Our innovative and growing company is looking for an instructional designer. To join our growing team, please review the list of responsibilities and qualifications.

Responsibilities for instructional designer

- Determine criteria to evaluate learner performance
- Develop mechanisms for feedback, including impact of training analysis
- Create a high degree of engagement, while maintaining up-most professional image
- Support collaboration and sharing
- Conduct needs assessments with business/function leadership to identify individual and organizational learning and development needs, and/or instructional goals and objectives to determine appropriate methods of instructional design for both instructor-led and e-learning programs
- Lead the collaboration on content, design, and delivery with SMEs, project managers, and others as requested or required to produce sound instructional materials in accordance with solid instructional principles, current research, business objectives, and learning objectives
- Ensure that training solutions are delivered on time and to appropriate standards
- Continually evaluate the effectiveness and quality of instructional programs using validated evaluation methodologies and input from internal stakeholders and training participants by creating qualitative, quantitative, formative, and summative evaluation methods to track outcomes and ensure alignment with business objectives
- Maintain and update learning development tools and other instructional technologies as teams and programs change
- Use the ADDIE model and creative, immersive learning methodologies in curriculum design and development

- Candidates must be able to work with a wide range of consultants
- Web Design a plus
- Candidate MUST have the ability to handle multiple projects at once
- Works well independently part of the team
- Enjoys working in a high energy and fast paced group
- Must have experience creating and owning a full start-to-finish training program