



AnnieCannons – Coding Instructor

AnnieCannons is seeking a full-time 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 backend development and have a proven ability to clearly communicate complex concepts in languages such as JavaScript and Python. 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.

In 2023, we will be launching our redesigned coding training program that is 100% remote and offered at no cost to our students. 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 Programs, and is responsible for the following:

- Develop and refine the curriculum to reflect a robust program, using a modular framework with creative materials in multiple modalities, ensuring the curriculum does not perpetuate white supremacy culture
- Instruct beginning and intermediate topics in software engineering to a class of 12-15 students Monday through Friday for five hours per day
- Dedicate time to students during office hours outside of the classroom for tutoring and technical mentorship
- Monitor student progress, advise students, and provide feedback and support to students to meet student outcomes and course objectives

Who You Are and the Keys to Success

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

- **Technical skills and capacity**
 - o **Field experience:** You have experience developing web applications and mobile applications. You are strongly proficient in JavaScript, Node.js, and the browser, with an understanding of the React.js framework, current web technologies, API systems, and RESTful backend web systems.
 - o **Teaching experience:** You have experience teaching adult learners or coaching and mentoring junior engineers. You understand and can explain complex programming topics and theories to beginners in an easy-to-learn manner.

- o **Curriculum development:** You have developed learning objectives, lessons, projects, and/or a technical curriculum.

- **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 \$82,000 to \$85,000, 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.

How To Apply

Please send a cover letter and resume to jobs@anniecannons.com.