TRINITY HEALTH
POSITION DESCRIPTION

Job Code:	T0527	**Position Title:**	Developer, Learning Technology
Date:	July, 2020	**Reports To:**	Manager, Organization Effectiveness Technologies
FLSA:	Exempt	**Department:**	Organization Effectiveness Operations
Grade:	11	**Approved By:**	SVP, Organization Effectiveness

POSITION PURPOSE

A Trinity Health Developer Learning Technology applies technical proficiency as well as an understanding of visual and user-centered design in order to assists in creating high quality, reliable, and engaging experiences by bringing together text, images, video, and audio in a way that supports learning objectives of colleagues across the organization.

Developer Learning Technology is responsible for working with internal stakeholders, learning experience designers, subject matter experts, external suppliers, developers and Organization Effectiveness technology and operations colleagues to assist in the creation of learning portals, interactive courseware, multi-media learning materials, and various forms of performance support.

ESSENTIAL FUNCTIONS

1. Knows, understands, incorporates, and demonstrates the Trinity Health Mission, Vision, and Values in behaviors, practices, and decisions.

2. Completes tasks for multiple projects simultaneously while meeting deadlines and managing customer expectations.

3. Uses content, layout, interactivity, and animation from source material or storyboards to produce creative solutions that engage learners. Utilizes competencies in visual design fundamentals, typography, and brand-aligned color usage to create relevant and effective learning solution.

4. Investigates and troubleshoots technical issues independently by applying knowledge of the process of quality assurance testing across multiple browsers, platforms, and devices.

5. Develops templates and assets that can be intuitively used by other team members. Ensures proper media management and file naming conventions.

6. Interacts with learning management systems, learning portals, and learning record stores to test the functionality of learning activities, SCORM status, or xAPI statements.

7. Continuously builds personal knowledge and adapts to new development tools, best practices, and delivery mechanisms.

8. Builds collaborative partnerships and working relationships with colleagues by sharing ideas and gathering feedback.

9. Assists with the analysis of learning and technology needs and partners with team members to develop a consultative mindset that anticipates needs, workflow, and deliverables.

10. Assists with the estimating and scoping of project work.

11. Maintains a working knowledge of applicable Federal, State, and local laws and regulations, Trinity Health's Organizational Integrity Program, Standards of Conduct, as well as other policies and procedures in order to ensure adherence in a manner that reflects honest, ethical, and professional behavior.

MINIMUM QUALIFICATIONS

1. Must possess knowledge, techniques and experience working with learning and development tools (i.e., Storyline, Lectora, Captivate), visual design tools (i.e., Photoshop, Illustrator, InDesign, PowerPoint), web development tools (i.e., HTML, CSS, mobile frameworks, JavaScript), as well as animation, video, and audio editing tools (i.e., Animate, Camtasia, Premiere Pro, After Effects, Audition), as normally obtained through a Bachelor's degree in training and development, multimedia and communication technology, web development, graphic design, or a related field, and at least one (1) to three (3) years of learning and development industry experience; or an equivalent combination of education and experience.

2. Must possess a general knowledge of usability, user experience, and user interface best practices.

3. Must demonstrate the ability to implement contemporary web design principles including responsive layout and design.

4. Must possess knowledge of publishing to various video hosting platforms.

5. Must possess a general knowledge of audio recording techniques as well as video pre-production, setup, and equipment selection.

6. Must have an understanding of learning management systems, SCORM delivery, and sending/receiving xAPI statements.

7. Demonstrates a desire and an ability to be a continuous learner, to learn new tools, and to embrace change.

8. Must possess strong written and interpersonal communication skills, with the ability to express technical information to non-technical people.

9. Must be comfortable operating in a collaborative, shared leadership environment.

10. Must possess a personal presence that is characterized by a sense of honesty, integrity, and caring with the ability to inspire and motivate others to promote the philosophy, mission, vision, goals, and values of Trinity Health.

PHYSICAL AND MENTAL REQUIREMENTS AND WORKING CONDITIONS

1. Must be able to set and organize own work priorities, and adapt to them as they change frequently. Must be able to work concurrently on a variety of tasks/projects in an environment that may be stressful with individuals having diverse personalities and work styles.

2. Must possess the ability to comply with Trinity Health policies and procedures.

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of duties so assigned.