



Junior Painter and Crew Lead — Alpenglow Painting

Location: Whistler, BC

Employment Type: Full-Time, Seasonal

Compensation: \$25-40+/hour (performance-based pay)

Join One of Whistler's Top-Rated Painting Companies!

Alpenglow Painting is a professional, high-quality painting company based in **Whistler, BC**. We take pride in delivering exceptional service, and our **5-star rating on Google** reflects our commitment to craftsmanship, professionalism, and customer satisfaction. Our team values **integrity, clear communication, punctuality, and attention to detail**—we're here to set a higher standard in the painting industry.

We believe in creating a **positive, team-oriented work environment** where **hard work is rewarded** and employees have opportunities to grow. If you're looking for a company that values its people, provides a structured and rewarding pay system, and gives you more time to enjoy the **Sea to Sky lifestyle**, this is the place for you!

Why Work With Us?

At Alpenglow Painting, we believe that a satisfied team leads to satisfied clients. Here's what we offer:

- **Fast-Paced, Fun, Positive Work Environment:** Join a dynamic and enthusiastic crew that values teamwork and camaraderie.
- **Competitive Wages:** Our performance-based pay structure ensures that your hard work directly translates into higher earnings.
- **Bonuses and Incentives:** We reward efficiency and quality with additional financial incentives.
- **Opportunities to Grow Within the Company:** Demonstrate your capabilities, and you can advance to roles with greater responsibility and pay.
- **Work-Hard, Play-Hard Culture:** Our 4-day workweek allows you to dedicate time to your passions and enjoy a balanced lifestyle.
- **Team Appreciation Events:** We regularly host events to show our gratitude for our team's hard work and dedication.
- **Comprehensive Training:** Even if you're new to painting, we provide training to ensure you have the skills needed to excel.
- **Safety First:** Your safety is our priority. We provide all necessary protective equipment and training to ensure a safe working environment.

By joining Alpenglow Painting, you're not just taking a job; you're becoming part of a team that values quality, professionalism, and personal growth.



Job Responsibilities

As a **Junior Painter**, your responsibilities are:

- **Surface Preparation:** Prepare surfaces for painting by cleaning, scraping, sanding, and priming as necessary to ensure proper adhesion.
- **Application of Finishes:** Apply paint, stains, and other finishes to various surfaces using brushes, rollers, and spraying equipment, ensuring an even and professional coat.
- **Filling and Caulking:** Fill and caulk holes and cracks to achieve a smooth and seamless finish.
- **Equipment Use and Maintenance:** Use and maintain painting equipment and tools, including brushes, rollers, sprayers, ladders, and scaffolding, ensuring they are in good working condition.
- **Safety Compliance:** Follow safety protocols and use protective equipment to ensure a safe working environment for yourself and your team members.
- **Work Area Maintenance:** Maintain a clean and organized work area, ensuring that all materials are stored properly and that the site is left clean at the end of each day.
- **Team Communication:** Communicate effectively with team members to complete tasks efficiently and to company standards.
- **Client Interaction:** Interact politely and professionally with clients to address their painting needs and ensure their satisfaction.
- **Professional Appearance:** Maintain a clean appearance and positive attitude, reflecting the professionalism and quality standards of Alpenglow Painting.

As a **Crew Leader**, your **additional** responsibilities are:

- **Team Coordination:** Assist in organizing and directing a small crew of painters, ensuring tasks are completed efficiently and to Alpenglow Painting's quality standards.
- **On-Site Leadership:** Act as the primary lead on-site when the production manager is not present, helping keep the team focused and productive.
- **Surface Preparation Oversight:** Ensure surfaces are properly prepped, including cleaning, scraping, sanding, caulking, and priming, before paint application.
- **Quality Assurance:** Regularly check completed work to ensure it meets company standards and make minor corrections as needed.
- **Safety Awareness:** Encourage safe work habits among the crew and ensure basic safety protocols are followed (e.g., proper ladder use, protective equipment).
- **Communication with Management:** Relay important updates to the production manager, such as job progress, material needs, or any issues that arise.
- **Equipment & Site Maintenance:** Help maintain a clean and organized job site, ensuring tools and materials are properly stored at the end of each day.

