

ELIAS GIL

Instructional Designer | Learning Experience Designer | eLearning Specialist | Multimedia & Technical Developer

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SUMMARY

Instructional Designer and Learning Experience Specialist with 20+ years in learning design and 28 years in multimedia, technical development, and creative production. Expert in building end-to-end learning solutions using ADDIE and Agile methodologies across corporate, government, and IT environments. Known for combining instructional strategy with advanced technical execution—including Storyline, Captivate, JavaScript, xAPI, SCORM, LMS administration, simulations, branching scenarios, and custom-built learning tools—to deliver scalable, visually strong, and data-driven learning experiences that improve performance and organizational readiness. Skilled in leveraging AI platforms such as Ace AI, Storyline AI, WellSaid Labs, Copilot, and ChatGPT to create scripts, narration, audio, images, and video, with growing experience evaluating and integrating AI-agent-based tools into modern learning development workflows.

CORE SKILLS & TECHNOLOGIES

Instructional Design: ADDIE, Agile, storyboards, facilitator guides, simulations, branching scenarios, assessments, ILT/VILT

eLearning Development: Storyline 360, Rise 360, Captivate, Camtasia, Vyond, After Effects, 3ds Max

Programming & Technical: HTML5, CSS, JavaScript (ES5), XML, PHP, AJAX, AS3, Web Services, Visual Studio

Learning Standards: SCORM, xAPI, LRS integration, LMS administration, 508 compliance

Multimedia Production: Audio engineering, narration editing, video production, motion graphics, 3D modeling, character animation

Tools & Platforms: Workday, Cornerstone, HR Smart, WordPress, Joomla, Drupal, Smartsheet, Red5 Media Server

Specialties: Custom eLearning engines, dynamic dashboards, auto-lip-sync characters, data-driven widgets, template systems, mobile apps

LMS Deployment, Integrations, and Maintenance

EXPERIENCE

Digital Learning Designer III — USAA

Nov 2021 – Feb 2026

- Designed eLearning modules using Storyline 360 and Rise 360
- Designed After Effects sustainment videos and Vyond videos
- Designed facilitator guides and storyboards
- Facilitated lunch-and-learn classes for developers
- Compiled content, narration, audio, images, and video using AI platforms such as Storyline AI, WellSaid Labs, and Copilot.
- Designed games using Storyline and JavaScript
- Designed logos and logo animations for various departments
- Designed scalable eLearning templates for large-scale projects
- Designed Vyond videos integrated into Storyline

Digital Learning Designer III, Global Talent Development — Rackspace Technology

Jun 2015 – Sep 2021

- Designed simulations (Salesforce), branching scenarios, and SCORM training for MindTickle LMS
- Presented design work to clients and stakeholders
- Designed and integrated eLearning characters into ILT courses
- Built Dynamic Talking Character with auto lip-sync (Storyline, HTML5, JavaScript, XML, PHP)
- Designed Flash eLearning Authoring Tool (AS3, PHP, JavaScript, HTML5, XML)
- Designed scalable SCORM templates and dynamic branching courses
- Designed dashboards, data widgets, and 3D-enhanced HTML5 courses
- Integrated LRS xAPI calls and compiled SCORM-compliant courses
- Designed graphics, narration audio, and training using ADDIE and Agile
- Customized WordPress and administered Workday, Cornerstone, HR Smart LMS

Senior Multimedia Specialist — TheAdJunkie Multimedia

Feb 2013 – Jun 2015

- Delivered freelance work in web, mobile, and 3D character rigging and animation to many freelance clients.
- Designed Android/iOS apps using Flash, AS3, Adobe AIR
- Built VideoJuke, an Android/iOS app using Flash, ActionScript 3, YouTube API and Adobe Air.
- Built Flash/AS3 live video, photo, and audio booth modules using Red5
- Installed and customized many instances of Moodle LMS, Joomla CMS, and Drupal CMS platforms to many freelance clients.

Senior Training and Development Specialist — Cogeco/Peer 1

Aug 2013 – Jan 2015

- Worked with SMEs using ADDIE to define course materials and build storyboards
- Designed software simulations to reduce server resource usage
- Designed custom Captivate courses with multi-location email reporting
- Developed training programs aligned with business needs

Senior Instructional Designer / Senior Web Developer — Decypher

Jul 2012 – Aug 2014

- Developed courses for Goodwill using Flash and XML
- Completed course conversions for USAF ADLS LMS
- Converted Flash courses to Silverlight using SCORM and 508 compliance
- Designed aircraft and tactical courses approved by the Pentagon
- Created SCORM/508 XML manifests and tested LMS compliance

Senior Instructional Designer / Senior Web Developer — Information Innovators Inc.

Jul 2011 – May 2013

- Developed LMS course materials and simulations for USAF (CSS, HTML, Flash, Visual Studio, XML)
- Designed templates, logos, and marketing materials
- Built Flash/XML/Web Services quiz and course display systems
- Designed CBT training using Captivate, Articulate, HTML, Photoshop, Flash, XML
- Administered servers, SharePoint, databases, and user accounts
- Developed and debugged applications from foundational to production levels

Senior Instructional Designer / Senior Web Developer — TheAcademy.com

Sep 2005 – Jun 2011

- Developed LMS courseware for global clients (CSS, HTML, Classic ASP, Flash, Web Services, AJAX, Microsoft SQL Server, and Visual Studio, XML)
- Designed templates, logos, and marketing materials.
- Handled email distribution for several clients for their LMS systems.
- Administered LMS servers, databases, and user accounts
- Installed LAMP and Mail (Linux, Apache, MySQL, PHP) servers via SSH.
- Built Flash-based data-driven course system pulling from 2,000 courses
- Managed LMS migrations for hundreds of companies
- Helped build Athena LMS (ASP.NET) and Classic ASP LMS systems
- Maintained customer websites and email campaigns
- Supported LMS deployments, migrations and contributed to new Athena LMS (ASP.NET) development.
- Worked with subject matter experts using the ADDIE model to define eLearning course materials, build storyboards from data received, and converted said storyboard into interactive courses

- Designed software simulation courses to reduce sales having to use server resources
- Designed custom Captivate courses that emailed the results to multiple locations using ActionScript, PHP, Flash, Captivate, JavaScript, and AJAX
- Developed forward-thinking training programs based on current and expected business demands

Senior Multimedia Engineer — Last Hour Records

Jan 1998 – Apr 2011

- Audio technician, recording engineer, producer, photographer, graphic designer, web developer, video editor
- Album releases: The Prophecy (1999), For Da Profit (2000), Tight Revenue (2001)
- Audio Technician
- Audio Recording Engineer
- Audio Producer
- Photographer
- Graphics Designer
- Web Designer/Web Developer
- 1999 Album Release - The Prophecy by The Underground Committee
- 2000 Album Release - For Da Profit by The Underground Committee
- 2001 Album Release - Tight Revenue by The Underground Committee