



Company Mission / Values

Compassion Entrepreneurs LLC dba **Uptown Painting and Uptown Lights** is a fully licensed / bonded / insured general contractor, which has made it their mission to provide ethical and quality services to homeowners and businesses. While doing so, we raise awareness and funds for local charities making a difference in this world. We do this by giving our clients options of charities we have chosen and letting them write a check to whichever one speaks to them most. It is required that at least 10% of the contract price be written to a charity. It is our goal that our clients become emotionally and financially invested in these organizations.

We strive to accomplish this through empowering and training individuals to grow and become the best that they can be. We have created a strong family like company culture centered on the core values of **Love, Innovation, Integrity & Growth**.

Uptown Painting: Painting/Christmas Light Technician Position

We are seeking someone with the following skills / attributes:

Required attributes:

- Strong work ethic
- High degree of integrity
- Strong communication
- Full time access to a vehicle
- Background / experience in construction or working on ladders or roofs (**must be comfortable with them**)
- Availability for the months of June-September
- Strong References (both work related and personal)

Non-required but strongly preferred attributes:

- Professional Exterior/Interior painting experience
- Leadership experience
- Knowledge of general business operations
- Availability in the fall/winter (Christmas Light installation)
- Flexible schedule

Job tasks:

- Manage your own personal tasks to ensure that the job stays on budget (**prep work, masking, painting, etc**) in an efficient and safe manor
- Prepares, cleans, and tapes all job sites
- Interact politely and helpfully with customers and co-workers
- Maintain a positive and optimistic attitude
- Communicate clearly if you have any questions or concerns.
- Install/ Remove Christmas Lights, Gutter cleaning, roof cleaning and Moss abatement
- General Carpentry
- Flier dropping in surrounding neighborhoods
- Bi-weekly touch base meetings to help you pursue your best growth.

We take a lot of pride in offering the highest quality of workmanship and customer care to our clients. You will be trained in how to deliver this quality / customer care and will be held to a high standard.

In addition to the job related tasks you will be a part of a dynamic team of passionate entrepreneurial minded people. This will be an opportunity to become a part of something bigger. We strive to create a company culture of love, encouragement and innovation. You will be invited to participate in company events that will foster strong relationships within our team.

Work Hours:

- **40 Hours during Painting season and peak Christmas light installation season**
- There may be 2 months of slow period between March and April (Below 40 hrs a week)

Pay Structure:

Starting at \$19.00 per hour + Job Bonuses

- Opportunities to show abilities and increase pay happens within the first 2 weeks.
(See our Apprenticeship Program detail below)
- Paychecks will be available every 2 weeks, by Friday following the end of a pay cycle.
- Overtime will be paid if hours worked in a week (Monday - Sunday) exceed 40, however this should be avoided, and only done with approval from an Uptown Manager.

Apprenticeship Program

Every technician who joins our teams will automatically be enrolled in our apprenticeship program. This program makes sure that you're in the driver's seat of increasing your knowledge, skills and most of all your pay. We'll assign you a mentor who will teach you the skills that will directly improve your skills. Alongside your mentor, you will be given a clear cut rubric that will lay out the standards you need to meet in order to increase your pay. Once your skills are proven you'll be given a raise to match.

Completion Bonus:

Exterior Apprentice Bonus- \$300 at proficiency.

Interior Apprentice Bonus- \$200 at proficiency.

In order to receive this bonus you have to at least work for the company for 30-Days.

Full Apprenticeship Hourly pay will equate once all proficiencies are met: \$22.20- \$25.00 per hour- 30 Day minimum.

From there you can become a Crew Chief (Hrly range- \$25.50 to \$29.00)

Once have progressed through Apprentice Certificate you can then begin building into leading jobs as Crew Chief

Required to Achieve:

Advanced Proficiency in: Ext. Prep, Ext. Brush and roll, Sprayer basics, Powerwashing, Spraying advance, Carpentry and Proven leadership

Tasks :Lead crews of 2-3 Techs in Painting and Christmas Light Projects

- Maintain organization and communication with all tiers of the company and client
- Work alongside your crew to provide the best quality service possible
- Tasks include
 - a. All processes of interior and exterior painting
 - b. Installing/Removing Christmas lights
 - c. Power Washing driveways/homes
 - d. Sorting/maintaining equipment and materials on-site
 - e. Roof Cleaning and Moss Abatement
 - f. General Carpentry
- Doing nightly walkarounds with client
- Mentoring at least 1 Apprentice

Senior Technician Position Achievement (1 Year min)- Max Hourly Pay- \$31.00

Required to achieve:

- Achieve proficiency in all Skills
- Mentor at least 1 other Apprentice
- Demonstrated being +/- 10% or beating more than 75% of job budgets
- Completed 10 Crew Lead Projects
- Once achieved employee will receive \$1000 Bonus

Interview Structure-

Step 1: Phone Interview

- Discuss the position as well as the needs for the position

Step 2: In-Person Interview/ Job site trial

- Two part interview
 - Part 1- In-Person meeting (30 mins)
 - Dive into your application and the position
 - Part 2- Job site Walk around (30 mins)

Thanks again for your Time and consideration, God Bless!