

eLearning Instructional Designer

APi Group Inc. (www.apigroupinc.com) is the parent company of over 40 fire protection, industrial, infrastructure, and specialty construction companies located throughout North America and the United Kingdom. APi Group combines the personal attention of small-to-medium sized construction companies with the strength of an industry leader to build a safer environment, develop leaders, and bring innovation to the construction industry.

The Learning and Development (L&D) Department is currently seeking qualified candidates for an eLearning Instructional Design Position at our corporate headquarters in New Brighton, MN. This is an on-site position, responsible for working closely with others to apply adult learning strategies in the design and development of eLearning solutions that influence our employees' success. These solutions include synchronous and asynchronous eLearning courses, gamification, job aids, user manuals, and other instructional materials. The position is responsible for ensuring that high-quality, innovative, timely, and effective learning solutions are delivered in a coordinated fashion with other learning support tools and stakeholder teams. This position will report to the eLearning Manager.

The ideal candidate will have a wide range of eLearning design and development experience.

Knowledge, Skills & Abilities required:

- Related bachelor's degree or equivalent and 2-3 years of experience in the learning and development field. Knowledge of commonly used concepts, practices, and technology within the learning and development field.
- Demonstrated understanding of adult learning and eLearning design theory.
- Demonstrated eLearning instructional design expertise.
- Familiarity with the application of technology in support of employee development.
- Experience with e-learning course authoring tools, such as Storyline, Captivate and others.
- Very strong attention to detail and organizational skills, with sensitivity to deadlines.
- Excellent verbal and written communication skills with the proven ability to write reports and business correspondence.
- Experience working with Subject Matter Experts.
- Ability to prioritize and work on multiple projects in a fast paced environment.
- Strong ability (and inclination) to effectively build relationships with staff at all levels within the organization.
- Self-motivated, tenacious problem solver with a very high quality orientation.
- Consistently demonstrates ownership of results and meets commitments.
- Working knowledge of Microsoft Office (Excel, MS Word, PowerPoint).

Essential duties and responsibilities include:

- Collaborate with the eLearning Manager on the needs analyses of stakeholders across various areas of the business to identify true learning needs.
- Collaborate with team to identify appropriate instructional strategies based on content type, learning objectives, delivery platforms, company culture, etc.
- Collaborate/consult with Subject Matter Experts to identify key knowledge, skills, and abilities associated with learning objectives.

- Create design documentation that communicates learning objectives, content structure, assessment measures, and learning impact (e.g., business results).
- Create prototypes, storyboards, scripts, simulations, scenarios, assessments, etc.
- Create engaging visual, layouts, graphics, etc. that maintain design standards and branding.
- Build learning materials using eLearning authoring tools like Storyline, Captivate, etc.
- Leverage interactive, online learning models, API TIN CAN / SCORM standards, and adult learning principles to design and deliver effective training.
- Partner with LMS Administrator to deliver mobile ready eLearning content to our employees.

We offer a competitive salary and excellent benefits including Health & Dental Insurance, 401K Program (including company contribution), Employee Stock Ownership Plan (ESOP), Short and Long-Term Disability, Paid Vacations and Holidays, and Educational Opportunities.

If you are interested in this opportunity and joining our team, please click on the button below and forward your resume and cover letter with salary requirements.

No phone calls please.

APi Group Inc. and its subsidiary companies are an equal opportunity employer and part of the Drug-Free Workplace Act.