साझा शिक्षा ई-पाटी नेपाल
Open Learning Exchange (OLE) Nepal

जि.प्र.का.काठमाडौं दर्ता न.२९८/०६४/०६५
स.क.प.आ.न.२३६७१
पान न.३०२८३३८६९
दर्ता ठेगाना: व.न ११, काठमाडौं

Terms of Reference (TOR)

Position: Digital Learning Content/Instructional Designer
Deadline: July 18, 2025
Link to Application Form:
https://olenepal.org/work-with-us/digital-learning-contentinstructional-designer/

About Us

Open Learning Exchange (OLE) Nepal is a social benefit organization dedicated to enhancing teaching-learning in schools through the integration of technology and to provide uniform access to quality educational materials across different geographic areas and socio-economic strata.

O.L.E. Nepal develops and distributes free educational content, trains teachers to integrate technology in classrooms, implements technology interventions in rural schools, and helps build local capacity in technology and education.

We are a team of social workers, educators, designers, developers, and individuals dedicated to leveraging technology to improve the quality of education in public schools across Nepal. To learn more about our team, visit: https://olenepal.org/our-team/ .

Overview

O.L.E. Nepal is expanding its library of interactive and multimedia learning resources contextualized for Nepal. We are creating hundreds of new lessons for E-Paath, which already has over 500 interactive learning modules that are designed to align with Nepal's national curriculum. Catering to specific subjects and grade levels from 1 to 8, E-Paath modules are available in Nepali and English languages. We are also adapting interactive E-Paath lessons in Nepali Sign Language (NSL).

Additionally, we are developing new animated stories for our Hamro Ramailo Kathaharu (HRK) platform, and adapting them to English, Maithili, Nepal Bhasa and Tibetan. A total of 60 interactive animated stories (and print-ready story books) and supporting gamified activities in Nepali, English, Tibetan, Nepal Bhasa (Newari), and Maithili, which include 10 new stories sourced locally from the participating language communities, will be accessible to learners. We are also adapting these stories for Nepali Sign Language users.

Furthermore, we are creating skills-based courses with interactive lessons for language learning, coding, financial literacy and other subject areas.

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About the Position

O.L.E. Nepal is seeking a creative and passionate Digital Learning Content Designer to develop interactive, engaging, and fun educational content across multiple subjects including Math, Science, Nepali, and English. This role focuses on creating multimedia educational content that transforms learning into exciting, interactive experiences that students love. The ideal candidate will have a knack for making complex concepts accessible through gamification, interactive simulations, animations, and hands-on digital activities.

Key Focus Areas

- Interactive Math Lessons: Create engaging content covering arithmetic, geometry, algebra, statistics, and problem-solving through visual and interactive approaches
- Science Explorations: Design hands-on digital experiments, simulations, and interactive content covering physics, chemistry, biology, and environmental science
- Language Learning Content: Develop interactive lessons for Nepali and English language learning, including vocabulary games, grammar exercises, and reading comprehension activities
- Multilingual Content Development: Adapt content for multiple languages, including Nepali, English, and local languages such as Maithili, Nepal Bhasa, and Tibetan.
- Gamified Learning: Develop educational games, puzzles, and challenges that make learning concepts enjoyable across all subjects
- Multimedia Integration: Incorporate animations, interactive diagrams, virtual labs, and audiovisual elements to enhance understanding
- Accessibility Features: Adapt content for Nepali Sign Language users and ensure inclusive design for diverse learners

Specific Responsibilities

Content Design and Development

- Conceptualize and create highly interactive educational content across Math, Science, Nepali, and English subjects that transform traditional teaching methods into engaging digital experiences
- Design gamified activities, interactive simulations, and virtual experiments that make abstract concepts tangible and fun
- Develop step-by-step interactive tutorials, problem-solving games, and hands-on activities for mathematical, scientific, and language concepts
- Create animated stories and interactive storytelling experiences that support language learning and cultural understanding

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- Develop content that encourages exploration, discovery, and active learning rather than passive consumption
- Ensure all content aligns with Nepal's national curriculum standards for grades 1-8
- Adapt and localize content for different languages and cultural contexts

