EdTech and Development Specialist

Posting Date: Jan 16, 2026
Closing Date: Feb 2, 2026

Job Description

Location: Remote (Canadian resident; some travel required)
Type: Full-time, Permanent
Reports to: Vice President, Learning
Salary Range: $85,000–$105,000 CAD, commensurate with experience

Position Summary

We are looking for a compassionate, tech-savvy **EdTech and Development Specialist** to help evolve Pallium Canada's digital learning portfolio while building the foundations for its future.

Pallium currently delivers a suite of high-quality, stand-alone courses that support healthcare providers, teams, and caregivers across Canada. This role is responsible for progressively transforming Pallium's current course portfolio into a more modular, data-informed, and technology-enabled learning system, in support of Pallium's learning strategy, while also maintaining, refreshing, and strengthening today's trusted programs.

Working closely with the Vice President, Learning, Interprofessional Learning Specialist, and Learning Experience Designer, this role translates pedagogical and clinical innovation into real, usable, accessible, and scalable learning products using evidence-informed instructional design processes (e.g., ADDIE) adapted for modern eLearning, simulations, interactive cases, and emerging formats.

You will help build AI-supported simulations, interactive cases, and game-informed learning experiences used by healthcare teams across Canada.

This role also plays a key part in fostering a psychologically safe, experimentation-friendly environment where early ideas can be explored, tested, and refined before being scaled.

Why Join Us?

- Be part of a national organization where compassion and innovation go hand in hand.
- Help evolve a trusted suite of healthcare learning programs into a next generation learning ecosystem.
- Work alongside clinicians, educators, designers, and technologists committed to psychological safety, creativity, and evidence-informed practice.

- Contribute to learning products that reach frontline providers, teams, and families across Canada.
- Work in a learning studio where curiosity, openness, and respectful challenge are expected and supported.

Core Responsibilities

Learning Architecture, Platforms, and Digital Development

- Technical design and implementation of modular, reusable learning components and credential-ready structures, in support of defined learning intent.
- Architecture, integration, and support of Pallium's learning technology ecosystem (e.g., Moodle, Salesforce, xAPI, LTI, AI tools).
- Collaborative design, build, and prototyping of digital learning experiences, including courses, cases, simulations, and learning objects.
- Application of structured instructional design processes (e.g., analysis, design, development, implementation, and evaluation) to guide eLearning and digital learning development from concept through delivery.
- Development and maintenance of templates, patterns, and reusable assets to accelerate production and ensure consistency.
- Application of AI-supported design and content-generation workflows to accelerate prototyping, production, and iteration.

Learning Improvement, Collaboration, and Innovation Practice

- Use of learner feedback, usage data, and evaluation findings to guide iterative improvement of learning products and workflows.
- Translation of insights into refinements to templates, platforms, and development practices.
- Support tracking of learning impact and portfolio-level performance.
- Contribution to psychologically safe, disciplined innovation practice within project teams through open collaboration and evidence-informed iteration.

Learning Portfolio Lifecycle Management

- Ongoing design, development, refresh, and maintenance of Pallium's eLearning courses and digital learning products using tools such as Articulate, Moodle, and emerging learning technologies that support modularity, data-informed improvement, and innovation.
- Technical and design support for blended learning offerings, including preparation and refinement of digital assets, activities, and facilitator-facing materials used in online or in-person workshops.

- Maintenance of clinical accuracy, pedagogical quality, accessibility, and alignment with Pallium's learning standards.
- Version control, update cycles, and lifecycle planning to keep learning assets current, reliable, and release ready.

Accessibility, Accreditation, and Quality Assurance

- Maintenance of WCAG 2.2 AA accessibility standards, including coordination of reviews and audits.
- Alignment with accreditation, educational, and technical standards.
- Quality review of internal and external deliverables for instructional, technical, and accessibility integrity.

What You Bring

- Master's degree in Educational Technology, Instructional Design, Curriculum Design, or a related field.
- 5+ years of experience designing and building digital or hybrid learning products.
- Demonstrated ability to take learning initiatives from concept through prototype to delivery in real-world settings.
- Strong hands-on experience with authoring and development tools (e.g., Articulate) and modern digital learning workflows.
- Demonstrated experience applying instructional design models (e.g., ADDIE or equivalent) to the design and development of high-quality eLearning and digital learning experiences.
- Experience developing learning within complex digital ecosystems (e.g., LMS, CRM, analytics, content systems), working effectively with platform, data, and IT partners.
- Evidence of creating reusable, modular learning assets that can be adapted, updated, or recombined across multiple products or programs.
- Demonstrated ability to adopt and apply new technologies and methods (e.g., AI-supported learning design, automation, emerging learning tools), with examples of how this has been used to improve learning design, production, or delivery.
- Ability to translate pedagogical and clinical concepts into clear, engaging, and scalable digital learning experiences.
- Proven experience working in cross-functional teams, contributing to collaborative design, problem-solving, and delivery.

Preferred

- Certification in Instructional Design (e.g., PID, CID from UBC, ATD)
- Project Management (PMP or equivalent).
- Experience working in healthcare or professional education environments.

Personal Qualities

- Demonstrated commitment to collaborative, respectful, and psychologically safe ways of working.
- Demonstrated ability to engage constructively with ambiguity, feedback, and iterative development.

Note: Pallium's learning ecosystem includes dedicated IT and LMS management functions. This role focuses on learning design technology and innovation, working in close collaboration with those teams.