James Piersall

Resume

Mount Dora, FL 32757

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I am an Army veteran who holds a Secret clearance which was last renewed in 2018.

I am seeking a position as an Instructional Systems Specialist or Learning Management System (LMS) administrator. As you read my resume, I want you to conclude that my unique set of skills has prepared me to be a leader on your content development team. I have experience in every phase of the ADDIE model including recent experience in Analysis. I am also a SCORM expert with experience in LMS software installation and administration. I have my own LMS website (Moodle) that I use for testing SCORM packages at www.robotlms.com. Available Immediately.

Authorized to work in the US for any employer

Work Experience

Instructional Systems Specialist

Chenega Analytic Business Solutions - Anchorage, AK
September 2020 to June 2023

In my most recent job, I worked at the Naval Air Warfare Center, Training Systems Division (NAWCTSD) in support of the Sailor 2025 Ready, Relevant, Learning (RRL) initiative. The RRL program is a major overhaul of Navy Schoolhouse training courses that modernizes the media with an array of blended learning solutions and PC-based simulations. My job was to collaborate with stakeholders and the Prime Contractor to ensure that all contract deliverables met specifications.

The RRL project also included an extensive Analysis phase that used a series of workshops with Navy Subject Matter Experts (SME). The Analysis workshops included: Job Duty Task Analysis (what to train), Rating Domain Analysis (when to train), Instructional Analysis and Media/Fidelity Analysis (how to train). The analysis workshops led to the creation of a Functional Requirements Document (FRD) that was used in the acquisition process. My primary role in these workshops was to serve as the lead facilitator using Microsoft Teams and other DoD conferencing tools.

Senior Instructional Developer

General Dynamics Information Technology - Orlando, FL
July 2019 to September 2020

My first project at General Dynamics was working on classified content for the Submarine Learning Center. I also worked designing and developing unclassified training for other Navy ratings. During this effort. I gained extensive experience creating Trainee Guides and Lesson Plans in the AIM LOM system. I was also able to greatly reduce the data entry time by creating a collection of MS Word macros to help edit the content and assist with moving the content into the AIM LOM system. This project used PowerPoint for storyboarding and Adobe Captivate to author the lessons.

Programmer and Sr. Instructional Systems Designer

Huntington Ingalls Industries - Orlando, FL

September 2006 to July 2019

My career at Huntington Ingalls Industries included a range of programming experience and Instructional Design work. I spent 4 years as the SCORM programming expert for a wide range of eLearning delivery orders. Prior to that, I spent 5 years doing database programming in support of the Veterans Administration. This included upgrading their process to use scannable data forms to capture satisfaction surveys and a large volume of assessment data from their internal training. During my earlier years, I developed storyboards for a variety of online training courses and served as the Lead Instructional Designer for the Army Simulation Operations course. The "Sim Ops" course was 70 hours of web-based training for Army S3 officers to obtain a certification in the military uses of modeling and simulation. Duties included assigning work to other IDs, reviewing content, designing the practical exercises, estimating schedules and tracking labor hours.

Sr. Instructional Systems Designer

Bowhead Information Technology Services (BITS) - Orlando, FL

August 2005 to September 2006

During the one year contract for NAWCTSD, I conducted an in-depth maintenance training Front-End Analysis (FEA) for new aircraft systems in the E2C Hawkeye 2000. I was responsible for interviewing subject matter experts, creating spreadsheets, creating an Access database, and creating all deliverable documents.

Project Manager

Advanced Engineering and Research Associates (AERA) - Orlando, FL

April 1999 to February 2005

I estimated and tracked project development schedules, reviewed work performed by the development team and interfaced with customers. I also analyzed training requirements for several large-scale projects (Army, Navy and ExxonMobil). All DoD work used guidelines such as MIL HDBK-29612 to design and develop Interactive Courseware (ICW), Web-Based Training (WBT) and Computer-Assisted Instruction (CAI). I was also responsible for ensuring courseware was compliant to all necessary standards such as SCORM and ADA Section 508. Also during this time, I gained experience with installing and administering enterprise-caliber Learning Management Systems (LMS).

Instructional Systems Designer

Siemens - Lake Mary, FL

March 1989 to March 1999

During my time at Siemens, I worked on telecommunications training that included both lecture-based courses and Computer-Based Training (CBT). My role on the development team was to serve as the team's Authoring System expert for a Unix-based software system (Authology). I also assisted in the development of a comprehensive hierarchical Task database and Skills Assessment Tool (SAT) for telecommunications technicians. As our team transitioned to web-based products, I designed and implemented an e-mail-based distance learning system for "just-in-time" training courses. For the Employee internal training, I served as an Instructor for classroom-based training classes in DOS, Windows, Lotus 123, Excel, and other software as needed. For the engineering department, I developed several lecture-based training courses on software engineering topics such as Structured Analysis/ Structured Design and CASE tools. As my responsibilities increased, I estimated and tracked project development schedules using Timeline Project Management software.

Education

M.A. in Instructional Systems
University of Central Florida - Orlando, FL
August 1990 to May 1993

B.A. in Psychology
University of Central Florida - Orlando, FL
August 1985 to May 1988

Skills

- Instructional Design
- Elearning
- Programming (10+ years)
- HTML5
- JavaScript
- Microsoft SQL Server
- XML
- Visual Basic
- APIs
- Scripting
- Adobe Captivate
- Software Testing
- Project management
- LMS
- Microsoft SharePoint
- CSS

Military Service

Branch: United States Army
Service Country: United States
Rank: E4
June 1982 to June 1985

Performed laboratory work in the Pesticide Lab and the Ion Chromatography Lab for the U.S. Army Environmental Hygiene Agency. Wrote BASIC programs on an Apple II to analyze and report lab testing results. Army MOS was 92D.

Assessments

Project timeline management — Proficient

September 2021

Prioritizing and allocating time to effectively achieve project deliverables
Full results: [Proficient](#)

Spreadsheets with Microsoft Excel — Proficient

September 2021

Knowledge of various Microsoft Excel features, functions, and formulas
Full results: [Proficient](#)

Technical support — Proficient

September 2021

Performing software, hardware, and network operations
Full results: [Proficient](#)

Written communication — Proficient

November 2021

Best practices for writing, including grammar, style, clarity, and brevity
Full results: [Proficient](#)

Indeed Assessments provides skills tests that are not indicative of a license or certification, or continued development in any professional field.

Publications

Play It Again, Sam! Adapting Common Games Into Multimedia Models

1998

Metcalf, K., Piersall, J., et. al. (1998). Play It Again, Sam! Adapting Common Games Into Multimedia Models Used for Student Reviews. Journal of Interactive Instruction Development, 10, 4, 24-33.

Additional Information

Very experienced with Authoring Systems for interactive courseware. Recent experience with Adobe Captivate. Expert with SCORM runtime API and SCORM packaging. Very experienced in SQL and database programming. Very experienced with programming MS Office products using VBA scripts. I can also serve as an LMS administrator or SharePoint administrator.