



TECH25 / 25 CARRICK AVE PROJECT

Center for Production Arts

Position: Production Educator & Youth Mentor

Department: Education / Workforce Development

Reports to: Executive Director / Director of Operations

Status: Full-Time or Part-Time, 25–40 hours per week

Compensation: \$26.50 per hour to start, with opportunity for increase following an introductory period (90 days)

Duration: One-year position with opportunity for renewal

About Tech 25

Tech 25 provides hands-on education, mentorship, and pathways to employment in live event production, broadcast, audiovisual technology, and the creative industries. Through classes, workshops, apprenticeships, and real-world production experiences, we help young people and adults develop technical skills, professional confidence, and connections to careers in the industry.

Job Summary

Tech 25 is seeking an energetic, versatile, and people-focused **Production Arts Educator & Youth Mentor** to work across our education, workforce development, events, and community programs.

This position is ideal for someone who has broad experience across production technology, including **audio, lighting, video, broadcast, music production, or AV systems**, and enjoys applying those skills in different environments. We are not looking for someone who needs to be the foremost expert in one technical discipline. Instead, we value someone who is curious, adaptable, comfortable working across multiple areas of production, and eager to continue learning alongside our team and students.

Just as importantly, this person should enjoy working with **older teens and young adults**. They will serve as an educator, mentor, positive role model, and bridge between classroom learning and real-world work experiences.

The role will collaborate across Tech 25 departments, support instructors and programs where additional capacity is needed, help lead activities and events, and represent Tech 25 at schools, community events, industry gatherings, and partner organizations.



We are looking for someone who is **outgoing, lively, dependable, and comfortable speaking in front of groups**. The right person should be willing to step into new situations, take initiative, solve problems, and help wherever their skills can have the greatest impact.

Key Responsibilities

Education & Instruction

- Teach introductory and intermediate concepts in audio, live sound, lighting, video, music production, and related production technologies.
- Fill in for instructors and provide additional classroom support across Tech 25 programs when needed.
- Help students develop practical, hands-on skills through projects rather than lecture-only instruction.
- Work alongside other Tech 25 educators to strengthen existing classes and develop new workshops and learning experiences.
- Adapt instruction for students with different experience levels, learning styles, and career goals.
- Help students connect technical concepts across audio, lighting, video, networking, and live production.
- Continue developing personal technical knowledge through Tech 25 training, manufacturer programs, certifications, and hands-on experience.

Youth Mentorship & Workforce Development

- Serve as a consistent mentor and positive professional role model for older teens and young adults.
- Support programs including the GAP Year Apprenticeship, Start On Success, Learn & Earn, Gear Labs, and other youth and workforce initiatives.
- Work individually and in small groups with students who may need additional technical instruction, encouragement, or professional guidance.
- Help young people develop workplace skills including communication, punctuality, teamwork, problem-solving, professionalism, and accountability.
- Encourage students to take on new challenges and build confidence in unfamiliar environments.
- Help prepare students for internships, apprenticeships, freelance production work, and entry-level employment.
- Create an environment where students feel welcomed, challenged, respected, and supported.

Cross-Department Collaboration

- Work closely with education, workforce development, operations, events, partnerships, and technical staff.
- Step into programs, classes, events, and projects where additional support is needed.
- Participate in staff planning and program development meetings.
- Help identify gaps in programming and suggest new classes, workshops, events, and student experiences.
- Communicate student successes, challenges, and emerging needs with the appropriate Tech 25 team members.
- Support special projects and organizational initiatives that may extend beyond a traditional instructor role.

Events & Technical Production

- Support audio, lighting, video, AV, and general production needs for events at Tech 25 and at off-site locations.
- Assist with load-in, setup, operation, troubleshooting, breakdown, and equipment organization.
- Incorporate students and apprentices into productions whenever appropriate, turning real events into hands-on learning opportunities.
- Help students understand professional production workflows, crew roles, safety, communication, and expectations.
- Be comfortable stepping into different technical roles depending on the needs of an event.
- Identify equipment issues, damage, or maintenance needs and communicate them to the appropriate staff.
- Help develop and lead events, demonstrations, workshops, or other programming within the Tech 25 space.

Outreach & Community Engagement

- Represent Tech 25 at community events, career fairs, conferences, partner organizations, schools, and industry events.
- Speak comfortably with students, parents, educators, employers, community partners, and industry professionals.
- Give tours, demonstrations, program presentations, and hands-on activities for visiting groups.
- Help recruit young people into Tech 25 programs and encourage continued participation.
- Build relationships with students and partners that strengthen Tech 25's connection to the community.
- Be an enthusiastic and approachable representative of Tech 25 and its mission.



What We're Looking For

The strongest candidate will bring a combination of **technical versatility, teaching ability, personality, initiative, and a genuine interest in mentoring young people.**

Candidates should have:

- Working knowledge of multiple production disciplines such as audio, live sound, lighting, video, broadcast, music production, AV, or related technologies.
- Comfort teaching fundamentals even when another team member may have deeper specialization in a particular area.
- Experience working with, or a strong desire to work with older teens and young adults.
- Strong interpersonal and communication skills.
- Confidence in speaking in front of groups and interacting with the public.
- An outgoing, engaging, and collaborative personality.
- The ability to work independently while also contributing to a larger team.
- A willingness to step outside of a narrowly defined role when programs, students, or events need support.
- Curiosity and enthusiasm for learning new equipment, software, workflows, and technologies.
- Reliability and professionalism, particularly when working with students and external partners.
- Flexibility to work occasional evenings and weekends for classes, events, and community programs.

What Success Looks Like

Success in this position is not measured solely by the number of classes taught. We want this person to become a trusted and versatile member of the Tech 25 team, someone students seek out for guidance, instructors can rely on for support, and staff can confidently involve in programs, events, outreach, and new initiatives.

Over time, this person should develop strong relationships with students, contribute ideas for improving programming, expand their own technical abilities, and help young people see themselves as capable professionals within the production and AV industries.

Work Schedule

This position is expected to work approximately **25–40 hours per week**, depending on the final part-time or full-time arrangement. Scheduling will vary based on classes, student programming, staff meetings, events, and organizational needs.



Because Tech 25's work includes live events and community programming, some evening and weekend availability will be required.

How to Apply

Interested candidates should submit a resume and a brief introduction explaining their experience with production technology, education, youth mentorship, or live events, and why they are interested in working with Tech 25.

To apply: Send materials to info@tech25.org with the subject line “**Production Educator & Youth Mentor**”

Applications will be reviewed on a rolling basis until the position is filled.