



## Instructional Designer

Founded in 2012, Education Opens Doors equips more than 12,000 middle school students every year to uncover the “bigger why” behind school during critical decision-making years. We train middle school teachers with a college and career readiness program to meet a pressing need in our education system: a lack of dedicated time during the school day to provide students with the knowledge and skills to navigate their college and career options - and to have the strong social and emotional skills that are so critical in life. Through EOD, students primarily from low economic backgrounds and communities of color, go from receiving the national average of 38 minutes of college and career counseling over 4 years to 900 minutes in just one year.

### Education Opens Doors Core Values

★ Purpose Driven ★ Equitable ★ Life-long Learners ★ Empathetic ★ Innovative

Education Opens Doors is seeking a Instructional Designer to join our highly motivated and collaborative Dallas-based team. The responsibilities and qualifications for the position are listed below.

### Role Summary

The Instructional Designer will join a driven, dynamic, and growing team, who are preparing to support hundreds of educators and over 15,000 students across Texas and the US with the life-changing Education Opens Doors Program. The Instructional Designer will be responsible for advancing excellence in online, hybrid, and classroom teaching and learning of the Education Opens Doors program. This individual will create materials responsible for the learner's acquisition of knowledge, skills and competencies in an effective and appealing manner. The Instructional Designer will ensure the design and development of Education Opens Doors' online learning experiences support the vision of our team, partners and subject matter experts.

### What You'll Be Doing

- Create engaging online learning activities and compelling online course content
- Innovate learning with new technology solutions that leverage cutting-edge resources and transfer knowledge quickly to the modern learner
- Analyze and apply trends and best practices in learning technologies and instructional design
- Create supporting material/media (audio, video, animations, simulations, scenario-based learning, games etc.)
- Maintain project documentation and course folders
- Monitor federal and state regulations to ensure training materials are compliant as changes occur
- Keep informed of changes within the learning design field by participating in educational opportunities and learning new development tools and programs



### You'll Bring

- Innovative thinking, initiative, and creativity.
- Project management principles and tools to direct the instructional design process to deliver results on time, on budget, and within scope.
- Ability to manage multiple priorities effectively.
- Exceptional writing and communication skills.
- Fluency in working across digital, print, and multimedia platforms.
- Proven knowledge of instructional learning theories, strategies, and pedagogy.
- Commitment to equity and equal opportunity for underserved students.
- Cross-departmental collaboration and flexibility.

### Qualifications

- Bachelor's degree in education, learning technologies or related field (*required*)
- 3+ years of K-12 instructional design experience (*preferred*)
- 3+ years of K-12 learning technology experience (*preferred*)
- 3+ years of experience using course authoring tools such as:
  - Articulate 360
  - Articulate Rise
  - iSpring
  - Vyond
  - And other proprietary course authoring/engagement technologies
- Familiarity with publishing of course files: SCORM, xAPI
- In-depth knowledge of learning theories and instructional design models
- Basic HTML and Flash programming knowledge
- Ability to write effective copy, instructional text, audio and video scripts
- Proficiency with Brightspace, Blackboard, Canvas, Camtasia, Captivate, Moodle or proprietary LMS
- Familiar with website design, video technology and editing

### What We Offer

The starting salary range for this position is \$62,000.00. We also offer a competitive benefits package which includes medical, dental, vision, short-term disability, long-term disability, life insurance, retirement matching, flexible work from home policies, professional development stipends, and more. Education Opens Doors offers a generous vacation package and the opportunity to work with a dynamic team of change makers.

### To Apply

Send a 1-2-page résumé, cover letter explaining your passion and alignment to this position, and salary requirements to [employment@educationopensdoors.org](mailto:employment@educationopensdoors.org). *Incomplete submissions will not be considered.*

Any questions can be directed to [employment@educationopensdoors.org](mailto:employment@educationopensdoors.org).



### Equity Statement

*Education Opens Doors is an equal opportunity employer and does not discriminate against individuals on the basis of sex, gender identity, sexual orientation, age, disability, veteran status, religion, ancestry, color, race, ethnicity, or creed. LGBTQ+ individuals and people of color are strongly encouraged to apply.*