

# Director of Learning Experience Design, 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



For this role, we are seeking a candidate with passion and expertise in designing powerful learning experiences. The ideal candidate will have extensive experience and knowledge of cutting-edge practices in designing learner-centered, empathy-based in-person and online learning environments. The learning experiences we have in mind will enable students to work in teams to address real-world challenges tied to work in today's high-tech industry. They will enable collaborative learning among students across our statewide network of school districts. And they will extend partnerships and connections between public school systems and high-tech companies.

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 discover, 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.



#### Discovery

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

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**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.

**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 our Director of Learning Experience Design, you will lead the development of transformative in-person and online experiences that help learners progress along pathways toward careers in technology. These experiences will extend and deepen the engagement of learners who have previously discovered an interest in high-tech fields. They will include work-based learning in teams and other high-impact in-person and online learning experiences.

You will work closely with innovative district leaders to rethink, reimagine, and redesign public education to be more learner-centered and relevant to the needs of employers.

Your role will be informed by existing district transformation efforts and the needs and priorities of industry partners. The learning experiences we offer students will focus on the substance of high-tech fields such as AI & machine learning and cybersecurity, as well as the specific knowledge, skills, abilities, and credentials needed for future workers in these fields.

You will report to the Executive Director. Given the complexity of the initiative and our interdistrict work, you will be expected to function at the highest level to manage complex technical problems and respond to adaptive challenges. You must be comfortable operating in an apolitical role.

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## Who You Are:

First and foremost, you care deeply about providing students with engaging learning experiences. You have seen the positive impact that strong learning experience design 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 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 that desire to learn.

To our work and our team, you bring:

- Experience with and dedication to creating and refining engaging experiences in learner-centered environments
- A desire to rethink foundational assumptions that have shaped existing systems, programs, and practices in K-12 education
- Appreciation for complexity and tolerance for ambiguity
- An entrepreneurial drive to learn, build, and lead
- A deep commitment to engaging underserved students

## Salary and Benefits:

This position offers a competitive salary commensurate with experience and a benefits package that includes health insurance or a health reimbursement arrangement; a retirement plan; dental, vision, and disability coverage options; generous organization-wide holidays; and professional development opportunities.

## 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](mailto:dlester@tipnc.org), by the preferred application deadline of **Wednesday, May 18th 2022**. All complete submissions received by that date will be fully considered. Materials received after that date may be considered. This posting will remain open until the position is filled.

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