



E&M Technologies  
4465 Northpark Drive, Suite 304  
Colorado Springs, CO 80907

**POSITION:** Instructional Systems Designer  
**Work Location:** Fort Bragg, NC  
**Required Clearance:** TS/SCI

**E&M Technologies, Inc.** is currently seeking an **Instructional Systems Designer (SME IV)** to support a Federal government client.

**Position Requirements:**

- Design and develop AOC and IOC in support of COTS-M evaluation concepts, scope, and tools.
- Analyze findings and report trends to the customer.
- Provide recommended modifications to the customer to validate content and to ensure students are meeting expected outcomes.
- Consult with instructors and SMEs to determine instructional requirements, collect data, customize design proposals, and implement solutions.
- Design and develop new learner activities and exercises including technical training methods into approved training concepts.
- Work closely with SMEs and instructors to review and revise training materials including lesson plans, student guides, online content, job aids,
- Review overall program and implement revisions to ensure all training fits together in a clear and consistent manner.
- Perform quality control on all instructional materials, lesson plans, and technical solutions.

**Required Experience:**

- At least 6 years of experience in the following:
- Demonstrated experience working with subject matter experts to analyze and determine learning requirements, design solutions, develop engaging content, and implement and evaluate a variety of training solutions.
- Experience with the Analysis, Design, Development, Implementation, and Evaluation (ADDIE) model of instructional design, or the equivalent, as well as experience and familiarity with a broad range of adult learning theories and models for evaluation of adult learning.
- Demonstrated experience and knowledge developing online training and learning tools and the knowledge to be able to successfully differentiate the needs of online training from instructor-led training.
- Ability to develop strategies for a variety of learning types and their delivery on a variety of platforms.
- Experience developing learning content in Adobe Captivate, Lectora, or the equivalent.
- Program evaluation experience including qualitative and quantitative analysis and data tracking.



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**Required Education:**

- Master's Degree in adult learning, education, or online learning

E&M Technologies offers competitive salaries, medical benefits, and a 401k plan.

**To Apply for this Position:**

You must have the Required Experience and Education in your resume to be selected as a candidate.

**Send your resume to [emtech@eandmtech.com](mailto:emtech@eandmtech.com)**

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, marital status, national origin, age, veteran status, disability, or any other protected class. U.S. Citizenship is required for most positions.