

– NOIR SALON –
Extensions + Color

**E. Noir Extensions + Color Salon
Careers**





E. Noirs Salon Careers Page

Our Vision:

E. Noir Salon serves the Albuquerque community specializing in exquisite color and seamless NBR Extensions as the highest rated, most beloved luxury salon in New Mexico

Our Mission

Elevating and connecting the Albuquerque area and beauty professionals as a whole with our educated and dedicated team in a luxurious atmosphere where we are able to create a beautiful, balanced life for ourselves while pouring confidence into each and every guest that steps into our salon.

Our Core Values:

Eager and committed to ongoing education and training

- Attending every educational class provided by the salon
- Mentored by Ebonie and any other mentor appointed by Ebonie with in the salon
- Retaining what was learned by working on mannequins or models
- Becoming certified in NBR Extensions

Supportive of each other & our community

- Sharing each others wins and losses
- Coming together as a team to not only have fun but to problem solve and grow together
- Refusing to participate in idle gossip about teammates
- Respecting each person's boundaries and privacy

Dedicated to the client experience

- Puts the needs of our guests first
- Following our guest experience system so that every guest receives an experience about and beyond their expectations
- Respecting our guests privacy and boundaries

Embrace a healthy work/life balance

- Putting forth 100% effort 100% of the time
- For the salon, the team and the community
- Remembering the importance of disconnecting ourselves from work to enjoy family, friends and taking care of ourselves

Striving and achieving continuous growth

- Regularly setting personal and financial goals
- Creating a plan to achieving those goals
- Leveling up consistently by hitting those goals.

Key Brand Standards:

Continued Education

- Attend all paid and in salon education classes (you will be compensated for your time)
- A genuine desire to learn more year over year
- Complete E. Noir Stylist Academy or
- Complete Assistant Program

Marketing

- All team members are expected to have active social media profiles
- Post at least 3-7 high-quality photos weekly
- Active stories during your work week
- Tagging and sharing team members
- Reels, videos and tutorials weekly

Guest Experience

- Pre-visit Experience
- Consultations
- Amenity presentation
- Commitment to Guest Retention

Natural Beaded Rows Extensions Training

- Become certified in NBR
- Guidance and mentoring one on one with Ebonie
- Become Licensed in Natural Beaded Rows Extensions

Positions within E. Noir Salon

Assistant

- Compensation
 - Starting at \$11.50 per hour
- Experience Required
 - No experience required
 - Cosmetology License
 - Date scheduled to take Cosmetology test

Stylist

- Compensation
 - Sliding Scale
 - Hourly + commission
- Experience Required
 - Cosmetology License
 - 1-2 years behind the chair

Senior Stylist

- Compensation
 - Sliding Scale pay based on performance
 - Hourly+ commission
- Experience Required
 - Cosmetology License
 - 2-4 years behind the chair

Receptionist

- Compensation
 - Starting pay \$11.50 per hour
- No Experience necessary

Salon Coordinator

- Compensation
 - Starting pay \$11.50 per hour
- No Experience Necessary

Anniversary Program

Let's Celebrate You!

Celebrate your Salon Anniversary each year! Loyalty is HUGE around here, plus we like to have fun as a team. Aside from our Team members of the month and promotions we celebrated each and every year you're with us!

Yearly Celebrations

- Cash bonuses
- Additional paid time off
- Gift cards to your favorite restaurant

Milestone Anniversaries

- Cash bonus
- Shears & tools gift package
- Free airline tickets
- Free Hotel package



In Salon Education

Assistant Training Program

- 1-year journey
- NBR Certification opportunity
- Twice a month hands on training
 - Color & NBR
 - Business & marketing
- Quarterly Conversation
- Personalized Growth Plan

E. Noir Stylist Academy

- 9 Month program
- NBR License Opportunity
- Monthly color & NBR training
- Next level business and marketing training
- Guest Educators
- Quarterly Conversations
- Personalized Growth Plan



E. Noir Salon's Commitment to Diversity

We are dedicated to hiring diverse talent. We ensure that you will be treated with respect and support throughout every single step of your journey with E. Noir Salon.

We embrace diversity and strive to provide everyone with an equal opportunity to thrive.



Find us Everywhere

E. Noir Salon:

Facebook page: <https://www.facebook.com/enoirsalon>

Instagram Page: <https://www.instagram.com/enoirsalon/>

Ebonie:

Facebook page: <https://www.facebook.com/ebonie.enoirsalon>

Instagram page: <https://www.instagram.com/ebonie.enoirsalon/>

Ginger: <https://www.instagram.com/gingerrachelledigital/>

Abby: <https://www.instagram.com/hairdesignbyabby/>

Jailine: <https://www.instagram.com/jailine.enoirsalon/>



Our Hiring Process

Step 1: Apply at www.enoirsalon.com/careers

Step 2: In-person interview with salon owner Ebonie Williams

Step 3: In-person interview with the E. Noir Salon team

Step 4: 90-minute salon shadowing experience

Step 5: Offer letter review meeting

Step 6: New hire onboarding and the adventure begins!

**WE CAN'T WAIT TO HAVE
YOU AS PART OF OUR TEAM!**

