

We at Avant Hair strive for quality in service and education through excellence, teamwork, and industry.

These qualities allow us to be a progressive and innovative salon while maintaining the highest level of creativity and integrity.

AVANT --

THE COMPANY

On April 1, 1984 Connie Strang & Roy Fredericks opened Avant Hair with 20 years combined experience and a large progressive clientele. Their vision was to have the ultimate hair salon in Austin -a company where excellence and impeccable service are the standards. A relaxed atmosphere with an energy level that can only be associated with progressive work in action. Avant was positioned to be the salon at the cutting edge of fashion.

In 20 years Avant has ten times been voted "**Best Salon**" in Austin, selected as one of the "**Top 200 Salons**" by Salon Today Magazine, featured in Harpers Bazaar and Elle as one of the "**Best Salons in the Southwest**," featured and published in American Salon, Modern Salon Magazine, and Salon Today. Avants clients have included *Natasha Kinski, John Savage, Don Henley, David Bern, Kelly Willis, Lucinda Williams, Rosie Flores, Shaun Colvin, Charlie and Will Sexton* to name just a few.

Avant--

The Education

Avant has spent the last 20 years developing an educational program that focuses on technique and style as well as personal development and customer service systems.

Avant's mission has been to educate, train and create the best hairdressers to provide the most complete service in an inspiring and innovative atmosphere. By committing this philosophy Avant has built its outstanding reputation as Austin's finest salons.

Avant stylists share a vision of a salon that will place continuing technical and creative education for its entire stylist as one of its highest priorities. A salon that will continue to emphasize the growth of the individual hairdresser as an artist, craftsman, professional and human being.

From the moment a stylist is hired the Avant educational process begins. Avant stylist must attend weekly video classes, participate in In-Salon Hands on Training and attend all major hair shows in the Southwest. All Avant staff, including salon and client coordinators, attend classes in communication, customer service, and team training as well as classes in product knowledge.

The scope of Avant's education extends beyond the technical and creative to the personal side of this business. In the end 80% of the success comes down to the abilities to communicate with and service people.



(a'vant garde) n. *The leaders in inventing and applying new styles and new techniques in a given field, esp. in the arts.*

The leaders in reputation

- "Best of Austin" ten times by the *Austin Chronicle*
- "Best of the Southwest" by *Harper's Bazaar*, *Allure*, and *Elle Magazine*
- "Best Color Salon" by *Elle Magazine*
- "Top 200 Salon" *Salon Today* for three consecutive years
- Featured and published in *Modern Salon*, *Salon Today* and *American Salon*
- Platform work for Neill Corporation and Aveda

The leaders in benefits

- **Hourly/Commission**
- **Retail Bonus**
- **Vacation**
- **Wellness Days**
- **Medical Insurance**
- **Dental/Optical**
- Acclaimed education program
- Environmentally conscious management, complete Aveda line, and progressive, productive work environment
- **Fun place to work with incredibly nice people**

The leaders in education

- *Concentrated, comprehensive education from the very first day in the and advancement to Junior Stylist*
- Accelerated Learning / Accelerated Earning
- Nationally Acclaimed Education Program
- Protégé Training Program
- Presented in Look & Learn and Hands-on formats
- Photography Shoots
- Fashion Shows
- Technical Training
- Personal Development

Application for Employment

Date _____

Position Applied for _____

Social Security No. _____

Name _____

Address _____

Home Phone _____

E-mail Address _____

Education

Name and Location of Institution	Dates Attended	Major

Experience

Job Title	Employer	Address	Phone	Reason for Leaving

License #

REFERENCES

Name	Address	Phone	Relationship

Additional Comments



Name: _____

Date: _____

Position: _____

**Dear Applicant,
Please read and answer the following questions and return them to us at your earliest convenience. We look forward to getting to know you!**

Thanks again for your time. Responses can be dropped off at either location.

1. Why do you want to work for this company? What expectations do you have?

2. Why did you choose this industry?

3. What is your definition of success?

4. Give us an example of when you have had a Five Star Experience. Please list 5 things that made it Five Star.

5. Here at Avant we work as a team. What does teamwork mean to you? Describe how you would benefit this team.

6. What opportunities do you feel you have for personal/professional growth?

7. Tell us about a long-term accomplishment that you are truly proud of. Why does this accomplishment mean so much to you? (Not industry related)

8. What do you do to maintain balance in your life? I.e. Exercise, Spiritual, Social...

9. Our philosophy is that from “9-5 you work on your job and from 5-9 your focus should be on your career.” What does this statement mean to you?

10. Our goal at Avant is to become “World Famous”. What does this mean to you? What commitment do you think it will take to make it happen?

11. We are a learning organization. It is our Core Purpose as a company. We believe that you never stop learning. We offer the tools and opportunities needed to advance your career. It is your responsibility to complete these requirements, which includes but is not limited to attending classes after work hours and on Mondays. You are expected to fulfill your commitment to your “job” at Avant. What are you prepared, willing, and able to put forth in effort, attention, and time necessary to develop your “career”? I.e. Education, Fashion Shows, PhotoShoots.....