S BEGINNING, WE'VE CHANGED AND GROWN SO MUCH. WE'VE LEARNED ESPECIALLY THAT THE CULTURE OF THE SALON IS HOW WE THRIVE.

IT IS MY HOPE THAT YOU WILL REACH YOUR FULL POTENTIAL, WHILE LIVING THE BEST LIFE YOU DREAMED POSSIBLE."



✌️ - & - ♥️
Jennifer

IT IS OUR GOAL TO PROVIDE A SALON HOME THAT OUR TEAM ABSOLUTELY LOVES. THIS HAPPENS WHEN WE ALL BELIEVE IN OUR VISION AND SHARE THE SAME VALUES.

OUR VISION

OUR TEAM'S VIBE IS TAKING OUR WORK SERIOUSLY, BUT NOT OURSELVES. WE LOVE TO LAUGH. CITY HIPPIE ISN'T A SPACE WHERE ANYONE IS AFRAID TO ASK A QUESTION OR LEND A HELPING HAND. WE ARE SO PROUD OF THE SUPPORTIVE ATMOSPHERE THAT WE ALL LEARN AND GROW IN.

OUR MISSION

TO POSITIVELY IMPACT HOW OUR COMMUNITY PERCEIVES ITSELF AND THE ENTIRE BEAUTY INDUSTRY BY ENCOMPASSING RADICAL EMPATHY AND EMPHASIZING EDUCATION.



A photograph of a potted plant with a golden skull and surgical instruments on a table. The plant is in a white pot and has green and white variegated leaves. The skull is golden and is placed on a floral patterned tablecloth. Surgical instruments, including forceps and a scalpel, are also visible on the table.

OUR CORE VALUES

01

WELL-BEING

WE UNDERSTAND THAT OUR PHYSICAL, MENTAL, AND FINANCIAL HEALTH ARE CRUCIAL TO LIVING A TRULY WEALTHY LIFE. WE ARE ALWAYS STRIVING TO GAIN PHYSICAL, MENTAL, AND EMOTIONAL STRENGTH, WHILE BALANCING WORK AND REST SO THAT WE SHOW UP EACH DAY AS THE BEST POSSIBLE VERSION OF OURSELVES.

02

TEAMWORK

WORKING TOGETHER IS HOW WE SUCCEED. WE HELP EACH OTHER OUT IN ALL ASPECTS OF THE JOB, WITHOUT ANY EXPECTATION OF ANYTHING IN RETURN. WE SUPPORT EACH OTHER THROUGH TOUGH SITUATIONS AND WE CELEBRATE OUR SUCCESSES TOGETHER.

03

INNOVATION

WE ARE OPEN TO CHANGE, ALWAYS ADAPTING TO IMPROVE AND WE NEVER STOP WORKING TOWARD POSITIVE SHIFTS. WE ARE ALWAYS SEEKING OUT NEW WAYS TO LEARN AND TO REACH OUR GOALS.

04

COMMUNICATION

WE UNDERSTAND THAT COMMUNICATION IS IMPERATIVE FOR SUCCESSFUL RELATIONSHIPS. DISCUSSIONS, POSITIVE CONFRONTATION, AND THE ABILITY TO RECEIVE FEEDBACK ARE ALL CRITICAL TO A HEALTHY DYNAMIC.





05

SELF-AWARENESS

WE ARE AWARE OF WHO WE ARE AND WHAT WE WANT TO ACCOMPLISH. WE TAKE RESPONSIBILITY FOR OUR FUTURES, FOR OUR DESTINIES, AND FOR OUR ACTIONS. WE ARE WILLING TO BE TRANSPARENT, OBSERVED, AND EVALUATED FOR THE SAKE OF POSITIVE SELF-IMPROVEMENT.

06

FUN

NO MATTER WHAT WE DO, WE STRIVE TO HAVE FUN WHILE DOING IT. WE LEAVE NEGATIVE ATTITUDES AT THE DOOR AND BRING POSITIVITY INSIDE. WE LEAD WITH OPTIMISM, SMILES, AND A DESIRE FOR FUN TIMES.

THE HIPPIES

JENNIFER - OWNER 17+ YEARS, LIVED IN COLOR AND CUT SPECIALIST. THICK HAIR SPECIALIST.

