



# WELCOME CAREERS AT GIRLS & ROSES







## OUR VISION

Girls & Roses serves the community by providing Flash Tattoos to Collectors through the highest level of Service for Collectors, Tattooers, and Owners while building the Highest Rated National Tattoo brand.

## OUR MISSION

To provide a Seamless Experience, with a high level of Service for Flash Tattoo Collectors, and Tattoo Artists through our Girls & Roses System, so that Tattoo Artists and Collectors can achieve fulfillment by making and collecting tattoos made with passion, easily and without stress.





# CORE VALUES

OPERATES WITH EFFICIENCY IN MIND

FULFILLS AND ANTICIPATES THE NEEDS OF COLLECTORS & TEAM MEMBERS

CREATE ART WE'RE PASSIONATE ABOUT

OPERATE WITH INTENTION AND WITHOUT DEFECTS

COMMUNICATE CLEARLY AND EFFECTIVELY







# BRAND STANDARDS

*The standards by which Girls & Roses operates*

## GUEST EXPERIENCE

From the time a Collector first hears of us, until their tattoo is fully healed, their experience is one of the highest priorities for us at Girls & Roses. Every part of the Girls & Roses System is designed to provide our Collectors with a seamless and exceptional experience.

## GROOMING STANDARDS

While individual expression is encouraged, it's important to wear clean, presentable, and appropriate attire. Collectors expect professionalism from us, but they also want to see our true side.







# BRAND STANDARDS

*The standards by which Girls & Roses operates*

## TIME OFF

All Team members must take at least 7 scheduled working days off each calendar year, but no more than 21 scheduled working days off per year.

## SCHEDULE

Girls & Roses operates 12-8 pm daily. We offer consecutive 3-day or consecutive 4-day schedules.

## PROFESSIONALISM

It's important to conduct ourselves as professionals. Yes, we have the best job in the world, and it should be fun. But we're also professionals and should be taken seriously.





# RESIDENT ARTISTS

## COMPENSATION

Resident Artists receive a commission of 60% on all gross revenue they help generate through their Services. This commission is calculated based on the gross revenue that G&R receives for each transaction, prior to the deduction of any taxes or fees.

## WHAT'S INCLUDED

- Supplies
  - We provide everything you need to make a tattoo - just bring your machine, power supply, cartridges, and ink.
- Virtual Assistant Services
  - Girls & Roses provides Seamless Online Appointment Bookings for flash and custom tattoos (*no more back-and-forth emails/DMs*)
  - Girls & Roses provides Full-service communication and email concierge for clients (*we handle all client communications so you don't have to*)
- Marketing & Advertising
  - With over 20 years of combined marketing education and experience, we'll help you build your dream clientele through our multiple marketing and advertising channels

