

STEPHEN CARTER

INSTRUCTIONAL DESIGNER

LEARNING & DEVELOPMENT PROFESSIONAL

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Portland, OR



MY PROFILE

Innovative and user-focused Instructional Designer & Learning Leader with 10+ years of experience designing and delivering impactful learning programs in the technology and corporate compliance sectors. Proven success in building scalable training strategies for global enterprises, including cybersecurity, ethics, and information governance. Adept at transforming complex content into engaging, accessible learning experiences using modern tools and methodologies.

EDUCATION

2001 - 2006

ENGLISH LITERATURE

Oregon State University

CORE SKILLS

Instructional Design (ILT, eLearning,

Blended Learning)

Learning & Development Strategy

Cybersecurity & Compliance Training

Stakeholder & SME Collaboration

Learning Management Systems (LMS)

Adobe Captivate, Articulate 360, Rise360,

Storyline

Visual Communication & UX in Learning

Agile & Cross-Functional Teaming

AWARDS

2022

MAXIM AWARD NOMINEE

NIKE / Code of Conduct Training

CERTIFICATIONS

2022

ADOBE CAPTIVATE

CERTIFIED PROFESSIONAL

2022

E-LEARNING & INSTRUCTIONAL

DESIGN CERTIFICATE

Oregon State University

WORK EXPERIENCE

INSTRUCTIONAL DESIGNER

RISE Parntership

2025 - PRES

- Designed end-to-end e-learning and ILT programs for healthcare professionals, aligned with OSBN standards.
- Collaborated with SMEs to ensure regulatory compliance and instructional effectiveness.
- Developed storyboards, scripts, and final modules using Articulate and Adobe tools.

EDUCATION & COMMUNICATIONS MANAGER

NIKE, Inc

2022 - 2024

- Implemented global training strategy for 75,000+ employees on Records & Information Management.
- Delivered virtual and in-person training sessions; managed internal comms via Slack, newsletters, and intranet.
- Created engaging visual content to simplify complex governance topics.
- Established cross-functional partnerships across the Enterprise, developing a network of Information Champions

COMPLIANCE TRAINING MANAGER

NIKE, Inc

2019 - 2022

- Developed and deployed enterprise-wide Code of Ethics training.
- Partnered with L&D to launch Nike's first required Code of Conduct learning initiative.
- Managed compliance tracking for 700+ senior leaders.
- Partnered cross-functionally across the enterprise for compliance training development (corporate governance, procurement, fraud, design, legal, etc.)

CYBERSECURITY TRAINING MANAGER

NIKE, Inc

2017 - 2019

- Oversaw Enterprise-wide cybersecurity training programs and awareness campaigns.
- Co-led annual Hackathon event with \$100K+ budget.
- Ensured alignment with legal, IP, and physical security teams.

CYBERSECURITY TRAINING ANALYST

NIKE, Inc

2015 - 2017

- Delivered cybersecurity training to 75,000+ employees.
- Collaborated with legal and tech teams to align on security standards and policies.