



## AnnieCannons – Associate Coding Instructor

AnnieCannons is seeking a full-time Associate Coding Instructor to provide training to survivors of human trafficking about web development and software, to teach problem-solving strategies, to leverage different technologies and coding languages, and to instill a love of learning new tech stacks in order to build a sustainable career in tech.

The ideal candidate will have a passion for passing along their coding experience to others, sparking their curiosity in learning how to code. They are fluent in frontend and/or backend development and have a proven ability to clearly communicate complex concepts in languages such as JavaScript. They are a strong communicator who can balance empathy and accountability in interactions and expectations. They will be committed to strengthening the impact of our programs and maintaining a relevant, robust curriculum that bolsters the hire-ability of program participants.

### Who We Are

AnnieCannons is a nonprofit organization with a mission to train, prepare, and connect individuals who have experienced human trafficking to sustainable careers in tech. Our training program is designed to economically empower survivors through in-demand technology skills training, job readiness support, and work pathways into the technology industry. We believe that by linking survivors to meaningful careers and incomes, they will have the means to gain economic power, achieve financial independence, and permanently break the cycle of poverty and vulnerability that leads to exploitation.

We are launching our redesigned coding training program that is 100% remote and offered at no cost to our students - adult learners who are new to coding. Our modular course design gives students the critical agency they deserve to move between classes of their choosing at their own pace. Our team and our students are spread across the continental U.S. and enjoy both synchronous and asynchronous scheduling and collaboration.

### What You Will Do

The Coding Instructor may be based anywhere in the United States or its territories, reports to the Director of Learning and Technology, and is responsible for the following:

- Instruct beginning and intermediate topics in software engineering to a class of 15-20 students Monday through Thursday for five hours per day.
- Outside of class hours, the Associate Coding Instructor will also:
  - Dedicate time to students during office hours for tutoring and technical mentorship.
  - Monitor student progress, advise students, grade assignments, and provide feedback and support to students to meet student outcomes and course objectives.
  - Prepare reports on student progress, classroom updates, and students needs.
  - Provide suggestions for improvements and updates based on trends in the marketplace.
  - Attend teaching team meetings and staff meetings as scheduled.
  - Expand their own knowledge and learning, via cross-training in other topic areas, shadowing other instructors, serving as a teaching assistant or tutor as needed, or learning techniques in instructional design and teaching.

### Who You Are and the Keys to Success

To be successful in this job, you will excel in:

- **Technical skills and capacity**
  - **Field experience:** You should have experience in frontend or backend in developing web applications and mobile applications.
    - Frontend: You are proficient in HTML, CSS, vanilla JavaScript, and the browser, with an understanding of the React.js framework and current web technologies. You should know enough to teach a beginner-level course as well as an intermediate course in React.js.
    - Backend: You are strongly proficient in Node.js and the browser, with an understanding of the React.js framework, current web technologies, API

systems, and RESTful backend web systems. You should know enough vanilla JavaScript and Node.js to teach a beginner-level course and more advanced courses in backend technologies.

- o **Teaching experience:** You have experience teaching adult learners, college students, or coaching and mentoring junior engineers. You understand and can explain complex programming topics and theories to beginners in an easy-to-learn manner.
- **Critical thinking and problem-solving ability**
  - o **Strategist's mind:** You quickly grasp the subtleties of complex issues and identify patterns in challenges. You come up with insightful, pragmatic, equitable, and sustainable ways to tackle common challenges and produce positive change. You have a successful track record of taking a concept from idea to implementation.
  - o **Vision and goal setting:** You adapt to the evolving needs of the organization and think 3 (or 30) steps ahead to develop solutions that achieve goals in their realm.
  - o **Entrepreneurial and resourceful:** You consistently overcome challenges and leverage resources to creatively solve problems. You propose solutions to issues without much guidance (but aren't afraid to ask questions). You proactively ask for help, anticipate problems, and course-correct where needed.

### What Else You Should Know

This is a full-time remote position. The beginning salary ranges from \$70,000 to \$75,000, with exact salary depending on experience. AnnieCannons offers excellent benefits including medical, dental, and vision coverage; a retirement savings plan; a generous leave policy; and a community wellness program.

AnnieCannons is an equal opportunity employer who celebrates and promotes diversity, with a commitment to an inclusive and respectful environment for all. We make a particular effort to

recruit and encourage candidates to apply who have been affected by human trafficking or exploitation or are at greatest risk of being trafficked including Black, Indigenous, and people of color; queer, transgender, and nonbinary people; and people with disabilities.

We also strive to ensure that our hiring process meets your needs. If there are accommodations that would help you, please email [jobs@anniecannons.com](mailto:jobs@anniecannons.com).

## How To Apply

Please send a cover letter and resume to [jobs@anniecannons.com](mailto:jobs@anniecannons.com).