



## General Description

Carney Inc., an award-winning knowledge solutions provider located in Alexandria, Virginia, is seeking mid-level and senior instructional designers to design and develop a full range of custom knowledge solutions, including highly interactive Web-based training. Individuals will be responsible for completing high-quality deliverables that are instructionally sound, complete, accurate, and convey learning concepts clearly and creatively. Candidates must demonstrate excellent writing and analysis skills, the ability to logically organize and present content; and to work well in a team environment.

## Essential Responsibilities

- Gather, master, synthesize, and organize complex content from subject matter experts (SMEs), documentation, and individual research
- Define measurable objectives based on content and discussions with SME/client
- Create well-designed lessons integrating the use of appropriate media (graphics, text, and audio) to optimize learning
- Create knowledge check or assessment questions including situational or scenario-based questions that contribute to mastery of learning/performance objectives
- Review own and/or others' work to ensure completeness, consistency, and accuracy
- Manage own and/or others' work to meet the designated schedule and budget
- Proactively communicate status, issues, and potential scope increases to management
- Proactively consult and brainstorm design challenges with peers, supervisors, and managers
- Incorporate feedback from peers, supervisors, and managers into own design process

## Requirements

- Skills/Capabilities:
  - Excellent writing, analysis, and instructional-design skills
  - Ability to quickly learn complex content
  - Ability to think outside the box to identify solutions
  - Ability to consider both the big picture and the details
  - Strong interpersonal skills and commitment to client satisfaction
- Education and Experience
  - Bachelors Degree or Masters Degree (preferred) in instructional design, education, communications, english, training, new media, psychology or other related field
  - Government industry experience (preferred)
  - **Mid-Level ISDs:** Minimum of three years of instructional design, or closely related work experience (multimedia experience strongly preferred)
  - **Senior ISDs:** Minimum of:
    - Five years of instructional design or other closely related work experience
    - Two years multimedia instructional design



- Two years leading teams