

Email: bobsonant@yahoo.com
Address: 2510 Congreve Ct. Herndon VA
Phone: 571.228.1088
Website: www.bobsonant.com

Robert Sonant, Ph.D.

Summary

More than twenty years' experience as an expert in online education and training using instructional principles and techniques. Developed instructional and user experience design for clients in cybersecurity, diplomacy, law enforcement, military, and education. Executed user-centered training as a classroom instructor and as an eLearning architect and user interface designer of online courses.

Education: Virginia Polytechnic Institute and State University
Ph.D., Curriculum and Instruction
Radford University
M.S., Science Education James
Madison University
B.S., Art, minors in Secondary Education and Geology

Clearance: Secret (have held TS/SCI in previous projects)

Professional Employment:

Jan 2025 – present **Senior Instructional Designer, Kaiva Tech (Department of State)**

- Design and produce online training solutions for Passport Services (PPS) within the Department of State (DoS) on how to process passport applications, both initial and renewal, including how to identify fraudulent applications.
- Create graphics using artificial intelligence (AI) filters within Photoshop to alter photos, making subjects looks older or younger, as well as changing facial features, to give students practice in identifying which images are legitimate and which ones are not.
- Use the Department of State AI (AI.State) platform to write drafts of content, objectives, and evaluations
- Use AI platforms to create audio narration, including altering tone, pitch, and cadence of the narration to ensure text is understandable and natural to hear.
- Create videos and online materials to supplement in-person training, including developing dozens of different applications for students to review in order to ensure they have learned the process correctly and can self-monitor to find areas for improvement.

- Publish videos intended to be placed on YouTube as a visual for a continuing Passport Podcast created within Passport Services.
- Establish and develop a graphics library for use within the entire program.

Nov 2020 – Jan 2025 Senior Instructional Designer Edgesource (Department of Homeland Security, Cybersecurity Infrastructure and Security Agency)

- Design web-based training solutions for federal cybersecurity management tools developed by DHS and CISA (i.e., CDM Dashboard) for federal civilian agencies to monitor and remediate vulnerabilities and misconfigurations on their networks and assets that expose them to potential cyberattacks.
- Produce videos using software (e.g., Adobe Premiere, Adobe Captivate, Articulate Storyline, Techsmith Camtasia) for FedVTE intended to generate interest in CDM Dashboard and demonstrate how the dashboard can be used to fulfill mandated cybersecurity requirements.
- Produce hundreds of graphics and visual elements using graphics software (e.g., Adobe Creative Suite [Photoshop, Illustrator], Paint Pro, Inkscape, Krita) and artificial intelligence (AI) graphic generators to create a graphics library that can be used across multiple teams for multiple projects and educational initiatives, including a spreadsheet to document proper accreditation for all graphics.
- Lead developer of microlearning video interviews of federal government manager interviews explaining CISA initiatives and tools, adding enticing visual content to explain concepts and maintain interest.
- Produce audio files using Adobe Audition, including editing and modifying audio characteristics (e.g., modulation, timing, pitch, etc.).
- Use AI tools to generate avatars for narration in online courses, reducing costs of recording and editing audio files.
- Consult client, supervisor, and other development teams on the importance of proper accreditation for graphics obtained from outside sources to ensure legal liability.
- Recommend and develop procedures for graphic accreditation as additional graphical elements are added to the library.
- Write learning objectives, including skills and performance-based measures, for courses and instructional materials.
- Review content and educational material for compliance to all training objectives;
- Develop assessments that use a variety of question types (multiple choice, multiple answer, short answer, self-assessment, etc.) to measure skills and knowledge obtained from educational materials.
- Develop storyboards using word processing, spreadsheets, and other tools (e.g., Apple Pages, Microsoft Word, Excel, PowerPoint, Outlook, Teams, as well as Google Docs, Sheets, Slides, Meet) to describe how content and graphical elements within the instructional material should look and perform after product development.

Oct 2019 – Oct 2020

Senior Cyber Technologist II and UX Designer Raytheon Technologies (US Postal Service)

- Designed online cybersecurity educational solutions for the United States Postal Service (USPS), using current UX and 508-compliant techniques, to train postal employees on proper cybersecurity procedures and cyber-hygiene that are required to be performed on USPS equipment.
- Led project to replace an obsolete training module, which learners criticized for including anthropomorphic devices that were condescending, with a new training module that included interactive problem-solving steps in a realistic scenario and current information that learners reviewed as being informative, relevant, and understandable.
- Created storyboards that described how content and graphical elements within the educational materials should look and perform after product development.
- Wrote learning objectives and assessments that measured performance-based skills and abilities obtained during instruction using a variety of assessment question types, including multiple-choice and multiple-answer.
- Tested online courses to ensure quality user experience and 508 compliance.
- Reviewed content and educational material to ensure courses complied with client project requirements, training objectives, and project standards and conventions.
- Developed online product templates and strategies, including UX and UI design principles, for USPS training initiatives.

