



**Learning. Technology. Innovation.**

### **Peak Pacific Limited**

Headquartered in Hong Kong, **Peak Pacific** is a global market leader in Learning, Technology and Innovation.

We are seeking talented, ambitious professionals to join our team to provide strategic leadership and inspire behaviour-changing ideas across multiple areas internally and our high-profile clients.

You will have the opportunity to work with globally recognised companies in industries where high stakes compliance and regulations matter and the opportunity to design and develop game-changing strategies with clients who welcome innovation and fresh thinking.

You will also play a key role in inspiring clients in the Airline, Transportation/Logistics, Banking/Finance, Healthcare, and other exciting verticals to find adventurous new ways to excite and engage learners across digital learning, enabling technologies, social media, gamification, mobile, VR, 3D, and other modes of learning and training.

**Hong Kong | India | Philippines | Singapore | UK | USA**

## Senior Instructional Designer/Instructional Designer

### Who are we looking for?

- Passionate, enthusiastic and proven Senior Instructional Designers / Instructional Designers, with a bias towards any of the verticals we are in.
- Ideally 3-5 years of solid and proven TNA / Instructional Design experience, demonstrating breadth and depth across core disciplines.
- You're a natural champion for the client - and fascinated by the drivers of behaviour – but know how to apply this to business problems to deliver measurable results.
- You are driven to do inspirational work, love the creative process and know great work when you see it.
- You're proactive and entrepreneurial in approach.
- A 'hunter-gatherer' of Instructional Design and Learning Technology techniques, theories and methodologies – including TNA, requirements gathering, usability and mobility – and a sensitivity for when and how to bring them to the table.
- An ability to inspire clients, creative and help colleagues with great thinking process that's well expressed, you have the confidence and gravitas to exert influence in complex stakeholder scenarios.
- You challenge convention and mediocrity, but you're diplomatic with it. You know when to challenge (and how to challenge).
- At home with both data and qualitative insights and their application to both long-term comms programmes and short term tactical campaigns.
- You have a good grasp of research methodologies, resources, frameworks and tools for insight development, measurement and evaluation.
- You get the importance of building strong relationships internally and with the clients, you're good with people, in it for the long term, want to take ownership and responsibility for client business and 'make a difference'.

### What are you responsible for?

- Design and create high quality customer focused blended learning materials.
- Attend scoping, kick-off meetings with clients to understand the brief. Provide input into sales proposals, bids and tenders.
- Represent the company as an ambassador, with a genuine passion for learning.
- Actively identify opportunities to improve performance and support the implementation of initiatives.
- Undertake coaching and development activities with less experienced e-learning instructional designers as required.
- Supporting and liaising with SME's in the design process.
- Apply design principles and best practice in the development of scripts and storyboards.
- Utilise rapid development best practice to create visually engaging and appropriate eLearning interventions.
- Accountable for reviewing and editing existing materials.
- Responsible for ensuring instructional design output is delivered within expecting project timelines.
- Advise upon, design and implement learning metrics and analysis to validate the design approaches taken and recommend improvements.

- Develop and implement frameworks for learning, to contribute to a learning strategy and model for online learning.
- Select and use tools and activities (e.g. video, SCORM interactive, forum, poll, quiz, peer review, etc.) appropriate to the learning outcome.
- Design and deliver structured and planned training appropriate to the need and audience (e.g. workshops, one- to-one, online deliver to remote tutors, etc.).
- Maintain effective project communication with clients and Account Managers.
- Prepare and maintain project plans, weekly status reports, production schedules and other key performance and management information.
- Validate the quality of e-learning content with robust quality assurance processes.
- Travel will be required.

### **What do you need?**

- A Degree or higher qualification in Instructional Design Educational Technology or Communication.
- Experience as an Instructional Designer in the Corporate or Training field.
- Excellent command of English, communication and presentation skills.

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### **What can we offer?**

We offer an exciting opportunity to work with leading blue-chip companies, competitive remuneration benefits and comprehensive career development prospects.

Interested parties should apply in strict confidence with a detailed resume indicating current, expected salary and earliest availability to [careers@peakpacificgroup.com](mailto:careers@peakpacificgroup.com)

*(All personal data collected will be used for recruitment purpose only).*