eLearning Instructional Designer

Job Description:
The Instructional Design position is responsible for creating relevant, effective, active, and inclusive online elearning and blended-learning for middle- and high-school education and faith-formation products. Providing the primary leadership and final authority needed to maintain instructional design direction, development, and quality through all phases of a project.

Specific operating responsibilities:
- Serve as a member of eLearning and blended-learning project teams, collaborating with the team in the analysis of user needs, audience, tasks, learning context, and UX leading to the development of a final product concept.
- Guide the development of learning goals and objectives for eLearning courses in collaboration with content passioneers, and approve final learning goals and objectives.
  - Definitions:
    - learning goals = broad, big picture learning outcomes
    - learning objectives = specific and measurable attitudes, knowledge, and skills
- Design all eLearning course instructional design maps, choreograph module and lesson flows using a variety of instructional strategies designed to create engaging and inspiring elearning experiences that enhance retention and transfer. This process includes:
  - using an iterative design process involving efficient prototyping and mapping
  - consistently applying best practices and principles in elearning pedagogy with an emphasis on real-life application (scenario-based learning)
- Provide content passioneers with course instructional design map and interaction templates that utilize existing authoring tools so that they can populate templates with required content.
- Create elearning assessment strategies aligned with learning objectives.
- Review all drafts of content populated elearning module\lesson templates and provide direction to content passioneers for improvement and correction, or modify course design map as necessary.
  - This review is distinct from and coordinated with content creators’ content creation work and content passioneers’ development work, and this review is distinct from and coordinated with content director’s final content review.
- Conduct a final review of the modules\lessons after they have been loaded into the course builder and provide direction to the digital composition editor for improvement and correction.
To create and maintain necessary documentation including:
  - project planning docs
  - elearning course maps
  - up-to-date templates for instructional strategies that can be created with SMP’s elearning authoring software
  - emerging templates for new instructional strategies

To promote continuous institutional elearning improvement and innovation through
  - ongoing research and development.

Knowledge and Skills:
- Master’s degree in education, instructional design and/or equivalent degree
- Practical experience translating learning outcomes into lessons and programs
- Teaching experience preferred – online, blended and/or classroom instructional experience with grades 6-12
- Deep understanding of how people learn
- Scenario-based learning pedagogical and methods skills
- Strong visualization skills
- Ability to write well
- Creative and analytical problem-solving skills
- Organizational and active listening skills
- Authoring tool knowledge
- Instructional design knowledge of theory and best practice
- Innovation and creativity

Please send resume with cover letter and/or COVER VIDEO to: humanresources@smp.org