Learning Designer (with learning delivery)

mencap

About you

A passion for creating exceptional learning experiences

" "Listening, supporting and including one another is a vital part of working in our People team." Dean

What you will do

You will plan and design engaging learning experiences that align with Mencap's strategic goals and activities, using design thinking and user experience principles. Alongside this you will deliver a portfolio of face-to-face learning to colleague in our services. You will:

- Support the creation and design of blended learning experiences that are aligned with strategic objectives, showcase L&D best practice, and are effective and engaging for our colleagues
- Create learning objectives aligned to business priorities and identified gaps in skills/capabilities
- Deliver learning design and content development out of multi-disciplinary project teams and in partnership with subject matter experts
- Use design thinking skills, human centred learning and user experience principles to create visually compelling high impact interactive learning
- Use your graphic design experience to ensure high visual standards are met
- Collect and use data to identify trends and inform decision-making and design
- Ensure learning pathways incorporate feedback and adapt to changing organisational needs
- Support the design of Mencap's leadership, performance and professional development approaches
- Deliver our Support Worker induction and ongoing practice development workshops that engage, inspire and enable colleagues to provide high quality support.
- Develop and maintain a current knowledge of relevant compliance standards, legislation, best practice, and policy in relation to social care provision.
- Support a culture of continuous learning, professional development and curiosity

The responsibilities described are a summary of key aspects and not a comprehensive list

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About you

Able to translate feedback and data into tangible insights that can enhance and continuously improve learning experiences.

"The right attitude and living our values is really important. You need be willing to learn, grow and change for yourself and for Mencap's future." Dean

What you will bring

- A commitment to improving the lives of people with a learning disability

- Knowledge of learning design, data analysis, learning tech and adult learning theories

- A strong understanding of design thinking and theory

- Excellent project management and organisational skills

- Strong partnering, consulting and collaboration skills

- Skilled communicator, facilitator, writer and visual creator

- Flexible and agile mindset

- Results orientated with a data-driven and evidence-based approach to decision-making and influencing

Your experience

- Experience creating blended learning content including digital, face to face and virtual

- Strong design and multi-media skills – adobe creative suite experience is a must

- Experience using modern digital eLearning authoring tools and learning management systems

- Experience of managing stakeholders at all levels of an organisation

- Experience in ensuring visual and accessibility standards are met

- A track record of assessing organizational needs and creating diverse learning solutions that deliver business impact

- Proven track record delivering high quality learning interventions.

- Experience of working in social care and with people with a learning disability is desirable but not essential
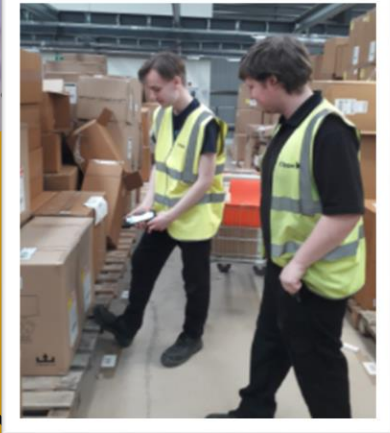
Who you can expect to work with

- All Mencap's colleagues and volunteers
- The culture and development team
- People Partners and wider people directorate
- Stakeholders from all levels of Mencap
- Subject matter experts from a variety of Mencap teams

Mencap's values and how they apply to this role

We are Passionate about making the world a better place

You will be passionate about how your work can help improve the lives of the people with a learning disability, reflecting how you can learn and improve.

We are Inclusive of everyone

You will be inclusive by making sure that you support all Mencap colleagues and volunteers.
Within your work you make sure all voices are heard, and different views are listened to.

We are Brave we challenge and try new things

You will be confident to challenge and encourage others to try new things and step out of their comfort zone.

We are Positive in our work and with each other

You will be positive in your work, share your own ideas and encourage honest and open conversations about what could be better.

We are Kind to everyone

You will be kind and considerate at all times, and will call out any behaviour that is not, so that people feel Mencap is a safe and place to work