

Instructional Designer II

Job Description

We are looking for a technical, hands-on Instructional Designer/Training Specialist to analyze learning requirements, identify and design multimedia activities, and implement effective instructional strategies. This position is part of an innovative, highly dynamic training team in a rapidly growing woman-owned small business that has contracts for the US Department of Defense and Commercial markets. This is a technical position responsible for full lifecycle instructional design, from project planning, instructional analysis, training product design and development, system implementation, and evaluation of training effectiveness. In addition to a technical background, the Instructional Designer should have a creative vision with the ability to transform content into audience-engaging art that enhances the message.

Responsibilities

- Follow instructional strategies and identify media necessary to enable effective training
- Use the ADDIE or PADDIE model to develop interactive training products
- Analyze Learning Objectives for multiple job categories and experience levels
- Create and maintain instructional design documentation including analysis, assessment reports, and storyboards
- Attend meetings with the client and correct, revise, and refine product deliveries based on client feedback
- Design and develop software demonstrations and interactive simulations
- Collaborate with multimedia developers to create visuals and audio
- Work with quality control personnel on all products scheduled for delivery to the client
- Support the management team to verify instructional design-related features of project deliverables
- Interface regularly and develop relationships with project clients, customers, and stakeholders

- Participate in key technical designs and decisions related to the projects
- Identify and implement process improvements to increase the quality and efficiency of the projects and personnel
- Contribute to writing proposals and submit Basis of Estimates (BOEs) related to instructional design development for future contracts
- Assist with scheduling and identifying resources for instructional design-related tasks
- Research and report innovative and enhanced technologies related to instructional design and development

Requirements

- 5-9 years of experience as an Instructional Designer or Training Specialist developing training systems
- Bachelor's Degree in Instructional Design, Education, or another related discipline
- Show an understanding of multiple types of learning activities
- Demonstrates a strong understanding of the use of media for instruction
- Completes all tasks assigned and gets the job done without micromanagement
- Creative problem-solving ability, with a logical approach to resolving all issues
- Ability to complete tasks within a specified number of hours and time frames
- Ability to work in a fast pace and collaborative environment
- Direct DoD Customer-Facing experience
- Proven track record completing projects on time, and meeting customer expectations
- Excellent communication skills (written, oral, and presentation)
- Proficient in Microsoft Word, PowerPoint, and Excel
- Willingness to work on challenging projects that require bridge-building, strategy development and execution, change management, and milestone conformance

- Strong commitment to a team environment
- Ability to communicate effectively with various governmental agencies, and military personnel
- Willingness and ability to travel

Desirable Qualifications

- Experience conducting Job Task Analysis (JTA), Training Task Analysis (TTA), and Criticality, Difficulty, Frequency (CDF) Analysis
- Expertise in the design, development, and implementation of products hosted on Learning Management Systems (LMS)
- Proficient in Articulate, Captivate, and Adobe products
- Familiarity with applying industry XML tagging standards such as S1000D and DITA, as well as SCORM packaging
- Previous Military experience
- Active SECRET security clearance
- Experience with Augmented Reality, Virtual Reality, or Mixed Reality (AR, VR, MR)

Benefits

- Competitive Salary
- Competitive Benefits: Health, Vision, Dental & Chiro
- PTO Time
- Sick Time
- Health Insurance
- 401K
- Growth opportunity!

About Us

Avatar Partners (www.avatarpartners.com) is a leading North American Extended Reality software provider for Government and Industry with headquarters in Irvine, CA. We specialize in best-in-class immersive reality solutions that Simplify Complex Systems to increase the efficiency, safety, and effectiveness of equipment, systems, and processes.

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