



When We Grow Up

September 2025 Recruiting Sheet

<https://whenwegrowup.org/join>

Join the Team: When We Grow Up

- **When We Grow Up** is a nationally recognized, youth-led 501(c)(3) nonprofit backed by professionals from OpenAI, Google, Meta, leading Investment Banks & Law Firms, medical & graduate schools and more
- We partner with schools to bring in powerful career speakers — from doctors to engineers to executives — giving students a glimpse of what's possible
- We especially serve **low-income and underprivileged students**, aiming to provide the career exposure & mentorship that can change lives
- **This is your chance to build something real, change the lives of thousands of kids, and grow alongside a team of high-caliber, mission-driven peers**

Perks of Joining

- **Join a federally registered 501(c)(3) nonprofit** making real impact
- **Turbocharge your network** meeting and collaborating with speakers from OpenAI, Stanford, Meta, leading law firms, Investment Banks & Private Equity Firms, Consultants, Doctors, & more
- **Help shape a growing movement** already impacting schools & countless kids
- **Build your resume** with real titles, leadership experience, and impact
- Access **mentorship**, recommendation letters, & **high-visibility opportunities**
- **Gain media recognition** and community appreciation (news coverage, interviews, social media promotions, & more)

Available Roles *(Roles for Students vs. Working Professionals Shown Separately)*

How to Apply

For Working Professionals (& Post-Grad) (Minimal Time Commitment):

- ♦ [Board Member — Strategic advisory and high-level organizational guidance](#)
- ♦ [Advisory Committee Member — Advise & Mentor in your area of expertise](#)

For College Students (Undergrad):

- ♦ [Chapter Member — Lead a partner school & drive impact in your community](#)
- ♦ [President / Program Director — Lead a team delivering impact to an entire city](#)
- ♦ [Head of Social Media — Lead brand presence and content strategy](#)
- ♦ [Grant Writer — Secure funding that changes lives](#)
- ♦ [Director of Corporate Partnerships — Forge relationships with top companies](#)



[\[Back to Top\]](#)

 [Finance / Accounting — Lead budget mgmt and financial analysis](#)

 [Growth — Develop and drive ideas to scale the program](#)

 [Director of Photography / Videography — Capture and tell our story](#)

 [Head of Artificial Intelligence — Oversee AI integration across the organization](#)

 [Stay In Touch With Us](#)

? How to Apply

Don't leave without picking a role that excites you — we'd love to have your support and energy on the team! <http://whenwegrowup.org/join>

[Roles Follow]

For College Students (Undergrad):

 **Chapter Member — Lead a partner school & drive impact in your community**

Description:

- You'll serve as the dedicated leader for a specific middle school in the Bay Area, becoming the primary point of contact between When We Grow Up and your assigned school
- This is a highly selective, high-impact opportunity where you'll coordinate 4-6 speaker visits per semester with top professionals from finance, tech, medicine, law, and more
- You'll own the complete relationship with your school — from building trust with administrators to measuring student impact after each visit

Responsibilities:

- Select and recruit high-caliber speakers from elite fields (investment banking, tech, medicine, law) for your assigned school
- Coordinate all logistics for speaker visits including scheduling, transportation, and on-site facilitation
- Build and maintain strong relationships with school administrators, teachers, and counselors
- Conduct pre-visit planning meetings and post-visit impact assessments

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[\[Back to Top\]](#)

- Track and report on student engagement, feedback, and long-term outcomes
- Represent When We Grow Up professionally at all school interactions

Perks:

- **Unbeatable Exclusive Networking:** Direct access to professionals in your dream career — from Goldman Sachs investment bankers to OpenAI engineers to leading medical professionals
- **Resume Transformation:** Official title at a nationally recognized 501(c)(3), LinkedIn boost, and recommendation letters from highly connected board members
- **Mentorship Pipeline:** Front-row seat to talks and direct mentorship relationships with Silicon Valley executives and industry leaders
- **VIP Access:** Invitations to private dinners, formal fundraiser galas, and free VIP access to top Bay Area parties, restaurants, and clubs through our Vently partnership
- **Media Spotlight:** Opportunities for news coverage, interviews, and social media features

♦ **President / Program Director — Lead a team delivering impact to an entire city**

Description:

- You'll serve as the right hand to the Founder and own internal operations
- You'll lead a citywide team of passionate teammates while gaining significant external visibility
- This role requires vision, structure, and leadership — you'll oversee the core team and ensure every moving part runs smoothly

Responsibilities:

- Manage weekly team check-ins, track deliverables across departments, and own internal timelines
- Problem-solve roadblocks and guide school and speaker coordination
- Represent the organization at high-stakes moments and external meetings
- Co-lead writing of monthly donor updates and quarterly impact reports
- Drive strategic decision-making and organizational growth

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[\[Back to Top\]](#)