What We Look For

We're looking for **hard-working, reliable, and detail-oriented** individuals who:

- Have a **positive, can-do attitude**
- Are **physically capable** of working 10+ hours per day
- Work well in a **team-oriented environment**
- Are eager to **learn and improve**
- Pay attention to **fine details**
- Must have a **smartphone** for communication



- **Previous painting or trades experience** (construction, landscaping, window washing, etc.) is an asset but not required.
- **Having a vehicle is a plus** but not mandatory.

Compensation and Pay Structure

At Alpenglow Painting, we believe **hard work and efficiency should be rewarded**. That's why we use a **performance based pay system**, which means you get paid based on the amount of work you complete—not just the hours you put in.

How It Works:

Each job has a **budgeted time**—an estimate of how long it should take to complete. Your pay is based on this budget, **not just the time you spend on the task**.

Painters are paid a regular hourly wage for all hours worked, but if the project is finished faster than the budgeted time, a bonus is paid out to you out of the additional profits.

Examples:

- If a project is budgeted to take **100 hours** and is **finished on budget in 100 hours**, every painter is **paid their regular hourly wage**.
- If a project is budgeted to take **100 hours** and is **finished under budget in 90 hours**, every painter is **paid their regular hourly wage, PLUS** a percentage bonus of the additional profits based on the 10 additional hours that were saved (split between members of the crew based on how much time each individual spent on the project).
- If a project is budgeted to take **100 hours** and is **finished behind schedule in 110 hours**, every painter is **paid their regular hourly wage**.

This system rewards painters who **work hard, follow instructions, and become more efficient**—so you can **earn \$25-\$40+/hour** depending on your speed and skill! Productivity is regularly assessed and feedback is given to help you improve as you go.

Common Question: "If I finish something faster, do I get to go home early?"

No, you always work a full day. If you complete your budgeted work early, you **move on to more work**—so you keep increasing your earnings per hour. Faster, more efficient painters can make more while still working the same hours.

How You Can Earn More:

- **Work efficiently** – The faster and better you paint, the more you earn per hour.
- **Follow instructions carefully** – Doing the job right the first time avoids rework, keeping your pay high.
- **Improve your skills** – As you get better, you'll naturally become faster and make more money.
- **Advance to Crew Lead** – If you take on more responsibility and leadership, you can earn even higher rates.



Compensation:

- **Junior Painter Starting Pay:** \$25-28/hour.
- **Crew Lead Starting Pay:** \$28-33/hour.
- **Top performers can earn \$30-\$40+/hour** by improving speed and skill.

Other Bonuses and Incentives:

- **Retention bonuses** paid out at 4, 8 and 12 months
- **\$50 bonus per 5 Star Google Review** (if you worked on that project)
- **\$150 bonus for referring a booked project**
- **\$150 bonus for referring another painter** (who stays until the end of the painting season)
- And more...

This system ensures that **you're in control of your earnings**—the more skilled and efficient you become, the more you can make!

Schedule & Work Expectations

- **Work Schedule:** We operate on a **4-day workweek (usually Monday–Thursday, 8 AM – 6 PM)**. This gives you a **3-day weekend every week**, allowing for a better work-life balance. Occasionally, if a job has a tight deadline, we may ask you to work on a Friday, but this is rare (about once per month).
- **Punctuality & Reliability:** Being on time and ready to work at the start of the day is essential. Our team relies on each other to stay on schedule and complete projects efficiently.
- **Uniform Requirement:** We will provide you with a **branded t-shirt, hoodie, and hat**, as well as **white painter pants and shorts**. This uniform is required on all jobsites to maintain a professional company image.
- **Work Environment & Physical Requirements:** This is a **physically demanding job**, requiring you to be on your feet for long periods, using ladders, and lifting paint buckets and equipment as needed. Lots of our work is outdoors, so we adjust schedules when necessary for extreme weather conditions (e.g. starting earlier on hot days, sometimes not working when it's pouring rain).
- **Teamwork & Professionalism:** We take pride in delivering high-quality work and maintaining **respectful, professional interactions** with both clients and team members. Communication, accountability, and a strong work ethic are key to success in this role.

Hiring Process

1. **Complete the job application form** (found on “Join Our Team” link below).
2. **Attend an online video interview** with our hiring team.
3. **Get hired.**
4. **Complete our online training** before starting on-site.
5. Start working and **get hands-on training on the job.**

Apply Now: [Join Our Team](#)