

## Instructional Designer

Are you interested in blended learning, elearning, and simulations? Do you know how to make an online course engaging? Are you unafraid to take on new technologies and challenges? Then you could be right for us!

Good Roads is seeking an exceptional individual for the position of Instructional Designer. You will be responsible for the design and development of Instructor-led training, virtual training, e-learning, print, and video content delivered to our members. The Instructional Designer will collaborate with a cross functional team of subject matter experts and learning and development team members to design and develop course materials integrating the appropriate technology options.

### Responsibilities:

- Coordinates the activities of course directors, curriculum development committees and individual course instructors to develop and revise content of courses.
- Develop learning curriculum, programs, modules, pre- and post-training activities, support materials and evaluations.
- Create engaging learning activities, compelling course content, and supporting material/media.
- Plan project timelines, resourcing commitments, and tasks to meet milestones and reporting requirements.
- Measure, track, and report results of all learning activities to leadership and stakeholders.
- Test new approaches and techniques to continuously improve; pro-actively analyze procedures, approaches, and solutions to be prepared for future refinement.
- LMS administration – manage content library and course curriculums in the system; add any content developed and keep the content current
- Demonstrate a collaborative working style and ability to engage the right people to ensure the best learning outcomes
- Excellent knowledge of learning theories and instructional design models as well as organizational change management

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**Qualifications:**

- 5+ years of experience in learning and development including significant experience in designing, curating, and rolling out on-demand digital learning strategies.
- Proven ability to develop and manage multiple education programs concurrently.
- Experience with active application of adult learning principles, design techniques, and innovative learning solutions (i.e., instructor-led, e-learning, m-learning, microlearning, action learning, self-paced, simulation, virtual reality)
- Experience working with an LMS.
- Class 'G' driver's license, in good standing; and a reliable vehicle to use on Association business.
- Availability to work flexible/extended hours.
- CTDP professional certification is an asset.
- Experience in the not-for-profit sector and working with volunteers is an asset.

**Technical requirements:**

- Proficiency with Microsoft suite
- Proficiency with video conferencing tools (Zoom, Teams)
- Advanced Adobe suite (In-design, Photoshop, Premiere Pro, Acrobat DC)
- Experience with LMS administration (Brightspace)
- Experience with rapid authoring tools
- Experience using HTML, CSS and JavaScript is an asset

This is a full-time position.

**Benefits:**

- Extended health care
- Dental care
- Life insurance
- Flexible working hours
- OMERS pension
- Employee assistance programs
- Vacation & paid time off
- On-site parking

Salary range - \$77,321.28 - \$95,514.52 plus benefits.

OGRA thanks all applicants but will contact only those selected for interviews.

Please e-mail a cover letter and resume by November 29th to:

**Eric Young**  
Manager, Education  
Good Roads  
1525 Cornwall Road, Unit 22  
Oakville, ON, L6J 0B2  
E-mail: eric@goodroads.ca

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Welcome to Good Roads.

For 127 years, the Ontario Good Roads Association – now simply “Good Roads” – has been dedicated to improving municipal roads and associated infrastructure in Ontario.

Today, Good Roads has more than 450 municipal and First Nations members.

We exist to connect our members to each other, to other levels of government, to academia and to relevant private sector interests.

We provide our members with training, knowledge, political advocacy, and solutions to their most pressing problems. This work is important because the management of roads and transportation are changing faster than ever.

# Good Roads