Digital Learning Developer

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Company: CloudFactory

Location: Kenya

Category: other-general

At CloudFactory we're on a Mission to connect 1 million talented people with meaningful work and grow them as Leaders Worth Following. We're looking for an experienced Digital Learning Developer to join our global Workforce Success Learning & Development team and help us create high quality learning courses, resources, and assessments to help upskill and reskill our people for new data annotation work opportunities.

The ideal candidate would be an experienced, well-rounded design professional who is passionate about creating digital learning experiences that help individuals develop their technical skills.

You would work with our Instructional Designers and senior stakeholders from across the business to understand the training context, provide a Creative Brief, and design and develop digital content.

You will also play a key role in raising the quality of digital learning development practices across the organization, by working with the Learning Design Manager to identify effective and scalable tooling, and creating standards and templates to empower colleagues to develop better digital content.

We believe in flexible working, so are open to candidates who like to work in an office, work at home, or hybrid. We look forward to hearing from you!

Responsibilities

Consult with Instructional Designer or stakeholders to understand the skills that need to be developed.

Create a Creative Brief outlining your recommended solution, which follows visual design and technical best practice and is achievable in time available.

Develop elearning courses using rapid authoring tools (Gomo/TLMS), based on a storyboard or prototype created by the Instructional Designers or Training Leads.

Create animations (kinetic typography, 2D motion graphic, simple character using presets) to communicate key learning points and ideas effectively.

Create screen capture videos, working with SMEs and Instructional Designers as required.

Ensure stakeholders follow the feedback process and implement it in a timely manner.

Provide updates to the Learning Designer Manager and stakeholders on progress against the project plan, deadlines, sprint deliverables, and other KPIs.

Review, update, and continually improve our Digital Learning Development standards with best practices, asset libraries, templates, and resources to help us deliver great consistent quality content within our team and beyond.

Coach Creatives within the L&D team, and other Training Leads across the organisation to empower them to develop their own digital learning experiences.

Provide Learning Design Manager with input into the software and hardware required for our Digital Learning toolkit, to enable our team and the broader organisation to develop great digital learning experiences.

Requirements

Minimum 5 years experience in a Digital Learning Developer role, Content Developer role, or equivalent role working in a corporate environment.

Deep knowledge of visual design best practice, particularly in relation to developing effective and accessible training.

Ability to transform wireframes and storyboards into contemporary digital experiences and interactive activities creating visual elements or sourcing them from available stock

libraries.

Experience using rapid authoring tools, such as Gomo or other similar tools.

Experience developing 2D animations, using the Adobe suite.

Experience with creating templates for different development tools to support efficient development.

Deep production expertise, with a good understanding of the Art of the Possible when it comes to digital learning development, the tasks involved, and the time and effort involved in achieving it.

Strong time management skills, able to deliver to the timelines agreed and raises issues/blockers in a timely manner.

Strong stakeholder and relationship management skills, able to communicate and set up effective communication routines to ensure stakeholder(s) are kept informed throughout the project.

Strong coaching and development skills, you have experience and a passion for supporting others with developing their digital learning Development skills.

Skills Requirements Desired

Good understanding of Learning Management Systems and technical standards required for courses.

Experience with video production and editing.

Experience with audio production, such as basic podcasting or voiceover.

Knowledge of accessibility standards.

Experience designing learning solutions for a global audience.

Experience working with an MVP, iterative mindset.

Experience with using ClickUp, or other cloud based project management software.

Benefits

Great Mission and Culture

Meaningful Work

Market competitive salary

Quarterly variable compensation

Remote and Home working

Commuter/home office, internet and airtime allowance

Comprehensive medical cover including dental, vision and emergency benefits and an annual Health Spending Account

Group life insurance

Personal development and growth opportunities

Office snacks and lunch

Periodic team building and social events

Join us, and change the world for the better. If you are skilled and humble, with a commitment to lifelong learning, and you're curious about the world and its people, you could be a good fit at CloudFactory. We welcome the unique contributions you can bring to help us build a diverse, inclusive workplace because we connect, learn, and grow stronger from our differences. We want you to bring your whole, authentic self to work. We look forward to hearing from you!

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