

## ABOUT SNP

We are communicators. Writers, teachers, journalists, students of leadership. We're committed to service, accountability, and curiosity. It's in our nature. We believe strong communication skills make an average leader truly great, and we foster that through our content, coaching, and creative products.

For more than twenty-five years, we've worked with founders of startups and leaders in iconic technology companies. We've learned that leadership begins with a crazy idea, a bold vision, a revolution, a mission, and scales into companies full of people who embrace that vision and mission. That's what we do. We search the world for good people - leaders - and make their truth persuasive. Why? Because we believe great leaders matter. They create a world we all want to live in, work in, and thrive in. We believe it's a mission worth fighting for.

## ABOUT THE ROLE

As the Curriculum and Instructional Designer with SNP, you'll become one with SNP. You'll dig into what we have - and it's good - and you'll learn how we do things. Also: you'll break things. Forge new models of learning. Take good and make it excellent. Finding new channels, and if you can't find them, creating them. This isn't your traditional learning-and-development role. This is insurgency...

So what does that mean?

You'll work across content and production, creating immersive, interactive, and inspiring learning experiences. You'll love using what we have and augmenting with what you can bring. The programs that you create will impact and change behavior in our customers because you lean towards practical frameworks and practice. You have the innate ability to write curriculum the vision to see it come alive. You can translate that experience into a variety of delivery types: in-person, video, mobile, self-paced, webinar, and podcast. And you're already anticipating the next delivery channel that isn't even on the radar yet.

You thrive in a fast-paced environment, building learning products over a few months, while jumping in to design a customer program that will be delivered next week. The impact to the customer is our metric of success, and you'll be able to adapt materials based on culture, language, and goals. You're as comfortable working independently - researching and writing - as you are brainstorming with a team or managing a kinetic e-learning video set.

You will be building products that build leaders. Helping shatter bureaucracy. Defining a new era of leadership. Excited? We are.

#### YOU'RE RESPONSIBLE FOR:

- Diving into the current portfolio of training products to learn and refine content
- Designing and writing engaging learning content that can be delivered via a variety of platforms
- Developing learning paths for leaders across industries and geographies, finding the unique balance of tailored and scalable
- Researching complex information and combine elements from several sources into one, cohesive narrative
- Produce and direct media learning projects, including webinars, videos, and podcasts.
- Taking a journalistic approach in interviewing subject matter experts to better understand their needs
- Customizing training content per customer culture, needs, and goals

#### WE'D LIKE YOU TO HAVE:

- Experience in instructional design and/or content management in a fast-paced environment
- Approaches that are innovative, outside the box, and perhaps a bit quirky. You love that this isn't traditional L&D; an owner's mindset style of educational design that is obsessed with the frontline and creating an insurgency.
- Understanding of LMS platforms, and an opinion on what works for various audiences and programs
- Ability to translate feedback data into immediate product improvements and long-term product strategy
- Exceptional attention to detail, and clear and professional communication skills
- Strong interpersonal skills
- An ability to proactively troubleshoot and problem solve quickly, with a keen understanding of who-needs-to-know-what-and-when
- A strong level of comfort with fast-paced environments and an appreciation of ambiguity

#### WHILE BEING:

- High energy
- Flexible to change

- Fun with a good sense of humor
- Entrepreneurial, independent, self-motivated
- 100% accountable to your colleagues, customers, and work
- A people-person who is interesting and interested
- Someone customers and colleagues love to be around, who comes across confidently and has strong presence
- A smart, nice, person (and you should understand why)

Please submit your resume and a cover letter to [careers@snpnet.com](mailto:careers@snpnet.com).