



## **FOUNDING ASSOCIATE, TPZ VENTURES @THE POSSIBLE ZONE, BOSTON, MA**

### **OVERVIEW**

The Possible Zone (TPZ), a nonprofit organization, is actively seeking 3-4 exceptionally qualified and outstanding young adults from the Boston area to take part in an 11 month Founding Associates program. Participants will actively contribute to the creation and launch of an innovative direct-to-consumer brand under the guidance of a skilled team of Direct to Consumer E-Commerce veterans and experienced angel and venture capital investors. This program is part of a new initiative—TPZ Ventures—an immersive and innovative three-tiered enterprise that seeks to develop, launch, and invest in startups spun out of TPZ and in the community, providing paid employment to local youth and generating revenue for the organization.

The ideal candidate is passionate about entrepreneurship, possesses a growth-oriented mindset, and is enthusiastic about acquiring insights into the complete journey of launching a novel product or business – right from conceptualization to consumer delivery. This is a hybrid role based in our Boston Innovation Center, with the expectation of working 3 days per week on site.

### **ABOUT THE POSSIBLE ZONE**

The Possible Zone is an afterschool program that uses entrepreneurship as a framework to close the skills and opportunities gap facing young people with untapped potential. We guide students through a dynamic curriculum, including hands-on work experience and individualized career planning, to develop the personal qualities that predict future professional success. In short, we believe anything is possible!

Making, design thinking, and STEAM education are deeply embedded within The Possible Zone's entrepreneurship and social enterprise programs. In 2022, TPZ launched a 35,000sqft youth innovation center in Boston which will serve 1,000 students at scale. This facility includes four makerspaces embedded in its classrooms as well as a 4,000sqft advanced manufacturing fabrication lab (the Fab Lab) on its lower level. The Fab Lab houses specialty 3D printers, electronics workstations, laser cutters, large-format printer/cutters, direct-to-garment printing, CNC embroidery, sewing machines, CNC milling,



large-format UV printing, large-format CNC routing, a digital media studio, and a woodshop. The Fab Lab will be a resource not only for our students but also for our staff and community members, hosting classes, hackathons, workshops, and open studio hours. Anticipated student and community projects include (and are not limited to) robotics, apparel, game design, photography, music production, product design, packaging, and furniture making.

## **THE ROLE**

As a Founding Associate at TPZ Ventures, you'll spend 11 months gaining valuable and direct experience in product management and digital marketing and will participate in a cycle of research, development and launch of a unique e-commerce physical product. For products that gain significant traction, Founding Associates may have the possibility of continuing on with the venture beyond the 11 month period and earning equity in the Enterprise.

Founding Associates will have an opportunity to learn:

- How to build a business that is financially sustainable;
- How E-commerce businesses are structured & run;
- How to effectively research product & market trends and perform pattern recognition analyses to generate high-performing product ideas;
- The process of developing a physical product– from prototyping to manufacturing and everything in-between;
- Mechanics of the pitch and an opportunity to pitch a product to get buy-in from colleagues and potential investors;
- How to create & manage effective digital marketing campaigns

With close to one year of resume-worthy real employment and new skill sets that are in-demand by today's employers, Founding Associates at TPZ Ventures will be well-positioned to pursue a number of pathways including:

- Career opportunities in product management, digital marketing, or e-commerce operations;



- Building a new venture on your own using the experience and skill sets gained throughout the year;
- Pursuit of secondary/higher educational pathways based on new insight into personal passions or career goals;
- Possible employment as an equity-holding founder of the new venture or a role in another investment-ready TPZ-based emerging venture.

## **RESPONSIBILITIES**

Founding Associates will work 30 hours per week. The part time nature of the position is intentional so that participants are able to pursue additional personal, educational, or professional endeavors at the same time.

The bulk of hours per week will be spent engaged in:

- Research & ideation of a new product
- Designing & building that product
- Validating & launching that product into the market

Additional hours per week will be spent on enrichment activities tailored to each employee. This might include:

- Completing 1 of the following Professional Certificates: [Digital Marketing/E-Com](#) OR [Project Management](#);
- Engagement with TPZ's College & Career Pathways team to identify durable skills gaps and create personalized plans to develop those competencies;
- Connection to a Post-Secondary/College Pathways Advisor to identify and support relevant educational opportunities, including the pursuit of an associates/bachelors degree through our [community partner DUET](#);
- Participation in Excellence & Opportunity Mindset Speaker Series.
- Support with building your own business

## **QUALIFICATIONS**

We welcome applicants with diverse educational backgrounds, including college graduates, those with an Associates Degree, individuals with some college/post-secondary education, or former TPZ Ventures Employees,



regardless of education level. More important than your education level is your mindset.

You'll love this role if you:

- Are interested in physical consumer products and want to explore the space
- Value the creation of quality products that solve real world consumer problems
- Enjoy challenging new learning opportunities
- Are motivated to work hard on something you care about
- Could see yourself running your own business one day
- Are interested in a product or marketing based career
- Have a growth mindset

## **APPLICATION PROCESS**

To be considered for this role we ask that all applicants complete a [Launch Application Course](#), which should take ~3.5 hours to complete. This application will take more time to complete than a traditional “give us your resume” application. This extended approach provides us with the opportunity to gain a deeper understanding of you and evaluate your compatibility with the venture we are constructing.

Completing this application course stands as our primary employment prerequisite. We are not focused on your grade point average or whether you possess a specific degree. Your willingness to engage with this application course demonstrates your commitment to what is ahead of you at TPZ Ventures.

## **COMPENSATION AND BENEFITS**

Founding Associates are paid at \$32/hr for 30 hours per week with 3 days required in-person. The Possible Zone offers a robust compensation and benefits package including high-quality health benefits and an employer contribution to your 401(k) plan. In addition, through our partner organization DUET, Founding Associates will also have the opportunity to pursue a part time



associates degree with Southern New Hampshire University– either free of charge or at low-cost depending on their Pell eligibility.

## **DEI STATEMENT**

We believe every member of our team and student body deserves opportunities for growth, success and inclusion. We recognize that for many of our students, staff and communities, their life journeys run through oppressive structures and systems (e.g. classism, racism, sexism) — and that’s what makes our organizational culture and work so necessary and important.

We believe that diversity in perspective, backgrounds, ethnicities and lived experience is a strength, and from that strength, we can accomplish great things with the students we serve. Together as students, staff, organizations, communities, volunteers, and partners, we are intentional about creating safe spaces where all members can speak authentically and be themselves.

We are committed to Diversity, Inclusion, and Equity. As members of The Possible Zone community, our progression along this ongoing journey raises thoughtful questions, reveals biases, and opens conversations. We celebrate one another and are unified in our commitment to young people, excellence, and innovation. This work is our shared responsibility and our opportunity to welcome all members who share in our mission and strive to provide pathways that further prepare students in achieving their desired success.

## **COVID VACCINATION POLICY**

The Possible Zone is requiring that all employees receive a primary series of COVID-19 vaccination as well as a booster dose. Being fully vaccinated means that an individual is at least two weeks past their final dose of an authorized COVID-19 vaccine regimen, and receives a booster dose when eligible. In order to be qualified for employment at The Possible Zone, final candidates must comply with the vaccination requirement or receive an approved exemption.