

Freelance Instructional Designers

Three Mountains learning advisors is a Rwanda-based E-learning development company. We are pioneers in the development of localised e-based learning materials in Rwanda. We help people and organisations develop their potential and improve their performance. We create engaging training and information material, like videos, images, exercises, leaflets, posters and interactive online courses in close collaboration with the content experts of our partner organisation. We also do face-to-face coaching, leadership and team training and facilitation of company retreats. More information: www.threemountains.academy

We are looking for freelance course developers /instructional designers to work on a needs basis.

Requirements

- Previous experience in e-course creation/ instructional design
- Ability to set learning objectives and translate these into interactive course materials
- A keen eye for graphic design and layout
- Understanding of adult learning principles and question-based learning
- Ability to think critically, give feedback and use feedback for learning
- Willingness to redo materials until standards are met
- Regular availability for short (4-10 working days) assignments
- Flexibility to participate in on-line and face-to-face meetings when needed

Experience with authoring tools (Easygenerator, Articulate Rise, Moodle, etc.), as well as video editing, AI, or graphic design software, will be an added advantage.

What we offer

- Short-term assignments (4-10 working days) based on hours/deliverables
- a positive atmosphere with hard work, humour and personal attention
- becoming part of our network of high-quality freelancers

We will invite starting freelance course developers for an induction training program of a few days stretched over a period of two weeks. In this induction program, you will learn how we work, what we expect of our freelancers. We will make you acquainted with the most important software packages we use, especially our authoring tool, Easygenerator.

After having done the induction program, you are officially part of our freelance network and become eligible for short assignments.

How to apply

1. Write a short motivation letter to explain why you want to work with us and what you offer.
2. Attach your CV, including your knowledge of relevant software packages.
3. Send references and portfolio/links to three e-courses/training materials you developed.

Send these three documents to: info@threemountains.academy, addressing the recruitment team. Indicate in the subject line that you are applying for the position: freelance content development.

The deadline for submission is Wednesday, 1st October 2025.