- **Highest-impact leadership role** under the founder with direct access to decision-making
- **Hyper-visibility** in front of high-impact crowds of professionals, billionaires, and top firms
- **Executive-level experience** in nonprofit operations, team building, and high-level partnerships
- **CEO-track energy** with significant room for growth and advancement

Head of Social Media — Lead brand presence and content strategy

Description:

- You'll oversee the storytelling arm of the organization — from speaker recaps to student testimonials
- You'll manage a content creator who handles production, allowing you to focus on strategy and leadership
- You'll set the tone for how the world sees our mission and impact

Responsibilities:

- Develop and execute comprehensive social media strategy across Instagram, TikTok, and LinkedIn
- Plan and schedule content flow, manage speaker takeovers, and write compelling captions
- Review and approve content from support team members
- Propose creative campaign ideas and partnership opportunities
- Track engagement metrics and optimize content performance

Perks:

- **Lead the entire brand presence** of a fast-growing nonprofit with national recognition
- **Build a professional portfolio** while managing a content team
- **Play a pivotal role** in helping the organization achieve viral growth and reach
- **Develop serious marketing experience** with measurable impact on organizational growth

Grant Writer — Secure funding that changes lives

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[\[Back to Top\]](#)

Description:

- You'll drive the engine that keeps the organization funded and growing
- This role is perfect for someone who loves writing and wants to help us scale our impact by winning grants from foundations and sponsors
- You'll work directly with leadership to shape organizational language and funding strategy

Responsibilities:

- Research, draft, and submit grant applications with tight deadline management
- Work with President & Founder to develop compelling organizational narratives
- Identify new grant opportunities and maintain relationships with foundation contacts
- Coordinate with finance team for grant reporting and compliance
- Track application statuses and maintain comprehensive grant database

Perks:

- **Real-world, high-impact writing experience** with measurable outcomes
- **One of the most valuable nonprofit skills** you can learn with direct career applications
- **Directly enable real programs** to launch and grow through successful funding
- **Work closely with leadership** on organizational strategy and positioning

Director of Corporate Partnerships — Forge relationships with top companies

Description:

- You'll be the connector between When We Grow Up and the firms that can change kids' lives
- Your role is to build partnerships with companies like OpenAI, Google, and JPMorgan for campus visits, sponsorships, and programs
- This is part sales, part relationship-building, and part movement-making

Responsibilities:

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[\[Back to Top\]](#)

- Identify and research aligned companies and key decision-makers
- Develop and pitch compelling partnership proposals
- Secure sponsorships and organize field trip-style company visits
- Maintain long-term relationships with corporate partners
- Collaborate with school leaders to coordinate partnership activations

Perks:

- **Drive our most prestigious partnerships** — the reason kids walk through doors of companies they never thought they'd see
- **High-visibility, high-ownership role** building serious experience in partnerships, sales, and fundraising
- **Direct impact on student access** with partnerships that literally open physical doors for students
- **Work directly with executives** at top companies while building your own professional network



Finance / Accounting — Lead budget mgmt and financial analysis

Description:

- You'll help professionalize the organization's internal financials and support strategic growth planning
- This role is ideal for students or recent graduates in business, finance, economics, or accounting
- You'll gain hands-on experience in nonprofit finance while supporting real program delivery

Responsibilities:

- Track organizational spending and organize financial documentation
- Manage donation dashboards and maintain accurate financial records
- Help create quarterly financial reports for board and stakeholders
- Draft financial memos and assist with budget planning and forecasting
- Support grant reporting and financial compliance requirements

Perks:

- **Resume-level nonprofit finance experience** while directly supporting real programs

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[\[Back to Top\]](#)

- **Learn the financial language** of donors, boards, and budget holders
- **Professional development** in financial analysis, reporting, and organizational budgeting
- **Direct exposure** to how successful nonprofits manage and scale their operations

Growth — Develop and drive ideas to scale the program

Description:

- This is our in-house strategist role for someone who loves building from 0 to 1
- You'll ideate and test new ways we can expand — whether through partnerships, campaigns, or new programs
- It's creative, lean, experimental, and perfect for founders-in-training

Responsibilities:

- Propose and test new expansion ideas and growth strategies
- Build compelling presentation materials and outreach campaigns
- Research potential school, district, and corporate partners
- Co-create the next iteration of our organizational model
- Analyze growth metrics and optimize expansion efforts

Perks:

- **Build from 0 to 1** with hands-on exposure to how movements grow and scale
- **Perfect for founders-in-training** who want to see their ideas turn into action
- **Strategic thinking experience** with direct application to startup and business development
- **High creative freedom** to experiment and drive organizational innovation

Director of Photography / Videography — Capture and tell our story

Description:

- You'll capture the heartbeat of the organization through visual storytelling
- From speaker sessions to student reactions, your camera will document the stories that deserve to be told

