



Position Title: Instructional Designer

Reports To: Project Director / Managing Director/Associate Executive Director

FTE: 1.0 Full-Time Exempt Position

Location: Remote position. California-based candidates are encouraged to apply due to service location.

Organization Overview:

The Center for Applied Research Solutions (CARS) is a California 501(c)(3) nonprofit dedicated to building the capacity of the behavioral and public health field by promoting evidence-based practice and workforce development. CARS provides training, consultation, and resources for professional development to major initiatives in mental health and substance abuse. Our services support effective programs, policies, and practices at national, state, county, and local agencies. Our team is committed to improving individual and community health and wellness through evidence-based and culturally responsive practices that address complex social problems and reduce health disparities. We support authentic community engagement, elevation of cultural expertise, and community-defined effective practices. We integrate youth, family, and lived-experience voices into service development, delivery, and leadership. In all our work, our mission is to foster safe, healthy, and engaged people and communities.

General Description:

CARS works in California and nationally to help states transform their mobile crisis systems to align with new federal mandates. This position will support several mobile crisis initiatives, aiding in the development of training materials and learning experiences that enhance the skills and knowledge of mobile crisis care providers.

Position Description:

The Instructional Designer will create engaging learning activities and develop course content to facilitate effective knowledge acquisition for mobile crisis care teams. This role involves collaborating with subject matter experts, applying instructional design theories, and utilizing multimedia and authoring tools to enhance learning. The Instructional Designer will be instrumental in supporting the rollout of mobile crisis initiatives, ensuring that training materials are aligned with state and federal guidelines and meet the needs of diverse communities.

Essential Functions:

- Content Development
 - Optimize learning by creating high-end audio, visual, and interactive learning tools. Develop courses, assessments, curricula, student guides, training manuals, podcasts, videos, eBooks, and other forms of learning content.
- Content Creation Tools
 - Use content creation tools, such as video editing software, photo editing programs, and authoring tools to produce and enhance instructional materials.

- Collaboration and Iterative Design:
 - Collaborate with subject matter experts to understand and clarify content priorities, ensuring the foundational material is accurately represented and aligns with state and federal guidelines for mobile crisis response.
 - Apply various techniques such as storyboarding, wireframing, prototyping, outlining, and feedback loops to effectively communicate design ideas and collaborate with stakeholders.
 - Develop rubrics for assessing learner outcomes. Update learning materials based on results, feedback, and new research.
- Content Deployment and Technical Support:
 - Upload courses to online environments, including to learning management systems (LMS).
 - Support the technical implementation of learning tools and systems.
 - Conduct training sessions and develop resources that teach various stakeholders how to navigate and use online learning tools and systems.
- Quality Improvement and Assurance:
 - Stay current in the field of online learning and troubleshoot technical problems.

Required Competencies (Knowledge, Skills, Abilities)

Candidates must possess the following qualifications, which represent the knowledge, skills, and abilities necessary for this role. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions:

- Strong understanding of instructional design theories, practices, and methods, including adult learning principles and strategies.
- Proven ability to create engaging and accessible course content and activities that enhance knowledge acquisition and skills development for all learners.
- Expertise with Articulate Storyline, Captivate, or other similar authoring tool required, with experience in using JavaScript to customize and enhance functionality preferred.
- High level of proficiency using multimedia tools and technologies to create compelling visual and audio elements to support effective learning experiences.
- Technical proficiency working in LMS, including the ability to upload content, manage courses, and provide user support.
- Experience developing SCORM-compliant content to ensure seamless integration within an LMS.
- Strong collaboration skills to work effectively with subject matter experts and stakeholders.
- Excellent verbal and written communication skills.
- Ability to manage multiple projects and meet deadlines in a fast-paced environment.

Minimum Qualifications:

- Advanced degree in Instructional Design, Educational Technology, or a related field, or equivalent professional experience (e.g., minimum of 5 years in instructional design or related roles).
- Experience in developing training materials for the mental health, public health, or behavioral health field.
- Commitment to diversity, equity, inclusion, and belonging in educational content.

Salary Range:

\$90,000 - \$115,000 annually

To Apply: Submit a current resume and cover letter explaining your interest in the position. All materials should be sent electronically to jdante@cars-rp.org by August 24, 2024. This position will remain open until filled. No phone calls, please. Thank you in advance for your interest.