

## **TALENT DEVELOPMENT INSTRUCTIONAL DESIGNER**

### **About The Role**

The Instructional Designer position will be instrumental in contributing to the Cleveland-Cliffs Talent Development Program and on-going curriculum content generation. The ideal candidate will work with TD Program Managers to create, design, and facilitate coursework to support a blended learning environment.

The Instructional Designer will use strong interpersonal, written, and visual communication skills to bring together text, images, video, and audio to communicate and educate employees on how to perform job functions, creating engaging learning activities and compelling course content. This role will create supporting material/media (audio, video, simulations, role-plays, games, etc.) and devise modes of assessment, such as tests or quizzes, to measure the effectiveness of the course.

It may also require analyzing and applying trends and best practices in learning technologies and instructional design, as well as providing exercises and activities that enhance the learning process.

### **Responsibilities**

- Engage with our Program Managers and clients to determine their learning needs and right-fit solutions.
- Apply modern adult learning theory and practice to write content for online courses, workbooks, job aids, videos, PowerPoint decks, etc.
- Design, develop and edit blended learning solutions, which include e-learning, training guides, FAQs, and job aids to be used in instructor lead classroom and self-paced virtual training
- Review, edit and test our products to ensure we produce the highest quality deliverables.
- Research organization and industry information to better understand learning trends and innovations important to our clients.

### **Qualifications**

If you don't think you meet all the criteria below but still are interested in the job, please apply. Nobody checks every box, and we're looking for someone excited to join the team.

- Bachelor's Degree (Instructional Design, Learning Design, or related field) required and/or applied experience in manufacturing, training, or design.
- Exceptional communication skills and ability to articulate ideas.
- Self-aware and able to build strong internal relationships and interact with all levels of the organization.
- Ability to manage multiple projects while producing high-quality deliverables on time and budget.
- Strong sense of attention to detail and creativity; able to think outside of the box.
- Knowledge of Instructional Design Methodologies (i.e., ADDIE), Training Methodologies (i.e. Kirkpatrick Levels of Evaluation), and adult learning principles
- Experience with photo editing software and audio file editing.
- Knowledge of instructional training technology platforms such as Articulate Storyline.
- Experience with advanced video editing tools.
- Experience with graphic design tools.
- Expert level working knowledge within the Microsoft Office suite of tools including PowerPoint, Word, Excel, and Email.

### **Other Duties**

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice

### **Location**

This position can be based out of any of our Cleveland-Cliffs locations.

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