



LivingWorks is seeking a **Suicide Prevention Curriculum Designer and Developer (CDD)**

About LivingWorks

For nearly four decades, we've wondered: how can we make the world a better place? At LivingWorks, that comes in the form of saving lives from suicide. We make it possible with innovative, evidence-based training that can empower anyone to recognize someone's distress and take action to keep them safe. Everyone has a role to play, and we have training programs for a diversity of helping roles.

We've grown a lot since 1983. From a small start-up to a global company, we're honored to be training communities and organizations around the world. Military units, teachers, corporations, volunteers, faith communities, mental health professionals, and countless others rely on our training to save lives every day.

We bring skills to over 200,000 new trainees annually. As we increase that number, we're committed to developing new leading-edge programs as well as ensuring that our existing training remains the best in the industry. To make that possible, we're looking for a skilled, experienced, and passionate Curriculum Designer and Developer. Someone who...

- Has experience creating, piloting, reviewing, refining, and updating training programs using Outcomes-Based Education (OBE) principles and techniques
- Is skilled at using program analytics structures to help inform curriculum development
- Is familiar with suicide prevention training and multimedia learning techniques
- Is an excellent communicator accustomed to working with a broad range of teams to design excellent programs
- Has a relevant degree in a training or helping field

Does this sound like you? Do you want to learn more? Read on.

Position Purpose

Ensure LivingWorks continues to be the global leader in suicide prevention programming by creating outcome-focused, dynamic, interactive learning experiences for people in diverse helping roles, across a range of platforms and media.

By synthesising and integrating the best available expertise in pedagogy and suicidology, the programs will be contextually, culturally and experientially diverse to encompass safety from suicide in a larger world format.

Organizational Fit

- LivingWorks programs are designed and developed with input from a variety of stakeholders including Subject Matter Experts (SMEs), Executive Leadership, Program Delivery, and Business Development. The CDD must be receptive to knowledge acquisition and recognize the need to be informed fully by, and work in close proximity with, these stakeholders.
- Open and honest communication, valuing diversity of ideas, and being focused on best possible outcomes are key to the collaboration required by this role.
- Teamwork is the only way to achieve the desired outcomes. Therefore, the CDD will have a healthy approach to challenging ideas and having ideas challenged. She/He will be quick to recognise others, share the team's journey and foster team approach with mutual accountability.
- LivingWorks offers a thriving, dynamic workplace where people are passionate about our Vision. The CDD will be inspired by knowing they are making a difference in the world by saving lives, and motivated to help LivingWorks be on the forefront of advancing suicided intervention.
- By helping to evolve this role and by adding to the LivingWorks culture, the CDD will advance LivingWorks towards its Vision.

Position Fit

- This position is the lead role in the design, creation and improvement of curriculum for LivingWorks suicide prevention training programs.
- These programs will be informed by and meet the requirements of LivingWorks' subject matter experts and reflect principles of interactive, participation-based, outcomes-focused learning.
- The overall goal is to create accessible learning experiences that prepare people for a variety of helping roles in increasing safety from suicide.

Accountability

Reporting to the *Team Leader, Suicide Prevention Training Innovation and Design*, the CDD works collaboratively with other members of the Innovation team in meeting the following operational position objectives. Specific programs and projects will reflect Innovation team priorities.

Position Objectives

- 1. Ensure that all existing programs remain current and develop new programs with clear learning objectives to meet the needs of the organization and its customers.**

Responsibilities include:

- Employ Outcomes-Based Education (OBE) principles and practices in the development and/or re-development of programs; specifically, the incumbent will develop OBE, for the purposes of LivingWorks' skill development curriculum, defined as a ladder learning system that incorporates didactic, simulation, debrief and assessment of competency for each 'rung' of the learning ladder.
- Develop and employ a curriculum review cycle for all programs to ensure they maintain relevance, satisfy a high degree of evidentiary adherence, and are applicable to the learning needs of the populations served.
- Ensure that the rationale and purpose for the program is clearly understood;
- Outline all work in a project management format to clarify the scope, development plan, and deliverables;
- Work closely with SMEs to understand the theory of change behind the programs in order to be able to clearly define the intended outcomes and impact of the programs
- Establish Learning Outcomes and Objectives for new programs and enhance Learning Outcomes and Objectives for current programs.

- 2. Create curriculum designs that meet organizational and program objectives.**

Responsibilities include:

- Design a curriculum that achieves the program's purpose and goals;
- Ensure this design is suited to the learning platform (e.g. online, face-to-face) and intended audience;
- Specify the key learning aids for trainers (where applicable) and participants;
- Help assess and address proposals for contextualizing or tailoring of LW programs or materials.

- 3. Ensure program content is informed by clinical practice, research, evaluation and consumer feedback.**

Responsibilities include:

- Consult with SMEs to understand content requirements;
- In conjunction with SMEs:

- Incorporate findings from evaluations and/or pilots and feedback as part of the development/re-development process;
- Incorporate learning from research on LivingWorks programs; and
- Ensure programs facilitate safe learning and good practice in suicide care.

4. Write curriculum content that facilitates accessible learning which is readily applied to practice.

Responsibilities include:

- Write training content that translates curriculum design into interactive learning experiences;
- Ensure content is suited to the intended audience and learning platforms;
- Contribute to the development of trainer learning experiences, including:
- learning aides (e.g. slides, workbooks, video scripts)
- manuals

5. Assure the quality of the Learning Product.

Responsibilities include:

- Overseeing desktop publishing functions to ensure quality and readiness in alignment of LivingWorks standards of relevance, content, tone and style.
- Oversee staff or external personnel, responsible for final production.
- Oversee beta testing processes required of product development in order to ensure that the program is meeting its desired outcomes and learning objectives.

6. Develop and deploy an evaluation methodology that enables the translation of evidence and better practices into the development/re-development processes.

Responsibilities include:

- Participate in the development of data gathering, data management and reporting requirements specific to the CDD role;
- Develop and implement a curriculum design process employing OBE standards and principles,
- In collaboration with Evaluation SME, design and implement a cyclical program evaluation process that assures programs remain current, meet evidentiary standards and have identifiable competencies.



Qualifications and Experience

The person in this role will be able to demonstrate expertise in developing andragogy in the context of community based learning, accommodating a myriad of learning styles as well as skill levels of both learners and instructors. He/she will have strong experience designing and developing programs using modern approaches to curriculum design and evaluation coupled with efficient delivery.

Required Demonstrable Experience:

- creating and refining training programs using OBE principles and techniques;
- developing and operating curriculum review processes to ensure relevancy and maturation of education products/programs;
- developing, or using, a program analytics structure to gain important data and analysis; and developing in-person and distance learning programs.

Preferred Demonstrable Experience:

- Familiarity with LivingWorks training programs will be an advantage, but is not a pre-requisite
- Experience in suicide prevention and suicide intervention training;
- Familiarity with multimedia learning technologies;
- Experience with incorporating pilots and evaluations into program development
- Sound written and oral communication skills;
- Ability to produce copy for printed materials and contribute to resources for multi-media environments

Formal credentials in fields such as education, training and the helping professions (e.g. education, psychology, social work, suicidology, mental health) are likely to be most relevant.

How to Apply:

Sound like a fit? We'd love to hear from you. Please provide your resume and cover letter detailing your qualifications to hr@livingworks.net