

Job Title: Learning Designer (Maternity Cover)

Reporting To:	Principal Learning Designer
Department:	Bespoke Learning
Salary Band:	£31k-41k
Skills and Behaviour Level:	Practitioner IC

Job Purpose:

(NOTE: This is an instructional design role, not a graphics design or development role)

This is maternity cover, with the potential to become a permanent member of the team. This is a great opportunity for you to produce amazing digital learning experiences for a portfolio of corporate customers.

As a Learning Designer you will be responsible for the design of engaging and effective e-learning content. Working closely with subject matter experts, you will establish learning goals and requirements, identify learning objectives, write storyboards and, where appropriate, use rapid development tools to create e-learning. You will have a good knowledge of adult learning principles and theories with the ability to apply these practically to e-learning design.

A confident communicator, you will lead meetings with subject matter experts and other stakeholders and drive projects through development to timely completion.

Key Responsibilities and Accountabilities:

You will be responsible for:

- Creating engaging and impactful learning experiences that deliver value.
- Hands-on production of learning content designs including learning outcomes/objectives, Content Outlines and Storyboards/Scripts.
- Engaging with our customers' Subject Matter Experts and other stakeholders and working with them on effective digital training solutions.
- Working collaboratively with our developers and graphic designers to deliver the vision in a collaborative way.

Key Skills and Knowledge:

Required:

- You will have commercial experience working as a Learning Designer/Instructional Designer with a proven track-record of designing sophisticated digital learning content for a wide range of industry sectors.
- You will have a deep understanding of what it takes to create high quality digital learning solutions, combining a broad knowledge of learning theory, pedagogies and an experience-based, consultative approach.
- You know how to draft and craft effective digital content experiences for a wide range of subject areas, approaches and delivery methods – understanding business goals and delivering on learning outcomes and objectives to drive value for our customers.
- You will have produced digital learning experiences that deliver behavioral change, knowledge transfer and engagement across a broad range of digital formats.
- You are proficient working across a variety of subjects, including soft skills and compliance.
- You will have a strong understanding of learning technologies – especially the capabilities of Articulate Storyline 360 and Rise. You will need to be able to develop in Rise.
- You are creative and already have excellent writing skills, with the ability to convey complex ideas succinctly using a mix of media, including audio, animation and video.

You will be a proactive person with initiative, who understands the knowledge transfer process and can influence and engage with subject matter experts and stakeholders in a commercial context.

Desired:

- You will have experience of video script writing and the video production process.
- You will be familiar with designing content for systems training projects.
- You will have experience working with an eLearning agency.
- You will have experience working within Boords or a similar storyboarding tool.

Behaviours Relevant to this Role:

Behaviours	Description
Inclusive	Considerate, consistent, fair, self-aware, tolerant, builds trust, celebrates others, speaks up when something isn't right
Delivery focused	Gains clarity on what's required, manages time, prioritises workload, acts at speed, high productivity, delivers on commitments & expectations
Influential	Influences sideways and upwards, adapts tone to suit audience, builds & expands network, assertive, growing in confidence, pushes back
Collaborative	Leads by example, acts as a role model for wider team, welcoming, gives space and time, actively supports, relatable
Resilient	Welcoming & supportive of change, knows limits & when to escalate, willing to be challenged, positivity
Solution Driven	Makes smart choices, takes measured risks, works independently, pragmatic, takes ownership, sees the right direction
Ambitious	Thirst for wider knowledge, expert focused, continuously learning, identifies patterns, cascades knowledge, builds their own story
Innovative	Questions what's gone before, thinks laterally, shares new ideas outside the norm, adapts to situations with creativity
Entrepreneurial	Questions inefficiencies, understands business context, challenges gaps & our methodologies, thinks beyond their role, asks "what if"?

Kallidus is a disability confident employer. We work hard to build an explicitly inclusive space where everybody belongs. Kallidus is a supportive, caring, and enjoyable working environment for all our people, and we are committed to furthering the diversity of our teams.

Diversity brings innovation and creativity through different views, backgrounds, and opinions; as a people-first organisation, it's crucial that our teams reflect global diversity.

Our people are the heart of our success, and diversity is what drives that. Kallidus positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, region or belief, marital status, pregnancy or maternity.



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