



## Instructional Designer

### Job Scope

As an Instructional Designer, you will be vital in developing practical and engaging learning materials and experiences. You will collaborate with subject matter experts (SMEs), trainers, and stakeholders to analyze learning needs, design instructional content, and create engaging learning experiences for diverse audiences. Your goal will be to create high-quality learning solutions that align with organizational objectives and enhance learner performance.

### Responsibilities

- Collaborate with subject matter experts, trainers, and stakeholders to conduct needs analysis and identify learning objectives and goals.  
Design and develop instructional materials, including e-learning courses, instructor-led training materials, videos, job aids, and interactive simulations.  
Apply instructional design principles and adult learning theories to create engaging and compelling learning experiences.  
Create learning objectives, outlines, storyboards, and scripts for learning materials, ensuring they align with the identified learning needs and objectives.  
Develop and select appropriate instructional strategies, methodologies, and media to enhance learning effectiveness, such as interactive activities, multimedia elements, and assessments.  
Utilize authoring tools, learning management systems (LMS), and other software to develop and deliver e-learning courses and track learner progress.  
Review and edit learning materials for instructional soundness, clarity, and effectiveness, ensuring they meet quality standards and adhere to branding guidelines.  
Conduct formative and summative evaluations of instructional materials and learning experiences to gather feedback, assess effectiveness, and make improvements.  
Stay updated on the latest trends and best practices in instructional design, e-learning technologies, and adult learning principles.  
Collaborate with cross-functional teams, such as graphic designers, multimedia specialists, and developers, to ensure effective integration of media elements and delivery of the final learning solutions.  
Manage multiple projects simultaneously, ensuring timely completion and delivery of high-quality learning materials within deadlines.  
Communicate and coordinate with stakeholders to gather requirements, provide project updates, and seek feedback throughout the instructional design process.

### Requirements

- High School Diploma or General Education Degree

As an EEO/Affirmative Action Employer all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status.



One year experience in a sales environment

Desire to establish a sales career

Have enthusiastic, outgoing, competitive, and self-motivated attributes

Being articulate and professional over the phone

Experience in lighting distribution or electrical system installations is a plus!