

Painting Apprentice Job Description for Walls by Design

Overview: We are painters by trade, but artists at heart.

“Nick, remember, you are going to school so you don’t have to paint the rest of your life.” was what my father told me during college, as I was painting houses every summer. 30 years later, I have stuck with it, and now I employ over 25 people in my company, Walls by Design, in Denver. Painting is a great trade, and one that is physical, but not too physical. It can be lucrative, but it can also be one of the lowest paid trades out there. We hire individuals with a willing heart and mind that wants something better. We treat our team well, pay them better than any painting company in the country, and offer stability. Our team is the heart of our company. Without good painters in the field, we are nothing. We will train you, we will provide you with everything you need to succeed, give you opportunity for more, and let you know what you need to do to move up in the company at any point. We will not micro-manage you, and we will cheer you on when you win.

Each quarter we name an employee of the quarter that exemplifies our core values. We celebrate them publicly, and we reward them with a \$1500 bonus. This is the measuring stick, the Walls by Design core values:

- Be A Guest
- Be A Communicator
- Be A Problem Solver
- Be A Team Player
- Be Thoughtful

We know that if you can focus on this, learn our trade, have a great attitude, you will win, and WE will win as a company.

The What: We paint residential interiors. We work M-F with the occasional Saturday. Our work hours are 7:30 to 6 pm. But our team usually does not work overtime.

You will learn how to prep an area for protection, surface prep, proper painting techniques, and our standard operating procedures.

You will need to read and know our Painters Manual that includes all of our systems, procedures, and standards. You will be taught our processes for reporting and communication within our company.

We will provide all tools, but you will be responsible for maintaining those tools.

Compensation: We start all P1s at \$15/hr. you will progress up through our training system on hourly, until you achieve a P3 status. After learning all of the basics, you will then go on to our performance-based pay system. Most successful painters are earning about \$18/hr at this level. After you achieve a lead status (which can happen in as little as 2 months), the average is about \$20/hr. If you continue to perform well, and progress into our cabinet painting or Spray Tech team, you can hope to be earning between \$25-30/hr. Our top painters earn between \$65-90,000 year.

To succeed in our organization, you need to be self-motivated. Our first priority for all painters is that they understand our systems, second is that they produce quality work, and final, is that they earn above average compensation. We want you to succeed, but it will be up to you to learn, work hard, and follow the formula for success.

Final Thoughts from Nick May (owner of Walls by Design)

Painting has been a great trade for me, and an opportunity to support many families. There are many in the construction trades that will not value you until you can produce for them. I know that if I invest in you, and provide a great opportunity for you, we both win. We all have to provide for ourselves, and for our families, and we have choices. We have build a system at Walls by Design that allows for everyone to win. Our customers, our team, and our business. At the end of the day, it is a business, but if I don't understand that it is made up of individuals, that all have lives of their own, only thinking about us and our bottom line, we will never build a GREAT business. I don't want to settle, and I don't want you to settle. Lets be GREAT together.