



## **Instructional Designer / Learning Architect**

Are you interested in designing learning solutions for world class organizations like Labatt, Montana's, PepsiCo, Second Cup, Dell, West 49 and Bank of Montreal? Fifth P Solutions ([www.fifthp.com](http://www.fifthp.com)) is an award-winning learning and performance solutions company that enables forward-thinking clients to build their brands through people.

As a Learning Architect in Fifth P Solutions' client service environment, you lead the design, development and implementation of world-class learning and performance support solutions using a keen sense of business. Challenging assignments motivate you to apply your superior instructional design skills and creativity in innovative ways to produce effective solutions that meet clients' needs. Working closely with our clients and members of the Fifth P Solutions team, you work well independently while leveraging the expertise of / collaborating with others, manage multiple assignments with ease and deliver high quality solutions within set business parameters.

Key responsibilities include:

- Utilize instructional design expertise to help gain client acceptance of programs
- Conduct detailed needs analyses with clients and prepare reports to summarize findings and recommendations
- Design creative learning solutions that drive business results
- Develop learning materials for a range of platforms (e.g., e-learning, face-to-face, paper-based self-study, and synchronous online learning)
- Provide direction, assistance, coaching and support to learning specialists, external contractors and partners, involved in the development of learning materials, as required
- Design and implement evaluation strategies to measure learning impact
- Manage project scope, timelines, and budget

The ideal candidate will be a strong team player and possess:

- Outstanding instructional design skills – 3 to 5 years experience in needs analysis, design, development, implementation and evaluation of learning solutions; experience providing learning solutions to external clients would be an asset
- Superior written and verbal communication skills – excellent spelling and grammar, strong editorial skills, and a keen eye for accuracy and detail
- Strong project management skills – experience managing parallel development efforts, project plans, timelines, budget and project resources; effective at resolving issues and reporting status
- Well-developed leadership skills – an ability to manage competing priorities, experience coaching and motivating other team members, a willingness to take ownership
- A university degree
- Industry-recognized credentials in adult education, instructional design or education
- Experience in a client service or agency-based environment (preferred)

If you have the skills and experience we seek, we would love to hear from you! Please send a cover letter and resume to [nicole.torres@fifthp.com](mailto:nicole.torres@fifthp.com). Only those with a direct match will be contacted.