

Role: Senior Learning Experience Designer

Job Type: Full-time

Salary: Market-related dependent on experience

Location: Open to remote applicants in South Africa or similar time zones

TTRO is an organisation of passionate and talented individuals who design and develop innovative learning solutions to upskill and empower people for now and for the future. We believe in driving change through next generation learning by combining immersive technologies and learning methodologies to deliver relevant competencies that add value to your organization and your people.

We are looking for a driven and creative Learning Experience Designer to work with our clients to develop innovative, pedagogically-strong learning solutions that meet their business and people needs.

You will own the overall creative vision for a range of digital learning projects. You will collaborate with designers, developers, project managers and client subject matter experts (SMEs).

Building on a number of years of experience as a learning designer, you will have a solid understanding of the principles of adult learning and of learning technology. An excellent communicator, you will be able to collaborate effectively with clients and colleagues at all levels. You will also have a graduate degree.

Key Responsibilities

- Holding the creative vision for the overall e-learning or blended project.
- Researching content, working with subject experts and with your fellow learning design colleagues to transform that content into effective and engaging learning.
- Leading and facilitating analysis and design workshops, both internally and with clients.
- Linking learning needs analysis results to learning objectives when implementing the design.
- Working with the design team to define visual and multi-media approaches.
- Pitching learning concepts to client stakeholders at every level.
- Creating detailed design documentation, including storyboards.

- Designing solutions for various content types, including but not limited to podcasts, interactive videos, microlearning, reinforcement learning, animations, infographics, rich media articles, guides, gamification.
- Outlining and designing interactive scenarios and case studies.
- Setting the standard for instructional writing to ensure that it is creative, concise and persuasive.
- Training and mentoring junior colleagues (and clients where appropriate) in the principles of learning design and in the use of common tools and systems.
- Occasional film shoot direction, animation direction and voiceover scripting.
- Developing effective assessment questions, quality distractors and practice interactions that accurately test the learners' ability to meet learning objectives.
- Understanding how to get the best from a variety of in-house and off the shelf authoring tools, such as Articulate 360, Lectora and Captivate, as well as learning management systems.
- Effectively managing multiple priorities, projects and relationships.
- Researching industry trends and making recommendations to the team on a constant basis, to maintain our innovative approach to learning solutions.

Job Requirements

- Bachelor's Degree or related qualification, with a minimum of seven years relevant working experience within an e-learning, media, training or a L&D related role.
- Attention to detail.
- Strong lateral thinking skills and problem-solving abilities.
- A high level of confidence, professionalism and interpersonal skills.
- Good work ethic and time management skills.
- Experience working in a virtual environment with global audiences and learners.
- Experience in working with remote teams.
- You may be required to travel to meet with customers
- Ability to adapt to ad hoc requests, scope changes and remain productive in response to a fluctuating and dynamic work environment

Join our vibrant, creative and open-minded team. We invite you to apply by sending your CV or Resume, a motivation letter to us at careers@ttro.com We look forward to meeting you!

Only shortlisted candidates will be contacted.

Disclaimer: The candidate hereby consents to the collection and processing of the candidates Personal Information (as defined in the Protection of Personal Information Act 4 of 2013 as amended ("POPI") by the Company, for the purposes of securing and further facilitating the Candidate's consideration in the Company's recruitment process. The company reserves the right to not make an appointment.