

milk honey

SOUL

CAREERS GUIDE



WWW.MILKHONEYSOUL.COM



WELCOME TO YOUR NEW HAIR HOME

WHO WE ARE

We're on a mission to create an environmentally and socially conscious safe space by offering a 1:1, genderless, and gratuity free experience including cuts, color, and an array of services performed by our empowered and educated stylists.

Milk Honey Soul is a stress-free environment to create dream hair for all humans. No rushing or double booking necessary, by working this way we have been able to customize each appointment, uniquely to your needs and have been creating the best hair of our lives.

Everyone is seen, heard, understood, and welcome here. Milk Honey Soul has a thriving partnership with The Sam and Devorah Foundation for Trans Youth in which we donate 1% of our profits to their organization.

ALIGNED BRAND STANDARDS & CORE VALUES

At Milk Honey Soul we strive for a welcoming, kind environment where our stylists have the freedom to grow and achieve their own individual goals. To help us maintain this culture, we have a few standards we look for in our team members.

Teamwork

Introspective

Integrity

Value-Centric

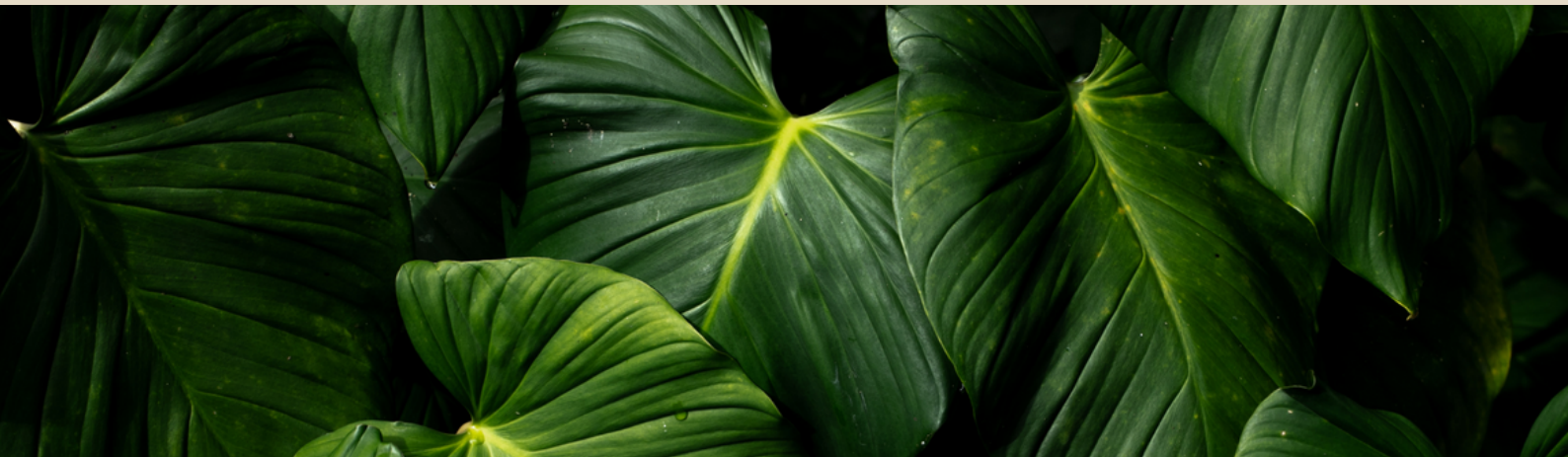
Sustainability

Transparency

Independence

Sonder

- Be open and welcoming to all
- Have clear and kind communication with other employees and clients alike
- To uphold our mission & core values
- This environment is made to help you flourish as an individual, with the support of our team. You're responsible to create your own personal brand, manage your book, and communicate with clients and management.
- You're also responsible for your services- nobody is forcing you into doing services you aren't comfortable with so own the services you do behind the chair and say no to services you aren't comfortable with.
- Your growth path to success is on your own terms. As much as you put into your business behind the chair is as much as you're going to get out of it.



