



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 positions for full time painters.

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

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: Painter Position

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**)
- Availability for the months of June-September
- Strong References (both work related and personal)

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

Job tasks:

- Manage your own personal tasks to ensure that the job stays on budget (**prep work, masking, painting, etc**) in an efficient and safe manor
- Interact politely and helpfully with customers and co-workers
- Maintain a positive and optimistic attitude
- Communicate clearly if you have any questions or concerns.

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 that will foster strong relationships within our team.

Pay structure:

All new employees are hired at \$16/hr. + \$2/hr. (safety bonus) = \$18/hr. for every hour worked within compliance of our safety standards.

At the end of the first two full weeks spent in the field, each new worker will be assigned a base rate between \$16 and \$17 and 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.

Additional job specific bonus may be awarded if a project is completed under budget.

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.

Additional notes:

-This position will generally average 30-40 hours / week but may vary somewhat based on weather and available work. May and June may have less hours since it is typically rainier. In general we will work 4 ~10 hrs days Monday-Thursday. However this may vary due to weather or other circumstances (If it is rainy during the week or there may be a need to work Friday or Saturday).

-There will be a 2 week jobsite trial period to determine if you are a good fit for our company and this position.

-If you show strong work ethic and integrity you will likely be offered a position in the fall installing Christmas Lights.

Thanks again for your Time and consideration, God Bless!