

Digital Learning Experience Designer

Peak Pacific, a market leader in learning and learning technology solutions, is seeking a talented, ambitious, and forward-thinking **Digital Learning Experience Designer** with proven experience in leveraging AI tools to create efficient instructional design workflows and deliver innovative, behaviour-changing learning experiences for global clients.

In this role, you will collaborate with globally recognised clients across Aviation, Transportation, Finance, Healthcare, and other sectors where compliance, performance, and learner engagement are critical. You will also gain hands-on exposure to modern learning formats, including interactive eLearning, video-based learning, simulations, and AI-enabled learning solutions.

Who are we looking for?

We are looking for a learning storyteller, problem-solver, and design thinker who can turn complex content into engaging, purposeful learning experiences. This is someone who brings fresh ideas to the table, challenges the ordinary, improves the way work gets done, and uses creativity, insight, and technology to make learning more effective, memorable, and meaningful. The ideal candidate will:

- Conduct comprehensive training needs analysis, review source content, assess learner profiles, and work closely with SMEs and stakeholders to design relevant and effective learning solutions.
- Apply sound instructional design principles and learning science to develop engaging, outcome-focused programmes that support measurable performance improvement.
- Translate business objectives into structured learning strategies by selecting appropriate modalities, formats, and digital solutions aligned to client and learner needs.
- Manage complex learning projects with a strong focus on planning, efficiency, consistency, quality assurance, and timely delivery.
- Collaborate confidently with cross-functional teams, clients, SMEs, and internal stakeholders, ensuring clear communication and alignment throughout the project lifecycle.
- Use AI tools responsibly to support the development of learning objectives, content outlines, scripts, scenarios, and assessments while maintaining accuracy, quality, and instructional alignment.

Responsibilities:

- Lead instructional design and learning solution discussions with clients.
- Conduct needs analysis, audience profiling, content reviews, and requirements gathering.
- Recommend effective learning strategies, formats, and digital delivery solutions.
- Support proposals, presentations, and pre-sales solution design.
- Design learning experiences across eLearning, simulations, video, microlearning, blended, virtual, and classroom formats.
- Manage the instructional design lifecycle from planning to delivery.
- Ensure quality, consistency, accessibility, engagement, and performance impact.
- Identify and integrate AI-enabled tools to improve learning design workflows.

- Guide and mentor team members to improve design capability and execution quality.
- Stay current with learning trends, AI developments, tools, and best practices.
- Evaluate learning effectiveness using data, feedback, and performance insights.

Knowledge, Skills and Attitude

Knowledge

- Strong understanding of instructional design models, learning theories, adult learning principles, action mapping, and performance-based learning design.
- Knowledge of learning experience design, learner engagement strategies, assessment design, scenario-based learning, microlearning, simulations, blended learning, and digital learning ecosystems.
- Awareness and responsible use of AI-enabled learning design for content development, ideation, scripting, assessment creation, workflow improvement, and quality enhancement.
- Familiarity with eLearning development processes, accessibility principles, responsive/mobile-first design, learning analytics, and quality assurance standards.
- Working knowledge of authoring and learning technologies such as Articulate Storyline, Rise, Adapt, LMS/LXP platforms, video tools, and collaboration platforms.

Skills

- Ability to conduct training needs analysis, gap analysis, learner profiling, content review, and requirements gathering.
- Strong instructional writing, content structuring, storytelling, visual thinking, and scenario-writing skills.
- Ability to translate business needs into learner-centred, measurable, and scalable learning solutions.
- Strong consulting, stakeholder management, client engagement, facilitation, and presentation skills.
- Ability to manage multiple learning projects, priorities, timelines, review cycles, risks, and quality checkpoints.

Attitude

- Curious, creative, and forward-thinking, with a strong interest in emerging learning technologies and AI-enabled ways of working.
- Consultative and solution-oriented, with the confidence to challenge assumptions and recommend practical, effective alternatives.
- Accountable and quality-focused, with strong ownership of deliverables, timelines, and learner impact.
- Adaptable and resilient, with the ability to work across changing priorities, complex requirements, and diverse client environments.
- Professional, ethical, and responsible in the use of content, data, technology, and AI-generated outputs.

Qualifications & Experience

- Bachelor's degree in Instructional Design, Learning and Development, Educational Technology, Communication, Human Resources, Psychology, or a related field.
- 5–7 years of experience in instructional design, learning experience design, digital learning, or corporate learning and development.
- Proven experience designing and developing learning solutions across formats such as eLearning, simulations, video-based learning, microlearning, blended learning, virtual instructor-led training, and classroom learning.
- Demonstrated experience in training needs analysis, learner profiling, content analysis, storyboard development, assessment design, and learning evaluation.
- Practical experience using AI tools and learning technologies to support instructional design workflows, content development, scripting, assessment creation, quality review, and productivity improvement.
- Experience working with SMEs, clients, project managers, developers, visual designers, and cross-functional stakeholders; exposure to solution design, proposals, presentations, or pre-sales activities would be an advantage.

Why Join Us:

At Peak Pacific, you will help shape impactful digital learning experiences for globally recognised clients while working at the intersection of creativity, technology, and performance. You will join a collaborative, innovation-driven team where ideas are encouraged, expertise is continuously developed, and your work creates meaningful value across industries.

What We Offer:

We offer the opportunity to work with leading global clients, contribute to impactful learning solutions, and grow your career in a dynamic, innovation-driven environment. Interested candidates are invited to send their resume to careers@peakpacificgroup.com.

All personal data collected will be used for recruitment purposes only and retained for a maximum of 90 days.