WHERE WE SALON DIFFERENTLY



DIVERSITY, EQUITY, & INCLUSION

At Milk Honey Soul, we embrace and celebrate our differences, believing that variety is the spice of life. We intentionally choose each other and our diverse hair types, creating the inclusive hair home we've always envisioned. Here, every individual is valued, respected, and celebrated for their unique individuality.

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WAYS TO WORK WITH US

STYLIST IN TRAINING

Are you a licensed stylist looking for a short-term program to streamline to a full independent stylist?

Our compensation starts at a minimum wage of \$16/hr with opportunities to earn commission. After 6 months, you will have the opportunity to set your own rate and become a full stylist.

We work with you to ensure you feel comfortable and confident in the services you provide before transitioning to a commission earning stylist.

COMMISSION STYLIST

Our commission stylist position features a compensation rate of 48% commission, with zero deductions and endless growth opportunities.

We expect our stylists to have a minimum of 1 year experience behind the chair, running their own clientele and providing services.

We encourage our stylists to raise their prices as they see fit, allowing for even more earning potential.



**The vibes are
immaculate and
all of the stylists
ooze talent and
authenticity.**

-Agata

BENEFITS & PERKS

At Milk Honey Soul we strive for a welcoming, kind environment where our stylists have the freedom to grow and achieve their own individual goals, with the support of our team. You're given the freedom & responsible to create your own personal brand, manage your book, and communicate with clients and management.

01

TIME FREEDOM

- Set your own hours
- Unlimited time off
- Paid sick time can be earned in accordance with NJ standards, and taken at your leisure

02

AUTONOMY & CONTROL

- Choose the services you accept
- Make your own prices
- Schedule your own clients with our online booking
- Communicate with guests through our systems or your own

03

SUPPORT

- Virtual Assistant to help with scheduling & guest communication
- All color, foils, backboard, etc provided
- W-2 employee means taxes are done for you and pay is straightforward
- Supportive team helps with clean up, checkouts, etc.

04

RESPECT & BOUNDARIES

- We respect your time off by communicating exclusively through a 3rd party app. No texts/phone calls on your day off!
- No benchmarks, contracts, or non competes.
- Open door policy- work wherever you want!

HEALTHCARE & RETIREMENT

HAIRDRESSER HEALTHCARE BROUGHT TO YOU BY DESTROY THE HAIRDRESSER

We know that healthcare can be hard to find as a hairstylist, which is why we are happy to connect you with affordable healthcare through Destroy The Hairdresser. Most plans start around \$225/month.

We also just rolled out a new retirement program!



[Click here to learn more about](#)
[healthcare through DTH](#)

EDUCATION & COACHING

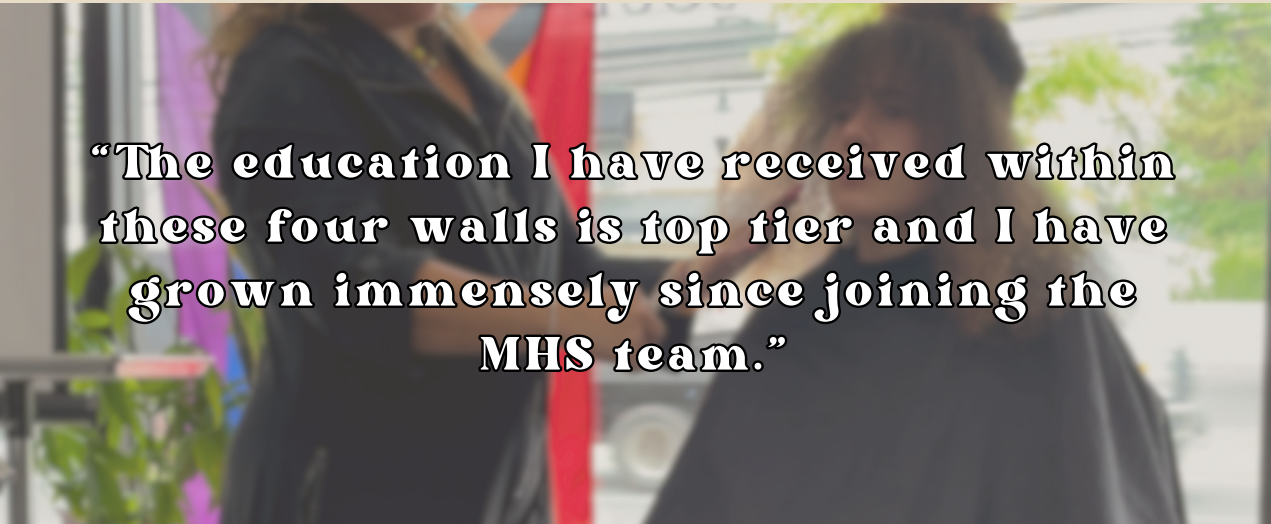
To best support our stylists we offer multiple education opportunities as well as coaching with our very own Destroy The Hairdresser coach, Kyle. These opportunities are available to our team at no cost.

