



Instructional Designer

Part-Time • Contract-to-Hire

Hybrid • Savannah, GA USA

Description

BrightSpark is a growing learning and development studio on a mission to make learning feel bold, human, and beautifully crafted. We create people-first training experiences for hospitality, tourism, and service-driven brands, blending creativity, strategy, and intention to design learning that feels good to take.

We are a Savannah-based, remote-first company made up of imaginative, detail-loving professionals who believe learning should be fun, meaningful, and designed with intention. Everything we create is grounded in our core values of Community, Inspiration, and Fun, and we bring that energy into every experience we design.

We are looking for a part-time Instructional Designer to join our team on a 3-month W2 contract, with a strong possibility of extension and conversion into a permanent role.

Role Location: Hybrid (Savannah, Georgia)

Please Note: This position is open to local candidates only, and we are unable to consider fully remote applicants. You must live in the Savannah or surrounding area and be eligible to work in the United States.

About the Role

The ideal candidate is a creative thinker with a strong visual eye who is excited to grow in the world of Instructional Design. You may be early in your ID journey, but you have a passion for design, a love for solving problems through visuals, and a natural instinct for making learning feel clear and engaging.

You'll collaborate closely with our Founder & CEO and work on learning experiences across a variety of client industries. While most of your work will be remote, we meet in person one day a week at a coworking space in Savannah to design, brainstorm, and build together.

You will be hands-on with digital learning, visual design, layout work, and content structuring. This is a role where curiosity, creativity, and attention to detail will help you thrive — and where you'll have the support and mentorship to sharpen your craft every step of the way.

Because we are a small but growing studio, your work will help shape how BrightSpark designs learning now and in the future. This role is ideal for someone who wants to grow with the business and not just fill a role. We are looking for someone who is excited to sharpen their craft, stretch their creative skills, and contribute to something meaningful as we continue to scale.

You can expect to:

Create with Purpose

- Support the design and development of learning experiences grounded in clarity and intention
- Help transform ideas, outlines, and content into structured, learner-friendly flows
- Keep your work aligned to BrightSpark's quality standards and the visual identity of each client

Design with Detail

- Build clean, polished layouts across eLearning, slide decks, and workbooks
- Apply a sharp eye for color, spacing, hierarchy, and overall design quality
- Bring consistency and accuracy to every deliverable

Collaborate with Energy

- Partner with the Founder, team members, and SMEs with positivity and openness
- Join weekly in-person collaboration days in Savannah
- Communicate clearly about progress, ideas, and any roadblocks

Grow with Curiosity

- Ask great questions to understand context and intention
- Use feedback as fuel to strengthen your work
- Explore new tools, techniques, and approaches to design and learning

Own the Craft

- Manage your time and responsibilities using ClickUp
- Follow through on deadlines and commitments
- Keep your work organized, accessible, and easy for others to pick up

Care About the Experience

- Always consider the learner journey and the clarity of your solutions
- Contribute to creating learning that feels human, warm, and engaging
- Bring heart and creativity to every project you touch

Software you should be comfortable working in:

- Adobe Creative Suite (Illustrator, Photoshop, InDesign, Premiere Pro)
- Articulate 360 (really nice to have, but not a dealbreaker)
- ClickUp or similar project management tools
- Camtasia or other video editing tools (nice to have, not required)

The right Instructional Designer for this role has:

- Strong graphic design skills and a portfolio showcasing visual quality
- Some experience creating digital learning (preferably in Articulate 360)
- Comfort working across multiple tasks and projects
- High attention to detail, especially in visual design and proofreading
- A growth mindset and openness to feedback
- Clear, friendly communication and a collaborative spirit
- The ability to commute to Savannah weekly for in-person work
- A genuine love for making learning feel exciting and engaging

Nice to have:

- Experience in hospitality, tourism, or service industries
- Basic Instructional Design model knowledge
- Experience with Camtasia or similar video editing tools

Be who you are with us!

BrightSpark is committed to building an inclusive, supportive, and joyful working culture grounded in our core values of Community, Inspiration, and Fun. We welcome applicants of all backgrounds and lived experiences. If this role excites you, even if you do not meet every single requirement, we encourage you to apply. We are looking for someone who wants to grow with the business and be part of shaping something truly special.

Working Arrangement

- Remote-first (Monday–Friday)
 - One in-person collaboration day per week in Savannah
 - Meetings held in a local coworking space
 - Part-time schedule with some flexibility
 - Must be based in the Savannah or the surrounding area and be able to commute once a week
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Contract Terms

Type: W2 part-time contract

Length: 3 months, with strong potential for extension and full-time conversion

Hours: Part-time, Monday–Friday, flexible within agreed parameters

Compensation: Competitive hourly rate, based on experience

Pathway: Potential to convert to full-time with health benefits and PTO

Equipment: Use your own laptop; tech stipend provided. BrightSpark supplies software licenses.

Interested? Here's how to apply:

Please send:

1. A link to your design-focused portfolio
2. A short note on why you'd be a great fit
3. Your availability and soonest start date

Email everything to careers@teambrightspark.com with the subject line "Instructional Designer Application."

What happens after you apply?

We review applications on a rolling basis. Shortlisted candidates can expect:

- An introductory conversation with Ewan, our CEO & Founder
- A paid exercise or work sample review to see what creative magic you can bring to the team

We aim to keep the process friendly, transparent, and human.