Jobs Project

Susan Suarez

Educational Technology Leadership, New Jersey City University

EDTC808: Summer Institute II

Dr. Christopher D. Carnahan

July 27, 2020

Jobs Project

This paper is an analysis of educational technology job openings in the Higher Education, K-12, and Corporate environments. The open positions were initially found using Google search, Indeed, LinkedIn, or HERC. Because I am willing to relocate, I included the Baltimore area in my search and included a Hawaii position. Three jobs are summarized within each category; these summaries are followed by a comparison of the positions within the categories. I then reflect on my current plan and desired position, how prepared I am for that position, and what I plan to do to achieve that preferred position.

Higher Education

Position: Course Instructor, Educational Technology for Teaching and Learning

Western Governors University: https://www.wgu.edu/ Nonprofit online university.

Responsibility:

Course Instructors use technology to interact with students in both group and individual settings. Course Instructors provide expertise in their content area and maintain current knowledge in their field. They utilize technology-based teaching and communication platforms, communicate professionally with all stakeholders, and respond proactively to meet student needs. Course Instructors collaborate with other professionals within the university and participate or lead training activities. Additionally, candidates must demonstrate technological competency and excellent communication skills with attention to detail.

Minimal Qualifications:

A doctorate or terminal degree in Educational Technology or closely related field from an accredited institution is required. They must be available to work a student-friendly schedule, i.e., evenings and weekends. Three years of experience providing student support and instruction

with a demonstrated ability to work with at-risk learners is required, and recent K-12 teaching experience is highly preferred. The Course Instructor will work from home but is available to travel to yearly meetings.

Position: [Assistant Professor of Teacher Education (Literacy Education, Methods & Technology)](#)

University of Hawai'i at Hilo: College of Arts and Sciences; Hilo, HI

Responsibility:

The Assistant Professor (AP) will teach undergraduate and graduate campus-based and web-based courses in general methods, K-12 literacy, and technology as assigned. The AP will advise graduate students and supervise teacher candidates in schools. Additionally, the AP will develop curriculum, perform service to the university and the discipline, and engage in scholarly publication and work. Finally, the AP will actively partner with K-12 schools, education agencies, and the Hawaii Department of Education.

Minimal Qualifications:

The applicant must have a Ph.D. or Ed.D. at the time of appointment and possess a minimum of 3 years in K-12 classroom teaching. Additionally, a demonstrated ability to teach in the following areas: Adolescent Literacy or Literacy Education, and Teaching Methods is required.

Position: [Assistant/Associate Professor of Adult Education](#)

Coppin State University: College of Arts and Sciences, and Education; Baltimore, Maryland 21216

Responsibility:

The candidate will teach nine credit hours of graduate-level or twelve undergraduate level courses day or evening and/or online. They will perform advisement to students, engage in scholarly research and publications, and attend or lead professional development within the discipline. The candidate will provide institutional support, including curriculum development, accreditation efforts, committee assignments, attendance at commencements, or other service to the institution. Finally, the instructor will represent the department to stakeholders and participate in community service activities.

Minimal Qualifications:

Ph. D in Adult Education or another appropriately related discipline in teacher education will be considered. Teaching at the college or university level is required, although appropriate professional experience and achievements might be substituted when formal teaching experience is absent or limited. The applicant must demonstrate evidence of research and scholarly productivity beyond the dissertation.

K-12

Position: [Supervisor of Educational Technology](#)

East Hanover Township Schools; East Hanover, NJ

***Responsibility*:**

Lead the coordination, development, and implementation of the district's K-8 academic curriculum and educational technology instructional practices.

***Minimal Qualifications*:**

To qualify, a candidate must have a valid New Jersey Supervisor Certificate, minimum five years of successful teaching experience, demonstrated leadership in technology integration and curriculum program development, and the ability to plan, organize and administer a

professional development program throughout a district. Google Certified Teacher or Trainer preferred. The position report to the Superintendent of Schools and supervises instructional staff.

Position: [Supervisor of Instructional Technology and Data](#)

Pequannock Township School District; Pompton Plains, NJ

Responsibility:

Coordinate, plan and implement the district's Instructional Technology Program. The Supervisor will maintain a working knowledge of the district's instructional technology programs, including their financial need, physical needs, and staff requirements and prove leadership for technology as it relates to the budget, curriculum, instruction, and staff development.

*Minimal Qualifications***:**

To qualify, a candidate must have a valid New Jersey Supervisor Certificate, hold a master's degree, and successfully completed a minimum of three years of classroom teaching. Supervisory experience is preferred in the design, development, and delivery of technology-based education and training in the private and/or public sector.

Position: [Instructional Technology Coach](#)

Paterson Charter School for Science and Technology; Paterson, NJ 07503

*Responsibility***:**

The responsibilities for the position were not listed.

*Minimal Qualifications***:**

Minimum qualifications were not listed. No information other than the posting itself was available through any medium.

Corporate

Position: Educational Consultant / Professional Development, NJ, NYC Metro Area

IDE Corporation; Ramsey, NJ 07446

*Responsibility***:**

Provide professional development on their "Learner-Active, Technology-Infused Classroom (LATIC) model" in urban and suburban school districts while maintaining a dedication to equity issues in education.

