

# Instructional Designer

Job LocationsUS-NJ-Egg Harbor Township

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## Department

Human Resources

## Position Type

Full Time

## Overview

Come work with us at **Spencer's & Spirit Halloween**, where you'll be working with the best and brightest colleagues as you help us deliver the most fun experience and product possible to our guests. We're fast-paced and take our work seriously, but we always have a good laugh at the end of the day. Walk through our stores or the halls of our corporate office and you'll see firsthand that we're laidback and irreverent. We're firm believers in being true to YOU, so tattoos and piercings are as common as watercooler convos. Whether it's critiquing our new exclusive costumes or quality testing newly implemented software technology, our teams understand the importance of working collaboratively to challenge status quo and achieve our goals. We keep pushing ourselves to go above and beyond and are looking for top talent to become a part of our team!

## Responsibilities

### Position Summary:

The Instructional Designer will design and develop custom courses and learning resources for home office associates of Spencer's and Spirit Halloween. Using adult learning theory, the position will work collaboratively with subject matter experts, project sponsors and key staff to develop eLearning, virtual, classroom and blended learning content in areas such as leadership development and functional expertise.

### Essential Functions and Responsibilities:

- Using experience in applying adult learning theory and pedagogy, design, develop and write engaging course content, including instructor manuals and scripts, slide decks, reference guides, worksheets and other resources, to support eLearning, video, in-person, virtual and blended learning opportunities.
- Establish and implement design practices and templates for the organization.
- Analyze employee learning and development needs.
- Partner with subject matter experts to identify and develop course content.
- Develop project plans to track tasks, manage timeline and achieve deliverables in a timely manner.
- Analyze, audit and update all course content.
- Review course feedback to improve upon satisfaction, effectiveness and impact.
- Provide education and recommendations on current industry trends and enhancements.

## Qualifications

- Five years of experience in developing training programs and courses for adult learners in a results-driven environment.
- Knowledge of instructional design theory.
- Proficient in performing all stages of the instructional design process; analysis, design, development, implementation and evaluation.
- Experience using various authoring tools and multimedia design platforms; Captivate or InDesign experience a plus.
- Strong creative and technical skills.
- Experience in successfully designing, developing and implementing high quality learning solutions.
- Ability to prioritize and manage multiple projects.
- Excellent written and oral communication skills.
- Critical thinking skills.

Apply at <https://careers-spencersandspirit.icims.com/jobs/2417/instructional-designer/job>