Education:

- Access to Behind The Chair University
- Free admission to any MHS classes held within the salon
- Two in house education events per year
- Opportunity to shadow our stylists who are trained educators/mentors

Coaching

- Marketing woes
- How to talk about pricing
- Consultations
- Difficult conversations
- Raising prices
- and so much more!



“The education I have received within these four walls is top tier and I have grown immensely since joining the MHS team.”

N E X T S T E P S



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WANT TO WORK WITH US?

- Step 1:** Fill out our online application.
- Step 2:** Come for an in person interview!
- Step 3:** 90 minutes salon hang out!
- Step 4:** Review meeting & offer agreement.
- Step 5:** Set onboarding/training date. Let's party!

[APPLY HERE](#)

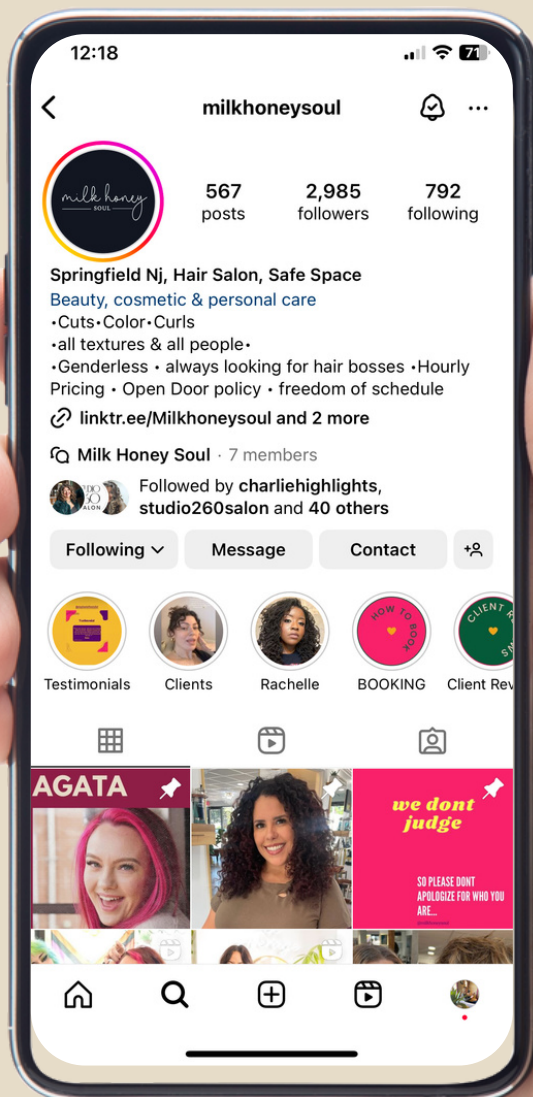
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JOIN OUR COMMUNITY

We'd love to connect with you on socials!

Give us a follow and make sure to say hi!

@milkhoneysoul





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