



## 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 in a Godly work environment. We hope to teach our managers/employees what it means to be a part of an ethical business in a way that honors our clients and God.

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**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)
- **1<sup>st</sup> interview** (clarify any additional details/ tell us why you would be a good fit for this job)
- **Reference check** (after the 1<sup>st</sup> 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

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*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](mailto: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
- 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)
- Self starter and People Developer
- Growth Mindset
- **At least 2 year of crew leading in professional painting environment managing teams of at least 2-3 people**

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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
- Hold weekly safety meetings/ enforce safety rules with workers
- Responsible for primary client communications / job scheduling
- Responsible for final payment collections / submitting payments in a timely manner
- Responsible for some admin/computer data entry
- 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 workers pay will minus out at a rate of direct cost plus 33% burden rate (multiply by 1.33). Additionally you will receive 4% of the contract price. The Average hourly rate for this position will vary between \$25-35 / hr. You will be guaranteed to make at least \$18/hr for all hours on site/directly associated with that project. You will also earn a “material bonus” equaling 50% of budgeted materials saved. **The better you manage the labor and materials of the job the more money you will make.**

## Example:

**Job size: \$9000**

**Labor Budget: 80 hours: \$2240**

**Material budget: \$1015**

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

You work 34 hours @ \$18/hr =  $\$612 * 1.33 = \$814$

Helper works 31 hours @ \$20/hr =  $\$620 * 1.33 = \$824 + \$80(\text{efficiency bonus}) = \$905$

You used \$875 of the material budget (\$140 saved)

**Your pay** =  $\$2240 - (\$814 - \$905 + \$612) = \$1133 + \$360(4\%) + \$70(50\% \text{ of savings}) = \$1563$

You worked 34 hours painting and an additional 5 hours on other job related activities

Total: 39 hrs worked = **\$40.1/hr**

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### Example 2: On Budget.

You work 42 hours @ \$18/hr =  $756 * 1.33 = \$1005$

Helper works 38 hours @ 20/ hr =  $\$760 * 1.33 = \$1011$

You used full material budget (no bonus)

**Your pay** =  $\$2240 - (\$1005 - \$1011 + \$756) = \$980 + \$360(4\%) = \$1340$

You worked 42 hours painting and an additional 5 hours on other job related activities

Total: 47 hrs = **\$28.5/hr**

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### Example 3: Over budget (over by 18%)

You work 50 hours @ \$18/hr =  $\$900 * 1.33 = \$1197$

Helper works 44 hours @ 20/ hr =  $\$880 * 1.33 = \$1170$

You used full material budget (no bonus)

**Your pay** =  $\$2240 - (\$1197 - \$1170 + \$900) = \$773 + \$360(4\%) = \$1133$

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

Total: 55 hrs = **\$20.6/hr**

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### Example 4: WAY over budget (over by 50%)

You work 65 hours @ \$18/hr =  $\$1170 * 1.33 = \$1556$

Helper works 55 hours @ 20/ hr =  $\$1100 * 1.33 = \$1464$

You used full material budget (no bonus)

**Your pay** =  $\$2240 - (\$1556 - \$1464 + \$1170) = \$390 + \$360(4\%) = \$750$

You worked 65 hours painting and an additional 5 hours on other job related activities

Total: 70 hrs = **\$10.7/hr (CAN NOT GO BELOW \$18/HR) default to \$1170**

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