JOB DESCRIPTION

Post title: eLearning Content Developer
Contract: Permanent, subject to successful completion of probation
Salary: £40,000 - £55,000 depending on experience
Working arrangements: Hybrid/flexible but will require weekly travel to Kingston Upon Hull for 1-2 days per week and travel to customer sites and events where required
Reporting to: Chief Science Officer

Company Overview

We are offering the opportunity to work for a rapidly growing, successful, and innovative company that provides high technology products for radiotherapy training and education (virtual reality). Over 160 hospitals and training institutions use our products in over 40 countries across the world. We are extending our product range and developing new VR and cloud based products that meet patient and healthcare professionals' needs. You will be a part of this growth phase and will play a crucial role, providing support across the business and to our customers. The company is based in state of the art premises and is part of the tech community at The Dock in Hull city centre, close to the train and bus stations and local amenities

Main purpose of the role

The VoD Content Developer will lead the design, development and continuous improvement of interactive educational content for VERT on Demand (VoD), a cloud based learning management system. The role will transform Vertual's simulation capability and subject-matter expertise into structured, engaging and curriculum-aligned learning programmes for universities, hospitals and training institutions.
Working across education, product, clinical expertise and customer delivery, the postholder will ensure that VoD is not simply a route to access VERT, but a credible and valuable learning experience that supports teaching, practical preparation, assessment and future competency pathways.

Key responsibilities

Learning design and content development

- Design structured, bite-sized digital learning modules using clear learning objectives and appropriate educational methods.
- Convert existing VERT capabilities and subject-matter expertise into coherent learning pathways for students, practitioners and educators.
- Create tutor guides, student activities, workbooks, assignments, supporting resources and onboarding materials.
- Develop content across current and planned subject areas, including treatment delivery, anatomy, imaging and image guidance, adaptive radiotherapy, CT simulation, MRI for radiotherapy, medical physics and proton therapy.
- Ensure content is accessible, engaging, consistent and suitable for self-directed, educator-led and blended learning.

Assessment and competency

- Design formative and summative assessments that test knowledge, application and practical decision-making.
- Develop competency-linked activities, evidence requirements, marking guidance and feedback approaches.
- Help shape the educational requirements for future learner analytics, competency tracking and certification functionality.

- Work with educators and subject-matter experts to ensure assessments are valid, practical and aligned with intended learning outcomes.

Curriculum alignment and educational quality

- Map VoD content against relevant radiotherapy, medical physics and healthcare education curricula and competency frameworks.
- Identify content or functionality gaps and recommend priorities for new or refreshed learning resources.
- Establish content templates, authoring standards, quality assurance and review processes.
- Maintain version control and coordinate clinical, technical and educational review before publication.
- Keep content current in response to product releases, professional practice and customer feedback.

Customer, educator and product collaboration

- Engage with universities, clinical educators and training providers to understand teaching needs and implementation requirements.
- Engage with OEMs with whom Vertual will collaborate to produce training programmes and materials.
- Work closely with Product Specialists, the product and R&D teams, SaaS operations and commercial colleagues.
- Support customer onboarding, demonstrations, workshops and educator enablement where required.
- Capture tutor and learner feedback and use it to improve content, pathways and adoption.
- Act as the educational voice in relevant product and roadmap discussions.

Content planning and delivery

- Own and maintain the VoD content roadmap, release plan and content library.
- Manage several content workstreams from concept through review, publication and improvement.
- Coordinate input from internal and external subject-matter experts.
- Monitor content usage, completion and feedback data to inform future development.
- Provide clear progress reporting, risks and dependencies to the relevant product leadership.

Skills and experience

Essential

- Excellent written communication, editing and information-structuring skills.
- Ability to translate complex clinical or technical material into clear, engaging learning experiences.
- Experience working effectively with subject-matter experts, educators, customers and technical teams.
- Strong planning and project-management skills, with the ability to manage multiple content priorities.
- Confidence working independently while collaborating across a small, growing and internationally focused business.
- High attention to detail and a disciplined approach to quality assurance and version control.

Desirable

- Experience designing digital learning content, structured training programmes or instructional materials.
- Strong understanding of learning design, adult learning principles and assessment design.
- Experience in therapeutic radiography, radiation oncology, medical physics, dosimetry, healthcare science or clinical education.
- Experience developing content for a learning management system or educational technology platform.
- Knowledge of learning analytics, competency-based education or digital assessment.
- Experience working with universities, hospitals, professional training organisations or international customers.
- Commercial awareness of subscription learning platforms, higher education markets or continuing professional development.

Qualifications

- A degree or equivalent professional experience in education, learning technology, therapeutic radiography, medical physics, healthcare science or a related discipline is expected.

- A teaching qualification, postgraduate award in education, instructional design qualification or recognised clinical educator experience would be advantageous.

Personal qualities

- Learner-focused, curious and able to see content through the eyes of both student and educator.
- Collaborative and credible when working with clinical, academic and technical specialists.
- Creative, but equally comfortable with standards, governance and detailed review.
- Commercially aware and motivated by building a product that customers value and adopt.
- Practical, adaptable and comfortable working in an evolving product environment.

Vertual is committed to individual career development, helping you develop a career path that is both right for you and meets the company's needs. We will provide support, mentoring, and training and give you opportunities to show us what you can do. As we grow, so will you.

If you are enthusiastic, self-motivated, enjoy working in a customer/client-facing role and will embrace the challenges of working in a growing, dynamic company, then we'd love to hear from you.
Background information about the company is available at **www.vertual.co.uk**
To find out more about our products, please visit our youtube channel - **https://www.youtube.com/user/VertualLtd**

Please send a CV and covering letter to recruitment@vertual.co.uk

Terms and Conditions:

Contract: Permanent, subject to successful completion of probation
Holidays: 26 days per annum plus Bank holidays, increasing to a maximum of 30 days based on full years of uninterrupted service
Pension: contribution up to 6% of salary following the probation period, or workplace pension scheme enrolment.
Notice Period: 12 weeks
Probationary Period: 12 weeks

The probationary period provides an opportunity for the employee to fit within the working practices of the company. It shall be determined during this time whether the job is in line with expectations as defined by the Job Description, and by discussions at interview and prior to appointment. Opportunities for flexible or hybrid/remote working in the UK will be considered.

The full set and definitive terms and conditions will be specified in the employment contract.