LEARNING EXPERIENCE & TECHNOLOGY CONSULTANT

SARUNAS VAITKUS (SHAS)

Learning design, platforms and the tools that connect them.

Working since 2000 across learning design, authoring, learning platforms, UX, solution architecture and change support for international organisations, businesses and EdTech companies.

- UNECE
- OSCE
- KPMG
- CBRE
- CLARKSONS
- ADVANCED LEARNING COMPANY
- INSPIRE EDUCATION
- SIDRA MEDICINE
- WESTPAC
- ANZ
- TNT
- HONDA
- AMCOR

LEARNING AND DIGITAL TECHNOLOGY SINCE 2000

DETAILS

Eligible to work in
EU, UK, Australia. Remote international work; on-site engagements by arrangement.

Previous work locations
UK, Australia, Qatar, Saudi Arabia, Austria and Lithuania; remote engagements for Geneva and Vienna.

Industries
Pharmaceuticals, international institutions, government, education, professional services, retail, automotive, banking and mining.

PROFILE

I have worked in learning and digital technology since 2000, from instructional writing and multimedia production to LMS/LXP architecture, UX, platform development and AI-assisted tools. I often work where learning, technology and change meet: explaining what users must do, designing the right experience and ensuring the technical delivery can support it.

My projects have included UN learning programmes, multilingual platforms, enterprise software adoption and independent educational tools. I work directly with subject experts and within L&D, product, technology and change teams. I am comfortable defining the scope, building the learning assets, working with developers and handing the result to the people who will run it.

I use tools such as Storyline, Rise, Synthesia, ChatGPT, Claude, Cursor and Lovable where they help with quality or turnaround. The method matters less than whether the result works for its users.

I build practical Copilot agents and workflows (Copilot Studio, Microsoft 365 Copilot, Copilot Pages and Notebooks) for L&D teams, learning teams and subject matter experts, turning day-to-day processes into semi-automated workflows, then train people hands-on to use them.

Languages

English (bilingual), Lithuanian (native), Russian (spoken, professional)

CONTACT

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RECOMMENDATION

He played a key role in shaping a novel service providing digital education for school students across the country.

Alan Carr
CEO, Advanced Learning Company

SKILLS

Learning experience
Needs analysis, curriculum and assessment design, scenarios, learning journeys, instructional writing, authoring and evaluation.

Analysis and delivery
Requirements, scope, user stories, PRDs, RFPs, vendor coordination, prototyping, usability testing, UAT and handover.

EXPERTISE

Learning design and production
Curriculum structure, scenarios, assessment, multimedia, accessibility and authoring for different audiences.

Learning technology and UX
Learner journeys, platform requirements, content architecture, localisation solutions, SCORM/xAPI integration and user testing. On client LMSs I tested, deployed and published SCORM with client-granted admin rights.

AI and prototyping
Small learning applications, AI-assisted production, experiment design, prompt workflows and hands-on team workshops.

Digital adoption and communications
Process learning, software simulations, role-based guides and training aligned with change programmes.

EXPERIENCE

Bayer plc
Learning Experience Designer
May 2023 to 2026

Past employer.

Part of the team behind SOPHIA, an AI chatbot for finding procedures and process documents, which won Bayer's H2 2026 CMO Award (AI & Knowledge category).

OSCE (Organization for Security and Co-operation in Europe)
Learning consultant and preferred eLearning supplier
Nov 2016 – present · Vienna (remote)

Key achievements

- Current: redevelopment of the Gender Mainstreaming in Border Security and Management course as a Storyline build for Moodle.
- Designed multilingual courses on Open edX and TalentLMS for at least 10 OSCE units, in English and Russian, including the 7-module Security Management System.
- Coached subject-matter experts and OSCE missions, and provided Open edX platform support and staff training.

Platforms and standards
LMS/LXP architecture, SCORM, xAPI, LRS, SuccessFactors, TalentLMS, Moodle, Open edX, aXcelerate and SharePoint.

Development and UX
HTML, CSS, JavaScript, React, TypeScript, Drupal, Git, Supabase and AI-assisted prototyping.

Media and authoring
Storyline 360, Rise 360, Captivate, iSpring, Gomo, Synthesia, Camtasia and Adobe Creative Cloud.

EDUCATION

- Professional Diploma in Digital Learning Design, Digital Learning Institute, 2024
- Certificate IV, RMIT University, 2010
- Photography Studies College, Melbourne, 1998–2000
- Lithuanian Academy of Music and Theatre

CERTIFICATES

- Fundamentals of Project Planning and Management,

- Built the Protection of Critical Energy Networks modules with external energy experts.

