

DAVID KITTRELL

Fuquay-Varina, NC | 718-683-0088 | david.kittrell@gmail.com | [Linkedin](#) | [Website Portfolio](#)

SUMMARY

Instructional designer who turns performance gaps into real-world results. I scope problems, define clear outcomes, and build learning that's practical, engaging, and easy to scale. Partnering with experts, I simplify complex work, design authentic practice and assessments, and use learner data to refine what matters—speed to proficiency and on-the-job impact.

PROFESSIONAL EXPERIENCE

Instructional Designer, Google (via Trilyon, Inc.) | Remote 1/2023-Present

- Design and develop training materials, including on-demand instructional videos, animations, and e-learning courses for Core Data teams using Adobe Creative Suite (Premiere Pro, After Effects, Illustrator & Photoshop) and web development tools
- Collaborate with Machine Learning and Information Retrieval teams to create AI-related training videos on embeddings, vectoring, ML model training, and data aggregation.
- Work with product leaders and SMEs to create tailored learning solutions for diverse audiences, leveraging needs analysis to address skill gaps.
- Lead curriculum development using ADDIE and SAM models, integrating AI tools to align with Google's strategic goals.
- Maintain course and video content integrity using g3docs, Core Data's documentation tool.
- Foster strong cross-functional relationships with product leaders and SMEs to enhance training strategies, providing feedback to enhance training strategies and team branding initiatives.
- Managed a portfolio of up to five concurrent projects, ensuring high-quality and timely delivery.

Instructional Designer, Google Fiber (via Nelson Connects) | Remote 11/2021 – 11/2022

- Created e-learning modules, performance support tools, and onboarding curricula for Sales, Installation, and Customer Service teams using Articulate Storyline, Rise360, Google Workspace, and Adobe Photoshop.
- Conducted comprehensive needs analysis and applied results to develop scalable learning programs for a distributed workforce.
- Integrated SCORM content into Intellum LMS improving content tracking & engagement metrics.
- Partnered with SMEs to ensure content accuracy and alignment with telecom industry standards.

Training Content Developer, FM:Systems | Remote 12/2019 – 11/2021

- Redesigned and facilitated a long-form training curriculum into a learner-first model, utilizing microlearning-based content, improving client engagement and information retention.
- Created engaging curriculum, activity guides, and presentations for ILT training courses, and on-demand videos using Camtasia and MS Office.
- LMS Administrator (Docebo): managed course enrollment, content management, data analytics, and reporting; assisted with LMS API integration with Salesforce.
- Configured and maintained virtual machines ensuring reliable training environments for clients.
- Collaborated with cross-functional SME teams including developers, product owners, and client leadership.
- Taught virtual instructor-led training through various meeting software tools.

Learning Designer, SignalPath (via independent contract) | Raleigh, NC 07/2019 – 11/2019

- Created e-learning content—video trainings, voice-overs, resource docs/job aids, and web-based modules—using Captivate, Camtasia, and Snagit; authored/deployed in Docebo LMS.
- Partnered with product leads, software engineers, and client engagement managers to ensure content accuracy and effectiveness.
- Assisted with migrating online courses, videos, and quizzes from Bridge LMS to Docebo.
- Advised on Captivate development and LMS structure to enable robust reporting and ADA-compliant accessibility.
- Managed SCORM content in Docebo.
- Developed compliance training modules for SOPs and policies to meet regulations for handling healthcare materials (ePHI).

Training Content Developer, NCDHHS (via Infojini) | Durham, NC 05/2017 – 07/2019

- Developed self-paced e-learning content—including storyboards, web-based tutorials, video demos, and voice-overs—using Adobe Captivate, Snagit, Audacity, and Shotcut.
- Wrote and updated technical job aids.
- Served as backup LMS Administrator and assisted with migration for 22,000+ users.
- Built a content management system to track job aid status, versions, and postings in Moodle LMS using JIRA, SharePoint, and Excel.
- Collaborated with SMEs, Business Analysts, Software Developers, and team members to ensure training accuracy and effectiveness.
- Managed workflow and project timelines in an Agile environment.
- Led teams/pods across multiple content areas.

SKILLS

Instructional Design & Learning Strategy: Needs Analysis; Curriculum Development; Course Development; ADDIE; SAM; Rapid Prototyping; Microlearning; Evaluation Methodology (Kirkpatrick); E-learning Facilitation; Stakeholder Engagement; Technical Writing

Authoring & Media Tools: Articulate Storyline; Rise 360; Adobe Captivate; Camtasia; Adobe Creative Suite (Photoshop; Illustrator; Premiere; After Effects); Video Production; Graphic & Animation Design

Learning Management Systems: Docebo; Canvas; Moodle; Totara; Blackboard; Intellum

Collaboration & Workflow: Agile; JIRA; SharePoint; Google Workspace; Slack; Zoom; MS Teams

Technical & Data Skills: HTML; CSS; SQL; Salesforce; SaaS; Creating Training for Data Retrieval & Aggregation; Embeddings; Vectoring; ML Model Training; Hyper-V; G3Docs

EDUCATION

Master of Science, Instructional Technology, 4.0 GPA

Graduate Certificate in Online Instruction

East Carolina University | 2018

Focus: Instructional Systems Design, Learning Analytics, eLearning Development