



Instructional Designer

Major Function

This newly created position gives the opportunity to create cutting edge training and educational materials tailored to optimize results for Toro's internal and external customers. Primary emphasis is on services and systems training for our residential and landscape contractor business division.

Duties and Responsibilities

- Analyze, design, develop, implement and evaluate the effectiveness of training and educational materials tailored to optimize results for both our internal and external customers
- Seek input from a variety of stakeholders on changing business requirements and develop training interventions that meet their needs
- Work with cross-functional teams such as subject matter experts (e.g., Technical Service Representative, Customer Service, Engineering) and external customers (e.g., dealers, vendors, mass merchants) to develop documentation, performance support tools and training courses
- Develop and execute processes to measure, and communicate ROI value for programs developed
- Apply knowledge of instructional design and adult learning theory to the creation, design and implementation of training tools, materials and programs
- Recommend appropriate methodology and technology to address identified learning needs, which may include classroom training, print-based materials, graphics, job aids, video and e-learning
- Develop templates and tools that will help to build and ensure consistency
- Review written materials and make recommendations and revisions to ensure the delivery of instructionally sound programs and materials
- Develop and manage project plans; communicate scope of projects, including design and development timelines, necessary resources, goals and constraints
- Keep manager informed of important developments, potential problems, and related information necessary for effective management. Coordinate/communicate plans and activities with others, as appropriate to ensure a coordinated work effort and "team" approach
- Create and deliver effective presentations for internal and external use
- Seek out and learn new instructional design methods, design tools and industry trends
- Drive strategic and operational improvements within the department through the use of continuous improvement initiatives
- Other duties as assigned

Specifications

- Bachelor's degree in Organizational Development, HRD or related field. Master's degree in Instructional Design a plus
- At least five years experience in instructional design/development
- Must have e-Learning development tools (Captivate, Articulate, etc.); video editing software desired
- Proven experience working with SMEs to develop technical training and maintain effective relationships
- Able to build and maintain effective relationships
- Experience using evaluation techniques and methodologies; strong systems and process thinking skills; creativity and problem solving skills needed, along with attention to detail
- Highly motivated, self-directed, and results driven
- Multi-Lingual in French or Spanish is a plus

How to apply:

Go to www.toro.jobs. In the Human Resources category, select *Instructional Designer*.