

DIGITAL STRATEGIST, INSTRUCTIONAL DESIGN

OVERVIEW

Versado Training is seeking a Digital Learning Strategist to join our company and support the Creative Services team to design, create, and develop training that strategically and creatively implements various forms of media using a variety of digital technologies and platforms. The Digital Learning Strategist will play an integral role in the research and development of new and relevant tools and technologies that can be used within the industry and will lead innovative efforts to transition identified capabilities into specific solutions for our clients.

QUALIFICATIONS AND SKILLS

- **Strategic R&D Mindset:** Proactively investigates ways our organization can enhance, expand upon, and differentiate our digital offerings. Seeks new and exciting ways to use media in the industry that align with current market trends while maintaining timelines and budgets that will resonate with our clients.
- **Consultative Skillset:** All the training we develop at Versado is created as a custom solution for each client. Listening and understanding each client's specific needs is critical to developing each solution. A critical skillset is the ability to communicate with clients, recommend solutions relevant to the client ask in terms of budget, timeline, delivery method, etc. and serve as a trusted advisor in the digital/technology space effectively and strategically.
- **Entrepreneurial Mindset:** - Transition innovations and technologies into operational business solutions – connecting these innovations to client needs, adapting them for client platforms and client review processes. New solutions also need to be organized into scalable and templated solutions in collaboration with a team of other experts.
- **Independent work:** Ability to work independently as an individual contributor, meet deadlines and maintain clear and consistent communication with project team members and clients.
- **Collaborative work:** Ability to work collaboratively with internal team members to identify, design, and develop solutions to meet client/market needs.
- **Leadership:** Self-motivated, energetic, and passionate about bringing new and engaging solutions that use creative media to bring training to life; ability to be a 'driver' and move internal initiatives forward using effective leadership skills to motivate team members.
- **Desired background experience and technical skills:**
 - Understands principles of adult learning and instructional design
 - General understanding of the training in the life sciences, the pharmaceutical industry, review process, compliance/regulatory considerations, etc.
 - Advanced understanding of primary platforms used in the development of eLearnings, advantages and disadvantages of each
 - Understanding of technology and ability to break it down into terms that the client understands
 - Basic programming skills
 - Web design skills
 - Video/audio editing knowledge/experience

ABOUT VERSADO

Versado Training is a creative agency that designs and develops custom adult learning solutions primarily in the life sciences industry through direct consulting with clients. Versado has a challenging, fast-paced, dynamic, and exciting work environment. We tackle challenges as a team and are proud of the collaborative approach and unique culture that we've built together. For the right person, this environment can be incredibly rewarding and liberating. The work is challenging and fast-paced, but we are in it together, every step of the way.

ARE YOU THE RIGHT PERSON FOR THE JOB?

- Ideally looking for someone local to Raleigh/Durham area but will consider the right candidate anywhere in the United States.
- Versado is looking for teammates who demonstrate a mindset and behaviors consistent with the unique set of competencies we feel are needed to thrive in our environment and contribute to the work we do.
- Versado is looking for teammates who have a strong desire to learn on the job. Because of the fast-paced, deadline-driven work that we do, new teammates learn by doing work bound by those same deadlines and standards.
- Versado is looking for teammates who are ready to learn a variety of aspects of the consulting and corporate training business. Part of “learning on the job” means that the task that needs completing today will be different than the task that needs completing tomorrow. We are hoping that over time new teammates will develop specialized skills and play a more defined role, but in the beginning, we are looking for candidates who embrace being a generalist to gain the broader view of our business based on the needs of the moment.
- Versado is looking for teammates who can manage their own time, tasks, and priorities given broader goals and desired outcomes. With a diverse mix of virtual and on-site employees, everyone on the team must independently and wisely drive work forward even when details are not clear or the task has not been fully defined. This requires strong organizational and self-management skills.
- Versado is looking for you to be you. We want teammates to feel comfortable being themselves and empowered to bring their uniqueness to work with them. At the end of the day, we are a creative agency and having an open-minded, diverse team who thrives on the funky and the quirky which will enable us to be more innovative and successful as a team.

BENEFITS AND COMPENSATION

SALARY RANGE

Dependant on qualifications and experience

HEALTH INSURANCE

You will have the option of a company-sponsored health insurance policy through Blue Cross Blue Shield (BCBS), managed with support from a professional benefits company. 100% of the monthly premiums for the selected plan is paid by Versado for the individual employee. Other plans and additional family members can be added to the employees plan at an additional cost via monthly payroll deductions.

LIFE INSURANCE

You will have a company-sponsored term life insurance policy of \$50,000 through The Hartford after you successfully complete 90 days of employment with Versado and submit your enrolment paperwork. Monthly premiums will be paid in full by Versado on your behalf.

VACATION DAYS

You will have 12 paid vacation days available to you each year, accrued on a monthly basis.

PAID TIME OFF (SICK DAYS)

Versado core team members will have 8 paid time off days per year.