

[PelotonU](#) wants to hire a **College Completion Coach** to join the **Innovation Team** at PelotonU. Here's the scoop.



We are an innovative nonprofit tackling the college completion problem for post-traditional students. In short, students who would benefit most from a college degree have the hardest time graduating. That gets even harder when life's full with work and family - then you have a 16% chance, at best, of earning a Bachelor's. For these same students, we've built a path that offers an 80% chance of graduating.

Your role is the secret sauce - it's the college completion coach who ensures that every student at PelotonU has a chance to earn their degree. Our students are ages 17-57, work at least 30 hours a week, and many will be the first in their family to earn a degree. **Uniquely, though, you'll be joining the Innovation Team at PelotonU.** That's because you're helping us pilot our first-ever, all virtual cohort of 50 students enrolling through community-based partners in four cities across the country.

As a college completion coach, you will support these PelotonU students as they balance work, family and college. You are part diagnostician - what does this student need right now? - and part chameleon - how can I provide what this student needs? As a member of the Innovation Team, you'll also engage in deep data analysis, hypothesis testing, and codification to ensure we know exactly what's not working, what is, and how to replicate it.

You'll love this role if you excel at helping students solve problems with quick strategies or tips, but you also strive to dig deep and uncover root causes for both struggles and successes. You love direct service, but you also want a chance to dive in to program design and scaling relationships with quality.

#### How You'll Spend Your Time:

- Coaching 50 working adults toward their college degree through weekly, highly relational mentor meetings, ongoing touch points, and data monitoring.
- Ensuring 85% or more of your students are on track to earn their degree
- Developing your students into self-directed learners
- Having hard conversations about obstacles to finishing college
- Analyzing student academic data and feedback surveys, test new interventions and ideas, and codify what works so the pilot can be replicated
- Serving as thought partner to the head of Innovation, our co-founder and COO Sarah, as she assesses the effectiveness of the virtual coaching pilot

#### Nitty Gritty Requirements

- A bachelor's degree; if you're coaching students to a degree, we'd like you to have gone through the experience yourself.
- At least five years of professional experience in a related field
- Track record of exceeding expectations and goals
- Exposure to work in equity and education
- Ready to commit for at least 2 years
- Strong preference for Austin-based applicants

**Ready to Apply?** Submit an application and resume at <http://pelotonu.org/jointheteam>

#### You Would Thrive In This Position If You...

- Enjoy hearing people's stories, helping them see their strengths, and encouraging them toward their goals
- Want to do what's best for a student, even if it's not going to help you "hit your numbers"
- Care deeply about equity and systems change
- Spend your free time consuming the latest content in psychology, behavioral economics, and neuroscience
- Geek out over creating tracking systems and analyzing data
- Constantly look for better ways to do something
- Naturally catalogue or document strategies you're trying with students, how they went, and what to change
- Have an internal standard for excellent work and don't finish a project until you clear that bar
- Operate best in high autonomy, high pace environments

#### A Few Good Reasons to Join the Team:

- Compensation from \$60,000 based on experience
- High autonomy, flexible schedule and healthy time off
- Join an org and team that takes culture, celebration, inclusion and transparency very seriously.
- Opportunity to shape the ecosystem of hybrid colleges and grow into senior leadership role
- Exposure to leading entrepreneurs and educators across the country

This position starts **August 17, 2020**