

Job Title: International Corporate Training Course Developer

☐ **SOC Code: 2312:** Further Education Teaching Professionals: Professionals involved in designing and developing course content for further education may fall under this category.

Salary: £46,000 to £64,000 pa

Location: Luton

Full time

Job Overview: An International Corporate Training Course Developer is responsible for researching, designing, and developing training courses and materials that address the specific needs of a multinational organization's diverse workforce. They create content that fosters cross-cultural understanding and promotes the acquisition of essential skills and knowledge.

The role: The role of an International Corporate Training Course Developer involves creating and designing training programs and materials for multinational corporations. These developers ensure that training content is culturally sensitive, adaptable to diverse global audiences, and aligns with the organization's strategic goals. Here is a detailed description of the responsibilities and qualifications typically associated with the position of an International Corporate Training Course Developer:

Key Responsibilities:

1. **Needs Assessment:** Collaborate with stakeholders, including HR professionals, managers, and subject matter experts, to identify training needs and objectives that align with the organization's international business goals.
2. **Content Development:** Create comprehensive training materials, including e-learning modules, instructor-led materials, videos, assessments, and other resources, tailored for international audiences.
3. **Cultural Sensitivity:** Ensure that training content is culturally sensitive, respectful of diverse cultural norms, and incorporates global perspectives to promote inclusivity.
4. **Adaptability:** Develop training content that can be customized or localized to meet the unique requirements of different regions, countries, or departments within the organization.
5. **Multilingual Resources:** When applicable, create training content in multiple languages to ensure accessibility for employees from different linguistic backgrounds.
6. **Cross-Cultural Communication:** Design content that enhances cross-cultural communication skills, fosters intercultural competence, and addresses challenges associated with cultural differences.
7. **Technology Integration:** Utilize technology and e-learning platforms to create engaging, interactive, and accessible training materials for global distribution.

8. **Assessment and Evaluation:** Develop assessments and evaluation methods that consider cultural factors, ensuring fair and relevant measurement of learning outcomes across cultures.
9. **Project Management:** Manage the development process, including timelines, budgets, and resources, to deliver training materials on schedule and within budget.
10. **Quality Assurance:** Ensure the quality and consistency of training materials, adhering to best practices and industry standards for instructional design.
11. **Global Collaboration:** Collaborate with international teams and subject matter experts to gather input and insights for course development.
12. **Content Localization:** Work with translation and localization teams to adapt training materials for different languages and cultures.
13. **Feedback Incorporation:** Continuously improve training content based on feedback from trainers, participants, and stakeholders, making adjustments to enhance effectiveness.
14. **Compliance:** Stay informed about international regulations, compliance requirements, and industry standards that may affect training content and delivery.

Qualifications:

1. **Education:** A bachelor's or master's degree in instructional design, education, instructional technology, or a related field. Relevant certifications in instructional design are beneficial.
2. **Experience:** Extensive experience in instructional design and course development for international corporate training programs. Experience in cross-cultural training or global business is a significant advantage.
3. **Cultural Competence:** Proficiency in cross-cultural communication and understanding, with a deep appreciation for cultural diversity and sensitivity to cultural nuances.
4. **Technology Skills:** Proficiency in instructional design software, e-learning authoring tools, multimedia development, and learning management systems.
5. **Communication Skills:** Exceptional written and verbal communication skills to convey complex information clearly and effectively.
6. **Project Management:** Strong project management skills, including the ability to plan, organize, and execute training development projects efficiently.
7. **Adaptability:** Flexibility and adaptability to work with diverse teams and adapt content to varying cultural contexts.
8. **Global Business Understanding:** A solid understanding of international business practices, market dynamics, and industry-specific knowledge relevant to the organization.
9. **Analytical Skills:** The ability to analyze training needs, evaluate effectiveness, and make data-driven improvements to training programs.
10. **Collaboration:** Strong collaboration and teamwork skills to work effectively with stakeholders and subject matter experts from different cultures.
11. **Language Skills:** Proficiency in one or more foreign languages may be advantageous, particularly if the organization operates in regions with diverse linguistic backgrounds.

To apply? Pls forward your CV to admin@prospectsds.com or call Tel: 01582 414 144, use course title as your reference.