Generation
THAILAND

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

Lead Instructor Role

About the role:

The role of a Lead Instructor **is to teach the curriculum designed by the Generation for a 12-15 weeks, full-day from Monday to Friday 9 AM – 5 PM**, **online/blended Junior Software Developer program.** To be considered for the role, you should have a strong growth mindset. Patience, flexibility, and adaptability should be key strengths of yours.

Responsibilities include:

- Attend and participate in Generation onboarding for Instructors.
- Deliver engaging online synchronous modules to a diverse group of learners and guide them in their asynchronous (independent learning) modules. **See program overview for reference**
- Deliver different types of Generation sessions and/or parts thereof.
- Adapt communication style to reflect and connect with the diverse experiences of participants.
- Work independently (supported by the Generation Thailand team led by C&I Manager and the global team) to deliver a high quality and personalized learning experience for all participants.
- Administer, grade, and/or provide feedback on weekly assessments.
- Support Generation's data-driven model by tracking and inputting participant attendance and performance in class and on assessments .
- Bring the learning experience to life, building community and enhance relevance by drawing on your own industry experience.
- Provide relevant and timely feedback to students on formative and summative assessment and/or on student projects.
- Explain complex topics in a non-technical way.
- Coach and guide students to be as employable as possible and support them to develop industry standard portfolios.
- Commit to and empathize with young professionals and disconnected populations.
- Engage in periodic office hours for learners and/or the Generation team.

What you need to be successful in this role:

- Excellent knowledge across industry trends and able to share your own personal insight with students. Love to inspire diverse groups of learners and genuinely want to help the group of learners acquire technical skills, behavioral skills, mindsets and employment coaching that will make them valuable employees in the sector.
- Deep knowledge, relevant certifications and at least **5 years of industry experience on Software Developer**
- Some experience coaching adults (any experience will be highly regarded) and have a desire to coach and guide learners in an empathetic manner.
- Experience working with adults and/or has extensive knowledge of current trends and issues in adult education.
- Experience in using a Learner Management System (LMS) or equivalent.
- Passion to inspire and guide diverse groups of stakeholders including educators and students.
- 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.
- Ability to collect and analyze participant data that will influence participant interactions.
- Self-reflective and open to frequent feedback from learners, instructional coach and the Generation team.

Support Instructor Role

About the role:

The role of the Teaching Assistant (TA) t**o assist teaching the curriculum designed by the Generation for a 12-15 weeks, full-day from Monday to Friday 9 AM – 5 PM, online/blended Junior Software Developer program.** The TA may work independently and/or work with the Lead Instructor and the Curriculum and Instruction (C&I) Manager, Generation Thailand. Learners will participate in project-based learning under the supervision and guidance of the TA. To be considered for the role, you should have a strong growth mindset. Patience, flexibility, and adaptability should be key strengths of yours.

Responsibilities include:

- Attend and participate in Generation onboarding for Instructors.
- Deliver engaging online synchronous modules to a diverse group of learners and guide them in their asynchronous (independent learning) modules.
- Deliver different types of Generation sessions and/or parts thereof.
- Adapt communication style to reflect and connect with the diverse experiences of participants.
- Work independently or with a Lead Instructor to deliver a high quality and personalized learning experience for all participants.
- Administer, grade, and/or provide feedback on weekly assessments.
- Support Generation's data-driven model by tracking and inputting (in Salesforce/ Canvas) participant attendance and performance in class and on assessments.
- Bring the learning experience to life, building community and enhance relevance by drawing on your own industry experience.
- Work closely with the Lead Instructor to provide relevant and timely feedback to learners on formative and summative assessment and/or on learners projects.
- Explain complex topics in a non-technical way.
- Coach and guide learners to be as employable as possible and support them to develop industry standard portfolios.
- Commit to and empathize with young professionals and disconnected populations.
- Engage in periodic office hours for students and/or Lead Instructors and/or the Generation team.

What you need to be successful in this role:

- Excellent knowledge across industry trends and able to share your own personal insight with instructors and students. You love to inspire diverse groups of learners and genuinely want to help your group of learners acquire technical skills, behavioral skills, mindsets and employment coaching that will make them valuable employees in the sector.
- Deep knowledge, relevant certifications and **at least 2 years of industry experience on Software Developer**
- Some experience coaching adults (any experience will be highly regarded) and have a desire to coach and guide learners in an empathetic manner.
- Experience working with adults and/or has extensive knowledge of current trends and issues in adult education.
- Experience in using a Learner Management System (LMS) or equivalent.
- Passion to inspire and guide diverse groups of stakeholders, including educators and students.
- 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.
- Ability to collect and analyze participant data that will influence participant interactions.
- Self-reflective and open to frequent feedback from participants, lead instructor and the Generation team.