



INSTRUCTIONAL DESIGNER

JOB CODE: 1452

JOB TYPE	Mid-Senior Level	
CLIENT	Pharmaceutical Organization	
LOCATION	Collegeville, PA	
APPLY TO	resumes@performdev.com	Please reference Job Code when Applying

Position Summary

This Instructional Designer position is responsible for working closely with Stakeholders within Pfizer, onsite at the client location to conceptualize, design, and write highly interactive learning solutions (e-learning, instructor-led training, blended solutions) that target learning objectives and improve performance.

Responsibilities

- Assess client needs to determine appropriate learning and performance interventions
- Author and create instructional strategies based on client need
- Create training content utilizing storyboard templates
- Develop alliances and working relationships with Subject Matter Experts
- Work cross functionally with creative and technical team members in building solutions

General Requirements

- B.A. in Instructional Design, Instructional Systems Design, English, Journalism, or related field
- M.Ed. or M.S. in Instructional Design a plus
- 5+ years applying Instructional Design techniques and methodologies
- 5+ years developing electronic-based custom training solutions (e-learning, simulations, web-based courseware)
- Experience within the Pharmaceutical Industry

Skills Requirements

Applied Skills

- Demonstrated knowledge and practical application of current ISD theories, methodologies, and best practices (all areas of ADDIE model)
- Demonstrated knowledge of multimedia and web-based training solutions
- Experience developing storyboards, scripts, and assessments
- Ability to interview and collaborate with Subject Matter Experts to gather source content
- Ability to effectively translate written content into visual descriptions (graphics, animations, interactive charts and graphs, video-based scenarios)
- Able to adapt quickly and easily to changing requirements and needs from clients
- Able to manage multiple priorities and project deadlines, including tracking and managing within numerous project hours and budgets



- Ability to interface with senior-level personnel in a client setting
- Ability to formally present ideas and deliverables during the project
- Ability to respond to and modify recommendations in the moment, based on observing and reading client reactions
- Proven ability to ensure content accuracy and appropriateness
- Experience designing and developing evaluations and results-level assessments a plus

General Business Skills

- Ability to work independently under minimal supervision, as well as collaboratively
- Excellent client relationship skills
- Exceptional problem-solving and business acumen skills
- Confidence to ask questions to get accurate data
- Exceptional written and verbal communication skills
- Demonstrated success as a team player

Tools and Applications

- Superior knowledge of MS PowerPoint
- Excellent knowledge of MS Word, Excel, and Outlook
- Knowledge of Articulate, Presenter, Captivate, and/or other e-learning authoring tools
- Familiarity with Learning Management Systems

Samples

Be prepared to share at least two of the following:

- Design or Recommendations Document
- Content/Course Script
- Storyboard Document
- Instructor or Participant Guide