

Nail Tech Instructor

Mahoning County Career & Technical Center (MCCTC) is seeking an experienced professional to serve as an Instructor for our Nail Tech program.

The Nail Tech Instructor will lead a program for 12th grade students focused on professional nail services, salon operations, infection control, customer service, and Ohio State Board of Cosmetology standards. This instructor will provide hands-on lab instruction and theory-based classroom learning that prepares students for licensure as a Nail Technician and for employment in salons, spas, and related beauty service settings.

This position is ideal for a licensed professional with strong technical skills, customer-service experience, and a passion for training the next generation of beauty industry professionals.

Schedule & Contract

- Target Start Date: August 2026
- Monday - Friday, 7:30 a.m. – 3:00 p.m.
- 184-day school year contract
- Summer break and holiday breaks off
- Occasional evening or weekend commitments (open houses, advisory committee meetings, student competitions, school events, and professional development) may be required.

Qualifications

Minimum Qualifications

- **Current Ohio State Cosmetology & Barber Board License as a Nail Technician or Cosmetologist.**
- **Current Ohio State Cosmetology & Barber Board Instructor License or ability to obtain.**
- Ability to obtain an Ohio Career-Technical (CTE) Teaching License in Cosmetology/Nail Care (MCCTC will assist).
- Minimum of five (5) years recent, full-time experience working in nail care, salon services, or cosmetology.
- Strong technical experience in nail procedures, safety compliance, and customer service.
- Effective communication skills and the ability to work with teenagers in both classroom and salon environments.
- Ability to pass all required BCI/FBI background checks and pre-employment drug screening, and meet all other employment requirements as mandated by state law and MCCTC policy.

Preferred Qualifications

- Prior experience teaching, training, mentoring, or supervising in a salon or educational environment.

- Experience with advanced nail technologies (e-filing, sculpting, gel structure, specialty systems).
- Experience operating or managing a salon or spa.
- Familiarity with scheduling systems, customer relations, and salon business skills.
- Participation in industry organizations or continuing education.

Teaching & Licensure

- This is an Ohio teaching position
- Ohio teaching license not required at hire
- Candidate must be eligible to become licensed
- MCCTC will assist and support the instructor through the teacher licensure process

Essential Duties and Responsibilities

The Instructor will. . .

Instruction & Curriculum

- Teach theory and hands-on techniques in:
 - Manicuring and pedicuring (basic and advanced)
 - Nail shaping, filing, buffing, and cuticle work
 - Acrylic enhancements, gels, and tips
 - Nail art, design, and specialty techniques
 - Infection control, sanitation, disinfection, and sterilization
 - Safety procedures, ergonomics, and proper tool handling
- Deliver curriculum aligned with:
 - Ohio State Cosmetology & Barber Board requirements
 - Ohio Career-Technical Education standards for cosmetology/nail technology
- Use a variety of instructional strategies (demonstrations, small-group instruction, practice clients, live lab work, simulations).
- Maintain a clean, safe, and fully compliant salon lab environment that models industry best practices.
- Integrate employability skills such as communication, customer service, scheduling, and salon professionalism.

Student Assessment & Credentials

- Prepare students to meet the required Ohio State Board of Cosmetology – Nail Technician Licensing hours and competencies.
- Provide written, practical, and performance-based assessments.
- Train students on state exam preparation, sanitation procedures, client consultation, and technical skill tests.
- Maintain accurate records of:

- Clock hours
- Student progress and competencies
- Safety compliance
- Licensure preparation
- Attendance and academic performance

Program & Industry Collaboration

- Maintain partnerships with local salons, spas, and industry professionals to support advisory committee work, donations, speakers, and training.
- Coordinate work-based learning opportunities, including:
 - Salon shadowing
 - Internships
 - Guest services (client days)
 - Senior job placement
- Promote student participation in SkillsUSA or other relevant organizations.
- Maintain communication with parents/guardians regarding student progress, professionalism, and credential readiness.

Professional Responsibilities

- Collaborate with academic instructors, counselors, special education staff, administrators, and support personnel to ensure student success—including students with IEPs and 504 plans.
- Participate in district professional development, staff meetings, advisory committee meetings, and state-required training.
- Uphold MCCTC policies, safety rules, licensure requirements, and all state cosmetology regulations.
- Maintain accurate inventory and ensure proper ordering and storage of chemicals, tools, and supplies.

Working Conditions

- Instruction occurs in a classroom and salon-style lab, including work with chemicals, tools, and equipment common to nail services.
- Must be able to demonstrate procedures, stand for extended periods, and ensure safety compliance in all student activities.

Compensation & Benefits

- Competitive salary
- Full benefits package
- College tuition reimbursement
- Excellent work-life balance

Why MCCTC?

MCCTC is a forward-thinking, proactive school district that:

- Strongly supports its instructors
- Provides autonomy to develop and lead the program
- Values industry experience and hands-on expertise
- Is committed to workforce development and student success

Application Process

Interested applicants should email the following to John Zehentbauer, Superintendent, at jobs@mahoningctc.com

- letter of interest
- current resume detailing nail care/cosmetology experience
- 3 professional references, including contact information
- copy of relevant licenses (Ohio Nail Technician or Cosmetology)

Questions can be directed to Mara Banfield, Director, at (330) 729-4002

Applications will be accepted until the position is filled.

Equal Opportunity & Workplace Culture Statement

Mahoning County Career & Technical Center is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, or any other characteristic protected by federal, state, or local law.

MCCTC is committed to fostering a safe, respectful, and inclusive learning and working environment where all employees and students are valued, supported, and provided equitable opportunities for success. We believe a diverse and inclusive workforce strengthens our organization and enhances the educational experience for all.