Instructional Designer

Join GroupHEALTH Benefit Solutions® today and become part of an organization that is transforming the way Canadian’s experience benefits.

Our mission is simple: We develop and deliver the most cost-effective employee benefits solutions to Canadian businesses.

GroupHEALTH is accelerating - and you provide the fuel.

We are currently looking for an Instructional Designer to join our team in the Surrey, BC office. The Instructional Designer will design, develop and deliver remarkable learning experiences through company-wide training programs, to grow, excel and inspire our people. This individual will implement successful end to end learning solutions that are classroom, blended and online learning experiences to drive organizational performance and support business results across the family of companies. This role asks that you adapt and evolve to the needs of our business, analyze and respond to learners needs.

In addition to joining a team that is focused on delivering the “WOW!” factor daily (while enjoying weekly yoga stretches, fresh fruit & vegetables, and lots of cake!), your Key Responsibilities will include:

- Design, develop and maintain classroom, virtual classroom, online and self-paced training content using instructional design methodologies and pedagogies
- Ensure successful analysis, design, development, implementation and evaluation of classroom, blended and online learning experiences
- Work with stakeholders to conduct training needs analysis and identify root cause issues
- Partner with subject matter experts and end users to design and develop course content for training
- Design course learning objectives following Bloom’s Taxonomy
- Create experiential and social learning activities
- Design and develop sustainment plans for learning programs
- Design and develop assessments and evaluations for learning programs
- Maintain up-to-date knowledge of best practices with current and most effective learning development approaches and strategies
- Ensure highest level of quality of training is delivered
- Develop and deliver training solutions that align with HR, learning and business strategies
- Support tracking and reporting on course participation & progress through the Learning Management System
- Coordinate and schedule training sessions as required
- Additional duties as required

Education:

- Post-secondary Diploma in Online Instructional Design and Adult Education
- Bachelor’s degree preferred
Experience:

- Minimum 5 years’ experience developing learning & development courses and programs.
- Demonstrates and applies a deep understanding and proficiency of educational models and theories, including instructional design and adult learning theory
- Minimum 3 years of demonstrated proficiency in one or more of the following software tools: Articulate Storyline, Adobe Creative Suite (InDesign, Illustrator, Photoshop) and related SCORM compliant production tools
- Experience with curriculum design
- Experience with creating storyboards
- Extensive hands on instructional design methodology experience
- Extensive experience with blended learning solutions (e-learning tools, on-line learning, web-based learning)
- Extensive experience in the design and delivery ILT and CBT
- Experience working with an LMS
- Experience facilitating design workshops and focus group sessions
- Experience designing training content for a wide-ranging group across all areas of a business

The Perks:

In addition to becoming part of a creative, challenging, and stimulating work environment, we also offer:

- a competitive salary & benefits program
- paid time off, including flex time
- education assistance
- Registered Retirement Savings Plan (RRSP) with employer matching
- Participation in our Happy Friday Program

Want to be part of a rapidly growing company that is transforming the way Canadian’s experience benefits? Apply now!

We thank everyone who applies to the Instructional Designer role; however, due to the volume of applications we receive, we are only able to contact candidates who have been selected for an interview.