

Industrial Logic is invested in creating the next generation of technical leaders through their apprenticeship program in **Detroit, MI!**

Whether you're self-taught, a recent grad, or a boot-camp attendee looking for your first (or second!) programming job this is an opportunity to learn from and work with some of the best developers and technical leaders in the industry.

Compensation and Benefits

Compensation is competitive for the Detroit area and based on relevant experience, such as project management, design, software testing, etc. You'll be provided with health insurance, retirement contributions, a \$2,000/year education stipend and a generous vacation policy. For anyone not based in the greater Detroit area, a relocation package is available.

How To Apply

Applications are currently closed.

Should You Apply?

Short answer, **YES**. If you're hungry to learn, can demonstrate your ability to build small programs, and are legally able to work in the United States.

Every person who applies by Sunday, November 12th will get a 30m phone interview where you can share your story about how you're learning programming.

If you apply after Sunday, November 12th, you're likely still get an interview, but we can't guarantee it.

What You'll Learn

Industrial Logic apprentices will learn the how to think like a computer, the ins and outs of test driven development, software architecture, lean and agile project management, as well as further develop their skills in computational thinking, web standards, and technical collaboration.

How You'll Be Supported

You will be provided:

- A full-time position with competitive compensation and benefits based upon your relevant experience, including a relocation package for those outside the Greater Detroit area.
- A full-time professional instructor, coach and mentor.
- Access to the Industrial Logic eLearning suite used to teach advanced technology skills at organizations including Google, General Electric, Nielsen, and many others.

What You'll Do

Industrial Logic apprenticeships consist of 4 phases over two years:

- November 20th(ish) to December 15th
 - Phase 1 you begin to work remotely on your customized learning plan. You'll also visit our teams on-site in Detroit, MI.
 - Phase 2 is a two week period in Berkeley, CA from December 4th to 15th, where you will learn full time from the Industrial Logic offices with your coach.
- December 15th through January 2018
 - Phase 3 is a mix of self-study and remote group work led by your instructor. You'll be assigned educational material to study, as well as work in internal group projects to develop your engineering skills.
 - If you're relocating you'll probably want to be moving during this time.
- February 2018 and Beyond
 - You'll begin working with one of Industrial Logic's embedded teams in the greater Detroit area, delivering software for our clients and leveling up your engineering skills.

Here's a brief video put together by their first apprentice: <https://youtu.be/eaqd69Rs-3U>

What We're Looking For

Industrial Logic is committed to building a diverse engineering organization. We strongly encourage people from historically underrepresented backgrounds to apply. We are a firm believer in hiring for potential, and are excited to talk with you. Some of the things we're looking for are:

- **Proactive, self-directed research.** Spending time to learn, understand and distill the problems from the user's perspective, and the ways in which they experience their end-to-end journey. You've a growth mindset and are self-reliant, you how to find answers to your questions and you proactively seek help when you don't.
- **Work ethic:** You know you've a lot to learn, you've shown discipline in your work habits, are willing to work hard and know how to balance your time so as to avoid burn out.
- **Collaboration and Influence.** You work with diverse stakeholders across the business to understand perspectives and align approaches, asking questions, explaining your process and articulating the "why". You stay calm in a stressful environment, are respectful and take responsibility for your mistakes.
- **Relevant Technical Experience:**
 - You know basic HTML, CSS and JavaScript.
 - You can write and debug code in a single programming language.
 - You've built something using an application framework or integrated with an external API
 - You can talk through technical decisions you've made, what you've learned from those decisions, and what you would do differently.

- Web apps with databases are a plus.
- Java a plus (but not necessary!)

On placement, candidates will be working in or near Detroit, Michigan.

What If I'm Further In My Career, But Still Want To Apply?

That would be amazing! One struggle many apprenticeship programs face is "bridging the gap" between highly senior staff and very entry level people. If you're several years into your career and want to come on board we're open to hiring one or two "mid-career" people and paying them market rate.

OK! Now Go Apply!

Fill out this 5 minute form: <https://goo.gl/forms/Bazoe1Bhu6Fibask2> and we'll reach out to you by end of day!