



## **Auxiliary Job Description**

“The old model of hair salons is over!” Our consultation-based approach and apprenticeship model means that stylists have an incentive to consult, execute a client's vision, and perfect their craft. With Kantor & Company, you will experience a unique, collaborative environment in which you can flourish.

Kantor & Company is a Wella Global Elite Salon, offering top-notch services to all clients who walk through the doors. Our dedication to hair education is reflected in all of our work - whether cutting, styling, or color technique. We work collaboratively as a team to best meet our client's needs. This approach is based upon a shared vision for the client and the business as a whole.

We are currently seeking a dynamic individual who is ready to learn to join the team as an Auxiliary. We pride ourselves on our culture of inclusion and invite people of all backgrounds, race, colors, genders, gender identities or expressions, sexual orientations, national orientations, religions, genetics, ages and veteran status to apply.

Auxiliaries are licensed professionals, or students in the professional industry. They are full-time workers that have a division of labor split. The auxiliary expectations are spelled out below. When the auxiliary is not paired with a stylist they are considered a stylist and will follow their expectations and commissioned layout. Under the auxiliary model, you'll continually practice the architecture and artistry of hairstyling. By being an auxiliary, instead of an apprentice or assistant, you'll also be able to cultivate your own clientele while furthering your education.

### **Roles and Responsibilities:**

1. **Helping Staff with Clients:** When not scheduled with clients, you will assist other stylists with tasks as they arise.
2. **Front Desk Tasks:** You need to be able to complete anything a front desk concierge would be responsible for, such as answering phone questions, scheduling appointments, and dealing with customer inquiries.
3. **Styling & Prep:** hairstyling, shampooing, and toning following the stylist's guide.
4. **Cleaning:** Laundry, bathrooms (vanity, mirror, all toilet, sweep & mop, emptying the laundry), break room (washing “client” dishes, keeping color organized, wiping counter & sink, color bowls, brushes, and drying). Laundry is your #1 priority. Tear foils. Be mindful that there are always cleaning tasks that need doing.

## Requirements

1. You must be licensed or in pursuit of a license
2. Desire and willingness to learn and work collaboratively as a critical part of the Kantor & Company team.
3. You must bring a positive attitude, add value to the team, and promote our culture.

## Auxiliary Review:

In order to secure employment with Kantor & Company, you must adhere to said guidelines. Expect 15, 30, 60, and 90 day review to go over progress. If at any time during your probationary period as an auxiliary, the expectations of the job are not met, the auxiliary will be terminated. The auxiliary position is probationary up to the 90-day review.

## Payment:

Auxiliaries receive \$12.32 per hour plus a 12% tip-out (distributed amongst all auxiliaries scheduled in a given pay period based on their hours worked) pooled from stylist tips and are eligible to bank 10% commission toward an education fund, should they sell a minimum of \$100 in retail in a given pay period. When working as a stylist, auxiliaries receive a 50% commission of all services and no longer receive hourly wage unless their commission does not cover their hours worked at their agreed upon rate.

When they are not paired with a senior stylist and have completed at least 1 section of the education program, they have earned the ability to service a client under Kantor & Company's standards, they will be paid as a stylist against their hourly rate.

-

If you wish to apply, please send your resume and a portfolio of your work to [contact@kantorandcompany.com](mailto:contact@kantorandcompany.com) using the subject line "Auxiliary Application."