

## Qualifications

The ideal Instructional Designer candidate has proven experience in designing and developing learning content for client consumption. The candidate is:

- Skilled – in establishing standards and creating content using industry-standard design software
- Knowledgeable - in adult learning and design methodology, including visual design
- Engaging – enjoys interacting and partnering with others, as well as working independently
- Passionate – about creating exceptional (remarkable?) content to help people learn and grow
- Creative – Willing to work in unconventional ways and incorporate Design Thinking techniques to represent the learner
- Committed – reliable as a trustworthy, dependable team member, dedicated to meeting and exceeding expectations
- Detail-oriented – enjoys work that requires a high attention to detail
- Flexible – willing to alter direction and manage changing priorities to meet deadlines

## About the Job

The primary responsibility of the Instructional Designer is to support the development of our clients by creating impactful learning solutions. This may include, but is not limited to, the following:

- Apply Instructional Design methodologies such as:
  - Collaborate with stakeholders to define the need for the content and identify the objectives
  - Design or redesign content to meet the given needs, including creative and efficient solutions
  - Discuss and agree on the best solution
  - Develop content
  - Test, implement, and assist in measuring results
- Design engaging, informative, and visually appealing content to stimulate a variety of audiences and delivery modes
- Design content with a focus on learning transfer and behavior change
- Ensure learning strategies are aligned with business strategies
- Streamline and curate content for alignment, continuity, and branding

# Specifications

## Required

- Bachelor's degree in business, education, communication, or related field
- Certification(s) in Instructional Design
- 2 or more years of proven experience in Instructional Design
- Experience applying adult learning and design principles to content development
- Experience working with Learning Management Systems (LMS)
- Experience using standard learning-design software (Articulate 360, Storyline, and Captivate)
- Effective communication skills

## Preferred

- Bachelor's degree in Instructional Design, Instructional Technology, or related field
- 2 or more years of business experience
- 3 or more years of proven experience in Instructional Design
- Experience in defining program requirements and using metrics to determine improvements
- Experience in applying adult learning and design principles to content development
- Proficient with standard learning & design software, such as Articulate 360, Storyline, Captivate, and Adobe Creative software (Photoshop, InDesign, and Illustrator)
- Experience aligning learning strategies to desired business outcomes

## Location

- Lincoln, Nebraska / Omaha, Nebraska

## Why join Leadership Resources?

Since 2003, Leadership Resources has been dedicated to promoting the importance of long-term leadership development for individuals and companies. We are a group of life-long learners, who are committed to the betterment of our clients, co-workers, and community. With a professional, but laid-back family atmosphere, Leadership Resources offers a generous paid time off policy, which reinforces the importance of families in our lives. As a small business, our group of close-knit team members, fully participate in all aspects of our business, and support one another in any way we can. Our team truly cares for one another and embraces a culture that reinforces our core values, which are:

- **Authenticity** – No guesswork necessary...consistent, respectful, and straightforward
- **Continuous Development** – Never settle for the status quo...have a thirst for learning and growing
- **Get \$#it Done** – Be purposeful...take time to dream, and when it's time to make it rain, intentionally do the things that make it pour
- **Love What We Do** – Life's too short to be miserable! Smile and help those around you smile. Be contagious.
- **We're Better Together** – The sum of our individual efforts combined with our timely teamwork make us ROCK!