

Job Title:	Curriculum Developer
Reports to (job title):	Apprenticeships Operations Manager
Line Manager to:	NA

Job purpose

The Learning Enterprise (TLE) is a government approved apprenticeship training provider and therefore is the lead provider for HCRG Care Group, partners, and other organisations.

The primary purpose of the Curriculum Developer role at The Learning Enterprise (TLE) is to design and develop a range of market-leading curriculums that drives exceptional outcomes for learners. The Curriculum Developer will be responsible for creating engaging, sector-aligned learning content for apprenticeship programmes across leadership and healthcare. This role will ensure programs support timely and successful learning outcomes through innovative, interactive learning content that fosters knowledge, skills, and behaviours necessary for professional excellence.

Base

Hybrid working with some national travel as required.

Key responsibilities

- Liaise with key stakeholders to design and sequence complex subject matter curriculum pathways and content to ensure progressive skill and knowledge development, ensuring alignment with best practice and adult learning principles
- Ensure curriculum pathways are clearly aligned to apprenticeship standards, occupational requirements and end-point assessment requirements.
- Map learning outcomes, modules, and assessments into coherent learning journeys that scaffold learning effectively across vocational and apprenticeship programmes.
- Ensure that curriculum and learning interventions are inclusive, accessible, differentiated and responsive to diverse workforce needs, embedding ED&I and WCAG AA standards.
- Develop structured schemes of work which embeds English, Maths, Digital Skills and career development into the curriculum.
- Design and develop interactive, pedagogically sound learning content (eLearning modules, simulations, microlearning, scenarios, gamification, videos, infographics, podcasts, virtual classrooms, etc.).
- Create instructional session plans and inclusive, engaging, interactive digital resources

- Build in opportunities for learners to evidence workplace competency.
- Embed activities and resources that prepare learners for End-Point Assessment and ensure readiness is built into programme design
- Apply adult learning theories, instructional design models, and evaluation frameworks
- Ensure learning interventions developed maximise the use of digital learning tools and methodology in line with best practice
- Build high-quality, branded eLearning content for use across Articulate Storyline 360, Rise, Camtasia, Vyond, Canva, and other multimedia platforms.
- Optimise content for Learning Management Systems (LMS), ensuring SCORM/xAPI compliance, responsive design, and compatibility across devices.
- Work with SMEs, service leads, and employers to capture training needs and map curriculum against workforce requirements.
- Conduct quality checks and support sign-off processes to ensure materials meet organisational and regulatory standards.
- Collect and analyse feedback and performance data to evaluate effectiveness and drive continuous improvement.
- Test curriculums and content for quality, accessibility, and technical performance.
- Maintain knowledge of current trends, best practice and standards in non-clinical workforce training, education and development
- Personal commitment to continuous self-development and service improvement

Personal Specification

Essential

- Professional qualification or equivalent experience in Curriculum Development, Instructional Design, Learning & Development / trainign design, Digital Learning, or Education.
- Proven experience designing apprenticeship, vocational, or regulated programmes (healthcare and/or leadership desirable).
- Experience of designing and embedding EPA readiness activities within programmes.
- Demonstrable ability to design interactive, engaging, and theory-backed content across multiple formats (digital, blended, and face-to-face).
- Strong knowledge of pedagogical models, adult learning theory, and learning evaluation frameworks.
- Experience working with LMS platforms and knowledge of SCORM/xAPI standards.
- Strong visual design skills and attention to detail.

Job Description

- Excellent communication and stakeholder engagement skills.
- Strong organisational and project management skills, to be able to manage multiple priorities.
- Commitment to accessibility, inclusion, and continuous professional development.
- Ability to work independently / manage own time efficiently
- Advanced IT skills and proficiency including experience and confidence in using IT systems and applications including Microsoft Office suite and Excel.

Desirable

- Degree in Education, Learning Technologies, Organisational Development, or related field.
- Experience in healthcare or leadership training environments.
- Project Management Qualification
- Project management skills, with the ability to lead multiple workstreams concurrently
- Knowledge of UX design principles for learning environments.
- Experience of gamification, AI-assisted design, and agile development approaches.
- Teaching/Training Qualification (e.g., CertEd, PGCE, AET, DET).
- Experience of working with awarding bodies, apprenticeship standards, or Ofsted inspections.
- Proficiency in digital authoring tools (Articulate Storyline, Rise essential; Camtasia, Vyond, Canva desirable).