



JOIN THE E. Noir Salon TEAM

NEW HIRE APPLICATION PACKET



ABOUT E. NOIR SALON

E. Noir Salon is a people-first salon built on kindness, education, and teamwork. We specialize in custom color and extensions and focus just as much on the experience as the results. Our salon is a calm, welcoming place where stylists support each other, continue learning, and grow their careers at a steady, healthy pace. We value honesty, respect, and clear communication, and we believe great hair and a great work environment should go hand in hand.

THE VISION

E. Noir salon is leading a new era of beauty culture in Albuquerque. Our vision is to empower stylists to build lasting, thriving careers while delivering the most elevated color and extension experiences in New Mexico. Guided by kindness, education and authentic leadership. We're creating a salon environment so intentional and inspiring that both guests and team members feel proud to belong here.

THE MISSION

E. Noir exists to empower both our guests and our team through integrity, compassion, and excellence. We help women with fine or thinning hair feel confident and beautiful again through expert color, extensions, and intentional care. Our team stands for honesty, inclusivity and continuous learning, creating a supportive environment where stylists grow and guests feel valued. Every detail of the guest experience reflects our belief that beauty begins with belonging.

CORE VALUES

Diversity, Equity + Inclusion

Integrity Always

Education + Growth

Professional Excellence

Team Over Ego

Balance + Well-Being

CAREER OPPORTUNITIES

Support that meets you where you are and where you are wanting to go.

ASSISTANT

Compensation Potential:

\$21,000-\$35,000

Scheduling Options:

- Tuesday–Friday, 8:30am–4:30pm
- One Monday per month required for paid team meetings.

Minimum Requirements:

- Active New Mexico cosmetology license
- Reliable attendance and punctuality
- Willingness to support stylists and daily salon operations
- Comfort with shampooing, prep work, and assisting during services
- Ability to keep the salon clean, organized, and running smoothly
- Positive attitude and strong teamwork skills

STYLIST

Compensation Potential:

\$35,000-\$100,000+

Scheduling Options:

- Tuesday–Friday, 8:30am–4:30pm
- Schedule flexibility increases with performance and demand
- One Monday per month required for paid team meetings and education

Minimum Requirements:

- Active New Mexico cosmetology license
- 2+ years of professional salon experience
- Strong consultation and guest communication skills
- Willingness to follow salon systems, KPIs, and education
- Reliable attendance and professionalism

MENTEE

Compensation Potential:

\$21,000-\$35,000+

Scheduling Options:

- Tuesday–Friday, 8:30am–4:30pm
- One Monday per month required for paid team meetings and education

Minimum Requirements:

- Active New Mexico cosmetology license
- Strong desire to learn and grow
- Willingness to follow a structured training program
- Reliable attendance and professionalism
- Openness to feedback and coaching
- Commitment to salon standards and guest care

SPECIALIST

Compensation Potential:

\$50,000-\$300,000

Scheduling Options:

- Tuesday–Friday, 8:30am–4:30pm
- Increased flexibility based on performance and demand
- One Monday per month required for paid team meetings and education

Minimum Requirements:

- Active New Mexico cosmetology license
- 3+ years of professional salon experience
- Proven specialty in color, extensions, or both
- Commitment to continued education and growth
- Alignment with salon culture, values, and systems



PERKS & AMENITIES

ANNIVERSARIES

At E. Noir Salon, we celebrate team members at key milestones, including 1 year, 3 year, 5 years and beyond. Each anniversary is recognized with team acknowledgment and a meaningful reward, which may include extra time off, education support, or a special experience. Benefits grow over time to honor long-term commitment and growth.

BENEFITS

- Reliable daytime schedule
- Paid sick leave + Paid Time Off
- Paid education, meetings, and coaching
- Clear career path
- Anniversary rewards
- Wellness bonuses
- Earned schedule flexibility
- Access to advanced education and retreats

EDUCATIONAL OPPORTUNITIES

Education is a core part of life at E. Noir Salon. Team members receive ongoing in-salon training, coaching, and paid education time. Stylists have the opportunity to become certified in extensions and advanced color, with access to specialty classes both in and out of New Mexico. As skills grow, additional education support and travel opportunities may be available to help team members continue learning and advancing their careers.

TEAM AMENITIES

- Clientele Growth Guarantee
- Salon-provided tools and supplies
- Personal salon iPad
- Comfortable, well-designed salon space
- Professional Photoshoots 4 times a year
- Snacks and drinks provided
- Clean, Branded Space

CLIENT AMENITIES

- A clean, peaceful environment
- New guest gifting
- Monthly Mocktails + Snacks
- High-quality professional products
- Warm, personal welcome
- Extended, unrushed consultations
- Ongoing client nurturing

MENTEE PROGRAM

The E. Noir Stylist Academy is a structured training program designed to support licensed cosmetologists as they grow into confident, well-rounded stylists. The goal of the Academy is to teach not only technical skills, but also guest experience, professionalism, and how to build a sustainable career in the salon.

First 30 days

Objective:

Learn salon systems, understand the guest experience, and build confidence on the salon floor.

Day 31 - 60

Objective:

Begin hands-on services with support, grow confidence, and apply salon systems consistently.

Day 91 and beyond

Objective:

Work more independently, increase client responsibility, and prepare for transition to Stylist.

<p>Week 1- Welcome Week</p>	<p>This week is all about learning the E. Noir way, our culture, systems, standards, and how we create a great guest experience together.</p>
<p>Week 2- Learning the Flow</p>	<p>This week is about building rhythm and confidence. You'll assist with guests, learn salon duties, practice blow-dries and styling, explore products and business systems, and start understanding how everything works together at E. Noir.</p>
<p>Week 3-Skill Building</p>	<p>This week focuses on shampoo services, haircut practice, assisting with extensions, and building confidence through repetition and support on the salon floor.</p>
<p>Week 4- Putting It All Together</p>	<p>This week brings everything together. You'll practice color and extension basics, complete shampoo model training, learn booking and checkout, and deepen your understanding of the full guest experience. The week ends with assignments and a 30-day check-in.</p>

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<p>Month 2 Skill Building & Real Practice</p>	<p>Focuses on hands-on growth. You'll assist with color and extensions, begin shampoo models one day per week, and move from mock services to real, timed color and highlight applications. Training expands into extension coloring, formulation, SalonScale, booking, checkout, and retail conversations. The month wraps with continued coaching, weekly assignments, social media practice, and a 60-day check-in.</p>
<p>Month 3 + 4 Confidence, Consistency & Clients</p>	<p>Focus on refinement and momentum. You'll continue assisting with color and extensions, strengthen extension toning and guest experience skills, and begin booking color models and returning guests. Coaching, training sessions, and check-ins continue while you gradually increase client days and reduce assisting days—building consistency, confidence, and independence on the floor.</p>
<p>Month 5 + 6 Momentum & Graduation</p>	<p>By months 5 and 6, you're consistently booking new and returning guests, finished with color models, and taking clients 2–3 days per week while assisting as needed. This phase shifts into focused extension training (optional), increased independence, and wraps with your Academy graduation celebration.</p>

NEXT STEPS

- Step 1:** Apply at: <https://www.enoirsalon.com/joinourteam>
- Step 2:** In-person interview with salon owner Ebonie Williams + Salon Director Ginger Williams
- Step 3:** Salon shadowing experience
- Step 4:** Offer letter + review meeting
- Step 5:** New hire onboarding and training

Thank you for taking the time to learn about E. Noir.
We'd love to grow together.

-Ebonie
E. Noir Salon Owner

