

David Grant

Senior Instructional Designer | eLearning Developer | Learning and Performance Solutions

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PROFESSIONAL SUMMARY

Instructional designer and eLearning developer with experience creating instructor-led, virtual, blended, and self-paced learning solutions for corporate and technical environments. Skilled in needs analysis, task analysis, curriculum development, storyboarding, assessment strategy, and learner-centered design to support employee performance and business goals. Proficient in Articulate Storyline 360, Rise 360, Camtasia, and AI-assisted development tools. Known for partnering effectively with subject matter experts, program managers, and cross-functional teams to translate complex content into engaging, scalable training solutions.

CORE COMPETENCIES

Instructional Design | Training Needs Analysis | Job and Task Analysis | Curriculum Development | Learning Objectives | Storyboarding and Course Architecture | ILT, VILT, and Blended Learning | eLearning Development | Scenario-Based Learning | Assessment and Evaluation Design | Adult Learning Theory | Performance Support | Stakeholder and SME Collaboration | Project Management | AI-Assisted Content Development | ADDIE and SAM

TOOLS AND PLATFORMS

Articulate Storyline 360, Rise 360, Google Gemini, ChatGPT, NotebookLM, ElevenLabs, Camtasia, and Microsoft Office Suite,

PROFESSIONAL EXPERIENCE

Instructional Curriculum Developer

Verizon | 09/2025 - 04/2026

- Collaborated with program managers and subject matter experts to design training curricula that supported employee development and operational performance.
- Developed instructor-led, virtual, blended, and eLearning materials aligned with business needs, learner needs, and performance goals.
- Partnered with eLearning specialists and cross-functional teams to support complex digital learning programs and applications.
- Built assessments and evaluation strategies to measure learning effectiveness and identify opportunities for continuous improvement.
- Used AI-enabled tools and modern authoring technologies to streamline development and enhance learner engagement.

Senior Instructional Designer | eLearning Developer | Project Manager

Winning Solutions, Inc. | 03/2023 - 05/2025

- Designed and developed interactive eLearning programs for enterprise software training and technical systems education.
- Conducted training needs analyses and job and task analyses to identify performance gaps, define learning objectives, and recommend appropriate instructional solutions.
- Partnered with program managers and subject matter experts to develop curriculum, storyboards, and course architecture for scalable learning experiences.
- Created self-paced eLearning modules, simulations, scenario-based learning activities, and knowledge checks using modern authoring tools.

- Selected instructional strategies, media, and delivery methods based on audience needs, content complexity, and business goals.
- Developed learning solutions across multiple modalities, including ILT, VILT, blended learning, computer-based training, and performance support resources.
- Integrated graphics, audio narration, and video to improve engagement, retention, and usability.
- Collaborated with stakeholders and development teams to review courses, refine content, and improve learning outcomes.
- Leveraged AI tools to improve development efficiency and support rapid content production workflows.

Instructional Designer and eLearning Developer

Thermo Fisher Scientific | 01/2022 - 01/2023

- Conducted training needs analysis and task analysis to identify learning requirements within regulated manufacturing environments.
- Collaborated with subject matter experts to create curriculum frameworks and learning objectives aligned with Good Manufacturing Practices (GMP).
- Designed interactive eLearning courses and multimedia learning assets using Articulate 360.
- Developed storyboards, instructional design documentation, and course outlines to guide development and stakeholder approval.
- Applied adult learning theory and learner-centered instructional strategies to improve comprehension, retention, and skill transfer.
- Designed assessments and evaluation tools to measure learner understanding and training effectiveness.

Instructional Designer

Proof of Design, Inc. | 01/2021 - 01/2022

- Collaborated with subject matter experts to support the training and communications strategy for Training by Design, the company's instructional design methodology program.
- Reviewed existing content and designed a framework for an instructional design training program.
- Applied universal design principles to create learner-centered instructional resources for participants with varying levels of prior knowledge.

EDUCATION

Ph.D., Education | University of Central Florida