

# AllStarCode\*

All Star Code creates economic opportunities by equipping youth from communities with limited investment in workforce development with the skills, networks, and confidence to succeed in the tech industry.

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## 2026 Virtual Summer Intensive, Lead Instructor

### The Opportunity

All Star Code is seeking experienced, enthusiastic, and engaging Lead Instructors for our flagship Virtual Summer Intensive Program. Our Virtual Summer Intensive Program (July 6th - August 14th, 2026) offers a uniquely transformative experience for our students and instructional staff, sponsored by top tech and finance companies. Our curriculum is designed to inspire, educate, and equip high school young men of color with the skills, entrepreneurial mindset, and networks to pursue academics and careers in a technological world. Lead Instructors are responsible for delivering ASC's curriculum. They also manage a 3-person instructional team. Lead instructors typically have a Bachelor's Degree or higher in Computer Science or comparable experience.

### Qualifications

Candidates must:

- Have a BA or BS in computer science, a related STEM field, or Education; or equivalent work experience and technical proficiency may be acceptable in lieu of a CS degree
- Have proficiency in at least ten of the following skills: HTML / CSS, Javascript, Command Line, Website Development, Object-Oriented Programming (OOP), Responsive Websites, Front-end Development, Back-end Development, DOM, Event Handlers, Test Driven Development (TDD), APIs, Asynchronous Programming, GitHub and/or Git, Databases
- Commit to a full six-week summer program schedule from July to August
- Commit to an instructional training (known as Professional Development Week) prior to the program's start date. Instructors are paid for completing the instructional training
- Have the ability to engage with a variety of program stakeholders from corporate partners, funders / VIPs, press/media, parents, community leaders, and/or technology executives

- Demonstrate poise, professionalism, and exceptional communication skills. It is critically important that instructors model timeliness and dependability in attendance throughout the program, including teacher training sessions prior to program start, during the program, and post-program reporting requirements
- Have the ability to adapt to various learning styles and respect for individual differences of students in the classroom
- Exercise effectiveness and patience in guiding classroom activities, keeping discussions on task, and thinking quickly/creatively in the face of unexpected questions or comments; must demonstrate excellent time management and organizational skills
- Be willing to provide, accept, and implement feedback about their instruction or classroom management approach in order to better serve the needs of our students
- Model and embody All Star Code's core pillars: *Dare Greatly, Celebrate Failure, and Tell Your Story*; as instructors, they must be coachable and model a growth mindset
- Have experience with, or interest in, virtual learning services and tools

## Responsibilities

- Serve as the instructional leader for the Summer Intensive program
- Lead delivery of All Star Code's Technical Curriculum
- Manage an instructional team of one Teaching Assistant and one \*Teaching Fellow  
*\*Teaching Fellows are past participants from the Summer Intensive; they are known as All Star Code Scholars*
- Lead daily team-building activities for both student cohorts
- Design lesson plans and submit them to the Curriculum Team in time to be reviewed prior to each instructional day
- Administer technical assessments and student weekly surveys
- Evaluate and track quantitative and qualitative student progress
- Serve as the main liaison between the instructional team and students, and All Star Code HQ
- Serve as secondary liaison to various stakeholders, including parents, donors, partners, etc.
- Partner with the Summer Intensive Coordinator in their delivery of All Star Code's Core Skills Curriculum
- Support the Summer Intensive Coordinator in communicating partner programming activities to students
- Partner with Summer Intensive Coordinator in regard to behavior escalation
- Lead student Orientation (at the start of the Summer Intensive) and Demo Day (at the end) in partnership with the instructional team and HQ
- Participate in weekly calls with Curriculum Team and fellow instructors
- Learn alongside other educators and coders in a professional development instructional training experience, as well as weekly feedback and evaluation opportunities
- Model All Star Code culture in the classroom: *Dare Greatly. Celebrate Failure. Tell Your Story*

## Commitments

Lead Instructors are expected to attend the following:

- **Professional Development** (June 22nd to June 26th, 2026): Up to 40 hours, which includes the evening of June 25th, 2026, for Student Orientation
- **Summer Intensive Program** (July 6th - Aug 14th, 2026): Up to 40 hours per week, from 9 am to 5 pm daily. For Demo Day (August 13th, 2025), there are an additional 4 evening hours to support this milestone event
- Important: For instructors with school obligations, you *MUST* inform us of any scheduling conflicts *PRIOR* to being hired.

## Compensation

Our Lead Instructors (full-time, seasonal position) are offered at **\$30** per hour. Perks include extended professional development training, access to our All Star Code community, and the opportunity to impact the next generation of diverse technology leaders!

*All Star Code is an equal-opportunity employer and welcomes candidates from diverse backgrounds.*