JAMIE - 15+ YEARS, CAME FROM CORPORATE BEAUTY. CUTS & COLOR

CLAUDIA - 5+ YEARS, DARK HAIR SPECIALIST, PRECISION CUTTER

VANESSA - 5+ YEARS, DARK HAIR SPECIALIST

JAZLYN - APPRENTICE COLOR AND CUT

LAUREN - APPRENTICE CUT AND VIVIDS

BOOTH RENTERS

MORGAN - BOOTH RENTER, BARBER

TAYLOR - BOOTH RENTER ALL AROUND HAIRDRESSER

BELLA - BOOTH RENTER DARK HAIR COLOR SPECIALIST

SUPPORT STAFF

CHRISSY - SALON CLEANING ASSISTANT

ALEJANDRA - GUEST EXPERIENCE SPECIALIST



WHAT TO EXPECT AS A TEAM MEMBER

WE UNDERSTAND THAT HAVING A WORK ENVIRONMENT WHERE YOU FEEL COMFORTABLE AND SAFE CAN MAKE ALL THE DIFFERENCE IN HOW WELL YOU PERFORM IN YOUR CAREER. WE STRIVE FOR PROVIDING AN AMAZING EXPERIENCE, NOT JUST FOR OUR CLIENTS, BUT FOR OUR STAFF AS WELL. WE WOULD NEVER ASK ANYTHING OF OUR TEAM THAT WE WOULDN'T EXPECT OF OURSELVES. WE'D NEVER ASK OUR TEAM MEMBERS TO PUT WORK BEFORE THEIR FAMILIES, OR DISRESPECT THE BOUNDARIES OF THEIR PERSONAL LIVES. WITH A FLOWING COMMUNICATION BETWEEN ALL TEAM MEMBERS, A TRUE 'OPEN DOOR' POLICY, AND A GENUINE CARING FOR EVERYONE AS INDIVIDUALS, WE LIVE FOR A HAPPY, FUN WORKPLACE.

SCHEDULE

SCHEDULING IS BASED ON YOUR AVAILABILITY AND PREFERENCE. YOU COULD EXPECT TO WORK 3-5 DAYS, 15-30 HOURS PER WEEK.

SALON HOURS:
WEDNESDAY 12-7
THURSDAY 9-7
FRIDAY 9-7
SATURDAY 10-6

DRESS CODE

WE BELIEVE THAT INDIVIDUALITY AND EXPRESSING YOURSELF IS AN ESSENTIAL PART OF THIS INDUSTRY AND IN LIFE, SO WE ENCOURAGE YOU TO WEAR WHAT YOU FEEL BEST IN.

SINCE WE STRIVE FOR PROFESSIONALISM IN ALL AREAS OF OUR WORK ENVIRONMENT, IT'S IMPORTANT THAT WE ALSO PORTRAY THAT IMAGE IN OUR OWN APPEARANCE.

OBSERVED HOLIDAYS

- NEW YEAR'S DAY
- MARTIN LUTHER KING, JR. DAY
- MEMORIAL DAY
- JUNETEENTH
- INDEPENDENCE DAY
- LABOR DAY
- ELECTION DAY
- THANKSGIVING DAY AND THE FRIDAY AFTER
- CHRISTMAS EVE AND CHRISTMAS DAY
- IF THERE IS A HOLIDAY NOT LISTED YOU'D LIKE OFF, JUST ASK.

NOW THE GOOD STUFF...THE PERKS!

YEARLY TEAM RETREATS

NOT WORK, JUST FUN!

FREE HAIR SERVICES

PAY FOR ONLY PRODUCT COSTS.

FAMILY AND FRIENDS DISCOUNTS

TO BE USED AT YOUR DISCRETION.

WEEKLY "HIPPIE DUST"

YOU ARE ELIGIBLE TO RECEIVE A WEEKLY ALLOWANCE TO REALLY WOW YOUR GUESTS AT THEIR VISIT.

BENEFITS

NO INCOME CEILING

YOUR EFFORTS DETERMINE YOUR PRICES AND PAY SO THERE'S NO LIMIT TO HOW MUCH YOU CAN EARN.

PAID TIME OFF

EARN PAID TIME OFF TO USE HOW YOU WISH (PERSONAL TIME, SICK TIME, VACATION TIME, ETC.) AFTER ONE YEAR.

EDUCATION

NEW TO THE INDUSTRY

AND READY TO GET STARTED RIGHT AWAY? WITH A 9 WEEK TECHNICAL TRAINING PROGRAM, YOU'LL WORK DIRECTLY WITH MENTORS WHO WILL ENSURE YOU ARE STRONG IN YOUR SPECIALTY BEHIND THE CHAIR. WITH IN-HOUSE INSTRUCTORS, EDUCATION IS INTENTIONAL AND STRATEGIC. FROM THE START YOU'LL HAVE THE ABILITY TO TAKE CLIENTS. TRAINING IS DETAILED, TIME- LINED, AND HANDS-ON WITH FOCUSES ON BOTH TECHNICAL SKILLS AND BUSINESS BUILDING STRATEGIES. WHILE IN TRAINING, YOU'LL RECEIVE HOURLY PAY THEN MOVE TO HOURLY VS. COMMISSION (WHICHEVER IS HIGHER FOR YOU).

