



E-Learning Developer I

Salary Group: B21

Class Code: 1790

<u>CLASS TITLE</u>	<u>CLASS CODE</u>	<u>SALARY GROUP</u>	<u>SALARY RANGE</u>
E-Learning Developer I	1790	B21	\$48,278 - \$78,953
E-Learning Developer II	1791	B23	\$55,184 - \$90,393
E-Learning Developer III	1792	B25	\$63,104 - \$103,491

GENERAL DESCRIPTION

Performs complex (journey-level) instructional development and training work. Work involves designing, developing, delivering, and maintaining e-Learning curricula and instructional technology through collaboration with subject matter experts. Works under moderate supervision, with limited latitude for the use of initiative and independent judgment.

DISTINGUISHING CHARACTERISTICS

The E-Learning Developer job classification series is intended for positions that design, develop, deploy, and deliver computer-based and interactive e-Learning curricula and training modules. These employees also provide guidance to agency staff and collaborate with subject matter experts in the development and use of e-Learning methodologies for course design. In contrast, the Training and Development Specialist job classification series is intended for positions that coordinate and perform training and development programs. The employees in that job classification series typically develop new programs and modify existing programs.

EXAMPLES OF WORK PERFORMED

Designs, develops, and delivers blended classroom and online training courses, as well as customized instructional materials using a variety of tools and applications, including audio, video, animation, narrated presentations, podcasts, webcasts, simulations, and virtual learning environments.

Designs and develops easy to use e-Learning tools with intuitive interfaces.

Plans course outlines and identifies appropriate instructional methods.

Conducts ongoing assessment and maintenance of e-Learning curricula; and recommends and implements improvements when necessary to improve learning outcomes and to ensure materials are current.

Develops methods for assessing and evaluating training effectiveness, including review and revision of learning assessment and quiz questions.

Researches e-Learning training methods and trends and collaborates with subject matter experts to develop and apply appropriate designs and to ensure that e-Learning content requirements are implemented.

Provides consultation and technical assistance to agency staff on specialized training initiatives and resolves training issues.

May assist with developing communication plans to drive participation and learning experiences throughout the agency.

Assists with designing, developing, and evaluating e-Learning initiatives.

Assists in identifying e-Learning training needs for target audience(s).

Assists with the selection, evaluation, and oversight of e-Learning contracts such as content creation, interactive learning methods, and platforms.

Performs related work as assigned.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in e-Learning development and/or instructional design work. Graduation from an accredited four-year college or university with major coursework in instructional design, information technology, communication, human resources, organizational development, education, or a related field is generally preferred. Experience and education may be substituted for one another.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of training and development procedures and techniques, learning design models and principles, instructional design principles and techniques, e-Learning tools and learning management systems, programing languages, and curriculum design.

Skill in using applicable software and designing graphics and instructional content.

Ability to formulate learning objectives, to apply instructional design principles, to develop training objectives, to evaluate the effectiveness of training, to assess training needs, to troubleshoot technical issues, and to communicate effectively.