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[\[Back to Top\]](#)

- You'll build a comprehensive content bank that supports fundraising, social media, and organizational growth

Responsibilities:

- Film speaker sessions and document school visits with professional quality
- Take compelling photography during events and capture student reactions
- Edit highlight reels and organize raw footage for organizational use
- Contribute to content bank for social media and fundraising campaigns
- Collaborate with social media team on visual content strategy

Perks:

- **Storytelling through the lens** with the ability to capture moments that matter
- **Build a creative portfolio** while documenting real social impact
- **Help shape public perception** of the work and its impact on students
- **Professional development** in visual storytelling and content creation



Head of Artificial Intelligence — Oversee AI integration across the organization

Description:

- You'll serve as the organization's lead on all things AI, identifying ways to integrate artificial intelligence into operations, fundraising, content, and systems
- This is a strategic, consultative role for someone who wants to shape how technology intersects with social impact
- You'll work directly with leadership to define what a modern nonprofit looks like

Responsibilities:

- Research and recommend AI tools for organizational efficiency and impact
- Advise founder on workflow automations and process improvements
- Help optimize grant writing and email communications with AI assistance
- Explore content automation opportunities and evaluate long-term AI use cases
- Lead implementation of AI solutions across different organizational functions

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[\[Back to Top\]](#)

Perks:

- **Help define what a modern nonprofit looks like** with cutting-edge technology integration
- **Unique leadership opportunity** to apply AI skills in a mission-driven setting
- **Work directly with the founder** and have high influence over organization-wide decisions
- **Real, resume-grade AI strategy work** with measurable impact on organizational effectiveness

For Working Professionals (& Post-Grad) (Minimal Time Commitment):

◆ **Board Member — Strategic advisory and high-level organizational guidance**

Description:

- Board Members serve as strategic advisors, ambassadors, and accountability partners for When We Grow Up
- They help guide the organization's direction, offer professional insight, and open doors to resources and relationships
- **Perfect role for senior professionals** seeking an opportunity to make deeper impact at the grassroots level

Responsibilities:

- Attend quarterly board meetings and advise on strategic decisions
- Support fundraising efforts and partnership development
- Mentor the founder and provide strategic guidance on organizational vision
- Connect the organization to relevant opportunities for funding and visibility
- Uphold organizational mission and values at the highest level

Perks:

- **High-impact governance role** in a nationally recognized 501(c)(3) changing how under-resourced children access opportunity
- **Strategic influence** on real-world outcomes at scale with measurable impact

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[\[Back to Top\]](#)

- **Executive networking** with other mission-aligned leaders from education, tech, finance, and media
- **Organizational prestige** with direct involvement in work happening in schools nationwide

Advisory Committee Member — Advise & Mentor in your area of expertise

Description:

- Advisory Committee members serve as dedicated mentors and subject matter experts for specific areas (Finance, AI, Social Media, Partnerships, any industry you work in!)
- You'll be paired with a college-student from the When We Grow Up leadership team, who drives work in your field for WWGU in their city.
- You'll provide ongoing guidance, review their work, and ensure professional-quality output. Typical contact is 1-2x a month
- **Ideal for working professionals** who want hands-on mentoring impact without the time commitment of full board membership

Responsibilities:

- Serve as primary mentor and point of contact for one student team leader in your expertise area
- Review presentations, proposals, and deliverables prepared by your mentee before key meetings
- Provide regular guidance through monthly 1:1 calls or as-needed support
- Answer questions and provide industry insights to help student execute their role effectively
- Attend occasional key meetings or events to support your mentee's work
- Share professional network and opportunities when appropriate

Available Committee Areas:

- **Finance/Accounting Committee** — Guide budget mgmt & financial reporting
- **AI/Technology Committee** — Oversee tech integration and digital strategy
- **Social Media/Marketing Committee** — Mentor brand strategy & content creation

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[\[Back to Top\]](#)

- **Corporate Partnerships Committee** — Guide relationship building with companies
- **Grant Writing Committee** — Support fundraising strategy & development
- **Growth/Strategy Committee** — Mentor expansion planning and organizational development

Perks:

- **Direct mentoring impact** on the next generation of leaders driving change
- **Flexible engagement:** meaningful involvement that fits your busy schedule
- **Industry credibility:** official advisory role with nationally recognized nonprofit
- **Professional satisfaction** from seeing your guidance translate into student success and community impact
- **Networking opportunities** w/ other advisory members across industries
- **Recognition** in organizational materials and events as a key supporter

[End]

★ Stay In Touch With Us

Don't leave without picking a role that excites you — we'd love to have your support and energy on the team!

Get In Touch: <http://whenwegrowup.org/apply>

Contact us at: foundation@whenwegrowup.org

Learn more at: whenwegrowup.org

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