



# eLearning Developer

The Center for Leadership Studies (CLS) is seeking an eLearning Developer to work within our Product Development team. CLS projects involve many different stakeholders, tasks and subtasks, dependencies and variables. The primary responsibility of the eLearning Developer would be to produce high-quality eLearning courses and assist the team as needed.

## Key Responsibilities:

- Designing and creating high-quality, engaging and effective eLearning courses
- Creating SCORM content using articulate storyline and other eLearning authoring tools
- Converting legacy courses to responsive eLearning
- Developing quizzes and interactivity; including audio and video integration
- Application simulation, gamification and micro-learning development
- Testing of courses prior to their release; uploading courses in to the LMS
- Revamping Flash content to HTML5
- Adhering to CLS branding guidelines
- Maintaining and refreshing content in existing eLearning courses
- Advanced knowledge in Articulate 360 and Rise
- Work with instructional designers and subject matter experts to assess needs, curate, organize and structure content to maximize learner engagement
- Develop immersive & interactive learning experiences
- Test and deliver web-based training

## Requirements:

- Currently living in the Cary/Raleigh/Durham area
- Work full-time onsite at corporate headquarters in Cary, NC
- Bachelor's degree required
- 5 -7 years minimum experience in eLearning design and development
- Virtual eLearning design and development experience



- Quality assurance experience
- Instructional design experience preferred
- 3D design experience preferred
- Localization experience preferred
- General understanding of adult learning theory, instructional design, eLearning, mobile learning, learning management systems and internet portals
- Good prioritization skills with a sense of urgency to accomplish tasks and projects
- Exceptional leadership and communication skills, both verbal and written, demonstrated by ability to interact with other team members
- Team-oriented with a desire to pitch in where needed for the good of the business and customer
- Ability to thrive in a very fast-paced and dynamically changing environment
- Superior organizational skills and attention to detail
- Customer-oriented mentality
- Sense of ownership and pride in work

Please direct inquiries to [jobs@situational.com](mailto:jobs@situational.com)

We offer a competitive and attractive compensation package, including:

- Comprehensive medical/benefit coverage
- Competitive vacation and sick leave
- Advancement opportunities
- Fun, diverse work culture

## Company Overview:

For more than 40 years, The Center for Leadership Studies (CLS), founded by Dr. Paul Hersey, has been the global home of the original Situational Leadership® Model. With over 14 million leaders trained, Situational Leadership® is the most successful and widely adopted leadership



model available. Deployed in more than 70% of Fortune 500 companies, Situational Leadership® transcends cultural and generational differences and equips leaders around the globe with the skills necessary to address a specific challenge, drive behavior change and increase productivity. CLS' diverse product portfolio includes a comprehensive off-the-shelf leadership curriculum founded on our proven, research-based competency model. In addition, CLS has more than 25 years' experience designing and developing award-winning custom training solutions. CLS services customers both domestically and internationally through an extensive network comprised of over 200 learning professionals in more than 30 countries. Our global affiliates and facilitators understand the nuances present in each culture, allowing for the delivery of innovative, high-quality training programs in localized languages.

## Our Values:

At The Center for Leadership Studies we view each customer opportunity as a long-term partnership. In such relationships, we believe that the values of the people that you choose to do business with can have an equal impact on the success of your learning endeavors as can the technical skillsets. Put a different way, we feel it's important for you to know who we are and what we stand for. Below are the values we strive to live by each day. They represent the expectations that we have for each and every CLS team member:

### **Be Responsive: Service Is Inside And Out**

Do what you say you are going to do when you say you are going to do it. Don't over promise and never under deliver

### **Embrace Teamwork: Invest In Others**

Strive to continually develop and nurture your base of personal power

### **Own Your Actions: Take Personal Responsibility**

Follow through on your commitments with relentless attention to detail, completion and results



## **Maintain Your Integrity: Do the Right Thing**

Communicate openly and honestly: Develop a reputation grounded in personal and professional credibility

## **Have Fun: Take a Minute to Smile**

Enjoy the journey (celebrate victories; keep setbacks in their proper perspective). Embrace the fact that work and fun are NOT mutually exclusive terms