

## **Instructional Designer/Training Specialist Job Description**

### **Instructional Designer Job Purpose:**

We have a new opportunity for an Instructional Designer/Training Specialist who is able to thrive in a fast-paced, dynamic work environment with opportunities to provide instructional design methodologies and classroom support for learning. The incumbent will work with subject matter experts to develop learning objectives, measurements, and course content as well as providing ongoing support and enhancements to existing learning programs including marketing, evaluation, and improvement of course content and on location classroom training support.

**Job Location:** Buffalo, NY or Toronto, Ontario with remote working options

### **Instructional Designer Can Expect:**

- An adventurous, stimulating, fast paced environment
- An opportunity for independence and autonomy where success is rewarded
- Education in the applications of all LAMAC Group consulting tools, programs, methodologies and services
- Collaboration from a team of highly skilled and client-focused peers
- Commitment and support from company leadership

### **Role Requirements:**

- Partners with segment directors, subject matter experts, and other key stakeholders to identify target audience training needs.
- Leads training project teams as assigned, and coordinates the development of product objectives and specifications, training content and curriculum.
- Establishes and controls master plans to revise training products based upon codes and standards changes and training evaluation results.
- Conducts stakeholder and SME interviews, create curriculum roadmaps and recommend the optimal blend and supporting rationale.
- Work with the graphic designers and multimedia developers to ensure engaging and creative learning while maintaining the instructional integrity of learning and information objects, modules, and courses.
- Write course content, including but not limited to: measurable learning objectives, scenario's, simulations, audio scripts, progress checks, performance evaluations, and tests.
- Perform detailed alpha and beta testing for all programs for instructional soundness, interactive design, and functionality testing. Assists with training program pilot as classroom trainer.

### **Qualifications:**

- Bachelor's Degree required; Advanced degree is a plus.
- Experience with adult education principles, training design and delivery techniques.

- Knowledge and previous application of the ADDIE Instructional Design Model (or equivalent).
- Experience with Captivate or other e-Learning software

**About LAMAC Consulting:** LAMAC offers strategic project consulting services with a focus on project management (technical planning) and change management (people planning). If your organization is undergoing a transformation, we can help to plan the project and to prepare the people.

**Compensation:** Contract hire. Hourly or package retainer rates.

**Term:** 12-month retainer with potential for annual contract renewal.

**Travel:** Occasional travel of less than 20% required.