



## **TPZ Ventures - Founding Associate in Consumer Product Incubator**

**Location:** Jamaica Plain, MA

**Full Time, Salary (Non-Exempt)**

**Hybrid**

### **Job Description**

TPZ Ventures is searching for qualified and exceptional associates to join our product team as part of Launch, our Consumer Product Incubator. Founding Associates will help launch a new consumer product under the direction of a skilled team of E-Commerce veterans, and if successful, will have the opportunity to stay on with the venture as an equity holder after completion of the 6 month program.

As a Founding Associate at TPZ Ventures, you'll spend 6 months gaining valuable and direct experience in product management and digital marketing, w/ exposure to advanced manufacturing. You'll also spend 5-10 hrs/week working with Boston Public Schools High School Students enrolled in entrepreneurship programming @ The Possible Zone, our non-profit parent company.

Founding Associates will finish their 6 month stint at TPZ Ventures knowing:

- How E-commerce businesses are structured & run;
- How to effectively research product & market trends and perform pattern recognition analyses to generate high-performing consumer product ideas;
- The process of developing a physical product– from prototyping to manufacturing and everything in-between;
- How to manage cross-functional, global teams.
- How to build a business that is financially sustainable;

You'll love this role if you:

- Are interested in a product or manufacturing-based career
- Value quality over quantity
- Enjoy challenging new learning opportunities
- Are motivated to work long hours and “eat what you catch”
- Could see yourself running your own business one day or working as a product manager with our industry partners

With 6 months of resume-worthy real employment and new skill sets that are in-demand by today's employers, Founding Associates at TPZ Ventures will have the opportunity to pursue a number of pathways following their 6 month tenure. These paths include:

- Being well-positioned for career opportunities in product management, digital marketing, or e-commerce operations;

- Possible employment as an equity-holding member of a founding team of the new venture or another investment ready TPZ-based emerging venture
- Choosing to build a new venture outside of TPZ Ventures using the experience and skill sets gained throughout the year;
- Working as an educator in the entrepreneurial/STEAM space

### **Duration, Location, Schedule**

6 Months (and beyond for exceptional Founding Associates)

Full-Time, Hybrid (3 days/week in person)

The Possible Zone, 31 Heath Street, Boston MA 02130

### **Prerequisites & Application Process**

1. Education Level: Any - may not be a current high school student
2. [Founding Associate Application Course](https://rb.gy/cq5bh): To view the launch application course, visit <https://rb.gy/cq5bh>
3. 3 Part Interview Process - Phone Screen, Video Screen, In-Person Presentation

### **Compensation**

This is a full time role. Founding Associates are paid \$54,000/yr (prorated for 6 months) + a profit-based commission at the end of the term post product launch. FA's work 60% in person, 40% remote. Founding Associates are eligible for medical, dental, and vision benefits, free Calm premium membership, access to the Wellable wellness platform and to the Employee Assistance Program, \$50/paycheck transportation stipend, employer contributed 401k, Earned Sick Time & 12 paid holidays.

### **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 to achieve their desired success.

**About Our Parent Company, [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.