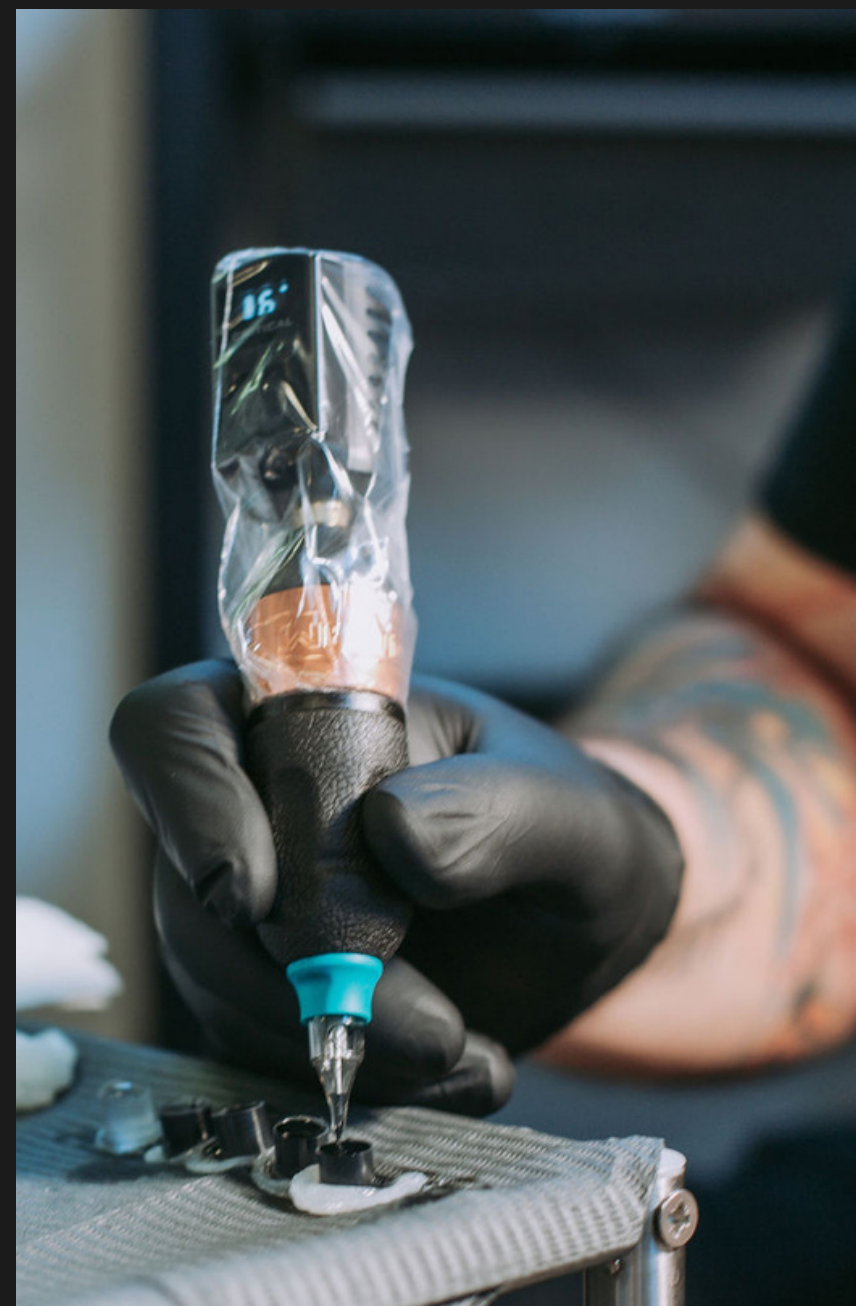
- *"The Girls & Roses System is designed to let you do what you do best"*





# ANNIVERSARY MILESTONES

- 3 YEAR MILESTONE
  - \$500 Flight Gift Card
- 5 YEAR MILESTONE
  - \$500 Flight Gift Card
  - AND Machine (\$1000 value) OR 12.9-inch iPad Pro
- 7 YEAR MILESTONE
  - \$500 Flight Gift Card
  - AND Machine (\$1000 value) OR 12.9-inch iPad Pro
- 10 YEAR MILESTONE
  - \$1000 Flight Gift Card
  - AND Machine (\$1000 value) OR 12.9-inch iPad Pro







## THURSDAY WORKSHOPS

FOR THE GIRLS & ROSES TEAM ONLY

Thursday Workshops are a great opportunity for team building and education. Held on the first Thursday of each month, we encourage our Resident Artists to come enjoy refreshments while we learn together and grow as a team.

## PAINT NIGHT

FOR THE TATTOO COMMUNITY

Come paint with us! Paint Night is a great place to come meet with other Artists as we host licensed tattoo artists and current accredited Oregon tattoo school students from the community. You bring your drawing/painting supplies, we'll bring the snacks and drinks. Girls & Roses Team Members are always invited to Paint Night!

[CLICK HERE TO RSVP TO PAINT NIGHT](#)







# DEI VALUES

FROM STUDIO OWNERS RUBEN AND STEPHANIE

As a Mexican American and as a Woman, we've seen unfairness firsthand. We've experienced discrimination and know what it's like to be treated as a second-class citizen.

While we don't know the struggle of every person because every person and every story is unique, we absolutely believe that no person should be treated unfairly or discriminated against based on their age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our team members unique.

We respect the uniqueness of every individual's experience. Not just regionally and culturally, but also individually. G&R is a diverse workplace not because we feel like we need to satisfy the status quo of corporate rhetoric, but because it's who we've always been.

-Ruben & Stephanie





# SOCIAL PROFILES

[Instagram](#) [Google](#)







# HIRING PROCESS

Step 1: Apply at

[www.girlsandrosespx.com/pages/careers](http://www.girlsandrosespx.com/pages/careers)

Step 2: Virtual video interview with Studio owners Ruben Garcia & Stephanie Cencibaugh

Step 3: 90-minute extended interview

Step 4: Independent Contractor Agreement review meeting

Step 5: New Team Member Onboarding meeting

[www.girlsandrosespx.com](http://www.girlsandrosespx.com)

