ORGANIZATION	National Institute of Urban Affairs (NIUA)
PROJECT	Building Urban Capacity for Performance Audit – C&AG
FUNCTIONAL TITLE	Expert-Instructional Design
NO. OF POSTS	01
DUTY STATION	New Delhi, India

About the National Institute of Urban Affairs (NIUA):

National Institute of Urban Affairs (NIUA) is a premier institute for research, capacity building and dissemination of knowledge for the urban sector in India. It is a registered as an autonomous body under the Ministry of Housing and Urban Affairs (MoHUA), Government of India. NIUA conducts research in emerging themes such as urbanization, urban policy and planning, municipal finance and governance, land economics, transit-oriented development, urban livelihoods, environment and climate change and smart cities.

One of NIUA's key mandates is capacity building of officials in cities, states, institutions and industries.

About the Programme: *Building Urban Capacity for Performance Audit – C&AG*

The National Institute of Urban Affairs (NIUA), in collaboration with the Comptroller and Auditor General of India (C&AG), aims to enhance the urban domain related auditing capabilities of their officers. This initiative is designed to provide a progressive learning experience that equips auditors with the skills needed to assess urban governance, resource utilisation, and sector-specific challenges. The programme will follow a structured, four-phased approach to ensure comprehensive knowledge acquisition and practical application.

The key phases of the programme are as follows:

Phase 1: Online Self-Study Modules – Foundational knowledge through curated content

Phase 2: Face-to-Face Training – In-depth learning with expert-led sessions

Phase 3: Exposure Visits – Real-world insights through site visits

Phase 4: Professional Group Engagement – Ongoing knowledge sharing and networking

The phased structure is intended to build domain expertise, foster practical insights, and promote continuous professional development, ensuring that auditors can deliver insightful and actionable audit reports.

Position: Expert-Instructional Design

With the guidance of the NIUA Team Lead, the Expert – Instructional Design will be responsible for end-to-end instructional design and content strategy for the C&AG programme. The role demands mastery in learning theory, e-Learning technologies, and stakeholder engagement, ensuring that high-quality digital learning solutions are developed, deployed, and scaled across India.

Responsibilities:

- Lead the design and development of digital learning solutions (WBTs, vILTs, MOOCs, QRGs, blended learning).
- Apply instructional design frameworks (ADDIE, Bloom's Taxonomy, Kolb's Learning Styles, Gagné's Nine Events) to ensure effective learning outcomes.
- Translate complex policy/technical concepts into learner-friendly modules and interactive experiences.
- Oversee vendor performance across content partners, ensuring adherence to timelines, budgets, and NIUA quality benchmarks.
- Ensure compliance with accessibility standards, LMS integration, and analytics-driven reporting.
- Conduct learning needs assessments and impact evaluations; prepare dashboards and reports on learning effectiveness.
- Collaborate with SMEs, policymakers, and government stakeholders to co-create contextualised learning modules.
- Contribute to knowledge leadership through toolkits, guidelines, and thought pieces on instructional design and capacity building

Qualifications

- Graduate degree in Engineering/Education/Social Sciences, or related field from a reputed institution.
- Postgraduate degree (MBA / Instructional Design / Education / Learning Sciences) from a reputed institution.
- 7+ years of progressive experience in learning and development, instructional design and digital learning.
- At least 3 years of experience in creating e-learning modules for government initiatives or departments.
- Demonstrated expertise in adult learning theories, curriculum development, and eLearning design tools (Articulate Storyline 360, Rise, Captivate, Vyond, iSpring Suite, etc.)

Required Skills and Competencies:

- Strong command of instructional design principles and frameworks.
- Experience with Learning Management Systems (LMS) and learning analytics dashboards.
- Skilled in stakeholder engagement, multi-party processes, and client communication.

- Knowledge of urban governance, smart cities, sustainability, and municipal finance.
- Excellent written and verbal communication skills, with ability to engage senior executives and government officials.
- Strong project management skills with experience in scoping, budgeting, and vendor coordination.
- Entrepreneurial spirit with the ability to work independently and in cross-functional teams.

Location & Duration: Based out of the office at NIUA, New Delhi, for one year, with travel to various Indian states / cities if required.

References: Name and contact information of two references

Remuneration: At par with the industry standards, depending on experience and skills. Proof of past remuneration (last received salary/monthly contract payment) will be required.

Notice Period: Notice period for termination from either side will be 30 (thirty) days or salary in lieu of.

Application process: Submit CV and cover letter through the NIUA portal. Only shortlisted candidates will be contacted.

No. of Positions: 1

Last Date to Apply: The application will be closed as soon as a suitable candidate is selected for the role.