



**JOIN THE
OBSIDIAN HAIR
STUDIO
TEAM**



NEW HIRE APPLICATION PACKET



ABOUT OBSIDIAN

Founded in 2021 with one chair and a dream, Obsidian Hair Studio was Erin's step into changing our industry in small ways. Fast forward to today, we are an Alt Color & Extension focused salon with over 20 Artists!

We have the goal of creating a team of true hair artists, who take pride in the experiences they create. Our culture is based on growth and can best be described as fun, driven, and transparent. We aim to have a close team that is goal oriented and loves to have fun in the work environment.

THE VISION

To be Northern California's destination for alternative beauty and a pillar of our local queer community, where every client discovers their most authentic self.

THE MISSION

We create bold, personalized beauty experiences that celebrate individuality while fostering a safe, inclusive environment where the queer community and allies can express their authentic selves.

CORE VALUES

GROWTH

TRANSPARENCY

HEALTH

AUTHENTICITY

COMMUNITY FOCUS



HOW WE DO BUSINESS

- HOURLY PRICING
- GRATUITY FREE
- STATION SHARING
- SPECIALIZED SERVICES
- SERVING THE LGBTQIA+ & HIJABI COMMUNITIES
- COMMUNITY CARE
- TRANSPARENT

CAREER OPPORTUNITIES

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

CO-ARTIST + MENTEE

Compensation Potential:

\$12,000 - \$25,500

Scheduling Options:

12 - 24 hours per week

Mentee: 1 day behind the chair & earn more

Minimum Requirements:

- Current Cosmetology or Barbering License

HAIR ARTIST

Compensation Potential:

\$15,000 - \$75,000

Scheduling Options:

12 - 30 hours per week

Set Your Own Schedule (6 hour days)

Minimum Requirements:

- Charging \$60 per hour +
- Complete Mentee Program or 1 year behind the chair
- Current Cosmetology or Barbering License

SPECIALIST HAIR ARTIST

Compensation Potential:

\$15,000 - \$125,000 +

Scheduling Options:

6 - 30 Hours Per Week

Set Your Own Schedule
(6 or 8 Hour Shifts)

Minimum Requirements:

- Charging \$100+ per hour
- Completion of Obsidian Specialist Training Program
- Current Cosmetology or Barbering License

TRANSFORMATION ARTIST

Compensation Potential:

\$85,000 - \$160,000 +

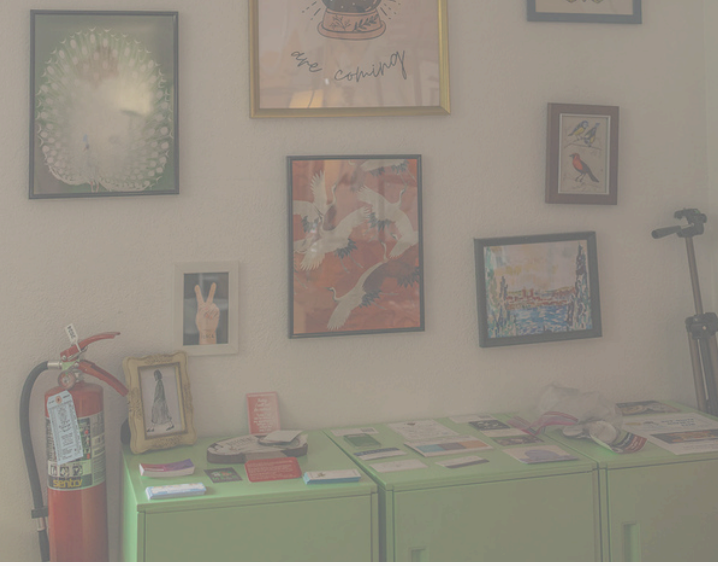
Scheduling Options:

24 - 36 Hours Per Week

Set Your Own Schedule (No Weekends)
(6 or 8 Hour Shifts)

Minimum Requirements:

- Charging \$135+ per hour
- Completion of 2 or more Obsidian Specialist Training Programs
- Current Cosmetology or Barbering License



PERKS & AMENITIES

ANNIVERSARIES

We love to celebrate you and your success! Enjoy fun perks like custom gift cards and Obsidian gear to celebrate your milestones!

BENEFITS

- Paid Sick Leave
- 401K Retirement Plan
- Education Benefits
- AFLAC Supplemental Insurance
- Laundry Service
- Monthly Coaching
- Bi-Annual Photoshoots

EDUCATIONAL OPPORTUNITIES

We offer monthly education through our free classes called "Show & Shares". We schedule these based off of requests. In addition to:

- Private Online education (social media, extensions, color, products, business)
- Access to Thriver's Society Classes/Technique
- Access to Destroy the Hairdresser Classes/Technique
- Access to advanced Extension Education
- Bi-Annual Classes w/ Featured Educators

TEAM AMENITIES

- Marketing Support
- Community Equipment (Brushes, Clips, Combs & Hot Tools)
- High Quality Low Tox Products
- Rotating Monthly Education
- Station Sharing

CLIENT AMENITIES

- Espresso & Coffee & Tea
- Sparkling Water
- Mimosas & Other 21+ Beverages
- Snacks Galore
- Blankets
- Work Table & Phone Chargers

CO-ARTIST AND/OR MENTEE PROGRAM

We aim to prepare newly licensed individuals for the salon, going beyond what is taught in school to give you real life experience. We aim to get Mentees taking clients within 4 weeks of starting our program. Once Co-Artist's have an available spot with a mentor, they can begin the training program.

First 30 days

Objective:

Learn the salon culture, basics of working in a salon, and haircutting.

Day 31 - 90

Objective:

Expand on your knowledge of haircutting and learn essential coloring techniques.

Day 91 - 120

Objective:

Build on that knowledge & gain practice with models & building your clientele.

Week 1	Intro to salon & program. Blowouts & product knowledge.
Week 2	Salon Culture, Blowout Bootcamp, State Board Regulations
Week 3	Social Media Branding & Marketing, Redo Your SM bios & schedule posts
Week 4	Hair Cutting
Month 2	Hair Cutting & Hair Color Techniques
Month 3 - Month 5	Continue taking models & building your portfolio. Get 1 day a week booked consistently → 2 days a week
Month 6 - Month 9	Build into having 3 days behind the chair per week.

WHAT OUR TEAM SAYS

Cheyenne | Transformation Specialist & Former Co-Artist

“When I think about how it feels to work at Obsidian Hair Studio, the first word that comes to my mind is freedom.”

TEAM MEMBER SINCE 2022



Mandy | Hair Artist

“Working at Obsidian Hair Studio has felt like an absolute dream come true. I love working in a beautiful safe space, filled with other amazing creatives.”

TEAM MEMBER SINCE 2025

Sarah | Hair Artist

“Working at Obsidian gives me control over my individual brand and schedule, which supports a healthy work-life balance. That balance keeps me inspired and grounded, so I can consistently pour my heart, creativity, and intention into my craft and every client experience.”

TEAM MEMBER SINCE 2024



NEXT STEPS

Step 1: Apply at www.obsidianhairstudio.com/careers

Step 2: In-person interview with salon owner Erin Backman & Salon Tour

Step 3: Extended Interview - Model & Hangout w/ Team

Step 4: Offer letter review meeting

Step 5: New hire on-boarding and 30-120 day training