



JOIN
SKIN SPA
TEAM



SKIN SPA

APPLICANT PACKET



ABOUT SKIN SPA

Skin Spa was born from a bold idea: that professional skincare results don't require a cold, clinical vibe – just real connection and an unapologetically authentic environment. Since launching in 2013, we've grown from one solo room into a full-force, high-performing team.

This isn't your basic spa energy. Our culture blends high standards with laid-back confidence. Our services combine skin-changing results with total relaxation. And our team? Unshakable in vibe. Unmatched in purpose.

THE VISION

To shake up Jacksonville's spa scene with results that slap and connections that stick.

Skin Spa is where serious skin care meets seriously good vibes – and transformation feels as good as it looks.

THE MISSION

Our mission is to give damn good facials and have a damn good time doing it.

We combine expert treatments, honest guidance, and a whole lot of heart – so our clients get the results they want and the relaxation they need.

CORE VALUES

Own It & Earn It

Take responsibility, show accountability, and prove your value through effort and results.

We Are a Team

Collaborate, support one another, and celebrate shared successes.

Dedication

Commit fully to excellence, consistency, and continuous growth.

Do Hard Things

Step outside your comfort zone, tackle challenges, and embrace opportunities that push you to grow

CAREER OPPORTUNITIES

A path that meets you where you are – and challenges you to grow beyond it.

ESTHETICIAN-IN-TRAINING

Compensation:

Hourly (\$14/hr) or 30% commission

You're focusing on practicing, shadowing, and completing Skin Spa Academy in your first 90 days.

We will determine readiness for promotion to Esthetician level at month 2/3

Scheduling Options: 2-3 days/week

ESTHETICIAN

Compensation Potential:

\$30,000–\$40,000

You're building your guest book, focusing on prebooking + retail habits, and hitting your first KPIs.

Promotion to Level 2 after 6+ months of consistent performance + KPI progress.

Scheduling Options: 2-3 days/week

SENIOR ESTHETICIAN

Compensation Potential:

\$60,000–\$80,000

You're mastering upsells, retention, and personalized client care. Focus is on increasing revenue and guest loyalty through add-ons, upsells, and consistent care.

Promotion to Level 3 possible after 6 months of consistent performance.

Scheduling Options: 3-4 days/week

LEAD ESTHETICIAN

Compensation Potential:

\$90,000–\$110,000

You're a high performer and culture leader that elevates the brand and influences the team. Focus is on guest loyalty, VIP service, and mentoring teammates.

You don't just meet standards – you set them.

Scheduling Options: 3-4 days/week

FRONT SUPPORT TEAM

Compensation Range:

\$16–\$25/hour

As the face of Skin Spa, you'll greet guests, manage check-in/out, support team flow, and keep things running smooth behind the scenes. Ideal for someone organized, warm, and can problem solve.



PERKS & AMENITIES

The Skin Spa experience isn't just for guests – it's for our team, too.

BENEFITS

- Monthly goal-based retail bonuses
- Schedule freedom/flexibility
- Generous unpaid time off
- Employee discounts on services
- Employee discounts on products
- Friends & Family discounts
- Birthday/holidays off
- Surprise-and-delight gifts

EDUCATIONAL OPPORTUNITIES

- Skin Spa Academy: exclusive in-house training platform
- Direct access to brand educators
- Shadowing, coaching, and 1:1 monthly/quarterly reviews
- Career path with performance-based raises and promotions
- Regular in-house education and skill building

TEAM AMENITIES

- A leader invested in your growth/success
- Supportive team culture – drama-free
- Monthly challenges/friendly competitions
- Access to content days + team photo shoots
- Backbar, linens, and core treatment supplies provided
- Full-time Front Desk support
- Team parties/activities throughout the year
- Fully designed website w/ team page + bios
- Luxury booking software

CLIENT AMENITIES

- Aromatherapy and seasonal touches
- Curated shopping boutique
- Private rooms
- Refreshment bar with drinks/snacks
- Spacious waiting area
- Seamless online booking and confirmation reminders
- Plush/warm robes and heated tables

Perks vary by role, tenure, and performance level. Updated regularly with team input.

ESTHETICIAN-IN-TRAINING PROGRAM

Our onboarding program is designed to take you from esthetician-in-training to confident service provider through real mentorship, hands-on training, and Skin Spa Academy learning tracks. Here’s a high-level view of your path:

First 30 days

Objective:

Build confidence, learn core systems, shadow experienced team members, and complete Skin Spa Academy onboarding modules. Focus is on watching, practicing, asking questions, and learning our culture.

Day 31 - 60

Objective:

Begin taking guests on select services. Continue refining techniques, booking habits, and product knowledge. Grow confidence in service flow, client communication, and post-care education.

Day 61 - 90

Objective:

Perform spa and advanced services with growing speed and confidence. Begin assessing KPIs for utilization, prebooking, and revenue. Review goals with leadership.

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| <p style="text-align: center;">Week 1 Orientation & Spa Culture</p> | <p style="text-align: center;">Expect to trade services with lead esthetician, review policies, and tour systems,</p> |
| <p style="text-align: center;">Week 2 Shadowing & Support</p> | <p style="text-align: center;">You'll observe multiple team members, assist with room turnover and checkouts, and get comfortable with our flow.</p> |
| <p style="text-align: center;">Week 3 Hands-On Foundations</p> | <p style="text-align: center;">You'll start light hands-on practice with models/ begin focusing on RAP sheet</p> |
| <p style="text-align: center;">Week 4 Service Readiness</p> | <p style="text-align: center;">You'll perform the service while receiving feedback and support.</p> |
| <p style="text-align: center;">Month 2 Confidence & Consistency</p> | <p style="text-align: center;">With a solid foundation, you'll start offering services to guests. Consistency, communication, and exceeding guest expectations is key while continuing your Skin Spa Academy education.</p> |
| <p style="text-align: center;">Month 3 Assessment & Transition</p> | <p style="text-align: center;">You'll review progress and meet with leadership to determine readiness for promotion to Esthetician.</p> |

WHAT OUR TEAM SAYS

Nikki | Senior Esthetician

"At Skin Spa, every day offers a new opportunity for both professional and personal growth. It's a place that truly invests in helping you become the best version of yourself."

TEAM MEMBER SINCE 2019



Sher | Senior Esthetician

"Skin Spa offers a positive, growth-driven environment where you're supported in setting goals and empowered to reach them."

TEAM MEMBER SINCE 2023

Sheridan | Esthetician

"Skin Spa is truly one of a kind, and being part of this small, supportive team has been both fulfilling and energizing as I grow in my career."

TEAM MEMBER SINCE 2024



NEXT STEPS: OUR HIRING PROCESS

- Step 1:** Apply at www.ecoluxeskinspa.com/careers
- Step 2:** 30 minute Zoom call with Management
- Step 3:** 1 hour in-person chat (perhaps over coffee) with Leadership
- Step 4:** 90 minute hang-out session at the spa
- Step 5:** Offer letter review meeting
- Step 6:** New hire onboarding and 90 day training