Feb 2018 – Oct 2019

Senior Instructional Designer Addx (Department of Homeland Security, Homeland Security Acquisition Institute)

- Developed curriculum for Department of Homeland Security (DHS) Homeland Security Acquisition Institute (HSAI) to certify Federal program managers (PMs) on policies and procedures to manage acquisitions within the Federal Government up to \$300 million.
- Collaborated with team members, including instructional designers, subject matter experts, instructors, and web developers, to produce educational materials.
- Used iterative, Agile instructional design processes within an Agile Scrum team to meet project goals within established timelines.
- Developed course content (including policy compliance, contracting, scheduling, cost estimating, and life cycle logistics) through consultation with subject matter experts and senior DHS officials and research of acquisition policy guidance.
- Produced curricula materials using Microsoft Office (Word, Excel, PowerPoint, Outlook) and Adobe Acrobat.
- Monitored implementation of courses by instructors through in-class evaluations and analyzing student surveys to perform updates and revisions when necessary.
- Maintained file organization using Microsoft SharePoint and Atlassian Confluence.
- Maintained project status tracking and reporting using Atlassian JIRA.

Sep 2015 – Sept 2018
(Department of State)

Distributed Learning and UX Designer All Native Inc.

- Led development of team project on behalf of the Department of State (DoS) to convert the High Threat Security Overseas Seminar (HTSOS) training into an online, scenario-based course to be made available to those being deployed overseas but were ineligible to take the 5day in-person seminar, instructing people being deployed overseas on lifesaving security techniques (including detecting surveillance, basic defense techniques, basic emergency medical care, resiliency during hostage situations, and tactical driving maneuvers).
- Organized more than 100 learning objectives from a five-day in-person course into four online scenarios that covered all objectives, where each scenario was an intact, complete story that involved a series of authentic situations and problems that learners would have to navigate online.
- Led development of online training that taught Department of State personnel about different types of visas and passports, procedures and concerns in foreign countries issuing visas and passports, and how to identify fraudulent visas and passports.
- Conducted team review sessions to give intensive, constructive, and honest feedback while maintaining a professional and supportive environment.
- Tested online courses to ensure all materials fulfilled training objectives, project requirements, 508 compliance, and quality user experience conventions.
- Developed responsive design templates, using UX principles, for eLearning accessible from desktop or mobile device platforms.

May 2012 – Aug 2015
Investigation)

Senior Instructional Designer NTT Data Inc. (Federal Bureau of

- Led task analysis on behalf of the Federal Bureau of Investigations (FBI) to determine all jobrelated tasks for Staff Operations Specialists (SOSs) involving the following activities:
 - 1) conducted and implemented numerous week-long seminars interviewing dozens of in-service SOS personnel and supervisors,
 - 2) generated a comprehensive list of tasks that SOSs had performed,
 - 3) created and conducted surveys requesting in-service SOSs and SOS supervisors respond with frequency and importance of tasks,
 - 4) performed a statistical analysis of survey results that correlated numerous factors (including job role, years of service in FBI, geographic location, age of personnel, and educational background),
 - 5) analyzed curriculum and writing a gap analysis between current curriculum and expected performance tasks, and

- 6) wrote an extensive report explaining task analysis process, survey results, gap analysis, and a recommended set of measurable task-based objectives to serve as the foundation for a proposed four-week training course for onboarding SOSs.
- Developed multiple capstone assessment for four-week SOS training course that would measure knowledge and abilities of learners through complicated, realistic scenarios involving numerous skills (including conducting general search of person of interest, searching travel database, searching phone company databases, searching law enforcement databases, understanding legal issues of searching personal records, and writing summaries and profiles).
- Produced numerous web-based and in-person training modules for FBI personnel teaching a variety of subjects, including data management, bureau policies, and awareness of law enforcement programs and resources within the bureau.
- Conducted rigorous and detailed quality assurance reviews to ensure compliance with all project requirements, training objectives, and consistency with course standards and conventions.
- Created and edited audio files using Wavepad.
- Designed interface mock-ups for module templates, as well as individual digital assets and educational interactive elements.

