

Deputy Director, North Carolina High-Tech Learning Accelerator

Join Our Team

Role Type: Full-Time

Location: Flexible; prefer candidates based in NC or willing to relocate

Travel: Approximately 20-25% in-state travel; occasional national conferences and events

**The
Innovation
Project**



The successful applicant for this role will be deeply driven by two ambitions: (1) a desire to expand pathways into high-tech fields for North Carolina learners, particularly those disproportionately impacted by COVID-19 and those from groups that have historically been underrepresented in these fields; and (2) a deep and abiding commitment to transforming learning experiences and related education policies and systems to make public schools more learner-centered, equitable, flexible, and adaptive.

Who We Are:

The North Carolina High-Tech Learning Accelerator (Accelerator) is an ESSER-funded initiative created through an allocation in North Carolina's 2021 state budget to provide opportunities for learners to access rigorous and experiential pathways leading to jobs in high-tech industry—in areas including artificial intelligence & machine learning, cybersecurity, software development, data analytics, computer systems engineering, and design UX/UI.

The Accelerator is an initiative of The Innovation Project (TIP), a nonprofit, 501(c)(3) organization that brings together North Carolina public school district leaders to rethink, reimagine, and redesign public education using equitable, learner-centered strategies. Like other TIP initiatives, the Accelerator will eventually expand to serve learners throughout North Carolina.

High-tech industry is growing rapidly in North Carolina and nationally, with a large and expanding pool of high-paying jobs available to those with the requisite interest, knowledge, skills, and abilities. Many of these jobs are going unfilled because young people aren't aware of the opportunities, view them as unattainable, or don't see clear pathways to pursue them.

The Accelerator will open doors for learners to explore, experience, and navigate pathways toward high-tech jobs. We will help learners expand skill sets, build networks, gain confidence, and chart personalized pathways toward these jobs through engaging, connected experiences, resources, and guidance along our Acceleration Continuum:

OUR ACCELERATION CONTINUUM

The North Carolina High-Tech Learning Accelerator will ACCELERATE learners' progress along this continuum and prepare them for future opportunities in high-tech fields.



Exploration

Help learners new to high-tech fields see pathways as possible and accessible, with a focus on increasing engagement among women and students of color; extend exploration of pathways through activities like interacting with professionals in high-tech jobs, engaging in survey courses, and participating in tech-focused design challenges



Experience

Provide opportunities for deeper learning through direct work on high-tech issues, with peers and experts in the field, addressing real world challenges; develop modular experiences for learners to engage with relevant content and progress toward mastery



Career Navigation

Support learners in choosing among opportunities leading to diplomas, college credit, badges, micro-credentials, certificates, or other industry-relevant credentials; build relationships with high-tech employers to strengthen learners' preparation and accelerate their progress into successful high-tech careers

Our team is optimistic, hard-working, creative, visionary, and fun.

We are deliberative and strategic, but also impatient and driven to action. We are passionate about transforming learning, particularly for those who have been disengaged or left behind by traditional systems. We believe strongly in public education and the power of innovative educators to build impactful, personalized learning experiences for all kinds of learners.

Deputy Director, North Carolina High-Tech Learning Accelerator

The development and delivery of the Accelerator's programming will be guided by the following design principles:

Learner Agency

Learners will experience a choice of pathways and maintain a strong voice in program design.

Equity

All learners will have access to pathways, including those disproportionately impacted by COVID-19 and those historically underrepresented in technology.

Relevance

Learners will grapple with complex, industry-relevant, real-world challenges, through problem-based learning.

Connection

Learners will receive guidance and support from knowledgeable, caring adults, and comprehensive, up-to-date tools to navigate pathways.

Transformation

Learners will inform state and district leaders on how to redesign systems and create policies that respond to industry needs, support interdistrict collaboration, and enable competency-based learning.

The Opportunity:

As the Deputy Director, you will play a key leadership role on a nimble team doing profoundly exciting and meaningful work for North Carolina students and school systems. You will help lead an iterative design process to create a continuum of learning focused on high-tech fields. Students will experience the continuum as an interconnected system of relationships, programming, and supports. School systems will experience the continuum as a proof of concept that points the way to transformation of how schools use time, technology, talent, physical spaces, and connections to external partners including community groups, colleges and universities, and tech companies.

