E-learning Developer Role

This role is instrumental in ensuring each client has an exceptional experience with TLS Learning. This means delivering a WOW experience through excellent programming ability, providing excellent customer service, on-time and on-budget project delivery, 100% error-free quality and a completely learner-centered experience that will change their learners behavior/ performance. (therefore impacting their bottom line for a positive ROI)

Core Philosophies:
1. In order to deliver on projects appropriately, they must be on-time, on-budget, 100% done right (quality and no errors) while maintaining the ‘wow’ factor of the courses and providing an exceptional customer experience.
2. Suggest and look for ways to automate and systemize all aspects of the process beyond customer experience.
3. Live our ultimate goal which is to create awesome courses that transfer learning to the organization as well as to build such great relationships with clients that we not only become their vendor of choice but long term partners in their e-learning business.

Ideal candidate will lead the development on a large scale project working in tandem with the Project Manager and Instructional Designer to provide a high quality product.

KEY RESPONSIBILITIES
- Program and develop courses through all stages of development (prototyping, Alpha, Beta and Final) on time, on/under budget, high quality and on specifications
- Create rapid prototypes on-site and with the team (client and internal team)
- Ability to program in various authoring tools: Lectora, Storyline and Captivate (at minimum)
- Ability to successfully load courses in the client’s preferred LMS. This requires the ability to troubleshoot and assess the unique needs of various learning management systems as they relate to course development (SCORM, AICC, xAPI)
- Passion and desire to deliver a ‘WOW’ experience to enhance client satisfaction
- Must demonstrate the desire and ability to be continuously learning new technologies and techniques for building courses
- Must have the ability and desire to problem solve beyond the obvious tools and outcomes
- Refine, document and maintain development strategies and standards utilized by self and other TLS Learning consultants
- Be a team player and be able to collaborate and learn from others to create the best solution for the client. This means sharing and being open to feedback from the team
- Must be able to set development timelines and meet the deadlines
- Must have a passion for the work that you do

Required Skills
- Minimum of 5 years of managing and/or experience designing and developing creative and innovative on-demand, interactive e-learning courses.
- Three to five years of experience using a Learning Management System (LMS) to offer e-learning courses with management of all related assessment, record keeping, and reporting.
- Knowledge of and ability to offer suggestions about new and current e-learning and instructional design best practices.
• Demonstrated experience with e-learning authoring software (Articulate Storyline preferred) including development of storyboards, scripting, recording/editing, publishing of SCORM, AICC, XAPI and evaluation.

**Bonus Points for:**
- Working knowledge or expertise in javascript or another programming language
- Animation and character building experience
- Experience with Wordpress, HTML5 development (ex:bootstrap), additional API extensions and Moodle

**Location:** Minneapolis, MN  
**Travel:** None/Minimal

In exchange for your hard work and commitment to TLS Learning and our clients, we provide a competitive hourly consulting rate. Hourly rates are based on industry standards, your experience and ability to manage projects and clients while working independently.

We believe in the professional development of our team and consultants. We encourage and look for participation in multiple professional associations both locally and nationally. We prefer to work with others who value their professional growth and development.

Developers who exhibit exceptional skills and client management abilities will be offered full time positions within the company. Full time employees receive competitive industry ranked salaries.

Interested in this job? Apply here.