



Company Mission / Values

Compassion Entrepreneurs LLC dba **Uptown Painting** 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**.

Right now we are seeking to fill the key position of *Production Manager*.

Our interview process is as follows:

- **Information session** (get the details on the job and decide if you think you might be a fit)
- **1st interview** (clarify any additional details/ tell us why you would be a good fit for this job)
- **Reference check** (after the 1st interview we will check your references / consider all applicant information)
- **Final interview** (after narrowing down applicants we will conduct final interviews to determine who will best fill this key position.)

Runner up applicants may be offered other available positions depending on qualifications

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

Please call or text: Andrew De La Bruere at 503 758 8204

Or email: compassionentrepreneurs@gmail.com

Thank you for your time and consideration

Uptown Painting: Production Manager Position

We are seeking someone with the following skills / attributes:

Required attributes:

- Strong work ethic
- High degree of integrity
- Strong communication / organization skills
- Leadership qualities
- Full time access to a vehicle capable of moving ladders/equipment
- Interior and Exterior Painting Experience
- Background / experience in construction or working on ladders or roofs
- Full time availability for the months of June-September
- Strong References (both work related and personal)

Non-required but strongly preferred attributes:

- Prior management experience
 - Knowledge of general business operations
 - Availability year round
 - Flexible schedule
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Job tasks:

- Directly manage all primary aspects of production (including additional painters)
- Work in the field / on the job, training / supervising work
- Perform Safety onboarding for new team members/ enforce safety rules with workers
- Responsible for primary client communications / job scheduling (using the shared calendar)
- Responsible for final payment collections / submitting payments in a timely manner
- Responsible for checking off / double checking team member time sheets
- Responsible for transporting equipment/materials from job to job.

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 and retreats that will foster strong relationships within our team.

Pay structure:

This position is paid based on **commission, with a minimum hourly guarantee**. You will have the full "Labor budget" to work with. Other team members pay will minus out at a rate of direct cost plus 30% burden rate (multiply by 1.3). Additionally you will receive 4% of contract price. You will be guaranteed to make at least \$16/hr for all hours clocked on site. You will also earn a "material bonus" equaling 50% of budgeted materials saved. The more efficiently you manage the labor and materials of the job the more money you will make.

Example:

Job size: \$5700

Labor Budget: 55 hours: \$1430

Material budget: \$740

Example 1: Beating budget. (Beat by 22%)

You work 24 hours @ \$16/hr = $\$384 * 1.3 = \499

Helper works 21 hours @ \$17/hr = $\$357 * 1.3 = \$464 + \$40 * 1.3$ (discretionary bonus) = $\$52$

You used \$600 of the material budget (\$140 saved)

Your pay = $\$1430 - (499 + 464 + 52) + 384 = \$799 + \$228(4\%) + \$70(50\% \text{ of savings}) = \1097

You worked 24 hours painting and an additional 5 hours on other job related activities

Total: 29 hrs worked = **\$37.8/hr**

Example 2: On Budget.

You work 30 hours @ 16/hr = $\$480 * 1.3 = \624

Helper works 25 hours @ \$17/hr = $\$425 * 1.3 = \553 (no discretionary bonus)

You used full material budget (no bonus)

Your pay = $\$1430 - (624 + 553) + 480 = \$733 + \$228(4\%) = \961

You worked 30 hours painting and an additional 5 hours on other job related activities

Total: 35 hrs worked = **\$27.4/hr**

Example 3: Over budget (over by 18%)

You work 35 hours @ \$16/hr = $\$560 * 1.3 = \728

Helper works 30 hours @ \$17/hr = $\$510 * 1.3 = \663 (no discretionary bonus)

You used full material budget (no bonus)

Your pay = $\$1430 - (728 + 663) + 560 = \$599 + \$228(4\%) = \827

You worked 35 hours painting and an additional 5 hours on other job related activities

Total: 40 hrs worked = **\$20.7/hr**

Example 4: WAY over budget (over by 73%)

You work 50 hours @ \$16/hr = $\$800 * 1.3 = \1040

Helper works 45 hours @ \$17/hr = $\$765 * 1.3 = \995 (no discretionary bonus)

You used full material budget (no bonus)

Your pay = $\$1430 - (1040 + 995) + 800 = \$195 + \$228(4\%) = \423

You worked 50 hours painting and an additional 5 hours on other job related activities

Total: 55 hrs = **\$7.7/hr (CAN NOT GO BELOW \$16/HR)** Default to \$800 net pay

Target pay should range between \$25-35/hr but will vary from job to job depending on how well labor and materials are managed.