Technology Instructor
Reports To: High School Program Director
Status: Full Time Exempt
Location: Philadelphia, PA (4 days/week in-person, 1 day remote)
Target Start Date: June 1, 2024

Launchpad Background:
Launchpad is a "earn-and-learn" workforce development program that prepares students from traditionally underrepresented groups for high-paying careers in tech. The program starts in junior or senior year of high school and takes two and half years to complete. Through our programming, students gain valuable industry exposure, receive comprehensive technical skills training and certifications, and take college courses. Upon completion, our students emerge equipped with the credentials, technical skills, durable skills, and practical experience, empowering them to evolve into competent professionals fully prepared to excel in the modern workplace.

Vision: Young people thrive in an economy that works for everyone

Mission: Build accelerated pathways connecting high school students to high paying tech careers

Building 21 Background:
Founded in 2013, Building 21 is a Philadelphia-based educational nonprofit building learner-centered pathways so all young people can have the future they want. Our approach promotes transparency, emphasizes growth, ensures mastery, and activates young people to take ownership of their post-secondary pathways. Built upon a foundation of positive relationships, our schools, programs, and partners engage young people in real-world, project-based learning opportunities to best prepare them for life after school. www.building21.org

Position Overview:
Launchpad is currently looking for a passionate and experienced individual to teach technology curriculum to our students and ensure they are ready for success in the tech workforce. The ideal Technology Instructor should possess a deep commitment to our mission, a strong ability to connect with young people, and an enthusiasm for building a program from the ground up. Some coding **or** teaching experience is required, not necessarily both. *Combining classroom instruction and curriculum improvement, this role is ideal for a dynamic team-player with big ideas and a passion for building generational wealth for Black and Brown communities and equity within Philadelphia's tech ecosystem.*

What you'll do:
- Serve as the primary instructor and academic support for a cohort of 16-20 year olds in our downtown Philly learning studio.
- Provide direct instruction on foundational Python and additional software development skills.
- Provide individual and small group support to ensure all participants build a solid foundation of basic coding skills and pass an entry level Python programmer certification.
- Create, administer, record, and share results of assessments and impact projects to evaluate students' understanding and mastery of technology concepts and skills.

- Monitor student progress and solicit regular feedback to improve day-to-day instructional plans and activities to match learner needs with key teaching objectives.
- Use classroom data and experience to advise the High School Program Director and VP of Technology Instruction on recruitment strategy, curriculum design, and program flow.
- Support and participate in full-group programming such as community building, field trips, recruitment events, and industry exposure.
- Engage in professional development activities to enhance teaching skills and stay current with emerging technologies.
- Build deep relationships with all of our students in order to best nurture their growth and development in and outside of the classroom.

Delivering tangible results is critical to our mission and as the Technology Instructor, your contributions will directly impact the success of the program. Through your dedication and expertise, you will drive measurable outcomes in several key areas:

- Increased proficiency in Python programming as evidenced by successful completion of assessments and projects along with a high pass rate for an entry level Python programmer certification.
- Improved student engagement and satisfaction as evidenced by regular positive feedback and consistent attendance.
- Student growth in core work-readiness competencies (communication, collaboration, flexibility, growth mindset, etc.) over quarterly evaluations.
- Positive feedback from alumni, program graduates, and employer partners regarding the value of Launchpad's curriculum and the impact it has on a learner's career trajectory.

The beliefs, mindsets, and skills you possess:

- Ability to inspire authentic joy and a passion for learning coding in young adults
- Commitment to tailoring instruction to meet the diverse learning styles of individual students and empower students to fully utilize their peer networks and online resources to problem solve
- Knowledge of coding and other technology related subjects and best practices for building mastery in these content areas (Python experience not required, an employer-sponsored Python bootcamp will be provided as part of the onboarding process)
- Willingness to explore new teaching methodologies, technologies, and approaches to enhance the learning experience and achieve better outcomes for students
- Data driven attitude toward measuring learner progress and analyzing program outcomes to inform instructional decisions and improve effectiveness
- Strong classroom management skills to create and maintain a supportive and optimal learning environment
- Deep belief in the potential of young people to master the skills necessary to increase diversity and equity within the technology industry
- Comfort with the ambiguity and rapid change of a startup environment and a desire to claim space and spearhead efforts on a small team

Salary and Benefits:

- Salary: Commensurate with qualifications and experience.
- Benefits: Strong benefits package provided.

Application Submission:

As an equal opportunity employer, we are committed to identifying and developing the skills and leadership of people from diverse backgrounds. We encourage all qualified candidates to apply. Building 21 is a non-profit organization that is committed to attracting, developing and retaining exceptional people, and to creating a work environment that is dynamic, rewarding and enables each of us to realize our potential. Building 21/Launchpad's work environment is safe and open to all employees and partners, respecting the full spectrum of races, ethnicities, national origins, ages, sexual orientations, gender identities, beliefs, religions, faiths and ideologies, cultures, socio-economic backgrounds and levels of physical ability.

Apply online at building21.org/careers