



Position Description

Human Edge Consulting is a boutique consulting firm that helps leaders translate strategy into sustained performance in complex, high-risk environments. We partner with organizations across industries such as chemicals, manufacturing, mining, utilities, and energy to strengthen culture, capability, and execution where reliability and risk control matter most. Our work integrates applied behavioral science, organizational design, and practical operational experience to deliver solutions that are credible with executives, usable by the workforce, and grounded in real work. We engage experienced independent consultants who bring discipline, judgment, and professionalism to client challenges that cannot be solved with theory alone.

At **Human Edge Consulting**, we seek experienced, independent partners who bring sound judgment, credibility with senior leaders, and the ability to operate effectively in complex, high-risk environments. Our partners are practical, disciplined professionals who translate insight into action, work comfortably alongside executives and frontline teams, and take ownership for delivering high-quality outcomes. We value individuals who balance rigor with pragmatism, collaborate well in multi-workstream engagements, and uphold the standards of trust, professionalism, and accountability that our clients expect.

Role

Contract Learning Experience Architect

(Independent Contractor – 1099)

Organization

Human Edge Consulting

Position Type

Independent Contractor (1099)

This position does not constitute employment.

Role Purpose

The Contract Learning Experience Architect partners with Human Edge Consulting to design integrated, end-to-end learning ecosystems that build capability, support execution, and reduce risk in complex, high-hazard organizational environments. Learning



Position Description

Experience Architects are engaged for their ability to align business strategy, operating models, and human performance requirements into coherent learning architectures that span roles, levels, and time—not just individual courses.

This role focuses on learning system design, not content production alone.

Scope of Services

Contract Learning Experience Architects may be engaged to support one or more of the following, based on client and project needs:

- Design of enterprise or role-based learning architectures and learning ecosystems
- Development of learning strategies aligned to business objectives and risk profiles
- Design of role-based learning journeys and capability pathways
- Integration of learning, performance support, governance, and assessment systems
- Alignment of learning solutions with operating models, competency frameworks, and CAS
- Definition of learning standards, design principles, and experience guidelines
- Architecture for blended learning solutions (ILT, digital, on-the-job, coaching)
- Advisory support for learning academies, workforce development programs, and transformation initiatives
- Oversight and guidance to instructional designers, digital designers, and delivery teams
- Specific scope, deliverables, timelines, and fees will be defined in a Statement of Work (SOW), Independent Contractor Agreement, or engagement addendum.

Key Responsibilities

- Partner with Human Edge leadership and client stakeholders to clarify capability and performance requirements
- Translate business strategy, risk exposure, and operating realities into learning architecture designs
- Define learning experience models, principles, and design standards
- Design coherent learning journeys that integrate formal learning, practice, and reinforcement



Position Description

- Ensure alignment between learning, competency frameworks, governance, and assessment approaches
- Guide instructional designers and content teams to ensure architectural integrity
- Evaluate existing learning ecosystems and identify gaps, redundancies, and improvement opportunities
- Support roadmap development, sequencing, and implementation planning
- Contribute to executive-level deliverables, recommendations, and presentations
- Protect confidential client and firm information
- Represent Human Edge Consulting with executive-level credibility and rigor

Required Qualifications

- Significant experience in learning experience design, learning architecture, or workforce capability design
- Strong grounding in adult learning, systems thinking, and performance-based learning approaches
- Demonstrated ability to design learning solutions at the system or enterprise level
- Experience aligning learning with business strategy, operating models, or risk management needs
- Excellent facilitation, synthesis, and executive communication skills
- Ability to operate independently in complex consulting environments

Preferred Qualifications (Role-Dependent)

- Experience working in high-risk or asset-intensive industries (e.g., chemicals, manufacturing, mining, utilities, energy)
- Familiarity with competency frameworks, CAS, or workforce development models
- Experience designing learning academies or multi-year learning roadmaps
- Background in organizational development, I/O psychology, or human performance
- Experience advising senior leaders or enterprise learning functions

Independent Contractor Status

Contract Learning Experience Architects:

- Operate as independent contractors and determine how services are performed
- Provide their own methodologies, frameworks, and professional judgment



Position Description

- Are responsible for all applicable taxes, insurance, and business expenses
- Are not eligible for employee wages, benefits, or guaranteed hours
- May provide services to other organizations, subject to conflict-of-interest and confidentiality standards

Compliance & Confidentiality Requirements

All Contract Learning Experience Architects must:

- Comply with Human Edge Consulting confidentiality, data-protection, and IP requirements
- Execute confidentiality and intellectual-property agreements as required
- Adhere to applicable laws, regulations, and client policies
- Maintain professional and ethical standards consistent with senior consulting engagements

Engagement & Scheduling

- Engagements are project-based and scheduled by mutual agreement
- No minimum hours or guaranteed volume of work
- Work is primarily remote, with on-site or client-facing sessions as required by project scope

Agreement Acknowledgment

Engagement in this role is contingent upon execution of an Independent Contractor Agreement, acceptance of applicable Statements of Work, completion of required compliance documentation (including IRS Form W-9), and approval by Human Edge Consulting leadership.