



TRINITY HEALTH POSITION DESCRIPTION

Job Code:	T0367	Position Title:	Senior Developer, Learning Technology
Date:	July, 2020	Reports To:	Manager, Organization Effectiveness Technologies
FLSA:	Exempt	Department:	Organization Effectiveness Operations
Grade:	13	Approved By:	SVP, Organization Effectiveness

POSITION PURPOSE

A Trinity Health Senior Developer Learning Technology applies technical proficiency, a mature understanding of visual and user-centered design as well as thorough knowledge of the current technical means to deliver high quality, reliable, and engaging learning experiences for colleagues across the organization.

Senior 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 create learning portals, interactive courseware, multi-media learning materials, and various forms of performance support.

This role provides consulting, project management, and trouble-shooting services to assist team members and other Trinity Health colleagues in the creation and deployment of learning solutions.

ESSENTIAL FUNCTIONS

1. Knows, understands, incorporates, and demonstrates the Trinity Health Mission, Vision, and Values in behaviors, practices, and decisions.
2. Uses content, layout, interactivity, and animation from source material or storyboards to design and produce creative solutions that engage learners. Utilizes proficient knowledge and skills in visual design fundamentals, typography, and brand-aligned color usage in a way that is relevant and effective for the situation.
3. Interacts with learning management systems, learning portals, and learning record stores to design and implement the functionality of learning activities, SCORM status, or xAPI statements.
4. Participates in the estimating and scoping of project work, occasionally taking a lead role in the assessment.
5. Continuously builds personal knowledge and adapts to new development tools, best practices, and delivery mechanisms. Models the importance of being a continuous learner by pursuing new tools, sharing new discoveries with Trinity Health colleagues, and embracing change.
6. Leads the investigation of technical issues and troubleshoots potential solutions. Implements the process of quality assurance testing across multiple browsers, platforms, and devices. Documents technical issues and observations to contribute to the Organization Effectiveness technologies knowledgebase.

7. Develops templates, assets, and process documentation that can be intuitively used by other team members. Ensures that newly created templates are stable, error-free, and provide a user-focused learning experience across a variety of platforms. Understands media management and the importance of file naming conventions.
8. Manages multiple projects simultaneously while meeting deadlines and managing customer expectations.
9. Develops, coaches, and mentors fellow learning developers. Will occasionally provide advice, guidance, support, and mentorship to other Organization Effectiveness technology colleagues.
10. Builds collaborative partnerships and working relationships with colleagues by contributing ideas and gathering feedback. Participates in creative team meetings to identify design direction for projects and processes.
11. Partners with subject matter experts and learning experience designers to provide input and recommendations for technical design. Understands the analysis of learning and technology needs and fosters a consultative mindset that anticipates needs, workflow, and deliverables.
12. 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), and possess experience publishing to various video hosting platforms, 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 five (5) years of learning and development industry experience; or an equivalent combination of education and experience.
2. Must possess at least two (2) years of experience working with various audio recording techniques as well as video pre-production, location scouting, setup, equipment selection, and occasional shot management.
3. Database application experience is a plus.
4. Must possess a thorough understanding of learning management systems, SCORM delivery, and sending/receiving xAPI statements.
5. Must possess fluency with usability, user experience, and user interface best practices. Must demonstrate the ability to implement contemporary web design principles including responsive layout and design.
6. Must possess strong written and interpersonal communication skills, with the ability to express technical information to non-technical people.
7. Must be comfortable operating in a collaborative, shared leadership environment.

8. 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.