

We at Avant Hair strive for quality in service and education through excellence, teamwork, and industry.

These qualities allow us to be a progressive and innovative salon while maintaining the highest level of creativity and integrity.

AVANT --

THE COMPANY

On April 1, 1984 Connie Strang & Roy Fredericks opened Avant Hair with 20 years combined experience and a large progressive clientele. Their vision was to have the ultimate hair salon in Austin -a company where excellence and impeccable service are the standards. A relaxed atmosphere with an energy level that can only be associated with progressive work in action. Avant was positioned to be the salon at the cutting edge of fashion.

In 20 years Avant has ten times been voted "**Best Salon**" in Austin, selected as one of the "**Top 200 Salons**" by Salon Today Magazine, featured in Harpers Bazaar and Elle as one of the "**Best Salons in the Southwest**," featured and published in American Salon, Modern Salon Magazine, and Salon Today. Avants clients have included *Natasha Kinski, John Savage, Don Henley, David Bern, Kelly Willis, Lucinda Williams, Rosie Flores, Shaun Colvin, Charlie and Will Sexton* to name just a few.

Avant--

The Education

Avant has spent the last 20 years developing an educational program that focuses on technique and style as well as personal development and customer service systems.

Avant's mission has been to educate, train and create the best hairdressers to provide the most complete service in an inspiring and innovative atmosphere. By committing this philosophy Avant has built its outstanding reputation as Austin's finest salons.

Avant stylists share a vision of a salon that will place continuing technical and creative education for its entire stylist as one of its highest priorities. A salon that will continue to emphasize the growth of the individual hairdresser as an artist, craftsman, professional and human being.

From the moment a stylist is hired the Avant educational process begins. Avant stylist must attend weekly video classes, participate in In-Salon Hands on Training and attend all major hair shows in the Southwest. All Avant staff, including salon and client coordinators, attend classes in communication, customer service, and team training as well as classes in product knowledge.

The scope of Avant's education extends beyond the technical and creative to the personal side of this business. In the end 80% of the success comes down to the abilities to communicate with and service people.



(a'vant garde) n. *The leaders in inventing and applying new styles and new techniques in a given field, esp. in the arts.*

The leaders in reputation

- "Best of Austin" ten times by the *Austin Chronicle*
- "Best of the Southwest" by *Harper's Bazaar*, *Allure*, and *Elle Magazine*
- "Best Color Salon" by *Elle Magazine*
- "Top 200 Salon" *Salon Today* for three consecutive years
- Featured and published in *Modern Salon*, *Salon Today* and *American Salon*
- Platform work for Neill Corporation and Aveda

The leaders in benefits

- **Hourly/Commission**
- **Retail Bonus**
- **Vacation**
- **Wellness Days**
- **Medical Insurance**
- **Dental/Optical**
- Acclaimed education program
- Environmentally conscious management, complete Aveda line, and progressive, productive work environment
- **Fun place to work with incredibly nice people**

The leaders in education

- *Concentrated, comprehensive education from the very first day in the and advancement to Junior Stylist*
- Accelerated Learning / Accelerated Earning
- Nationally Acclaimed Education Program
- Protégé Training Program
- Presented in Look & Learn and Hands-on formats
- Photography Shoots
- Fashion Shows
- Technical Training
- Personal Development

Career Path

Apprentice:

- Six weeks Foundations (minimum)
- Three Weeks Model classes booked two days per week. 32 models completed. (minimum)
- Protégé Stylist charging \$30
- During this time you are assigned to a Mentor. You are to be assisting your Mentor at all times.
- Once booked 70% every day over a 5-day period, (for three consecutive months) will then move to a Junior. Retention must be 65%.

Protégé:

REQUIREMENTS:

- be able to read pictures and give thorough consultation
- be able to complete application within a one hour time frame
- Recommend any product necessary for upkeep Three products Minimum recommendation.
- Proficient at makeup touch up.
- completed all education required up to this point

Junior: thru Artistic

Hair Cuts range from \$40 to \$100

Levels determined through continued improvement based on following standards.

- **Completes minimum 40 hrs Education yearly**
 - 20 hours Specialty/20 hours Bus/Retail/Specialty
 - Collection Classes
 - Inspiration Classes
 - All product, styling, and personal development classes
 - **Involved in a minimum**
 - Two Photoshoots per year
 - Two Charity Events per year
 - Two Consumer Events per year
 - **Will be evaluated on the following:**
 - Productivity 85%
 - Retention 75%
 - RPRT \$10
 - required to attend all education events and updates
- **Artistic Director:**
 - required to assist in teaching or planning education events and updates

| | |
|-------------------|--|
| Apprentice | Hourly |
| Protégé | Hourly or Commission (40 – 45% split at 75% productivity) |
| Junior | Hourly or Commission (45% straight) |
| Senior | Commission (45 or 50% straight depending on retail, productivity, and retention goals) |
| Master | Commission (45 or 50% straight depending on retail, productivity, and retention goals) |
| Artistic Director | (50% or 50% -55% split depending on retail, productivity, and retention goals) |

Splits based on 75% productivity

10% retail bonus if retail as well as team goals are met

Commission % can go up or down quarterly based on meeting career and team goals

Application for Employment

Date _____

Position Applied for _____

Social Security No. _____

Name _____

Address _____

Home Phone _____

E-mail Address _____

Education

| Name and Location of Institution | Dates Attended | Major |
|----------------------------------|----------------|-------|
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| | | |
| | | |
| | | |

Experience

| Job Title | Employer | Address | Phone | Reason for Leaving |
|-----------|----------|---------|-------|--------------------|
| | | | | |
| | | | | |
| | | | | |

License #

REFERENCES

| Name | Address | Phone | Relationship |
|------|---------|-------|--------------|
| | | | |
| | | | |
| | | | |

Additional Comments



Name: _____

Date: _____

Position: _____

Dear Applicant,
Please read and answer the following questions and return them to us at your earliest convenience. We look forward to getting to know you!

Thanks again for your time. Responses can be dropped off at either location.

1. Why do you want to work for this company? What expectations do you have?

2. Why did you choose this industry?

3. What is your definition of success?

4. Give us an example of when you have had a Five Star Experience. Please list 5 things that made it Five Star.

5. Here at Avant we work as a team. What does teamwork mean to you? Describe how you would benefit this team.

6. What opportunities do you feel you have for personal/professional growth?

7. Tell us about a long-term accomplishment that you are truly proud of. Why does this accomplishment mean so much to you? (Not industry related)

8. What do you do to maintain balance in your life? I.e. Exercise, Spiritual, Social...

9. Our philosophy is that from “9-5 you work on your job and from 5-9 your focus should be on your career.” What does this statement mean to you?

10. Our goal at Avant is to become “World Famous”. What does this mean to you? What commitment do you think it will take to make it happen?

11. We are a learning organization. It is our Core Purpose as a company. We believe that you never stop learning. We offer the tools and opportunities needed to advance your career. It is your responsibility to complete these requirements, which includes but is not limited to attending classes after work hours and on Mondays. You are expected to fulfill your commitment to your “job” at Avant. What are you prepared, willing, and able to put forth in effort, attention, and time necessary to develop your “career”? I.e. Education, Fashion Shows, PhotoShoots.....