EPHRAIM ROSS

Learning Systems Architect — Technical & Digital Capability
Milwaukee, WI | (760) 580-5664 | ephraimross@gmail.com

PROFESSIONAL SUMMARY

Learning strategist with 15+ years of experience designing and delivering technology-enabled learning across enterprise, public-sector, healthcare, and higher-education environments. Known for bridging technical, business, and human perspectives to build learning systems that work for diverse audiences—from engineers to non-technical professionals. Brings a pragmatic, data-informed approach to aligning learning with real-world performance and organizational context.

EXPERIENCE

Senior Technical Learning Strategist, AI Enablement - Consultant

Atlassian | *San Francisco, CA (Remote)*   May 2025 - Present

Led enterprise-wide AI and technical capability initiatives at Atlassian, partnering directly with principal engineers, ML/AI engineers, and engineering leadership to upskill 10,000+ engineers and staff to a baseline of AI/ML competency. Designed personalized, role-based learning pathways replacing one-size-fits-all technical training, driving a significant increase in adoption of internal AI development tools and a 5× increase in employee confidence using them. Re-architected the global TEAM CAMP onboarding program for new hires, reducing time to first meaningful code contribution by ~50% and accelerating engineering productivity.

Technical Learning Architect - Consultant

Bizzell Group | *Washington, DC (Remote)*   May 2024 – May 2025

Led a cross-functional development team spanning engineering, design, and content in the successful launch of a private social collaboration platform for healthcare professionals supporting the Medicare Quality Improvement (QIO) Program. Delivered the platform on time and on budget, earning strong client adoption and stakeholder approval in a highly regulated environment. Supported the ongoing evolution of COVID-related training programs for nursing home leadership and clinical staff, ensuring accuracy, compliance, and continuity during a period of rapid operational change.

Head of Technical Instructional Design

Versity Learning – Endeavor | *New York, NY (Remote)*   Jun 2022 – May 2024

Core member of the founding team at Versity, a venture-backed learning platform combining the storytelling of Hollywood talent with the academic rigor of Harvard faculty. Led LXD and content strategy for the platform's first two seasons (including collaborations with Amy Poehler, Michael Jordan, John Cena, and others), with a $14M course production budget. Directed a team of 12 engineers in the design and development of a bespoke LMS ($5M budget), balancing product innovation, technical delivery, and learner experience at startup scale.

Co-Director, Learning Solutions Practice

Econometrica | *Washington, DC (Remote)*   Oct 2017 – Jun 2022

Built and led an LXD team to develop hundreds of virtual, hybrid, and ILT courses, managing a $20M training budget over five years. Established technical standards and best practices, driving innovation both internally and w/clients. Courses have received over 1 million unsolicited five-star reviews from medical clinicians nationwide.

Senior Learning Solutions Engineer, Learning Practice

Deloitte | *Portland, OR*   Jan 2017 – Oct 2017

Developed all training (Captivate, ILT) in support of the State of Oregon's deployment of new $25M child-support payment and compliance reporting platform built by Deloitte.

Director of Instructional Innovation and Design

American College of Healthcare Sciences | *Portland, OR*   Nov 2014 – Jan 2017

Spearheaded all digital transformation initiatives, including a full LMS migration to Canvas, deployment of new student records platform, redesign of college website, and development of an on-demand CE/micro-credentialing platform. Launched new Graduate programs, supervised team/budget, and chaired the Curriculum Committee.

Lead Instructional Technologist and LXD

Environmental Systems Research Institute (ESRI) | *Olympia, WA*   Feb 2014 – Nov 2014

Created free, highly technical MOOCs on ESRI's GIS mapping software, helping 1M+ users demonstrably improve skills, with completion rates surpassing 25%.

Senior Instructional Designer and eLearning Developer

Providence Health & Services | *Portland, OR*   Nov 2011 – Feb 2014

Developed healthcare compliance and technical training modules, upskilled a small team around new design standards & processes for Storyline, Captivate, and Camtasia.

Lead Instructional Designer and Educational Technologist

American College of Healthcare Sciences | *Portland, OR*   Aug 2008 – Nov 2011

Managed the transition of ACHS from a correspondence school (via mail!) to a fully online institute, rebuilding the entire course catalog digitally in the Pearson LMS.

Founding Teacher and Professor of Instructional Technology

High Tech High Learning | *San Diego, CA*   July 2005 – Aug 2008

Taught 7 thru 12th grade Digital Media courses, as well as graduate-level coursework in Educational Technology for the newly state accredited teacher credentialing program.

Founding Teacher

Southern California Connections Academy | *San Diego, CA*   July 2004 – July 2005

Taught elementary school as a founding teacher at California's very first virtual public school. Managed student testing and state compliance, developed interactive lessons.

EDUCATION

B.A. Cognitive Science and Linguistics

Pomona College | *Claremont, CA*   1998 - 2003

Teaching Credential, Educational Technology

California State University San Marcos | *San Marcos, CA*   2003 - 2004

REFERENCES

Brigitte Peterson

Senior Director, Bizzell Group | Contact info by request – see LinkedIn rec below:

https://www.linkedin.com/in/ephraimross/details/recommendations/

Juliet Blake

Creative Director, Versity Learning – Endeavor | Contact info available by request

More references available by request