

LaunchCode Philadelphia:

Market Director

LaunchCode

LaunchCode is a non-profit solving the tech talent gap and paving new pathways to economic opportunity through apprenticeships and job placement in technology. Since 2013, we've launched over 2,200 careers across the nation and have provided free, skills-based training to over 6,700 driven individuals. Check out our most recent impact report [here](#).

Market Director

We're looking for a self-motivated Market Director to help us expand tech greatness in the Philadelphia area.

The Market Director will lead LaunchCode's efforts in the region, having overall management and leadership of the efforts. The director will identify spectacular tech job opportunities for our candidates: hunting new leads, pitching LaunchCode's success and mission to people who have never heard of us, maintaining fruitful relationships with partner organizations, and matching employers with the candidates of their dreams. The job is fast-paced and multi-faceted. It's also super fun — a pretty sweet deal if you ask us.

Responsibilities

- Develop and implement a long-term strategic plan to achieve the successful local outcome of the program, identifying and maintaining key relationships in the market to ensure success.
- Speak publicly and deliver presentations to recruit participants and hiring partners generating awareness, and ultimately, signed commitments.
- Identify and advocate for local and regional financial support of the program to ensure the continuous delivery & sustainability of services.
- Assist in matching employer needs with suitable job candidates
- Coordinate company and candidate correspondence systems
- Assist in the development and implementation of an outreach and

communications strategy

- Manage relevant data systems
- Manage the local team and overall success and operations in Philadelphia, including leading a team of five (2 Company Relations Managers, a Candidate Engagement Manager, and Marketing/Community Engagement Manager)
- Reports to the Senior VP of Company Relations (located in St Louis)

Qualifications - you're perfect for this role if you...

- Aren't terrified by reaching out to and connecting with executives -- from start-up founders to the C-suite
- Possess baller communication skills, social acuity, and the ability to read people easily over the phone
- Are an effective team member in a high-intensity environment and able to thrive under pressure
- Have regular access to a computer & phone
- Have supervisory experience, especially in a sales environment
- Have a passion for increasing diversity and equity within the technology community
- Are versed in strong communication in IT fluency and knowledge of the local Philly area tech community & opportunities
- Take hearing NO as a personal challenge to get people to say YES

What it's like to work at LaunchCode

Are you a person who's always listening for connections? Got an earnest drive to open doors to opportunity for others and make an impact on their lives? If so, then you've come to the right place.

You're part of changing the tech landscape and changing lives - Traditionally, tech education hasn't been widely accessible to many demographics and populations. Of LaunchCode students enrolled in courses in 2020, 50% identify as people of color and 56% identify as women. 69% come from low-to-moderate income households. After being placed in a permanent position, the average LaunchCoder more than doubles their previous salary.

You'll be part of a company that values diversity, equity, and inclusion among our staff, students, and board - In 2019, the St Louis Women's Foundation named LaunchCode as an honoree among in its [employment scorecard initiative](#) for demonstrating a strong commitment to women in the workplace. Forbes also named us one of 2020's best startup employers in the U.S. But beyond the external recognition, we believe deeply in Black Lives Matter, celebrating [Pride](#) all year round, and uplifting [women in tech](#).

You'll be immersed in a culture based on shared values - We love to laugh and compete for the best GIF game on Slack. We also share these values: collaboration, trust, appreciation, and being kind.

Position Type

Full time — 40 hours/week

All full-time roles at LaunchCode come with:

- **Competitive salary** - This will be a salaried position in the range of 70,000-85,000, with eligibility for a commission-based bonus.
- **Benefits** - We offer competitive healthcare (including access to an HSA), dental, and vision plans, with employer premium contributions, and an optional life insurance plan. We also offer an employer match to a 401(k) plan and immediate vesting.
- **Personal Time Off** - All full-time employees get 20 Personal Time Off days per calendar year, and 10 company holidays.
- **Remote work** - We recognize that the best work environment differs from person to person, and offer remote work options.
- **Flexible hours** - Everyone has different schedules and responsibilities. We encourage you to be "online" when you work best, as long as you are available for team meetings and can communicate effectively with your coworkers.
- **Laptop and phone reimbursement** - LaunchCode provides a monthly phone stipend for full-time employees, and a laptop reimbursement of at least \$1000 for all new employees.
- **Professional development** - We offer ample internal and external opportunities for each employee's continued career growth, including a professional development stipend.

- **Paid family leave** - Employees who have been with LaunchCode for at least 6 months are eligible for a family leave plan of up to 3 weeks paid and 3 weeks unpaid. Employees who have been with LaunchCode for at least 1 year are eligible for a family leave plan of up to 6 weeks paid and 6 weeks unpaid. Family leave is offered to all eligible employees, regardless of gender.

To Apply

Apply online by filling out the form above. No phone calls, please. References should be available upon request. Applications will be accepted on a rolling basis until the position is filled. We highly recommend applying as early as possible for the best chance of moving forward. The employment eligibility of all new hires will be verified using E-Verify.

We Heart Diversity

Thanks for reading this far! LaunchCode supports and fosters leadership from underrepresented communities. We strongly encourage folks from immigrant communities and communities of color, as well as those who identify as women, LGBTQ or under-resourced to apply. LaunchCode is an Equal Employment Opportunity Employer. Program and employment policies of LaunchCode are nondiscriminatory in regard to race, color, gender, religion, age, national origin, disability, veteran status or sexual orientation.