MORE EXPERIENCED

AND DON'T NEED A DETAILED TRAINING PROGRAM? NO PROBLEM. IF YOU'RE READY TO JUMP STRAIGHT INTO A SALON ATMOSPHERE LIKE YOU'VE NEVER SEEN BEFORE, WE'VE GOT YOU. WE'LL HELP YOU FIERCELY DEFINE YOUR GOALS AND HELP YOU CREATE A ROADMAP TO ACHIEVING YOUR IDEA OF SUCCESS. ONGOING EDUCATION, MENTORING, COACHING AND GUIDANCE.

THE HIRING PROCESS:

STEP 1 APPLY AT CITYHIPPIESTUDIO.COM/CAREERS

STEP 2 IN-PERSON MEET-UP AT THE SALON OR LOCAL SPOT

STEP 3 90 MINUTE SALON SHADOW EXPERIENCE AND/OR TECHNICAL INTERVIEW

STEP 4 OFFER LETTER REVIEW MEETING

STEP 5 NEW-HIRE ONBOARDING BEGINS

POTENTIAL GROWTH PATH

TRAINEE
6 MONTHS OR LESS, HOURLY



CO-STYLIST
6 MONTHS - 1 YEAR



STYLIST
1+ YEARS



THRIVING STYLIST
1+ YEARS

MENTOR STYLIST
1+ YEARS



LEADERSHIP ROLE
2+ YEARS

SOME THINGS TO KNOW

>WE DO NOT PRICE OUR SERVICES BASED ON GENDER, AGE OR IDENTITY. WE DO NOT DO "WOMEN'S CUTS", "KID'S CUTS", ETC.

>WE DON'T USE 'LEVEL' OR 'TIERED' SYSTEMS FOR SERVICE PRICING. THESE SYSTEMS CAN CATEGORIZE LOWER TIERED STYLISTS AS "INEXPERIENCED" AND PUT A CEILING ON WHAT HIGHER DEMAND STYLISTS CAN CHARGE. INSTEAD, WE BASE OUR PRICING OFF THE DEMAND ON A STYLIST'S TIME. SO, NO MATTER YOUR EXPERIENCE LEVEL OR TIME IN THE INDUSTRY, EVERY STYLIST HAS THE ABILITY TO DETERMINE THEIR OWN PRICES.

>WE KNOW THAT YOU WILL SUCCEED WHEN YOU ARE DOING WHAT YOU LOVE. WITH THAT IN MIND, YOU'LL NEVER BE EXPECTED TO COMPLETE A TYPE OF SERVICE OUTSIDE THE SCOPE OF YOUR PREFERENCES. WE'RE A SALON THAT SPECIALIZES IN NATURAL LIVED-IN, DIMENSIONAL COLORS AND HAIR CUTS AND WE AIM TO BE A TEAM WITH THE BEST STYLISTS FOR THESE SPECIALTIES ON ALL HAIR TYPES IN OUR INDUSTRY. NO KIDS CUTS OR CLIPPER CUTS? NO PROBLEM

>WE BELIEVE YOU WORK TO LIVE, BUT YOU SHOULDN'T LIVE TO WORK. YOU SHOULD WORK A SCHEDULE THAT FITS INTO YOUR LIFESTYLE WHILE EARNING AN INCOME YOU'RE PROUD OF. YOU SHOULD BE ABLE TO TAKE A VACATION WHEN YOU WANT TO, TAKE A DAY OFF TO REST IF NEEDED, AND HAVE BOUNDARIES THAT PROTECT YOUR SOUL. OUR GOAL IS TO PROVIDE A SALON AND CULTURE WHERE YOU HAVE THE STRUCTURE THAT HELPS YOU SUCCEED, WITH THE FREEDOM THAT ALLOWS YOU TO THRIVE.

FINAL THOUGHT

CHOOSING A SALON HOME CAN BE HARD. THERE ARE MANY PLACES TO CHECK OUT AND MANY THINGS TO TAKE INTO CONSIDERATION WHEN DOING SO. WHETHER YOU'RE NEW TO THE INDUSTRY, NEW TO TOWN, OR JUST LOOKING FOR A CHANGE, WE WISH YOU ALL THE BEST IN YOUR FUTURE.

THANK YOU FOR TAKING THE TIME TO CHECK US OUT.

*peace & love,
The City Hippie Team*