*Minimal Qualifications***:**

Candidates should possess at least a Master's degree in education and teacher certification. Candidates are required to have a valid driver's license and must demonstrate strong interpersonal skills. They should be experienced in student-driven learning with a minimum of 5 years of classroom teaching experience in a K-12 school and demonstrate educational technology proficiency. Salary is listed as $70,000.00 - $85,000.00 per annum.

Position: Instructional Designer

Burlington Stores, Inc. Company Location Burlington, NJ

*Responsibility***:**

The Instructional Designer (ID) will establish partnerships with stakeholders and subject matter; lead learning design projects through project scoping, research and analysis, design, development, implementation, and evaluation; conduct needs analysis; and determine the appropriate learning delivery methods. Additionally, the ID will partner with application facilitators/coaches for continuous improvement of existing learning content and development of new learning content while providing excellent internal customer service with professionalism

and ownership of learning projects and participating in collaboration and demonstrating professionalism. Finally, the ID will facilitate instructor-led events.

*Minimal Qualifications***:**

The candidate should have a corporate learning background, 3-5 years of experience designing engaging and relevant learning that includes classroom, e-learning, and related course materials, and the ability to prioritize and manage multiple overlapping projects in a fast-paced environment. Technical proficiency in MS Word, MS PowerPoint, Articulate 360, Storyline and Captivate along with learning management systems (LMS) technology, such as SAP/Success Factors and/or Workday Learning, a strong understanding of adult learning theory and training design models as it applies to corporate learning, a bachelor's degree from an accredited college or university, or equivalent combination of education and experience are also required. A degree in Instructional Design, Human Resources, Organizational Development or Education related field is preferred.

Position: [Instructional Designer](#)

Bed Bath & Beyond; Union, New Jersey

*Responsibility***:**

 The ID works to manage all aspects of the learning development and the project management cycle in accordance with the ADDIE model. The ID will work collaboratively with all stakeholders and subject matter experts to creates visually appealing and engaging instruction utilizing all facets of multimedia learning solutions with a strong focus on content structure, instructional design, and impact of learning.

*Minimal Qualifications***:**

The candidate should hold either a Bachelor's Degree in Instructional Design, Multi-Media Design, Instructional Technology, or related field with 5+ years of relevant experience or a graduate degree in Instructional Design, Multi-Media Design, Instructional Technology or related field with 2+ years of relevant experience. Technical skills required include proficiency in Articulate Storyline and Rise, Adobe Creative Cloud tools such as Photoshop, Premiere Pro, and Illustrator with GoAnimate/Vyond experience a plus. The candidate must be proficient in other courseware development tools such as: Adobe Captivate, Lectora, Elucidat, iSpring, Gomo Learning, SmartBuilder, Camtasia, etc.; videography including scoping needs for a video, script creation, filming, light setup, video editing, and closed captioning; desktop publishing software (MS Publisher, InDesign, etc.), HTML editing tools (Adobe Dreamweaver, etc.), and Microsoft Office Suite, including MOSS (Microsoft Office SharePoint Services) design. Also required is a working knowledge of HTML5 and CSS and experience with Virtual Reality, Augmented Reality, or other industry-forward trends in learning.

Category Comparison

Although there are a variety of requirements, even within categories, there were characteristics required across positions and categories. Strong interpersonal skills, the ability to collaborate, and the ability to carry through with projects from beginning to end were essential. Additionally, the ability to present within the organization was a common thread. There is one exception to this discussion: the Instructional Technology coach for the Paterson Charter School for Science and Technology. Although there was no information listed on their website or any of the job search websites, I felt the need to include this. It serves as a stark contrast against the informative postings and may indicate the lack of vision of the school seeking the candidate.

Of course, all positions minimally required a college degree. Most sought prior experience in multiple fields. The K-12 positions required certification, while the higher education positions required doctoral-level degrees. The corporate positions presented the most leeway to exchange experience for formal education. Moreover, the corporate postings were highly detailed with their technology requirements, although the degree requirement spanned across majors, from design to instructional technology.

It is notable that all positions required a demonstration of ability. The higher education positions sought experience teaching, both in K-12 and higher education, research beyond the dissertation, and required service to the institution. The K-12 supervisory positions preferred experience with design, development, and delivery of technology-based education and training. The corporate positions sought prior experience in the retail for ID or in teaching for the Educational Consultant job.

Reflection

My goal is to obtain a tenure track position in higher education. Prior to my 16 years as a High School English Teacher, I managed an internal call center, Procedural Support, for Barnes and Noble, which provided step by step operational assistance to the booksellers trying to navigate the new computerized "Bookmaster" systems. Although I have thought about returning to corporate, I would much rather educate future teachers and trainers, research new technologies, and apply some of those cutting-edge technologies into my courses.

Reviewing the requirements for actual positions was invaluable. I will revise my plan to ensure I have the best opportunity to achieve my desired position. First, I will continue to facilitate and present Professional Development in my school. Next, I realize that my years as a teacher, even with teaching dual credit courses, are not enough to demonstrate I am able to

educate adults. Therefore I will secure an adjunct position. Third, although I have presented at one conference, I understand that is not sufficient. I will present again and hope to collaborate to establish my ability to work with others. Finally, I have to publish research. I have already begun the process of applying for an adjunct position, I have reached out to others with whom I can present. I must make it a priority to seek out publications that correlate most with my interests (and ability) and submit work,