NOTICE OF PROPOSED CLASSIFICATION ACTIONS BY THE HUMAN RESOURCES DIRECTOR

The following actions are being posted in accordance with Civil Service Rule 109. In the absence of a protest addressed to the Human Resources Director, the proposed changes will become final seven (7) calendar days from the posting date.

<table>
<thead>
<tr>
<th>Posting No:</th>
<th>8</th>
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<tbody>
<tr>
<td>Fiscal Year:</td>
<td>2023/2024</td>
</tr>
<tr>
<td>Posted Date:</td>
<td>08/08/2023</td>
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<tr>
<td>Reposted Date:</td>
<td>N/A</td>
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</tbody>
</table>

**AMEND THE FOLLOWING JOB SPECIFICATION(S):**
*(Job specification(s) attached)*

<table>
<thead>
<tr>
<th>Item #</th>
<th>Job Code</th>
<th>Title</th>
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<tbody>
<tr>
<td>1</td>
<td>1230</td>
<td>Instructional Designer</td>
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</table>

Protests on an item should be addressed to the Human Resources Director and can be submitted by mail to the City and County of San Francisco, Department of Human Resources, 1 South Van Ness Ave, 4th Floor, San Francisco, CA 94103 or by email to DHR.ClassificationActionPostings@sfgov.org. All protests must be received in writing no later than close of business seven (7) calendar days from the posting date, and must include the posting and item number(s), the basis on which the protest is submitted and identify the affected parties.


cc: All Employee Organizations
    All Departmental Personnel Officers
    DHR – Class and Comp Unit
    DHR – Client Services Unit
    DHR – Employee Relations Unit
    DHR – Recruitment and Assessment Unit
    DHR – Client Services Operations
    Carol Isen, DHR
    Sandra Eng, CSC
    Erik Rapoport, SFERS
    Theresa Kao, Controller/ Budget Division
    E-File
DEFINITION
Under general direction and review by subject matter experts, performs all aspects of produc-
tion to complete professional quality computer-based instruction presentations for use in train-
ing public agency employees; works in coordination with, subject matter experts and trainers in
developing course materials that effectively convey critical knowledge and expertise to diverse
audiences; transforms content into engaging, efficient, interactive, and effective eLearning con-
tent for both on-line and blended delivery methods; and evaluates the effectiveness of training
presentations; and performs related duties as required.

DISTINGUISHING FEATURES

Class 1230 Instructional Designer is a journey-level classification that is distinguished
from class 1232 Training Officer in that the latter is responsible for the development
and presentation of training programs and facilitated events for City and County em-
ployees, supervisors, and managers.

SUPERVISION EXERCISED
None.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES

According to Civil Service Commission Rule 109, the duties specified below are representative of the range of
duties assigned to this job code/class and are not intended to be an inclusive list.

1. Works with subject matter experts and trainers to identify goals and objectives which can
   be taught through computer-based instructions; based on subject matter experts’ input, deter-
   mines scope, methodology, range and nature of computer-based training programs.

2. Plans and produces computer-based training programs by developing scripts, story boards,
   creating engaging and interactive programs, verifying content with experts, writing assess-
   ment questions that measure objectives while applying adult learning principles and instruc-
tional design methodology.

3. Develops training manuals, facilitator guides or other training aids required for on-line, self-
   study, web-based and classroom mediums.

4. Independently manages multiple project deliverables.

5. Meets with trainers and managers to improve presentations and to plan re-training as re-
   quired.

6. Designs measurement instruments and analyzes qualitative and quantitative data to refine
   and enhance training materials.
Title: Instructional Designer  
Job Code: 1230

7. Develops and administers Learning Management Systems (LMS) to centrally automate and administer computer-based training programs so as to document, track and report individual and unit compliance and development.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of: application of adult learning theory; instructional design methodology

Ability or Skill to: collaborate effectively with peers, subject matter experts and other business partners; communicate clearly orally and in writing; manage projects and multiple deliverables; identify roadblocks and recommend and implement solutions

MINIMUM QUALIFICATIONS

These minimum qualifications establish the education, training, experience, special skills and/or license(s) which are required for employment in the classification. Please note, additional qualifications (i.e., special conditions) may apply to a particular position and will be stated on the exam/job announcement.

Education:

Possession of a baccalaureate bachelor's degree from an accredited college or university required (Instructional Design, Communication Design, Instructional Technology preferred)

Experience:

One (1) year of work experience using multimedia and graphic tools (e.g., Captivate, Articulate) in one or more of the following occupational areas: instructional design, curriculum development, instructional technology, or multimedia technology.

License and Certification:

Substitution:

Additional experience as described above may be substituted for the required education degree on a year-for-year basis (30 semester/ 45 quarter units equals one year). (up to a maximum of 2 years). Thirty (30) semester units or forty-five (45) quarter units equal one year.

SUPPLEMENTAL INFORMATION

PROMOTIVE LINES

ORIGINATION DATE: 2/24/14
AMENDED DATE: XX/XX/XX
Title: Instructional Designer
Job Code: 1230

REASON FOR AMENDMENT: To accurately reflect the current tasks, knowledge, skills & abilities, and minimum qualifications.

BUSINESS UNIT(S): COMMN