



Job Description: Innovation Educator

Job Title:

Innovation Educator (Hiring at all sites: Greater East Bay and Los Angeles, CA., and Detroit, MI.)

Position Purpose and Summary:

The Innovation Educator within The Hidden Genius Project is a fundamental driver of student programming activities with a core focus on the Intensive Immersion Program inside the classroom. Hence, they are primarily responsible for implementing the curriculum. The curriculum includes topics in computer science, social systems in the United States, and social entrepreneurship. Additionally, they co-coordinate and oversee a team of Youth Educators who assist with teaching and may even lead sessions. The Hidden Genius Project seeks to transform the pedagogy of computer science, entrepreneurship, and leadership to a decolonial view, and the Innovation Educator will serve as a fundamental strategist toward this end. Accordingly, it is vital that they continually exercise ingenuity, enthusiasm, and a deep commitment to continual learning within an exciting expanding environment. Finally, the Innovation Educator works as part of a dynamic, communicative, and supportive team of staff, Youth Educators, and Board members committed to their success. This is the consummate role for the educator with a creative and entrepreneurial spirit.

Working Relationships:

- Reports to: The Hidden Genius Project Director of Curriculum and Instruction (based in Oakland, CA) and your respective site's Senior Innovation Educator.
- Manages: Youth Educators, as well as volunteers within classroom and program settings

Major Areas of Responsibility:

- **Curriculum Design** - Work with the Senior Innovation Educator and Curriculum Lead/Specialist to continually re/develop and innovate an existing in/external facing curriculum that is broadly accessible, aligned with The Hidden Genius Project Immersion Curriculum goals and values.
- **Curriculum Adaptation** - Partner with The Hidden Genius Project instructional leadership to adapt and refine core curricula to meet the needs of the local site.
- **Core Instruction** - Teach core curricular concepts (i.e. technology, entrepreneurship, and leadership) to Immersion cohort during summer and school-year sessions. Coordinate Youth Educators and lead educational activities within Catalyst/community programming.
- **Training, Technical Assistance, and Facilitation** - Facilitate training and/or convenings for Genius alumni interested in becoming Youth Educators. Train the current Youth



Educators on advanced programming skills, enhanced content and methods. Train and supervise Youth Educators to support classroom and Catalyst activities, and manage them within those settings.

- **Other duties as assigned by the Director of Curriculum and Instruction** - Work on other short-term and long-term projects as the need arises.

General Responsibilities:

- Serve as an exceptional role model and mentor to The Hidden Genius Project participants.
- Communicate effectively (via email, phone, and/or postal mail) and in a timely manner with all relevant constituencies, including participants and their parents/guardians.
- Act as a dynamic ambassador to The Hidden Genius Project within the community.

Qualifications, Skills, and Abilities:

Desired

- Bachelor's Degree
- Experience teaching problem-solving and/or math skills
- Experience teaching or studying computer science, and/or programming languages, i.e. Python, HTML, JavaScript, CSS, Swift, Flutter, etc.
- Experience working in the technology industry
- Commitment to achieving The Hidden Genius Project's mission and vision
- Excellent writing, communication, presentation, and group facilitation skills
- Ability to work more than 40 hours per week, and during the evenings and weekends, as needed.

Required

- Excellent leadership abilities
- High comfort level with technology
- Experience working and communicating effectively with Black youth, underrepresented youth, and/or low-income youth
- Intense commitment to the life success of Black males and boys and men of color
- Experience mentoring and working closely with Black male youth
- "Can do" attitude and ability to work as part of a team
- Willingness to develop differentiated learning experiences
- Ability to prioritize, organize, and delegate effectively
- Ability to receive feedback and engage in continuous self-improvement
- Ability to adapt to a dynamic, rapidly-changing work environment
- Ability to build positive relationships with all important constituencies
- Ability to work collaboratively and across teams and sectors
- Strong knowledge of youth development field and models



- Firm belief in personal accountability, producing measurable outcomes, and sustaining high expectations

Benefits:

- Dynamic, fun work environment.
- Paid professional development
- Excellent opportunity to make a significant impact in the lives of numerous underserved youth.
- Entrepreneurial organization; implement your own ideas and immediately see the effects.
- Opportunity to meet and interact with multifarious individuals in the technology industry.
- Opportunity to play a fundamental role in building an international program.
- Opportunity to innovate in building effective models for holistic technology instruction

Physical Demands:

The physical demands described here are representative of those that must be met to successfully perform the essential functions of this job:

- Regularly sit, stand, talk, and move around for extended periods of time.
- Periodically lift or carry up to 50 pounds.
- Travel and supervise the transportation of students as needed.

Compensation:

- Salary range: Commensurate with experience and skill
- Curriculum Specialist Designation - Potential for a salary increase for those earning a 'Curriculum Specialist' designation.
- Includes very generous medical, dental, and retirement benefits packages
- Paid time off (PTO) and floating holidays

Role Overview:

- Role Location: Greater East Bay and Los Angeles, CA., and Detroit, MI.
- Reports to: Director of Curriculum and Instruction (headquarters based in Oakland, CA) OR Site Senior Innovation Educator if applicable.
- Status: Exempt
- Schedule: Full Time (minimum 40 hours per week)
- Must be able to navigate various virtual platforms such as Zoom, Hopin, Microsoft Teams, and Google Suite



Applying: To apply, please submit a resume and cover letter outlining your interest in the role and how your qualifications align with the above requirements via email to hiring@hiddengeniusproject.org, with the subject head: Innovation Educator

About The Hidden Genius Project:

The Hidden Genius Project trains and mentors Black male youth in technology creation, entrepreneurship, and leadership skills to transform their lives and communities. Founded in 2012 by five Black male entrepreneurs/technologists who were unnerved by the dramatic juxtaposition between the high unemployment of black male youth and the plethora of career opportunities within the local technology sector, The Hidden Genius Project connects young Black males with the skills, mentors, and experiences that they need to become leaders in high-performing entrepreneurs and technologists.