

Learning Design (LD1)

Location: Any College of Policing Site

Daily rate: £250 plus expenses in accordance with our [Terms and Conditions](#)

Vetting Level: NPPV2/CTC

Brief Description of Role:

Design and develop effective, modern blended learning solutions and assessment products which meet National Learning Standards. Deliver innovative, ethical, evidenced-based learning and development resources for policing professionals.

Tasks and Responsibilities

- Analyse learning objectives from the National Policing Curriculum and client specifications to identify, propose and recommend appropriate learning strategy options with a focus on what works in adult education and how to make the best use of the different options for delivery available for College products
- Apply creative blended innovative approaches in the design of learning resources, in order to best support the development of policing professionals, whilst providing an efficient and effective solution
- Design and develop the learning strategy and associated resources, in conjunction with the Subject Matter Experts and/or the Design Specialist where appropriate, to meet learners' needs. These should take into account different preferred learning styles, optimise audience engagement and use a range of delivery methodologies
- Working within a project environment, be prepared to provide regular and timely updates on progress, risk and issues in order to ensure projects are completed on time, risks mitigated where required, the customer requirement is met, within budget and quality parameters

- Consult with internal and external stakeholders at all stages of the product, analyse requirements, write options papers and continue to liaise and review materials with others throughout the development of materials
- Complete any amendments as a result of peer review/legal/EDHR validation.

Qualifications Required:

- Skills in research, consultation and analysis of information from multiple sources to identify clear, appropriate learning
- Evidence of commitment to own continuing professional development

Skills & Abilities Required:

- Skills in research, consultation and analysis of information from multiple sources to identify clear, appropriate learning
- Proficient in MS Office/M365 suite, Articulate and other specialist design software packages
- Excellent written and verbal communication skills
- Ability to create high quality and effective products which demonstrate an awareness of the most effective learning methodologies to most appropriately meet the requirements of the project.
- Ability to quickly develop strong/positive relationships with partners and can constructively challenge others to help develop learning solutions.
- Confident in communicating and presenting ideas, recommendations and learning solutions to different audiences

Experience Required:

- Demonstrable experience of the successful design and development of training and/or learning and development products by using a variety of innovative learning and delivery approaches in order to ensure the most appropriate and effective solutions
- Experience in applying learning theory and methodology, in adult learning, to meet specifications for enhancing knowledge and understanding and changing performance and behaviours

- Experience of working as part of a project team using project management methodology and working under pressure
- Experience of design and implementation of blended learning and development products
- Demonstrable track record in adopting an evidence-based focus when designing products
- Experience in evaluating the impact and effectiveness of delivered learning

Please note that if you are selected into an Associate pool the College cannot guarantee work but we will ensure that work is offered on the basis of availability, fairness of allocation, and geography. Selection decisions are recorded for audit purposes.

The pool will be re-competed in 3 years.

The relevant Terms and Conditions that apply to these engagements can be found on the webpage above under the heading 'important information'. These opportunities are open to both Personally Engaged and Corporate Associates and a definition of these types of associate can be found in the **Associate Policy**.

How to express your interest in joining this pool:

Please complete and return the **Associate Pool Expression of Interest Form** by email to: **associates@college.pnn.police.uk**

Closing date: **30th April 2021**

For more information on The College of Policing Associates please see the Associate Policy and relevant supporting information **here**.

The College Associates team can be contacted by email at **associates@college.pnn.police.uk**