



JOIN THE J. SMITH SALON TEAM



NEW HIRE APPLICATION PACKET



ABOUT J.SMITH SALON

J. Smith Extension Studio & Scalp Spa is a 4-chair commission salon in Meridian, ID specializing in extensions, color, and scalp/trichology, with a dedicated head spa room. We're hospitality-first, focused on building meaningful relationships with our clients rather than rushing through appointments. For stylists, that means uncapped sliding-scale commission, in-house paid education, and real autonomy over your schedule and style.

THE VISION

We exist to redefine luxury salon culture through integrity, education & elevated standard. We are committed to delivering seamless extensions, scalp-focused care & sustainable product alignment while building a unified performance driven team where growth is earned & excellence is the expectation

THE MISSION

We curate luxurious personalized hair transformations that feel as natural as they look. Through seamless extensions, scalp care, & consciously chosen products. We are committed to helping guests feel confidence, cared for, & truly seen- while fostering a culture rooted in integrity, growth, & elevated standards.

CORE VALUES

Integrity

Honesty

Growth minded

Collaboration

Driven

Dependable

CAREER OPPORTUNITIES

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

ASSISTANT + MENTEE

Compensation Potential:

\$10- \$14/hr + tips

Scheduling Options:

Full time, will assist lead stylist

Minimum Requirements:

- Idaho Cosmetology license
- Willingness to be coached
- Reliable & shows up prepared

STYLIST

Compensation Potential:

\$27,600 - \$67,200

Scheduling Options:

Full or part time

Minimum Requirements:

- Confidently serves all guests
- Service sales between 5k-10k
- 5+ guest requests per month

SPECIALIST

Compensation Potential:

\$67,206- \$106,200

Scheduling Options:

Full or Part time

Minimum Requirements:

- Advanced or niche skill set
- Service sales between 10k-15k
- 7+ guest requests a month

LEAD

Compensation Potential:

\$108,007 - \$151,200

Scheduling Options:

Full or Part time

Minimum Requirements:

- Wants to take on management tasks
- Service sales are 15k +
- 8+ guests request per month



PERKS & AMENITIES

ANNIVERSARIES

Stylists earn a 1% quarterly bonus on sales revenue after 1 year, plus a growing package of paid time off (1-4 days), annual education credits (\$300-\$1,000), and milestone gifts – from a branded brush and tote to an iron, blowdryer, and iPad/watch/earbuds – that scale up through 10 years of employment.

EDUCATIONAL OPPORTUNITIES

Stylists get access to paid, in-house continuing education – including extension certification, product knowledge (PK) training, and color classes – on top of an annual education credit (\$300-\$1,000 depending on tenure) they can apply toward these or outside courses.

TEAM AMENITIES

- Snacks
- Marketing Assistance
- Access to Online Education Courses
- Paid Education & Credits
- Anniversary Gift
- Free Lunch Friday
- Professional headshots

CLIENT AMENITIES

- Snack bar
- Phone Chargers
- Hot towel with shampoo
- Online booking
- Fully stocked drink bar
- A meal for 4+ hr service
- Wi-Fi

ASSISANT AND/OR MENTEE PROGRAM

Our mentorship program pairs new stylists with hands-on training before they take on their own clients — starting to take clients one day a week after their first 4 weeks, with the full program completed in 6–12 months.

First 30 days

Objective:

Learn the ropes — mastering shampooing, blowdrying, and basic coloring techniques.

Day 31 - 90

Objective:

Build on the basics with cutting and foiling, color formulation, and toning/rooting.

Day 91 - 365

Objective:

Expand into extensions, gradually open up more days to take clients, and check off required services on the to-do list to complete graduation.

Week 1	Check out clients, shampoo class & blowdry bootcamp
Week 2	Product knowledge
Week 3	Color class-learn how to mix properly
Week 4	Take models & open up book for 1 day/week
Month 2	Cutting class, color & lighten with confidence
Month 3 - 6	Continue to grow technical skill btc open up a second day btc
Month 6 - Month 12	Check off all required services in Airtable and meet the salon standard

WHAT OUR TEAM SAYS

Shayna | Stylist

"I love working here! It's the first salon I don't hate."

TEAM MEMBER SINCE 2026



Yvettel Blonding Stylist

"After moving from out of state, Jen has helped me grow my clientele & supported me in social media."

TEAM MEMBER SINCE 2026



NEXT STEPS

- Step 1:** Apply on IG @j.smithextensionstudiospa
- Step 2:** In-person interview with salon owner Jen Smith
- Step 3:** 90-minute salon shadowing experience
- Step 4:** Offer letter review meeting
- Step 5:** New hire onboarding and 90-day training