

Job Opportunity: Instructional Design Specialist

About WID

The World Institute on Disability (WID) is dedicated to designing, building, and supporting community solutions by removing barriers to include people with disabilities. Our mission is to continuously advance the rights and opportunities of more than one billion people with disabilities on a global scale.

To build a more inclusive global society, WID:

- Helps assure that products and services are more accessible
- Promotes equity policies
- Provides consulting services
- Offers training and tools
- Supports emergency, disaster, and climate efforts

We have developed an expertise and are focusing on three specific areas that profoundly impact people with disabilities:

- **Accessibility Solutions & Universal Design** - supporting people with disabilities via disability-led surveys and focus groups, user experience testing, climate assessments and audits, training, and advisory services to drive better product and services design and accessible experiences for employees, clients, and customers.
- **Community Inclusion** - providing people with disabilities and their circles of support training, technical assistance, online tools and resources to make informed decisions about their benefits, housing, and employment options. WID also works to eliminate barriers to achieving the full inclusion of people with disabilities by addressing and influencing systems, policies, and tools.
- **Emergencies, Disasters, and Climate Resilience** - providing disability-inclusive emergency and disaster preparedness and



resilience planning, training, consulting, and other programming to save lives and minimize negative impact.

The World Institute on Disability (WID) was established in 1983 as one of the first global disability rights organizations founded and continually led by people with disabilities. The Board of Directors and staff, over half of whom are people with disabilities, are respected national and global leaders in the disability rights field as well as in industry, government, and human services.

WID's commitment to intersectionality and eliminating systemic oppression is integral to including the full spectrum of identities of people with disabilities, and to understanding the range of privilege, marginalization, and oppression that impact how disabled people are treated. This enables WID to bring a pan-disability, intersectional perspective to everything we do.

More information on WID's programs, [guiding principles](#), [services](#), and [resources](#) can be found at www.wid.org.

Position Summary

The Instructional Design Specialist position reports to the Director of Emergency, Disaster, and Climate Resilience and will play a pivotal role in the training development of multiple courses and modules on inclusive emergency preparedness and disaster response and recovery for individuals with disabilities.

This position is responsible for leading the development of virtual courses that will be housed on the organization's Learning Management System. This position will be working collaboratively with subject matter experts, public information, marketing and graphic design, IT and other staff. This position requires multitasking, excellent verbal and written communication skills, fast turn-arounds, and strong teamwork skills.

Start and End Dates

Start Date: 5-20-2022

End Date: 8-31-2022



Travel Required: No

Essential Functions

Note that this job announcement is not designed to cover or contain a comprehensive listing of all the activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time, with or without notice.

- Instructional Design experience for online self-directed course content
- Ability to integrate multiple media sources into content
- Ability to work independently and collaboratively
- Functional understanding of accessibility related to course development
- Development and delivery considerations for an online learning platform
- Universal learning and adult learning principles

Required Qualifications

- **2+ years prior experience** in Instructional Design
- Experience with disability inclusion and accessibility principles
- Working knowledge of the Americans with Disabilities Act (ADA) and other disability-related laws
- Excellent interpersonal and communication skills
- Strong initiative and work ethic to meet critical project deadlines
- Comfortable working within a fast-paced, deadline-driven, and collaborative creative environment

Preferences

- Strong understanding of disability history and intersectionality, equity, and inclusion in product design
- Diverse demographic life experiences or history
- Ability to work independently and collaboratively
- Ability to adapt to changes and short deadlines
- Bi/multilingual
- Outstanding communication skills



Reporting Relationship

Director of Emergency, Disaster, and Climate Resilience

Status

Consultant, full time

Compensation

\$35 per hour

Application Process

Send **resume, cover letter, product sample, and references** to the **World Institute on Disability**; EMAIL: Josephine Schallehn, josephine@wid.org

WID acknowledges receipt of applications by email only.

Application Deadline: May 6, 2022 by 5 pm PDT

Proposed Start Date: May 20, 2022

Reasonable Accommodations

- Send reasonable accommodation requests for the application/interview process to Josephine Schallehn at josephine@wid.org.
- WID promotes a scent/chemical-free environment. To support this effort, WID asks that all applicants refrain from wearing scented products while in its office.

Telework/Relocation

- WID is interested in remote candidates; national applicants are encouraged.
- WID cannot cover the cost of relocation but encourages all interested applicants to apply.



Equal Opportunity Employer

The World Institute on Disability is an equal opportunity employer with a commitment to diversity. Individuals will not be discriminated against regardless of race, ethnicity, religion (creed), national origin, age, sexual orientation, gender identity, gender expression, disability or veteran status, and other personal characteristics.