

Senior Instructional Designer

Reference Number:

SID-09

Location:

PulseLearning creates learning solutions that bring measurable business value to our clients. We achieve this through a high-energy, client-centric approach that combines excellence in people, process, partners, technology, and innovation.

PulseLearning has its headquarters located at the Kerry Technology Park, Tralee, County Kerry, Ireland. Operating globally, the company also has offices in Limerick, Ireland; the United States; and Canada. Our development centers in Canada and Ireland are the preferred locations; however, all locations, including remote work arrangements, will be considered for this role.

Role Description:

The role of Senior Instructional Designer is a key position within PulseLearning. This position is responsible for analyzing, designing, developing, and evaluating learning programs and curricula that provide our clients with the knowledge and skills required to achieve results.

In this role, you have excellent client-facing abilities and are an agile, charismatic team member who will anticipate and leverage highly productive internal and external relationships. You will report to the Director of Content Development and work closely with the Client Services Group to develop new business.

PulseLearning would prefer a permanent, full-time role; however, we are open to meeting with suitable candidates who wish to work only on a contract basis.

Specific Responsibilities:

Specific responsibilities include:

- Executing the following phases of instructional design methodology: needs analysis, task analysis, learning objective generation, course outlining, storyboard development, creation of effective assessments, and determination of the components, learning strategies, and structure for each course
- Functioning as a work product manager; supervising and assisting several instructional designers (internal and external development partner resources) on a project by guiding design decisions; ensuring proper writing style, editing, product testing; and interacting with other internal departments as needed to achieve overall quality
- Ensuring that the design integrity of courses is maintained by applying industry-standard instructional design principles and theories

- Working with subject matter experts and content development professionals on the scripting of course content
- Collaborating with the project manager on schedules, budgets, and deadlines (project team meetings, updating schedules, etc.)
- Demonstrating the ability to work within tight deadlines while maintaining a high level of accuracy
- Liaising with the client, taking time to understand their needs and developing the client relationship through effective communication and personal skills
- Contributing to the ongoing improvement of instructional design and technical writing within PulseLearning by providing mentoring skills to junior instructional designers
- Promoting and practicing company values in the leadership of staff and in the nurturing of a creative, innovative, and enjoyable work environment
- Performing other duties as assigned

Required Education and Skills:

- A Master's degree or Bachelor's degree and equivalent experience in instructional design, instructional technology, technical writing, business education, or a related field
- A background in industrial/organizational psychology is advantageous
- Minimum of five years' experience as a senior or lead instructional designer in implementing learning and development initiatives
- Exceptional presentation and facilitation skills as well as knowledge of adult learning principles through various training methodologies and learning solutions
- Excellent analytical, writing, and visualization skills
- Sales, account management, business development, and proposal experience
- Demonstrated client-facing experience
- Excellent communication skills, with the ability to prepare and deliver clear and concise reports and presentations to senior management and clients
- A proven track record of exceeding client expectations
- Experience in managing, leading, and motivating teams
- Flexibility, motivation, and ability to meet deadlines
- Experience within the high-tech, CARE, aerospace, life sciences, and/or finance industries is desirable

- Outstanding presentation, communication, and analytical skills
- High level of professionalism, and commitment to the highest ethical standards
- Excellent leadership agility and ability to grow strong client and team relationships in a virtual environment
- Willingness to travel internationally
- Enhanced security clearance eligibility

To Apply: E-mail your resume and cover letter to hr@pulselearning.com. Please include the Job Title and Reference Number in the subject line of your e-mail.