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Instructional Designer, Developer Enablement

Nashville, TN, United States

TRENDING

Job Identification	313929
Job Category	Product Development
Posting Date	11/04/2025, 05:18 PM
Role	Individual Contributor
Job Type	Regular Employee
Does this position require a security clearance?	No
Years	6 to 10+ years
Applicants	Less than 10 applicants
Additional Info	Visa / work permit sponsorship is not available for this position
Applicants are required to read, write, and speak the following languages	English

Job Description

Our mission is to empower Oracle's technical talent—from new hires to seasoned developers—by providing engaging, learner-focused skilling coursework and experiences. We deliver programs that accelerate competency in Oracle Cloud infrastructure, platforms, and proprietary internal tools critical to developer success. Our team of creators partner closely with engineering and product leaders to identify and address developer pain points, creating innovative, scalable learning solutions that drive

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productivity, enhance performance, and support career progression across Oracle's technology stack.

The Opportunity

We are seeking a technically adept Instructional Designer who thrives at the intersection of technology and learning. You will design, develop, and deliver compelling educational programs for Oracle's internal developer community. You'll work with subject matter experts, technologists, and instructional colleagues to translate complex technical concepts into effective, accessible, and measurable learning experiences—supporting a culture of continuous technical advancement.

Your Background

- Proven instructional design experience, preferably focused on technical or developer education.
- Demonstrated ability to rapidly acquire knowledge of complex technical systems, tools, and workflows (ideally with cloud technologies, APIs, or software development lifecycle).
- Excellent verbal and written communication skills: ability to translate intricate technical information into clear, concise, and engaging learning materials.
- Familiarity with eLearning and content authoring tools (e.g., Articulate, Storyline, Camtasia, Oracle Learning Platform, etc.)
- Familiarity with using AI to create learning assets.
- Experience collaborating with subject matter experts, engineers, and cross-functional teams in a fast-paced environment.
- Bachelor's degree in Instructional Design, Education, Computer Science, or a related technical field (or equivalent practical experience).

What We Offer

- The opportunity to make a measurable impact on the productivity and growth of Oracle's world-class technical teams.
- A collaborative environment where innovation in learning is encouraged and valued.
- Ongoing professional development in the latest cutting-edge technologies and instructional strategies.

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Responsibilities

Key Responsibilities

- Partner with engineering, product, and developer experience teams to assess learning needs and job tasks.
- Design learner-centric coursework (e.g., eLearning modules, documentation, hands-on labs, video walkthroughs, and tutorials) for technical topics including Oracle Cloud, APIs, development tools, CI/CD, security best practices, and more.
- Develop and curate practical, role-based programs that support onboarding, skill progression, and in-role performance acceleration for developers.
- Apply instructional design models (ADDIE, SAM, etc.) and adult learning principles to create scalable, engaging content.
- Leverage data and learner feedback to evaluate training effectiveness and iterate learning assets for continuous improvement.
- Stay up-to-date with Oracle and cloud technology trends to keep content current and relevant.
- Innovate how technical learning experiences are delivered, utilizing modern platforms and interactive techniques.

Qualifications

Disclaimer:

Certain US customer or client-facing roles may be required to comply with applicable requirements, such as immunization and occupational health mandates.

Range and benefit information provided in this posting are specific to the stated locations only

US: Hiring Range in USD from: \$74,800 to \$178,100 per annum. May be eligible for bonus and equity.

Oracle maintains broad salary ranges for its roles in order to account for variations in knowledge, skills, experience, market conditions and locations, as well as reflect Oracle's differing products, industries and lines of business.

Candidates are typically placed into the range based on the preceding factors as well as internal peer equity.

Oracle US offers a comprehensive benefits package which includes the following:

1. Medical, dental, and vision insurance, including expert

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- medical opinion
- 2. Short term disability and long term disability
- 3. Life insurance and AD&D
- 4. Supplemental life insurance (Employee/Spouse/Child)
- 5. Health care and dependent care Flexible Spending Accounts
- 6. Pre-tax commuter and parking benefits
- 7. 401(k) Savings and Investment Plan with company match
- 8. Paid time off: Flexible Vacation is provided to all eligible employees assigned to a salaried (non-overtime eligible) position. Accrued Vacation is provided to all other employees eligible for vacation benefits. For employees working at least 35 hours per week, the vacation accrual rate is 13 days annually for the first three years of employment and 18 days annually for subsequent years of employment. Vacation accrual is prorated for employees working between 20 and 34 hours per week. Employees working fewer than 20 hours per week are not eligible for vacation.
- 9. 11 paid holidays
- 10. Paid sick leave: 72 hours of paid sick leave upon date of hire. Refreshes each calendar year. Unused balance will carry over each year up to a maximum cap of 112 hours.
- 11. Paid parental leave
- 12. Adoption assistance
- 13. Employee Stock Purchase Plan
- 14. Financial planning and group legal
- 15. Voluntary benefits including auto, homeowner and pet insurance

The role will generally accept applications for at least three calendar days from the posting date or as long as the job remains posted.

Career Level - IC4

Required Skills



About Us

As a world leader in cloud solutions, Oracle uses tomorrow's technology to tackle today's challenges. We've partnered with industry-leaders in almost every sector—and continue

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to thrive after 40+ years of change by operating with integrity.

We know that true innovation starts when everyone is empowered to contribute. That's why we're committed to growing an inclusive workforce that promotes opportunities for all.

Oracle careers open the door to global opportunities where work-life balance flourishes. We offer competitive benefits based on parity and consistency and support our people with flexible medical, life insurance, and retirement options. We also encourage employees to give back to their communities through our volunteer programs.

We're committed to including people with disabilities at all stages of the employment process. If you require accessibility assistance or accommodation for a disability at any point, let us know by emailing accommodation-request_mb@oracle.com or by calling +1 888 404 2494 in the United States.

Oracle is an Equal Employment Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, disability and protected veterans' status, or any other characteristic protected by law. Oracle will consider for employment qualified applicants with arrest and conviction records pursuant to applicable law.

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If you require accessibility assistance or accommodation for a disability at any point, let us know by emailing accommodation-request_mb@oracle.com or by calling +1 888 404 2494 in the U.S.

Oracle's U.S. affirmative action plan for people with disabilities and military veterans is available by contacting +1 888 404 2494.

Need Help? [Contact us](#) and include a detailed description of the issue.

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