

Instructional Design Specialist

You're the person we're looking for if you're committed to the socioconstructivist approach, in which the learner is the main actor in his or her training, leading him or her to build knowledge and develop skills. You can design learning environments that are anchored in the learner's work reality, whether face-to-face or distance learning.

As an instructional design specialist, you will be responsible for designing instructional materials for both synchronous and asynchronous training.

To do this, you will work in collaboration with content experts to:

- Carry out a needs analysis,
- Set the objective to be achieved for the target clientele,
- Select content elements,
- Design the architecture,
- Write the course outline and pedagogical scenario,
- Script asynchronous training courses,
- Help produce and validate teaching materials.

On a day-to-day basis, you'll be called upon to work on projects of all sizes and on a wide variety of subjects. You will collaborate with various people involved in the projects: senior specialists during the macro-design stages, customers, content experts, graphic designers, and multimedia integrators. You can also work with any other specialist required for a given project.

You meet the following criteria:

- University training (preferably graduate) in pedagogy or educational technology,
- At least 10 years' experience in instructional design, including 3 to 5 years in asynchronous training,
- Ability to develop synchronous and asynchronous learning materials following an instructional engineering process,
- Ability to work on several projects at once,
- Ability to work as part of a team,
- Adopt an advisory role with customers,
- Excellent written French.

Your assets:

- Knowledge of the competency-based approach,
- Knowledge of knowledge or skills modeling (G-MOT or MotPlus),
- Bilingual (French and English)