

Instructional Designer – On Call

The Instructional Designer – On-Call is responsible for providing instructional design support and consultation for the sales function and our existing/potential customers, as well as direct billable work on client projects. Projects may include engaging and experiential classroom training, and/or blended solutions - all focused on leadership development. Some minimal travel may be required.

JOB RESPONSIBILITIES

Instructional Design and Sales Support will craft creative, client-centered solutions for customers and be able to communicate (verbally and in documentation) instructional design approach and value of the solution clearly to clients and internal stakeholders.

- Scope deliverables for proposed learning solutions and required instructional design work efforts for engagements. Partner with other roles (Solution Design, Engagement Managers, Consultants) to determine overall scope of work.
- Support the continuous improvement of processes and quality standards for global delivery services, including collaborating with internal stakeholders and process owners to problem-solve short-and long-term.

Client Work:

- Capitalize on PDI Ninth House core IP to customize and/or create engaging customer learning solutions that meet customer needs and follow instructional design best practices.
- Consult with clients and PDI NH consultants to create the optimal instructional strategy for blended and/or classroom-based leadership development solutions, following a flexible ADDIE process.
- Deliver detailed design documents for solutions that meet or exceed client expectations.
- For all solutions, ensure quality and consistency of learning design and ability to deliver to client specified delivery/ implementation requirements.
- Consistently balance learning requirements with budget, schedule, and creative requirements and concerns.
- Ensure instructional design approach for all client work follows vision and approach of the organization.

EXPERIENCE AND EDUCATION REQUIREMENTS

- 8-10 years in corporate training in a client services environment (vs. designing internal training).
- Master's Degree in Instructional Design.

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- Strong understanding of leadership development and organizational development theories and practices, as well as strong experience creating leadership development solutions.
- Very strong Microsoft Word and PowerPoint skills (including extensive experience working with styles and templates in both of these programs).
- Very strong written and verbal communication skills.
- Experience designing and developing custom ILT and blended content, including working with clients to scope projects.
- Quick learner, strong analytical skills when interfacing with subject matter experts.
- Ability to partner and problem solve with internal stakeholders.

COMPETENCIES

- Instructional design expertise.
- Ability to think, plan, and act strategically.
- Enthusiasm, supportiveness and a focus on collaboration.
- Able to build positive relationships and collaborate with all levels throughout the organization.
- Effective conflict management skills with peers, and senior levels.
- Adaptable and flexible; able to think outside the lines and yet operate within lines.
- Strong results orientation.
- Client focus.

PDI Ninth House is the premier global leadership solutions company with distinctive expertise in accelerating leadership effectiveness to maximize organizational performance. We have more than 40 years of experience in helping clients identify, manage, develop, and promote superior leaders across all levels of the organization. PDI Ninth House uses a unique combination of innovative, field-tested strategies; state-of-the-art technology; and proven processes to tailor specific solutions for our clients. PDI Ninth House partners with the world's leading organizations, enabling them to address critical leadership challenges with innovative solutions. Our aim is simple—the well-placed confidence that clients' current and future leaders are distinctively stronger than their competition, resulting in sustained, superior performance.

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PDI Ninth House provides employees with the opportunity to build their career in a stimulating, multicultural environment as well as offering competitive compensation and benefits. PDI Ninth House is an equal opportunity employer (EOE).

Job reference: REQ # PW2059