

## **ISD Course Developer Consultant**

### **Summary:**

The ISD Course Developer will design new course and update existing courses for internal customers (departments and subsidiaries). Some editing and review will also be required. They will consult directly with the internal customers (companies or department) SME's to gather requirements, design learning curriculum for business needs and manage customer relations and project deadlines. Partner with the technical developers who will build the online training. They need to have a strong understanding of Adult Learning Principles; conducting needs analysis and evaluation; and the ADDIE Model.

### **Job Requirements:**

The designer's duties include, but may not be limited to:

- Working independently to meet with internal customers (Instructors, Course Developers and Learning Facilitators) to discuss recommended options for course design and learning solutions
- Interviewing Subject Matter Experts to gather requirements for courses
- Performing front-end analysis, needs assessments, strategic learning assessments and other studies to focus learning needs and form the basis for curriculum development
- Designing and developing learning objectives, course outlines, case studies, measurement tools, student materials, on-line content, learning resources, and other materials to support adult learning
- Developing training roadmaps and course maps for on-line learning
- Working with Instructors, Course Developers, and Subject Matter Experts to extract content that will be used from initial course design, development and delivery, including post-delivery evaluation
- Designing and developing on-line, e-learning and some blended learning solutions.
- Excellent written and verbal communications. Proof reading and editing course content is required.
- Experience with Learning Management Systems, Online Learning, Adobe Suite, and preferably audio/video exposure.
- Experience developing blended learning solutions (eLearning, self directed, on-the-job training, Instructor Led, etc.).
- Experience working with desktop publishing tools like: Captivate; Compositica; and Dreamweaver is a plus.
- When requested, researching and recommending new emerging instructional technologies

### **Experience:**

At least 5 – 7 years experience in Instructional Systems Designer including blended learning, e-Learning, and distance learning. Understanding/experience with e-Learning standards, to including SCORM1.2 and SCORM 2004.

### **Basic Qualifications:**

Bachelor's degree in Instructional Design, Educational Technology, Instructional Technology, Adult Education, Training or related discipline.

\*\* (See additional project details on page 2)

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**Additional project details:**

Start: ASAP

Duration: 3 – 6 months (opportunity for Permanent employment)

Location: Hanover, MD

Hours per week: Approx 30 – 40 hours working onsite at Corporate Headquarters near BWI airport.

Travel: Limited travel required to support internal customers.