

The Invitation

Our training firm is looking for creative, forward-thinking independent instructional design & development practitioners to join our L&D consultant pool.

Learning Cluster Design (LCD) Group is an L&D consultancy that creates modern learning experiences for large organizations. Organizations today are looking to build talent capability through means that are no longer limited by the classroom experience, and instead happen seamlessly in and out of the flow of work. Our differentiator is our process – Learning Cluster Design is the only model for designing learning that centers on strategically selecting and creating a set of learning assets to meet an on-the-job performance goal. The model is supported by the Association for Talent Development and is being published through our new book, “Designing for Modern Learning: Beyond ADDIE and SAM”.

What's In It For You

This is the perfect opportunity for cutting-edge L&D generalists who are comfortable working remotely, looking for an additional source of clientele, and interested in staying at the top of their game.

- **You get to be a strategist, not an order taker.**

We focus on strategy first, then detailed learning asset design. We do not operate as an outsourcing/fulfillment house for L&D orders (i.e. make 25 e-learning modules).

- **You get to design the vision for the most modern learning projects in industry.**

We exclusively work with clients who are invested in closing performance gaps and multi-modal experiences, not just Band-Aid fixes and sending their people to training.

- **You get to spend your time doing the work vs. chasing down clients.**

We do this part for you and match you to projects based on your skillset.

- **You get world-class training on the latest learning design model.**

You will be a part of an exclusive group of advanced practitioners of the model, not available to other L&D professionals.

This is not an offer for full-time employment. You can expect projects to last anywhere from 6 weeks to 6 months and primarily a max of 20 hours/week. Some projects can involve on-site visits, but most are remote. We work with your normal billable rate. There is a training time period prior to being staffed on projects and you will be working collaboratively on most projects with one or two other team members.

*Currently at this time we are focused on US-based applicants. As we grow, check back on our website for global positions in the future.

Our Perfect Fit

Qualifications

- **Passion for Modern Learning** – an intuitive knack and excitement for seeing how multiple learning assets can come together across the flow of a learner's work life
- **An Original Thinker who Collaborates and Takes Feedback** – You have creative ideas on projects, you're not afraid to voice them, and you're not tied to your ideas. You're open to blending and inclusive to others' thoughts (other consultants as well as clients). "Red-lining" does not scare you.
- **Strong Generalist Instructional Design and Development Experience**
 - Demonstrated experience in executing ADDIE, SAM or other ID models from analysis phases to design phases to evaluation phases
 - Adept at applying Adult Learning Principles
 - Familiar with building in evaluation methods and measuring impact of learning programs
 - Change Management or Organization Development expertise highly preferred
- **Strong Researcher** – Good at interviewing to gather data, analyzing qualitative data, and turning into action
- **Strong Project and Client Skills**
 - A Good Consultant - adept at inquiry, building collaborative relationships, and working with subject matter experts and stakeholders
 - A Strategic thinker – a relentless focus on the end goal "the why" and what it takes to get there
 - A Proactive Project Manager – detail-oriented, an ability to work within structures, and proactively communicate are a must for remote work
- **Specific Technical Experience**
 - Demonstrated experience on developing onboarding programs and technical training programs for multi-location, large employee bases
 - Skilled at these technologies: Adobe Captivate/Articulate or other e-learning authoring tools; familiarity with LMS; MS Office, Google Drive

Preferred Qualifications (Bonus Points)

- Working with large, global companies on programs
- Experience in the following industries: Manufacturing, Consumer Products Goods, Technology
- Design Thinking capability
- Lean/Agile content expertise
- Any additional learning method capabilities: video creation, app development, graphic design, game design, social learning

Apply [here](#) if you think you're a fit!