Instructional Designer

Structural Group integrates technology, engineering and construction to sustain and enhance infrastructure. With member companies dating back to 1902, Structural Group is a recognized leader in the specialty construction industry, delivering turnkey solutions that integrate technology, engineering, and construction. We provide specialty contracting services through our construction companies, and state-of-the-art proprietary products and engineering support services through our technologies company. With locations nationwide and in select international markets, we serve the Commercial, Public, Industrial, and Power markets.

We are currently recruiting for an Instructional Designer to join our Learning & Knowledge Management Team as part of our Human Resources organization, located at our corporate office in Hanover, MD. As an Instructional Designer for Structural Group, your responsibilities will include but are not limited to:

- Developing online and instructor led trainings to include:
  - working with subject matter experts and managers to assess training needs and define outcomes
  - wiring clear, consistent text for the presentation of information and interactions;
  - identifying needs for and producing instructional photos, illustrations, animations, and videos;
  - working with SME’s and other presenters to record video, both studio presentations and jobsite interviews/documentation; and
  - coordinating with videographers, photographers, illustrators, and animators (when these resources are available)
- Setting and maintaining production schedules
- Authoring trainings in Company defined software, using existing standards and templates
- Providing a high level of quality assurance to trainings before publishing
- Monitoring the effectiveness of completed trainings and adjusting trainings as required
- Being immersed in our company’s Safety 24/7 culture to effectively develop necessary trainings
- Participating, on occasion, in construction and other work activities to better understand the details and context of specific training projects and to understanding our internal audience

Candidates who meet the following criteria may be considered for this position:

- 2+ years of experience in an instructional design or curriculum development role
- Demonstrates strong attention to quality and detail and ability to meet deadlines
- Able to identify/define needed learning outcomes based on interviews with managers, subject matter experts, written procedures, regulations, and other inputs
- Capable of sequencing information/skill acquisition and learner interactions to facilitate efficient and effective learning.
- Demonstrates the ability to write questions and feedback that both develop and assess the learner’s mastery.
- Familiar with Microsoft Power Point, Adobe Captivate, and Premiere
- Strong interpersonal and communications skills, both verbal and written.
- Open and flexible to shifting job requirements. Willingness to travel to job sites, as needed.
- Able to work independently as well as collaboratively with various teams and departments.

Our ideal candidate is an innovative but decisive individual who can work effectively in a highly collaborative, team-based environment; has the ability to set goals and expectations; can encourage others; is approachable, empathetic and outgoing; can quickly gain trust and respect; and is able to establish and maintain relationships.

Structural Group is proud of a company culture that promotes 24/7 safety and quality. We offer competitive compensation and benefits including medical and dental insurance, 401(k), paid holidays & vacation, tuition reimbursement, career development and growth opportunities, and a caring work environment.

Note: Structural Group’s corporate office will be relocating to Columbia, Maryland in November 2014
EOE/M/F/D/V