



Instructional Designer

Paradigm is a strategy firm that is transforming organizational cultures. We believe that with the benefit of diverse perspectives, our clients will design better products, deliver better services, and build a better world. Since our founding three years ago, we have partnered with over 200 companies across industries, from tech and financial services to retail and media, to design stronger, more inclusive organizations. Our clients include Airbnb, Pinterest, Sephora, Slack, Spotify, Stripe, and American Express, and our work has been featured in The Wall Street Journal, The New York Times, The Atlantic, Harvard Business Review, TechCrunch, and several other outlets.

We're looking for an Instructional Designer to own the design and development of high-quality, scalable training programs to meet the needs of our growing client base. This includes building out our online training program offerings from the ground up. In this role, you'll work closely with Paradigm's leadership team and subject matter experts to develop an entirely new aspect of our business while helping us continuously improve our existing training content.

What you'll do:

- **Build out Paradigm's online training program.** In partnership with our CEO, Partners, and broader team of facilitators, you'll lead the design of Paradigm's online training program from the ground up. From scoping to program release, this effort will include evaluating learning management systems, partnering with subject matter experts to develop content and scripts, launching the program, gathering feedback, and evaluating effectiveness.
- **Improve existing training programs.** At Paradigm, we embrace a growth mindset and are always looking to learn and improve our existing services. In this role, you'll work directly with our leadership team to continuously iterate on and improve our existing training programs (e.g., adding new research, designing new activities to engage training participants), drawing on adult learning theory and research to ensure our content is impactful.

- **Evaluate effectiveness of new and existing training programs.** You'll partner with our data science team to develop evaluation metrics and assess the effectiveness of Paradigm's various training programs. By systematically evaluating the effectiveness of our programs, you'll directly further Paradigm's goal of designing and delivering impactful, data-driven diversity and inclusion education.
- **Advise on the development of new programs and services.** This could include making recommendations for new training programs, making suggestions on how to repackage existing content, identifying opportunities to expand our impact with current clients, and more.

About you:

- **Experienced.** You have at least 3 years of instructional design experience. Specifically, you have experience working with learning management systems and elearning content authoring tools (e.g., Adobe Captivate, Articulate Storyline, etc.) and feel comfortable evaluating online learning options and recommending the best approach for Paradigm. You also have experience building both online and classroom training content and can draw on adult learning theory and research to design impactful training and improve existing content.
- **Independent and organized.** You enjoy developing new content from scratch, and can do so independently. You set your own project plans and timelines, get input and collaborate with teammates when needed, communicate progress proactively, pay close attention to detail, and execute high-quality work with limited oversight.
- **Creative and focused.** You love thinking outside the box and coming up with creative ideas, but you're also able to focus and get stuff done. You're comfortable owning multiple projects simultaneously, and you manage your time effectively so that you can deliver on immediate priorities while thinking strategically.
- **Collaborative.** You work collaboratively with internal and external stakeholders, while taking initiative to move projects forward and deliver results.
- **Committed to impact.** You're excited to apply your unique skills to help organizations become more diverse and inclusive.

Details: This is a full-time role based in San Francisco. We offer competitive salaries, equity, and benefits, including healthcare, vision, dental, and a 401(k).

Our commitment to diversity and inclusion: We deeply understand the value of bringing together a team with different perspectives, educational backgrounds, and life experiences, and we prioritize diversity within our team. We encourage people from underrepresented backgrounds to apply.

Does this sound like you? Send us your resume and a link to your personal portfolio at **work@paradigmIQ.com**.