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## ELEARNING DEVELOPER - III

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**Date:** Nov 13, 2025

**Location:** Dallas, TX, US, 75082

**Company:** 1Finity

### About 1Finity

1Finity, a Fujitsu company, is a global provider of communications networks for our connected world. We uniquely combine technological leadership and expertise in open optical and wireless networking, network automation, and applied AI/ML to design, build, operate, and maintain critical digital communications network infrastructure. Collaborating closely with ecosystem partners, we deliver transformative outcomes for service providers and network operators, and enable them to lower TCO, improve network performance, and increase energy efficiency. We're also a diverse, inclusive, and innovative workplace that achieves together. We offer highly competitive compensation, benefits, and career development opportunities, as well as flexible options for working your way. See what working at 1Finity looks like at <https://www.linkedin.com/company/1finity-inc/>. For more information, please visit [https://1finity.com/?utm\\_source=li&utm\\_medium=soc](https://1finity.com/?utm_source=li&utm_medium=soc).

Req ID:16386

### **Job Title: E-Learning Developer – AI Innovation & Thought Leadership (Telecom)**

#### **Vision Statement**

To pioneer a transformative eLearning ecosystem for telecommunication professionals that leverages AI-driven tools, instructional design principles, and pedagogical excellence to deliver scalable, engaging, and effective learning experiences. Our program is built on a foundation of

documented methods, reusable templates, and a robust style guide—ensuring consistency, quality, and continuous improvement. We aim to foster a culture of learning maturity through a structured eLearning maturity model, aligning with industry best practices, and empowering learners to master complex technologies with confidence and clarity.

## Job Brief

We are seeking a forward-thinking **E-Learning Developer** with a passion for **AI-driven learning experiences** and a strong understanding of **telecom hardware and software**. This role blends instructional design expertise with emerging technologies to create impactful digital learning solutions. The ideal candidate will also serve as a **thought leader**, driving innovation and sharing best practices across the organization and industry.

## Key Responsibilities

### Core E-Learning Development

- Design and develop interactive e-learning modules using tools like Articulate Storyline, Adobe Captivate, and Rise.
- Collaborate with SMEs and instructional designers to convert complex telecom concepts into engaging learning content.
- Integrate multimedia elements (video, audio, simulations) to enhance learner engagement.
- Ensure SCORM/xAPI compliance and LMS compatibility.
- Conduct usability testing and implement feedback-driven improvements.
- Create content in multiple formats including: videos, animations, storyboards, scripts, eLearning modules, instructor-led trainings/workshops, and job aids.
- Expertly manages complex portfolio of projects. Prioritizes and completes tasks efficiently, ensuring all milestones are met.

### Program Development & Execution

- Build and manage a comprehensive eLearning program aligned with organizational goals.
- Define and implement a scalable eLearning maturity model based on industry best practices.
- Own the end-to-end lifecycle of course development—from ideation to delivery.

### Instructional Design & Pedagogy

- Apply instructional design principles and pedagogical frameworks to technical content.
- Ensure learning experiences are engaging, effective, and tailored to technical audiences.

### Standards & Documentation

- Develop and maintain templates, style guides, and documentation for repeatable processes.
- Establish quality standards and review mechanisms for all eLearning assets.

### AI Innovation

- Research and implement AI tools (e.g., adaptive learning platforms, chatbots, generative content) to personalize and scale learning.
- Develop AI-enhanced simulations and virtual labs for telecom hardware/software training.
- Collaborate with data scientists and engineers to leverage learning analytics for continuous improvement.
- Stay current with AI trends in education and recommend strategic applications.

### Thought Leadership

- Represent the learning team in cross-functional innovation forums and industry events.

- Publish internal white papers, blog posts, or presentations on AI in learning and telecom education.
- Mentor junior developers and instructional designers on emerging technologies and design thinking.
- Advocate for learner-centric design and inclusive learning practices.

## Qualifications

- Bachelor's or Master's degree in Instructional Design, Educational Technology, Computer Science, or related field.
- 3+ years of experience in e-learning development, preferably in telecom or tech industries.
- Proficiency in e-learning authoring tools and LMS platforms (e.g., Articulate Rise, Articulate Storyline, Moodle, Canvas, SuccessFactors, xAPI).
- Experience with AI tools in learning (e.g., Synthesia, ChatGPT, adaptive learning engines).
- Advanced skill with multimedia tools, software, video, graphics, and audio applications.
- Strong understanding of telecom systems, protocols, and software platforms.
- Excellent project management, communication, storytelling, and visual design skills.

## Preferred Skills

- Familiarity with HTML5, CSS, JavaScript, xAPI.
- Experience with data visualization and learning analytics.
- Knowledge of accessibility standards (WCAG).
- Strong understanding of adult learning theory and instructional design methodologies (e.g., ADDIE, SAM, Agile Learning Design).
- Experience creating style guides, templates, and scalable learning frameworks.
- Relevant military instructor training
- Certifications in AI, instructional design, or telecom technologies.

**1Finity salaries are aligned to the specific geographic location in which the work is primarily performed. It is not typical for an individual to be hired at or near the top of the range for their role and compensation decisions are dependent on the circumstances of each situation. The pay range for this role takes into account the wide range of factors that are considered in making compensation decisions including but not limited to: specific skills, qualifications, experience, and comparison to other employees already in this role. The pay range for this position is estimated at \$83,813 to \$119,733 USD. Additionally, this role may be eligible for a short-term incentive based on company results and individual performance.**

**As a technology company, 1Finity recognizes that human resources are its most important capital. To create an environment where all employees can work positively and healthily, both in mind and body, we offer a full range of health, 401K, and other benefits.**

At 1Finity, one of our corporate principles is "We respect human rights". This commitment guides the actions of every 1Finity Group member and is fundamental to how we operate, both as individuals and as a company. We are proud to be an equal opportunity employer that values diversity and inclusion. Qualified applicants will receive consideration for employment without regard to race,

color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. By empowering people, we can unleash our collective strengths to create a better experience for our employees, our customers, and our partners.

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**Nearest Major Market:** Dallas

**Nearest Secondary Market:** Fort Worth

**Job Segment:** Learning, Developer, Testing, Project Manager, Computer Science, Human Resources, Technology

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