**Instructional Designer**  
*(Job Announcement)*

Integrating computer-based instructional design principles & methods, instructional technology skills, & adult learning theory, implement design steps & design technical training reqs in industrial setting, from needs analysis thro evaluation of new & existing training programs for U.S. & 2 China offices & factories, for a total of over 300 employees & over 30 various types of machinery. Perform research in human resources productivity, statistical data analysis, eval & drafting of training programs, manuals, instructor's guides, participant's guides & other support tools. Create instructional creative strategies, design & author course content. Conduct front-end analysis & assess performance problems to identify training & non-training interventions. May deliver training to ad hoc trainers or end users as needed.

Must have Bachelors in Instructional Technology or similar field; bilingual Chinese; exp in statistical analysis; able to use instructional design methods successfully & research productivity in human resources; able to work independently, manage multiple projects, meet commitments; thorough understanding of adult learning theory, instructional technology skills & computer -based instructional design principles; able to teach, foster a cooperative env; able to develop, implement strategic plans.

Send resume to Hillary Lin, Manager, Lin Manufacturing & Design, P.O. Bo 6127, N. Logan, UT 84341.