



CAREER GUIDE

HELLO!



Thank you for your interest in becoming a part of our team! With so many salons to choose from, we are truly honored that you're considering Kálo as your new salon home!

Finding the right place to grow your career can be a bit overwhelming - but it can also feel exciting, collaborative, and limitless. Our goal is to help you feel confident, supported, and inspired as you explore whether Kálo is the right fit for you.

We created this guide to share with you who we are, what we believe, and our approach to elevating the salon experience. Our passion is helping artists and clients create beautiful, balanced lives - inside and outside the salon.

A few quick things to know about us:

- We are a commission based salon, and offer a path to booth-rental
- We are located in Mount Vernon, Ohio
- Our salon is elevated, safe and gorgeous, with plans for growth
- We take pride in creating a supportive and welcoming environment
- We integrate holistic beauty and wellness into all of our services
- Our salon is the perfect place to grow and build your dreams



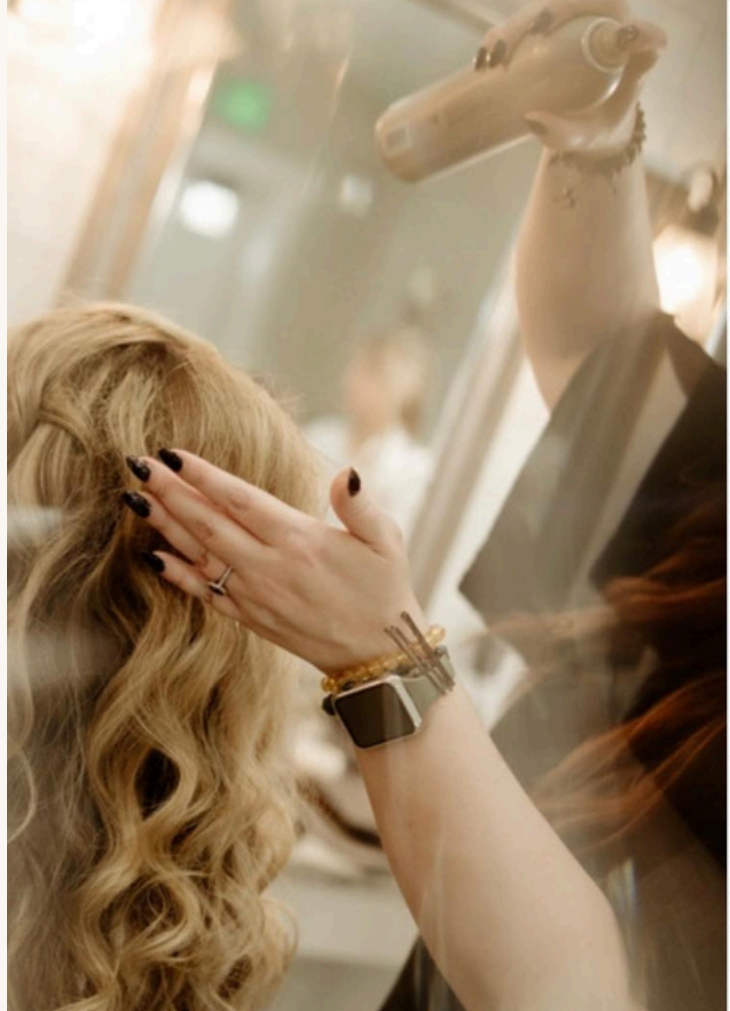


OUR VISION

We aspire to create a transformative space that nurtures the mind, body, and spirit of our artists and clients so that they lead more balanced, beautiful lives

OUR MISSION

To empower our artists and clients through education & elevated, holistic salon experiences and practices, to nurture both outward and inward beauty



OUR CULTURE

Our artists are true professionals with a commitment to growth and ongoing education

We value our clients, are supportive of our salon and salon family and hold ourselves and each other accountable to upholding our salon's high standards



THE OWNER RACHEL HILL



MY BACKGROUND

I graduated from Paul Mitchell with honors in cutting, coloring, and makeup artistry. I have since worked on runway, photo-shoots, bridal, and freelance; as well as "behind the chair" and "above the table".

