



Instructional Designer

The Instructional Designer is primarily responsible for the analysis, design, development and evaluation of current and new learning materials. This position also provides support for system-wide implementation of training programs.

ESSENTIAL JOB FUNCTIONS

Essential duties may include, but are not limited to the following:

- Design and develop training content for eLearning and instructor-led courses
- Analyze training project requests, and identify instructional design solutions to close performance gaps
- Develop assessment tools to measure training outcomes
- Evaluate and revise content for existing training materials
- Assist in the design and development of training plans for new training initiatives
- Analyze content from subject matter experts and generate learning objectives
- Perform other job related duties as assigned

QUALIFICATIONS

- Intermediate knowledge of e-learning course development tools (Lectora Inspire, Articulate Storyline, Adobe Captivate)
- Knowledge of ADDIE instructional design process and proven ability to apply adult learning principles to multiple training environments
- Knowledge of instructional design and training evaluation methods
- Experience publishing and maintaining courses on Learning Management Systems (LMS)
- Extremely detail-oriented and process-driven
- Excellent written and verbal communication skills
- Strong time management and organizational skills
- Thrives in an autonomous work environment with limited direction—but when needed, also works well in a team environment
- Adaptable, responsive, assertive, self-directed, critical thinker

EXPERIENCE AND TRAINING GUIDELINES

Education: BA or BS degree in Education, Instructional Design, or related field, plus 2+ years developing instructional/training materials –OR– 5+ years equivalent combination of related education and/or training. Proven experience with designing content using eLearning development tools (provide portfolio of design work if available).

Experience: Previous employment in restaurant or hospitality environment a plus but not required.

Zaxby's Franchising LLC is an equal opportunity employer and does not discriminate in employment decisions based on any factor protected by federal, state or local law.