



Senior Instructional Designer

WHO WE ARE

TuesdayAfternoon Media Inc. (TAM) is a multidisciplinary design firm who specializes in tailored learning solutions designed to drive transformation. We empower learners to perform to their highest potential by creating effective, original, and results-driven training solutions. We believe in partnering and relationships, and are best known for our thoughtful and consultative approach. We thrive on creative innovation and focus on what matters most to our partners and clients.

RESPONSIBILITIES

What does a Senior Instructional Designer do at TAM?

The Senior Instructional Designer works with the Senior Leadership Team at TAM and on the client side to design and execute large-scale performance solutions with other TAM team members. The Senior Instructional Designer leads the needs assessment process, the development of learning strategy, and the development of the program evaluation strategy.

Make an impact in the following areas:

- Lead the creation of innovative, performance-driven learning solutions, overseeing other team members in project efforts and steering all activities and plans to the given objectives.
- Act as the lead and subject matter expert on client projects and be available to meet with clients.
- Manage timelines and project plans in support of programs, inspiring others to follow and identifying the right actions to achieve given goals.
- Facilitate sessions to support client teams through activities such as train-the-trainer and focus groups.
- Lead conversations with clients, stakeholders, subject matter experts, and TAM team members to gather information and establish needs of all parties, documenting findings and developing lesson content accordingly.
- Review, analyze, and organize source material and related data in order to advise on strategy, design effective solutions, and develop quality content.

- Write material for all aspects of solutions development from strategy outlines and storyboards to facilitator- and learner-facing materials such as scripts, participant guides, and leader guides.
- Help drive project charters and timelines in support of large-scale projects.
- Proactively identify industry trends and practices that could evolve and enhance our practice, exploring implications to TAM's methods, making recommendations, building process/practice/templates, and executing the activities required to support the given change.
- Be an active contributor to a positive, innovative, and collaborative work environment.
- Partner and collaborate with team members and clients alike in support of initiatives.
- Contribute to the evolution of TAM's instructional design methods and practices, driving efficiencies and effectiveness and supporting other team members through adoption.

QUALIFICATIONS

Must have:

- 5+ years of experience as a Senior Instructional Designer
- Professional accreditation in a field related to learning or organizational development
- Instructional Design Lead with experience managing multiple projects simultaneously, leading others without direct reporting authority, and monitoring budgets
- Strong analytical and organizational skills, with a passion for continuous learning
- Strong team player who demonstrates patience and humour while working with others
- Ability to multi-task in a fast-paced environment and to prioritize projects using sound judgment and time-management skills

*Please send your resume and cover letter to careers@tuesdayafternoon.net with **Senior Instructional Designer** in the subject line. We thank you for your submissions. Only those selected for consideration will be contacted.*

