

[PelotonU](#) wants to hire a **College Completion Coach**. 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. While most of your students will live in Austin, the COVID pandemic has taught us that a fully virtual version of our program serves students great too, so now we have partners all over 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? You're also data savvy and that great coaching also requires looking at the numbers to guide your partnership with each student.

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.

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 other coaches can learn from you

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 three 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

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

Two positions are open; one with an immediate start, and one for early September 2021

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 \$50,000 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
- This role is fully remote, but if you live in Austin, we'd love to see you when it feels safe