

Prev-You New Talent Orientation

This is a 2½ hour recruitment event for John Paul Mitchell Systems®, focusing on who we are as a company and the steps required for New Talent Candidates to become Paul Mitchell® National Educators. Please bring a pen and paper to take notes.

New Talent Candidate Requirements

- Positive, motivated and friendly
- Licensed cosmetologist or barber with experience behind the chair
- Have a valid driver's license and reliable transportation
- Work in a Signature Salon, Focus Salon or Paul Mitchell The School
- Use John Paul Mitchell Systems® brands and Paul Mitchell® Pro Tools™ all as primary lines
- Be in good standing with local Distributor, Distributor Salon Consultant and/or PMTS School owner
- Sponsored by a Distributor representative with a letter of recommendation
- Letter of recommendation from the Regional Director, Regional Color Coordinator or Business Development Coordinator
- Have a passion to serve fellow professionals
- Dedicated to the growth and development of the professional beauty industry
- Able to attend required Education Trainings along with committing three to five days per month to Paul Mitchell® Education
- Submit a professional résumé with references and photo to the Regional Director

Application Criteria

- Completed application submitted to the Regional Director
- One 8 x 10 inch black and white or color digital photo of you (head shot)
- Six 5 x 7 inch digital color photos of your best salon work, or work from a recent photo shoot (men, curly, smooth, style layered cuts, volume blow-dry, up-style)
- Five-minute video or DVD of you styling hair using your favorite John Paul Mitchell Systems products, and telling why you would make a great Educator (submit as a YouTube video, DVD, mp4, MOV, or m4v file unedited format)

NOTE: John Paul Mitchell Systems reserves the right to consider exceptions to the listed criteria based on the skills and experience of an individual applicant. The preferred method of submission of the above materials is e-mail to your JPMS Regional Director. Please allow 4-6 weeks for processing of the application and correspondence.

2-Day Training

All New Talent Candidates are required to participate in the two-day training focused on the key principles required to start your journey as a National Educator, including presentation skills, product knowledge, styling, haircutting techniques and John Paul Mitchell Systems culture.

All New Talent Candidates are responsible for bringing their own professional tools and mannequin heads and providing their own transportation and hotel accommodations (if required).

Agenda includes:

- Welcome and introductions: Staff, Mentors and New Talent
- DVD opening/WIIFM/trainer testimony
- Introduction to presentation skills and drills
- Group activity and presentations
- Product knowledge game
- Style wardrobe/hands-in brand initiatives
- Trainer demonstrates a final audition
- Audition rehearsals by New Talent Candidates
- Communication: Developing relationships and culture
- Self-study strategy
- Style Session, Rehearsal Presentations, Celebrations (bring a recording device)

Post 2-Day Training

- You will be required to attend five shadowing/local classes and participate in teaching with a certified Paul Mitchell National Educator/Mentor in facilitating the classes (Mentor list provided by your Regional Director).
- Class content: Paul Mitchell Style List/cutting, MITCH®, Awapuhi Wild Ginger®, Curls or Tea Tree.
- A tracking link is provided to record completion of the five classes. Your Mentor is provided a separate link. Both parties (Candidate and Mentor) must complete their tracking links.

Note: Make sure to bring pre-done mannequin and Paul Mitchell Pro Tools. Product will be provided by the National Educator/Mentor.

New Talent Final Audition

This is the final step in becoming a National Educator. One week before the date of the final audition, you will be notified of which technique you will have during your audition with a live model. Results are given within two weeks of the final audition.

- Return on the designated final audition date with a live model. Bring a small passport photo of the model.
- Remember to be in the process of completing the five shadowing classes, or have them completed, by the final audition date. Note: If classes still need completion, do so by one month after final audition.
- Six months of inactivity will require the candidate to re-audition.

NOTE: If the live final audition is not passed, you have one more chance to pass with an option to schedule one last final audition 30 days after. This would be done via video. Submission process will be given at a later time. The five shadowing classes must be completed prior to scheduling video audition option.

Helpful Hints:

- Review the notes from the second day training.
- Practice (use dialogue on salon guests).
- Styling is one hour and followed with a ten-minute presentation (open, body and close) on the features and benefits of the products you will be assigned, including Paul Mitchell Pro Tools and Express Ion Complex™.
- Be enthusiastic and confident. Make eye contact and engage the audience.
- Remember—no notes allowed.
- Dress for success in all black with fashionable hair and makeup.

What to bring:

- Live model in makeup and wardrobe
- Passport photo of your model
- Signed model release form
- Recording device
- John Paul Mitchell Systems products and Paul Mitchell Pro Tools to complete the assigned look

Post Final Audition

Once you have passed the final audition and the five shadowing classes are completed (candidate and mentor have filled out their tracking link), exclusive access to the “Educator Only” segment of www.paulmitchellpro.com is granted. You may now begin studying and take the four online assessments.

Online Assessments

Make sure to study the manuals before taking the assessments, as you will only be given three chances to pass. All Educators must train and meet the subject matter standards in the four artistic systems.

1. The Haircutting System
2. The Style System
3. The Texture System
4. The Color System

An Educator Kit will be requested once you achieve a passing score with a 90% or higher in the four artistic systems. Once the kit is received you may begin teaching MITCH, Awapuhi Wild Ginger, Paul Mitchell, Tea Tree and Neuro in-salon classes (see recent Education class menu for a list of possible classes).

Note: A minimum of **12** completed Education activities will be required during a calendar year in order to remain an active Educator.