Interactive Media Creation

- Design and develop interactive animations that explain complex mathematical formulas, scientific processes, and language concepts
- Create virtual laboratory experiences and simulation-based learning environments
- Develop interactive visualizations for mathematical concepts (graphs, geometric shapes, statistical representations)
- Design engaging animated stories and interactive storytelling experiences
- Create language learning tools including interactive vocabulary games, pronunciation guides, and reading comprehension activities
- Design engaging quizzes, puzzles, and challenge-based activities that reinforce learning across all subjects

User Experience Design

- Design intuitive and child-friendly interfaces that make navigation easy and enjoyable
- Create responsive designs that work seamlessly across different devices and screen sizes
- Integrate accessibility features to ensure inclusivity for diverse learners
- Design for offline functionality to support students in areas with limited internet connectivity

Collaboration and Quality Assurance

- Work closely with curriculum experts across Math, Science, Nepali, and English subjects to ensure pedagogical soundness
- Collaborate with language specialists and cultural experts for content localization and cultural adaptation
- Partner with developers to implement interactive features, animations, and multilingual functionality
- Conduct user testing with students and teachers to refine content effectiveness across different subjects and languages
- Iterate on designs based on feedback to maximize engagement and learning outcomes
- Support accessibility initiatives including Nepali Sign Language adaptation

Documentation and Reporting

- Document design processes, learning objectives, and interaction patterns
- Maintain detailed records of content development workflows and best practices
- Report on content performance and student engagement metrics
- Provide regular progress updates and impact assessments

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Eligibility and Required Skills

Essential Qualifications

- **Educational/Professional Background:** Degree in Education, Mathematics, Science, Languages, Design, Multimedia Production, or related field is preferred but not required. Proven professional experience in content creation can substitute for formal education.
- **Subject Matter Expertise:** Strong foundation in mathematics, science, and/or language education. Familiarity with Nepal's school level curriculum.
- **Language Proficiency:** Strong communication skills in Nepali and English

Preferred Qualifications

- **Educational Technology Experience:** Previous experience designing educational content or e-learning materials
- **Game Design:** Experience in educational game design and gamification principles
- **Multilingual Capabilities:** Familiarity with local languages (Maithili, Nepal Bhasa, Tibetan) is a plus
- **Accessibility Design:** Experience with inclusive design and accessibility features
- **Technical Proficiency:** Familiarity with digital design tools (Figma, Adobe Creative Suite, Canva).
- **Programming Knowledge:** Basic understanding of HTML5, CSS, JavaScript; familiarity with educational technology platforms
- **Coding Skills:** Knowledge of Python, coding-based animation tools, or educational programming languages

Personal Traits and Skills

- **Passion for Education:** Genuine enthusiasm for making learning accessible and enjoyable for students across multiple subjects
- **Creative Problem-Solving:** Ability to think innovatively about how to present complex concepts in engaging ways
- **Child-Centered Design:** Understanding of how children learn and what motivates them across different subjects and cultural contexts
- **Attention to Detail:** Commitment to creating polished, professional, and error-free educational content
- **Collaborative Spirit:** Excellent communication skills and ability to work effectively in cross-functional teams
- **Adaptability:** Willingness to learn new technologies and adapt to evolving educational needs across different projects

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- **Cultural Sensitivity:** Understanding of Nepal's educational context and cultural considerations for multilingual content
- **Versatility:** Ability to work across different subject areas and adapt to various project requirements

Additional Responsibilities

- Stay current with trends in educational technology, interactive design, and modern pedagogical approaches
- Participate in field visits to schools for content testing and feedback collection
- Support teacher training sessions on how to effectively use interactive educational content
- Contribute to the broader educational technology community through knowledge sharing and best practice development
- Collaborate on cross-project initiatives

What We Offer

- Opportunity to directly impact the quality of education across multiple subjects in Nepal
- Creative freedom to innovate and experiment with new educational technologies
- Collaborative work environment with passionate educators and technologists
- Professional development opportunities in educational technology and interactive design
- Chance to work on diverse, meaningful projects that reach students across different communities and languages
- Experience working across various educational initiatives from curriculum-based lessons to skill-building courses

O.L.E. Nepal is committed to creating an inclusive work environment and encourages applications from candidates of all backgrounds.

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