Chief Technology & Product Officer
Scratch Foundation
Remote (US), East Coast preferred

Scratch is hiring a Chief Technology & Product Officer to help design and lead the future of the Scratch platform. This is a hands-on leadership role. You'll partner closely with the CEO and work directly with a small team of engineers, designers, product managers, and moderators. You'll oversee the entire Scratch technology stack, solve unique infrastructure challenges, and ship new features to millions of kids around the world.

Priorities:

- Make Scratch's infrastructure and hosting cost-effective and sustainable for a nonprofit at our scale: more than 1 billion projects stored and 30 million monthly active users worldwide.
- Design and improve our moderation systems to manage costs at scale while keeping young people safe.
- Evolve and innovate the Scratch Editor and Scratch Online Community to leverage new technologies inline with Constructionist pedagogy

You're probably a fit if:

- You've built or led a creative online community, at any scale. You see moderation, infrastructure, and community health as product challenges, not just engineering problems.
- You've led a team or run a small organization, and you're as comfortable writing code as you are setting direction and priorities.
- You've worked on creative tools, such as editors, maker platforms, or anything fundamentally about enabling expression.
- You've contributed to open-source projects.
- You are a strong written communicator - we are a fully remote organization and a lot is done over slack, docs, and email.
- You're a creator yourself and have spent time participating in a creative online community. Bonus if it was Scratch!
- Experience at mission-driven technical organizations like Wikimedia, the Internet Archive, Signal, or Mastodon is a plus.

Who We Are
Scratch (scratch.mit.edu) is the world's largest nonprofit creative online community for kids. Young people use it to build games, animations, and stories and share them with each other in more than 70 languages. Since launching in 2007, Scratch has shaped how generations of young people think about making things with computers. Most importantly, Scratch is and always will be free.

Scratch began at the MIT Media Lab and has been an independent nonprofit since 2020. Today, we're a scrappy team of fewer than 50 people tackling problems that are genuinely unique and hard.

Technical Overview

- **Tech stack:** Service-oriented architecture, Go, React with TypeScript, Postgres, OpenAPI
- **Platforms:** Browser-based, supporting Chrome, Firefox, Edge, and Safari on Windows 10+, macOS 12+, ChromeOS, and Android 8+ tablets
- **Products:** Scratch, Scratch for Schools, ScratchJr

Beyond a competitive salary, we offer a culture that invests in you, including:

- Fully remote work
- Medical, dental, and vision insurance
- Life and AD&D insurance
- Short-term disability
- Paid holidays, discretionary time off, and paid sick leave

Salary: $200,000-$250,000. The final base salary will depend on the candidate's skills, qualifications, and experience.

How to Apply
To apply, please visit https://forms.gle/ihgCzRUujNnmU9Nn6.

Submit a cover letter and resume. Tell us why you'd like to join Scratch and which parts of your experience you think would be an asset. A few notes:

- We value clear and concise communication.
- We welcome all types of work experience.
- While we wish we could connect with everyone, we'll only be in touch with candidates selected for next steps.

The Scratch Foundation is an equal opportunity employer. Scratch welcomes people of all ages, races, ethnicities, religions, abilities, sexual orientations, and gender identities. We especially encourage people with historically marginalized identities to apply.