



ABOUT GENERATION

Generation's mission is to transform education-to-employment systems to prepare, place, and support people into life-changing careers that would otherwise be inaccessible. We are a non-profit organization, founded by McKinsey & Company, delivering tailored programmes to recruit, train and place unemployed people into work. Through our unique approach, we also solve a wide range of employer challenges—skilled talent shortages, poor job performance, lack of diversity, and high turnover. Generation launched globally in 2015 and has grown quickly to become the world's largest demand-led employment initiative. We have placed over 59,000 people into roles - many of whom have suffered some form of adversity - working with over 2,000 employer partners to date across 17 countries and 29 professions.

Thailand Junior Software Developer Program Overview

Role Description

This curriculum prepares participants for the Junior Developer role. Entry-level developers may work in tech-based startups, mid-large size software development companies, consultancy firms, among others, and generally perform the following tasks:

- 1) Develop solutions (approximately 50% of the time)
- 2) Test & Finalize solutions (approximately 10-20% of the time)
- 3) Fix errors (approximately 20-30% of the time)
- 4) Coordinate / communicate with team and other stakeholders (approximately 10-20% of the time)
- 5) Learning & Teaching new technologies and skills (approximately 10-20% of the time)

This program runs for ~12* weeks, from 9 a.m. to 5 p.m.

* schedule is subject to change



Instructional Coach Role

About the role:

The role of an Instructional Coach **helps support a number of instructors and TAs for the Junior Software Developer program through observation and coaching.** You will be responsible for the day-to-day trainer and Learners experience across our program. To be considered for the role, you should have a strong growth mindset. Innovation and adaptability should be key strengths of yours.

Responsibilities include:

- Creating a culture and community among instructors, motivating them and the learners to reach their full potential and invest in Generation's mission.
- Overseeing the day-to-day delivery of programs through instructors observation and ensuring that instructors and participants of programs are well supported through coaching and debrief.
- Quality Assurance: ensuring the learner management system is up to date and that regular student feedback surveys are conducted
- Liaising with key stakeholders, including the national and global curriculum team's and our training service partners, and keeping them up-to-date with areas of strength and potential for growth.
- Liaising with instructors, students, the programs/operations team, mentors and guest speakers to ensure a cohesive and seamless learning journey for participants.
- Plan and conduct trainer observations using relevant Instructor Effectiveness Rubrics.
- Deliver personalized coaching to Generation instructors and support trainers in setting professional development goals.
- Provide ongoing, differentiated support to instructors to help them achieve goals, including check-in meetings, refresher training and peer learning.
- Use data gathered from our Learner Management System or via surveys for our students and instructors - to identify areas of strength, growth and potential opportunities.
- Facilitate online and / or in-person onboarding and training for Generation trainers, engaging them using best practices for adult education delivery.

What you need to be successful in this role:

- You have at least 2-3 years of experience as a trainer/instructors- some online delivery experience is required
- You should have some experience coaching Adults- any experience will be highly regarded
- You should have some experience in using a Learner Management System (LMS) or equivalent.
- You should feel comfortable about communicating to large and small groups of people and have a desire to coach and guide learners in an empathetic manner.
- You have a great track record of high student satisfaction rates achieved through NPS or other feedback mechanisms.
- You are across training industry trends and able to share your own personal insight with instructors and students
- You love to inspire and guide diverse groups of stakeholders including educators and students
- You genuinely want to help learners acquire industry specific skills, behavioral skills, mindsets and employment coaching that will make them valuable employees