I have received additional focused training in Eastern skincare/wellness, guest service & business in the beauty industry, and hold advanced certifications in aesthetics, hair extensions, microblading, and airbrush makeup.

MY DREAM

My dream for the salon is to house growth-minded beauty artists who value human connection and approach beauty not as something to be obtained, but as a way of life.

To provide artists with peace and balance in and outside of the salon, with a schedule that fits their lives, work that provides creative outlet, and dream clients who feel like friends, while building the wealthy lifestyle of their dreams.

To surround myself with other artists who invest in education and consciously choose to be a cut above, always striving to reach that next level.

Mostly, I wanted to provide a safe, collaborative space where artists can grow and follow their own dreams.



OUR CORE VALUES

(Non-Negotiable)

We believe in progress, not perfection, and do our best to live within our values every day. If you'd like to work with us, it is important that our values align.



1

Growth mindset

This means being open to change, valuing feedback as a means of development, welcoming the chance to evolve creatively, and adapting to meet our brand standards

2

Comittment to ongoing education

Regularly attend industry events and paid trainings pertaining to scope of practice within the beauty industry

3

Supportive of other artists

We encourage, uplift, and collaborate with one another. We understand that one artist's success contributes to the collective success of the salon

4

Personal Accountability

Contribute to a trustworthy and cohesive team by taking ownership of your actions and responsibilities for personal and professional growth

5

Promotive of the salon

Actively contribute to the salon's success and reputation by promoting our brand, services and values

6

Excellent communication

Speak professionally, communicate with team members in a timely manner, address issues as they arise, and actively participate in team discussions





THE SPACE

Our salon is clean, comfortable, and relaxed with a beautiful aesthetic and positive vibe that your clients will love

With touches of luxury at every point - hot towels, aromatherapy, crystals, and ambient lighting help to create the perfect atmosphere for clients to decompress and be pampered

Our super comfy shampoo stations are equipped with tourmaline filtered sprayers, and adjustable overhead lighting. We provide blankets and heated eye pillows to further enhance the client experience

Our well-equipped spa room has a heated table, in-room sink, and dimmable and ambient lighting

We provide ring-lights, The Makeup Light, and tripods to capture photos, as well as a fully stocked coffee and snack bar for your clients to enjoy

Kalo strives to provide a space you'll truly be proud to call your salon home.





BENEFITS



Complimentary services



Product discounts



Hands on training



Retail sales commission



Marketing support



Paid yearly education



Excellent tools and products



No product fees



Website page and promotion



VIP client services



Exclusive education platform



POSITION OVERVIEW



POSITIONS

Hair Artist
Makeup Artist
Esthetician
Salon Assistant

PAY STRUCTURE

ARTIST

Commission on a sliding scale

ASSISTANT

Hourly minimum wage

KEY RESPONSIBILITIES

Exceptional client consultation, perform all provided services within scope of practice, promote and execute all services with a holistic approach, integrate energy balancing techniques, comprehensive knowledge of products and ingredients, exceptional client education

GENERAL RESPONSIBILITIES

Maintain clean and organized work area, manage appointments, manage cash register and point of sale, general salon cleanliness, follow all policies and brand standards

REQUIREMENTS

- High School Diploma/GED
- Active professional license*
- One year experience working/assisting in a salon*, preferred, but willing to train a great fit
- Commitment to growth

**Applies only to Artists*



We may be a great fit if you...

Align with our salon culture and values

Are looking for a supportive environment

Are ready to offer a more upscale experience

Prefer an intimate setting and relaxed vibe

Are willing to invest in your education

Are committed to personal and professional growth

You may be happier somewhere else if you...

Don't align with our salon culture or values

Work best alone and want to call all the shots

Don't value client connection

Enjoy a busy, double-booking, impersonal vibe

Feel you've already learned all there is to know

Are complacent with where you are in your career



READY FOR THE NEXT STEP?

If you feel like we'd be a great fit, please click the link below to complete an application!

After we review it, we'll be in touch!

[--->> APPLY HERE <<---](#)

HAVE A BEAUTIFUL DAY!

Xo,
Rachel