You will work closely with the Accelerator's Executive Director to:

- Lead an exceptional **team** to generate consistently high-quality work, creating and delivering engaging learner experiences and serving as a lodestar for broader system change
- Develop and sustain strong relationships with **school district leaders**
- Continually assess and refine the Accelerator's **strategic priorities** in light of our vision and design principles
- Strategically develop and manage the Accelerator's partner network, including thought partners from **industry, higher education, and local communities**, and implementation partners including those with expertise in education, learning sciences, and design UX/UI
- Manage implementation at all levels of the **Acceleration Continuum**
- Lead the development of **guided, connected experiences** for students, shaped by **resources** including guidebooks, toolkits, and roadmaps
- Plan and oversee the coaching of **educators** engaged in program delivery and student support
- Create case studies, articles, blog posts, podcasts, website content, and other **outreach materials** to amplify the Accelerator's work, capture the student experience, and document our iterative design process
- Participate in **project evaluation** and support the collection and analysis of relevant data from students, educators, districts, and partners
- Lead all other Accelerator operations, strategy development, personnel and partner management

Deputy Director, North Carolina High-Tech Learning Accelerator

Who You Are:

First and foremost, you care deeply about providing students with engaging learning experiences. You have seen the positive impact that well-designed and implemented learning experiences can have on student academic and life outcomes. You are intolerant of boring curriculum, disengaged teaching, and kludgy user interfaces for online work.

You may have experience with high-tech industry, but in any case, you understand the dramatic growth of the industry and how it is impacting the employment landscape that our learners are preparing to enter. You believe in the importance of expanding students' opportunities to see themselves in high-demand, high-paying high-tech jobs, and of helping students access pathways to prepare for higher education and employment in this industry.

You are dedicated to expanding opportunities for all students, but with a special focus on those who have been disproportionately impacted by COVID-19, those from groups historically underrepresented in technology, and students from other marginalized populations.

You care deeply about rethinking, reimagining, and redesigning public education. You recognize that the pronounced deficiencies, inefficiencies, and inequities in existing systems cannot be adequately remedied with tinkering and incremental change. You believe in the importance of data-driven decision-making but also in examining promising practices for which definitive evidence of impact is not yet available.

You are creative and strategic. You have an entrepreneur's mindset and thrive as part of a team engaged in the messiness and uncertainty of iterative design. You are risk-tolerant and open to "failing forward."

You see each learner as unique, having unbounded potential, and possessing an innate desire to learn. You believe the purposes of education are to honor uniqueness, unlock potential, and unleash the desire to learn.

To our work and our team, you bring:

- A desire to rethink foundational assumptions that have shaped existing systems, programs, and practices in K-12 education
- An ability to inspire others and lead through influence
- Excellent interpersonal, relationship-building, and communication skills
- Appreciation for complexity and tolerance for ambiguity
- An entrepreneurial drive to learn, build, and lead
- Eagerness to embrace and live the Accelerator's design principles
- An ability to regard our work with seriousness and urgency while maintaining positivity, having fun, and supporting the team

Deputy Director, North Carolina High-Tech Learning Accelerator

The Deputy Director reports to the Executive Director. Given the complexity of the initiative and our interdistrict work, the Deputy Director will be expected to function at the highest level to manage complex technical problems and respond to adaptive challenges. The Deputy Director will be central to the evolution of our organizational vision and the successful implementation of our programming and partnerships. The Deputy Director must be comfortable operating in an apolitical role.

Preferred Qualifications:

Master's degree or higher in relevant field

Salary and Benefits:

This position will offer a competitive salary and a benefits package that includes health insurance or a Health Reimbursement Arrangement; a retirement plan; and dental, vision, and disability coverage options.

Apply:

The Innovation Project is an equal opportunity employer. We value diversity, equity, and inclusion, and we encourage candidates from historically underrepresented groups to apply.

To apply, please forward a cover letter and resume to Dionne Lester, TIP's Director of Operations, at dlester@tipnc.org, by the preferred application **deadline of Saturday, April 30, 2022**.

All complete submissions received by that date will be fully considered. Materials received after that date may be considered until the position is filled.

<https://tipnc.org/about-tip/careers/>

