

Instructional Design Lead – eLearning Projects

Description

AMMACHI Labs is committed to transforming education through interactive and engaging digital learning solutions. We specialise in creating eLearning experiences that combine educational excellence with innovative technology, including simulations and game-based learning. We are looking for a talented Instructional Design Lead to lead the design and development of effective eLearning content that enhances engagement and retention.

Position Overview:

The Instructional Design Lead will oversee the creation of high-quality eLearning projects, ensuring the instructional integrity and engagement of content for a diverse audience. This role will require expertise in instructional design principles, experience with simulations or game-based learning, and the ability to lead a team of designers, writers, and multimedia experts. The ideal candidate will have a passion for digital education, a strong background in instructional strategies, and the ability to adapt content to various learning needs.

Responsibilities

1. Instructional Strategy and Curriculum Development

Lead the instructional design process, including needs assessment, content analysis, and curriculum development for eLearning courses.

Develop and implement instructional strategies that leverage simulation and game-based learning to create immersive, hands-on learning experiences. Design and document course outlines, learning objectives, and assessment strategies to align with the desired learning outcomes and competencies.

2. Project Leadership and Team Collaboration

Oversee and manage the instructional design team, providing guidance on design best practices, content structuring, and multimedia integration. Collaborate closely with subject matter experts (SMEs), multimedia designers, and developers to translate complex concepts into engaging, user-friendly digital content.

Establish project timelines, milestones, and deliverables, ensuring that instructional goals are met on time and within budget.

3. Content Development and Quality Assurance

Create storyboards, scripts, and prototypes for eLearning modules, with a focus on clarity, engagement, and interactivity.

Review and refine content, providing feedback on instructional quality, multimedia use, and learner engagement.

Lead the testing and review process for simulations, games, and other interactive elements, ensuring instructional quality and functionality across all platforms.

4. Innovation and Learning Analytics

Stay updated on the latest trends in instructional design, eLearning, and educational technology, integrating relevant advancements into project strategies.

Leverage learning analytics to assess the effectiveness of eLearning modules, iterating on design approaches to improve learner outcomes.

Drive the development and adoption of gamified elements, simulations, and other innovative learning formats to create immersive eLearning experiences.

Hiring organization

Ammachi Labs

Employment Type

Full-time

Date posted

April 11, 2025

Qualifications

Bachelor's or Master's degree in Instructional Design, Educational Technology, Curriculum Development, or a related field.

5+ years of experience in instructional design, with a proven track record of developing engaging eLearning content.

Expertise in instructional design tools such as Articulate Storyline, Captivate, or other authoring tools, with a solid understanding of SCORM/xAPI standards.

Experience with simulation or game-based learning techniques, including designing for interactivity, immersion, and engagement.

Strong project management skills with experience in leading cross-functional teams and meeting deadlines.

Excellent communication and leadership abilities, with a collaborative approach to working with SMEs, designers, and developers.

Preferred Skills:

Familiarity with multimedia production tools (e.g., Adobe Creative Suite) and interactive learning platforms (e.g., Unity, Unreal Engine).

Knowledge of instructional theories and models, such as ADDIE, Bloom's Taxonomy, and Kirkpatrick's Levels of Evaluation.

Experience in designing content for diverse audiences, including K-12, corporate training, or vocational training.