

Curriculum Developer



Phone :

Web :

Job Summary

Vacancy :

Deadline : Sep 03, 2024

Published : Aug 03, 2024

Employment Status : Full Time

Experience : Any

Salary :

Gender : Any

Career Level : Any

Qualification :

Job Description

About Fable

The best digital teams work with Fable to make products more accessible for over 1 billion people who live with disabilities. Some of our amazing clients include Walmart, Slack, Shopify, and more. Fable ranked #3 on the 2022 LinkedIn Top Startups Canada list and Fast Company's 2023 Most Innovative Companies in Design list.

About the role

Fable is looking for a strategic thinker who will make informed decisions about course content, weigh customer and learner needs against the existing curricula and recommendations from subject matter experts while considering online learning best practices. You will thoughtfully balance curricula decisions against overall length and learning outcomes. You will design processes for creating and updating content and evaluating the effectiveness of the training. Keeping learners engaged throughout the learning experience will be key, as well as the ability to maintain consistency and clarity in delivery. The ideal candidate also demonstrates strong communication skills and can collaborate with experts to distill complex topics into clear, simple writing.

You are analytical, collaborative, and decisive. Working effectively with internal stakeholders and subject matter experts to understand the needs of customers, learners, assistive technology users and Fable employees is pivotal to this role. You'll serve as a key advocate and support for learning and development throughout the organization. You will be open to supporting the business in many ways, leveraging all skills you may have.

Purpose:

• Be a strategic and confident decision-maker who remains focused on the learning outcomes for Fable's training initiatives. Apply a systematic, informed approach to curriculum development and refinement, always considering the question, "What outcome does this lead to?"

For this role, we are open to applicants who are located in Canada and can work close to EST hours. If you believe that you match majority of this job description, we highly encourage you to apply!

Requirements

Responsibilities

- Collaborate with external subject matter experts and internal team members to develop and refine learning content and course curriculum, with a primary focus on self-paced, online programs.
- Design and develop learning activities, knowledge check exercises, and assessments that align with and reinforce learning outcomes.
- Identify knowledge gaps in curriculum and have an informed opinion on what behaviours course curriculum can drive.
- Collaborate with Product and Customer Success teams to identify learning enhancement opportunities.
- Conduct quarterly reviews of survey data and report insights. As needed, support the Customer Success team with the creation of survey insights and analysis for customers.
- Partner with internal teams as needed to produce engaging, high-quality training to be delivered virtually or in person.
- Assist with creating and maintaining content on various Learning Management Systems (LMS).
- Develop and maintain guides for content creators (style guide, glossary, and content guidelines) and curriculum documentation.
- Keep current on best practices and new developments in instructional design, curriculum development, and online learning.
- Liase with customers as needed to communicate project timelines and expectations.
- Perform quality assurance on deliverable content, ensuring training is complete and adheres to Upskill standards and guidelines.
- Plan, execute, and manage projects as needed using our project management tools.

Key qualifications and assets

- 3+ years of work experience in curriculum development for adult learners or 5+ years of work experience in a relevant field.
- 2+ years of experience developing or maintaining online, self-paced training material.
- 2+ years of professional experience using e-learning software and Learning Management Systems.
- Knowledge of adult learning principles and methodologies.
- Experience identifying and assessing training needs and evaluating learning programs.
- Strong collaboration and project management skills and experience working with multiple stakeholders on time sensitive initiatives.

You must be

- Inspiring: Transform dull technical standards and process-oriented material into engaging, informative and interesting educational content
- Engaged: Active in the learning industry with a pulse on educational best practices and andragogy
- Strategic: Make a clear case for when and when not to update course curriculum
- Discerning: Ability to decide when to solve independently, collaboratively, and when to escalate to management

Nice to have

- Familiar with assistive technology and/or digital accessibility.
- Experience working with Articulate Rise 360 and SCORM eLearning standard.
- Experience working in a tech startup environment.

Our values

To lead, listen first

You amplify voices that are less often heard and create space for those voices to grow. The quality of an idea doesn't correlate with the loudness of someone's voice.

The brain is a muscle

If you're going to do something, you will do it well. Practice often and rest when needed. Give your mind what it needs to thrive.

Unlearn to learn

What did we learn growing up, and what do we need to unlearn? It's essential to understanding our personal bias and position so that we can grow.

Benefits

What's in it for you?

At Fable, you'll join a vibrant and rapid growth environment where you'll work with individuals who share the same values of being passionate, socially driven, inclusive, collaborative, and respectful. We offer great benefits such as stock options, career progression, professional development, health/dental benefits, and more.

Accessibility accommodations

Fable is an inclusive workplace. If you are facing any accessibility requirements or concerns regarding the hiring process or employment with us, please fill out this form or email us at jobs@makeitfable.com and include the subject line "Accessibility accommodation for "Role" job application."

Pay range

\$100k-115k CAD - this is a range and is subject to change, depending on experience and role fit. Please take this as a general range.

Education & Experience

Must Have

Educational Requirements

Compensation & Other Benefits
