Senior Training Developer

higheredjobs.com/search/details.cfm

Type: Full-Time
Salary: Starting at $31.59 per hour
Posted: 32 days ago
Application Due: Open Until Filled
Category: Instructional Technology and Design
Military

THE UNIVERSITY OF ARIZONA

Posting Number: req24121

Department: Human Resources

Location: To Be Determined

Address: USA

Position Highlights

The Training Developer is a hybrid role that blends instructional designer and learning administration supporting offerings departments in the LMS and reports to the Manager of Training Development. This role ensures seamless creation of engaging, technology-enhanced learning experiences aligning with institutional goals. This role collaborates with business owning departments and subject matter experts to create learning content and builds and administers learning through the university's enterprise learning management system.
Candidates working anywhere in the U.S. may be considered for a remote assignment. If you are selected for this position and are employed to work remotely from outside of Arizona, your overtime exemption status will depend on the laws of the state where you perform your work. For employees working outside of Arizona, you may be hired as an hourly employee in accordance with state laws. A comparable hourly rate range would be: Hourly Wage: Min $31.59, Mid $41.06, Max $50.52. These changes would not affect the position duties as outlined.

Outstanding U of A benefits include health, dental, and vision insurance plans; life insurance and disability programs; paid vacation, sick leave, and holidays; U of A/ASU/NAU tuition reduction for the employee and qualified family members; retirement plans; access to U of A recreation and cultural activities; and more!

The University of Arizona has been recognized for our innovative work-life programs. For more information about working at the University of Arizona and relocations services, please **click here**.

Duties & Responsibilities

Instructional Design

- Design and develop engaging learning experiences including large-scale training initiatives and complex builds often requiring significant technique, innovation and creativity, or new development approaches including instructor-led (ILT), virtual (VILT, e-learning,, and blended learning programs.
- Utilize instructional design models and authoring tools to create effective learning experiences.
- Develop interactive multimedia content, including videos, simulations, gamification, and microlearning assets.
- Manage course packaging (SCORM) and uploads, learning materials, and assessment tools, ensuring proper version control and organization.
- Use authoring tools (e.g., Articulate Storyline, Adobe Captivate, Camtasia) and other learning technology and tools like AI.
- Ensure content meets University and accessibility standards across platforms.

Learning Administration of LMS

- Acts as a lead learning administrator for the Learning Management System, ensuring optimal performance, processes, and best practices are in application.
- Upload, organize, and maintain training content, assessments, and configuration of courses, curriculums, and certifications.
- Contribute to LMS quarterly release management and roadmap including evaluating and recommending new emerging technologies tools and features.
- Provide technical support to learners, troubleshoot LMS issues, and generate training reports for HR and leadership.

Learning Services Portfolio Management

- Assigned a portfolio of various campus business units and stakeholders of central learning services and LMS to support including user support of area trainings.
- Meet with service portfolio quarterly to establish proactive learning needs and priorities amid portfolio.
- Establishes and maintains effective relationships with key stakeholders across campus including existing clients or new to enhance business process and learning functionality through ID and system capabilities and evolving new features.
- Collaborate with business partners and subject matter experts to design, develop, implement, evaluate and maintain offerings based on requirements, offering department desires, and user experience.
- Lead multiple projects simultaneously, setting clear timelines through all phases, communicating with key partners, and selecting appropriate measurements for successful implementation including scope and deliverables.
- Conducts consults to assess needs and collaborates with department and unit leads to align training initiatives with organizational goals requiring evaluation, interpretation, innovation and creativity.
- Develops and maintains advanced training resources and creates advanced training materials, including guides, tutorials, and multimedia content.

Learning Services Program Management

- Develops standards, practices, and resources for content standards and best practices for eLearning standards and alignment with SCORM and authoring tools such as Articulate 360, Articulate Storyline, and Adobe Captivate.
- Support portfolio of federated model Learning Administrators to assure mentoring from our central services team, support, and adherence of learning services best practices and operations.

Knowledge, Skills and Abilities:

- Ability to prioritize work to meet deadlines, maintain a strong attention to detail, and work independently as well as collaboratively in a fast-paced organization.
- Growth mindset and constructive curiosity approach of tackling new opportunities, challenges, and developing solutions and new business processes.
- Agility and adaptability in attuning to the changing needs of the software, stakeholders, and University priorities.
- Willingness to learn and adapt to new technologies.
- Proficient in adult learning principles (ADDIE, SAM), curriculum design, and knowledge transfer techniques.
- Strong ability to work with SMEs, trainers, and business leaders to create relevant learning content.

This job posting reflects the general nature and level of work expected of the selected candidate(s). It is not intended to be an exhaustive list of all duties and responsibilities. The institution reserves the right to amend or update this description as organizational priorities and institutional needs evolve.

Minimum Qualifications

Bachelor's degree or equivalent advanced learning attained through professional level experience required and 5 years of relevant experience.

Preferred Qualifications

- 5 years experience creating training materials and courses with advanced levels of proficiency in Articulate 360 or Storyline or Adobe Captivate.
- 5 years experience using Learning Management System platforms like Saba, Cornerstone, SAP SuccessFactors, or Docebo.
- 5 years experiencing conducting learning and development consulting with clients.
- Experience managing a multitude of training programs for various audiences across a decentralized organization.
- Experience with gathering requirements from stakeholders to create and innovate multiple concurrent medium to large learning projects.
- Experience with Saba Learning Management System.

FLSA: Exempt

Full Time/Part Time: Full Time

Number of Hours Worked per Week: 40

Job FTE: 1.0

Work Calendar: Fiscal

Job Category: Human Resources

Benefits Eligible: Yes - Full Benefits

Rate of Pay: $65,687 - $85,393

Compensation Type: salary at 1.0 full-time equivalency (FTE)

Grade

9

Compensation Guidance

The **Rate of Pay Field** represents the University of Arizona's good faith and reasonable estimate of the range of possible compensation at the time of posting. The University considers several factors when extending an offer, including but not limited to, the role and associated responsibilities, a candidate's work experience, education/training, key skills, and internal equity.

The **Grade Range** represent a full range of career compensation growth over time. The university offers compensation growth opportunities within its career architecture. To learn more about compensation, please review our Applicant Compensation Guide and our Total Rewards Calculator.

The grade range for this position is $65,687 - $105,099. Each unit typically sets starting pay between the minimum and midpoint upon hire as reflected in the Rate of Pay field above.

Career Stream and Level

PC3

Job Family

Organization Development

Job Function

Human Resources

Type of criminal background check required: Fingerprint criminal background check (security sensitive due to title or department)

Number of Vacancies: 1

Contact Information for Candidates

Ashley Kurtz,

alkurtz@arizona.edu

Open Until Filled: Yes

Documents Needed to Apply: Resume, Cover Letter, and One Additional Document

Special Instructions to Applicant

Please provide a sample of your instructional design portfolio with your application. The application window is anticipated to close 1/9/2026.

Notice of Availability of the Annual Security and Fire Safety Report

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), each year the University of Arizona releases an Annual Security Report (ASR) for each of the University's campuses. These reports disclose information including Clery crime statistics for the previous three calendar years and policies, procedures, and programs the University uses to keep students and employees safe, including how to report crimes or other emergencies and resources for crime victims. As a campus with residential housing facilities, the Main Campus ASR also includes a combined Annual Fire Safety report with information on fire statistics and fire safety systems, policies, and procedures.
Paper copies of the Reports can be obtained by contacting the University Compliance Office at cleryact@arizona.edu.
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