



## 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.

## Right now we are seeking to fill positions for a full time Christmas Light Crew Chief

Our interview process is as follows:

- **Read through the position description.** (Get the details on the job and decide if you think you might be a fit)
- **Complete an application.** (in the Google Forms)
- **Complete an Interview** (clarify any additional details/ tell us why you would be a good fit for this job)

*Please review the required/recommended skills/attributes as well as the job tasks description and pay examples before applying*

**If you are interested in applying for this position or getting more information, and are not already speaking with a manager.**

**Please call: 971 330 3141 (office) or directly call your hiring manager**

**You may also email: [compassionentrepreneurs@gmail.com](mailto:compassionentrepreneurs@gmail.com)**

## **Uptown Painting: Light Installer/ Painter**

***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**)
- Strong References (both work related and personal)
- Must be able to lift and carry 50 lbs with a full range of motion over head
- 1-2 years of professional experience on ladders
- Desire to lead on a team

### **Non-required but strongly preferred attributes:**

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

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### **Team member expectations :**

- Learn individual job tasks during paid on-site trials
- Manage your own personal tasks in an efficient and safe manner
- Interact politely and helpfully with customers and co-workers
- Maintain a positive and optimistic attitude
- Communicate clearly if you have any questions or concerns.
- Participate in required company meetings and events.

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 job is 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, as well as encouraged to take on more challenging and lucrative positions as your merits allow.

## **Job Tasks:**

- Holiday Lights home installation and removal
- Holiday Lights tree, shrub, lawn installing
- Moss treatment/abatement
- Gutter cleaning
- Power Washing driveways/homes
- Sorting/maintaining equipment and materials on-site

## **Pay structure**

All new employees are hired at \$17.00/hr. + \$2/hr. (safety bonus) = \$19.00/hr. for every hour worked within compliance of our safety standards. Hourly wage may be higher based on relevant work experience.

At the end of the first two full weeks spent in the field, each new worker will be assigned a base rate between \$17 and \$20 per hour (+\$2/hr. safety bonus). Workers are expected to improve their work quality and speed to increase their hourly wages, and will be rewarded based on merit for their efforts.

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.

-It is our goal to run an efficient and profitable business while paying everyone fairly.

## **Time Commitments**

Full time positions will average 30-40 hours per week but may vary somewhat based on weather and available work. Part time positions are 15-25 hours per week depending on the seasonal timing.

Holiday Lights season runs full time from Late October through the end of January. Interior painting, painting sales, and home maintenance work begins in February for candidates that prove themselves during Lights season.

Every other Friday throughout the season, there will be mandatory All Company Meetings from 8:30-9:30 am. All company meetings include safety discussions that are tied to safety bonus wages.

General working hours are Monday-Friday 8am-5pm but may vary depending on the projects going on. Potential hires may speak with interviewing managers to resolve conflicts with the base weekly schedule.

**Thanks again for your Time and consideration.**