

Senior Instructional/Learning Experience Designer

Flint Learning Solutions has been developing custom eLearning solutions for public and private sector companies since 2004. We offer a fresh, practical, sustainable and engaging approach to corporate learning and development.

We are currently seeking a full-time experienced **Senior Instructional/Learning Experience Designer** to join our growing company. The Senior ID will be responsible for designing and developing creative and engaging training solutions for our clients. This includes working with a learning experience team to develop detailed learning strategies and content that will result in clear learning objectives, scripts, and storyboards.

The ideal candidate will have a background in learning and strong writing and editing skills. The candidate must have an excellent work ethic demonstrated by a strong desire to learn; a commitment to quality; a take-charge attitude; flexibility to adapt to a wide range of business environments; versatility to adapt their communication style to a wide range of personalities; determination; the ability to commit to and follow through on deliverables; the ability to stand up for their own ideas while taking direction from others; a positive, optimistic outlook; and the ability to contribute to a fast-paced, non-political working environment.

The successful candidate will have a proven ability to:

- Must possess strong business acumen including the ability to quickly assimilate information from many sources, come up with creative alternatives, and gain support for those ideas.
- Possess exceptional writing skills that demonstrate the ability to take complicated topics and simplify them with clarity and brevity for a general audience.
- Think creatively and generate new ideas.
- Resolve conflict.
- Stay abreast of learning concepts and technologies.
- Work under tight time frames while being able to forecast time commitments and deliver according to plan.
- Maintain a positive, enjoyable working environment with a team of project managers, learning consultants, graphic designers and developers, account executives, and marketing specialists.
- Must be able to architect end-to-end learning solutions using a blend of modalities that align with industry best practices.
- Must have the ability to clearly communicate ideas and learning solutions to a team and ensure that ideas are accurately reflected in the final product.
- Must be able to effectively manage all aspects of a project to ensure timelines are met.

Must Have

5+ years of experience in an instructional designer role

2+ years in a learning consulting role

Familiarity with instructional design theories such as Blooms taxonomy and the ADDIE model

Experience developing learning solutions for corporate clients

Strong writing and editing skills including the ability to write creatively and work through complex client content

Detail-oriented

Nice to Have

Experience with design and development tools such as Articulate, Captivate and Lectora is an asset

Certificate in project management or change management

Corporate communications background

French Language skills is an asset

Job Type: Full-time