



JOB TITLE: Innovation Educator-Chicago, IL & Atlanta, GA

ORGANIZATION BACKGROUND:

The Hidden Genius Project is a non-profit headquartered in Oakland, California that trains and mentors Black male youth in technology creation, entrepreneurship, and leadership skills to transform their lives and communities. The Hidden Genius Project seeks to reveal the true potential of Black male youth and transform their communities from the inside out. Through our student-centered, project-based approach, we invest in young Black men, give them access to technology training, and plug them into an ecosystem of innovation and empowerment. The Hidden Genius Project was founded in 2012 and established a full-time infrastructure in 2015. The organization now operates Intensive Immersion Programs in Oakland, Richmond, California, Los Angeles, and Detroit; in 2023, we will continue on our national growth trajectory, all as we look to regain our programming rhythm in the wake of ongoing public health challenges. As the program continues to grow, The Hidden Genius Project seeks to impact thousands of more Black males and young people in the coming years.

POSITION PURPOSE AND SUMMARY:

The Innovation Educator within The Hidden Genius Project is the 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 technical curriculum, including problem-solving, computer science, programming, and software design. Additionally, they co-coordinate and oversee a team of Youth Educators to teach the entrepreneurship and leadership components. The Hidden Genius Project seeks to effect a radical transformation in the pedagogy of computer science, entrepreneurship, and leadership, 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.

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 programming.

Training, Technical Assistance, & 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.

Other responsibilities as assigned.

QUALIFICATIONS, SKILLS, AND ABILITIES:

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
- Experience in project management. 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
- Strong knowledge of youth development field and models
- Firm belief in personal accountability, producing measurable outcomes and sustaining high expectations

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
- Ability to work more than 40 hours per week, and during the evenings and weekends, as needed

ROLE OVERVIEW:

- Role Location: Chicago, Illinois or Atlanta, Georgia.
- 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 of 40 hours per week)
- Must be able to navigate various virtual platforms such as Zoom, Hopin, Microsoft Teams, and Google Suite

BENEFITS OF THE ROLE:

- Paid professional development
- Dynamic, fun work environment.
- Excellent opportunity to make a significant impact in the lives of numerous young people
- 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 a national organization
- Opportunity to innovate in building effective models for holistic technology instruction

COMPENSATION:

- Salary and benefits will be competitive and commensurate with experience

PHYSICAL DEMANDS:

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

- The employee may occasionally climb or balance; stoop, kneel, crouch, or crawl; the employee may frequently stand, walk, or sit; the employee may regularly grasp objects, talk and/ or hear.
- The employee will occasionally lift up to 50 pounds; the employee will regularly lift up to 10 pounds



- This job requires vision abilities that ensure safety of operating and programming spaces for all stakeholders
- Travel and supervise transportation of students as needed
- National (and possibly international) travel

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 hire@hiddengeniusproject.org, with the subject head: "Innovation Educator-Chicago or Atlanta (based on your desired location)."

ABOUT THE HIDDEN GENIUS PROJECT CREATION & COMMITMENT:

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.

The Hidden Genius Project is an equal opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex (including pregnancy, childbirth, reproductive health decisions, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, genetic information, political views or activity, or other applicable legally protected characteristics. We also consider qualified applicants regardless of criminal histories, consistent with legal requirements. If you have a disability or a need that requires an accommodation, please let us know.

We value diversity and inclusion and encourage people of color to apply for our open positions. To be successful in our work, one must have a passion for young Black males and through operational excellence, be able to serve them in their current state and for the betterment of their future.