Jan 2009 – Mar 2012 Senior Instructional Designer Next Tier Concepts (Propane Education and Research Council)

- Led team project on behalf of the Propane Education and Research Council (PERC) to develop a two-week course, available either in-person or online, on how to install a propane system inside a residential home.
- Served as coordinator and leader of meetings with PERC councilmen serving as subject matter experts to review course content, address edits and concerns, mediate disagreements among the council members, and resolve information and educational disputes.
- Designed templates for course content so that the same information and exercises were available in both instructor-led lesson plans and online training modules.
- Conducted extensive research regarding the installation of propane systems in residential homes, including previous curricula, manuals, and government regulations.
- Wrote hundreds of pages of content for lessons on installing propane systems.
- Wrote descriptions of graphics for PERC lessons with sufficient detail and clarity that the graphics could be created by outside developers.
- Produced UX interface for online interactives utilized in digital courses for PERC.
- Created online modules for PERC lessons using iterative development.
- Created printable documents of all educational materials, including training manuals and technical materials, for instructor-led classes, including instructor notes, student lab guides, and supplemental material.
- Established quality assurance procedures for team members to review all educational material in a timely manner.

- Worked with supervisors and management to establish team workflow process and realistic timelines for project completion, including setting measurable milestones to ensure consistent progress and product quality.
- Disseminated information about development policies and workflow contingency plans to team members.

Sep 2007 – Dec 2008
Association

Director of eLearning Production National Science Teachers

- Managed team of instructional designer and graphic designers to develop professional development courses for in-service K-12 teachers.
- Led development of projects to teach in-service K-12 teachers science concepts and principles in climate science, geology, oceanography, astronomy, biology, and physics.
- Created instructional resources for use in K-12 science classrooms, including images, worksheets, and animations.
- Created multi-year schedules for multiple projects, combined budget of \$6 million, establishing timelines and milestones.
- Analyzed organization goals to create prioritized action plans that fulfilled those objectives.
- Designed UX interfaces for online interactives that were utilized in online professional development courses.
- Collaborated with senior management to implement strategies toward
- organizational goals and objectives.
- Conducted presentations to senior management on program status and budget expenditures.
- Evaluated applications for team positions, giving recommendations for candidates to be interviewed.
- Interviewed candidates for team positions, including developing a standard questionnaire to be given to all candidates.
- Supervised personnel, including reviewing work products, managing time, maintaining schedules, and giving feedback regarding work performance.

Jun 2003 – Aug 2007

Lead Senior Instructional Designer k12.com

- Managed a team of 6-10 instructional designers to produce web courses and blended learning products, online science modules for virtual K-12 students, using iterative development methodology.
- Led development of online lesson modules for online K-12 science students on a wide range of science topics, including life science, physical science, energy, geology, and astronomy, working with development teams of graphic designers, subject matter experts, media specialists, and editors.
- Analyzed multiple state science education requirements to create educational objectives for learning products, including scope and sequence documentation for multiple grades, to ensure online science courses will meet or exceed state requirements.

- Established visual and interface UX/UI standards and conventions for online products, including content flow, colors and graphics, button functionality, text, and graphic space, using responsive design elements that function across multiple platforms.
- Created training manuals for team members describing job task procedures, educational philosophy of the team, lessons learned from previous development cycles, and available resources to increase standardization and effectiveness in delivering consistent educational products.
- Documented standardization of graphic and text elements, including fonts, sizes, html and hex color codes, to ensure that modules created by multiple development teams would result in consistent products.
- Consulted senior management regarding strategies and goals for the science department.
- Reviewed team products to provide constructive feedback and maintain quality standards across multiple projects.
- Provided performance reviews to team members, including strengths, successes, and areas of improvement.

Jan 2001 – May 2003

Instructional Designer Delex Systems (Department of Navy)

- Designed classified online training products for military clients regarding naval missiles, including their functionality, when and how they should be used, and procedures to follow within a variety of situations.
- Led development team, including graphic designers, software developers, and subject matter experts, to produce educational materials.
- Collaborated with graphic designers regarding visual elements and animations, and how to visually represent concepts.
- Worked with software developers regarding ideas for interactive educational elements and solving programming obstacles.
- Consulted with subject matter experts regarding what content to present, how concepts should be explained, and the flow of the module and course.

**Aug 1998 – Jan 2001]
(Department of Navy)**

Instructional Designer Logistic Services International, Inc.

- Designed classified online training products for Department of the Navy regarding aircraft maintenance technician training, including creating a web-based simulation for technicians to practice solving a variety of maintenance problems.
- Led development team, including graphic designers, software developers, and subject matter experts, to produce educational materials.
- Collaborated with graphic designers regarding visual elements and animations, and how to visually represent concepts.

- Worked with software developers regarding ideas for interactive educational elements and solving programming obstacles.
- Consulted with subject matter experts regarding what content to present, how concepts should be explained, and the flow of the module and course.

Professional Affiliations and Certifications:

- The Learning Guild
- Educause
- Instructional Design Central
- Training Magazine Network
- Learning Development Accelerator