UNECE

Freelance contractor, SITCIN platform

2025 to 2026 · Switzerland (remote)

Key achievements

- Redesigned the SITCIN landing page and improved its Drupal platform for gathering indicator data, live on sitcin.org since 10 June 2026.
- Rebuilt the inherited platform so UNECE staff can run it, incorporated additional indicators and redesigned the focal point workspace in English, French and Russian.
- Took three pilot countries, Tajikistan, Azerbaijan and Kyrgyzstan, through a full assessment, and wrote the operating guide for UNECE staff, focal points and UNECE IT. A 37-item plan for Stage 3 followed in September 2026.

CBRE UK

Training Lead

Aug 2022 – Dec 2022 · London (remote)

Key achievements

- Built Coupa (myBuy) adoption training with the Change and Communications team, lined up with the communication campaigns.
- Created a new onboarding programme for permanent and temporary staff, moving the team from classroom training to online learning design.
- Produced explainer videos, job aids, assessments and self-paced modules in Storyline, Rise, iSpring and Synthesia; ran internal workshops.
- Tested, deployed and published SCORM on Cornerstone OnDemand with client-granted admin rights, and shared learning through Rise 360, SharePoint and Teams.

University of Virginia (Coursera)
- Knowledge Management and Big Data in Business, Hong Kong Polytechnic University (edX)
- Vibe Coding, Lovable

PUBLICATIONS

- The Beginner's Guide to IT Contracting, Elcentra, 2015 (Amazon Kindle)
- Knowledge Society Challenges for e-Learning, conference talk, 2005

UNECE

Learning designer and web developer, SITCIN e-course

Oct 2021 – Jul 2022 · Switzerland (remote)

Key achievements

- Designed a course of up to 180 minutes covering all 215 SITCIN indicators, built in Rise and Storyline on a template that follows UN design rules.
- Wrote it in English and managed the French and Russian versions, with text-to-speech and Synthesia video, delivered as SCORM 1.2 packages for the UN Learning Platform in June 2022.

Inspire Education (RTO 32067)

L&D Consultant, project lead

Sep 2021 – May 2022 · Brisbane (remote)

Key achievements

- Coached teams in Australia and Malaysia to one standard way of building online content for accredited courses.
- Scoped the move from Moodle to the aXcelerate LXP, including tracking learning through custom xAPI statements without an LMS.
- Worked with compliance and QA to meet ASQA requirements.

UNECE, via OSCE

Learning multimedia designer and web developer, eTIR

Oct 2020 – May 2021 · Switzerland (remote)

Key achievements

- Designed and built etir.org on Drupal 8 for customs authorities and transport associations, with four audience pages, a documentation library with full-text search and an admin guide of more than 30 pages for the secretariat.
- Produced the eTIR explainer video with the TIR secretariat.

Advanced Learning Company

Learning Technology Lead and Solution Architect

Mar 2020 – Dec 2020 · Riyadh (remote)

Key achievements

- Took the Advanced Learning World platform, built with development partner EPAM, live on 9 September 2020, 3.5 months after delivery started, with the full MVP release in December 2020.
- Specified SCORM tracking on Open edX, with LRS and xAPI requirements, and set the content structure (Grade → Subject → Unit → Topic → Lesson).
- Made a detailed Excel scope the master document for the EPAM build, so every change request was checked against it; owned SCORM integration testing and the Arabic/English localisation workflow.
- Earlier: eLearning solution specialist on site in Riyadh (Nov 2015 – Jun 2016), writing RFPs and choosing suppliers with the CEO; informal advisor Apr 2018 – Feb 2020.

KPMG UK

Instructional Designer / Training Developer

Feb 2017 – Oct 2019 · London (on site)

Key achievements

- Implemented training for Microsoft Dynamics CRM and Coupa inside the Change and Communications team, for Finance, Risk and Audit capability groups.
- Led end-to-end development: discovery, needs analysis, curriculum design and interactive assets in Storyline, Captivate, iSpring and VideoScribe.
- Ran skills-gap analysis and UAT/UX workshops; tested, deployed and published SCORM on SuccessFactors with client-granted admin rights, and shared learning through SharePoint.

Clarksons Platou

E-learning Specialist (design, development, PM)

Apr 2014 – Jul 2015 · London

Key achievements

- Built the Trainee Broker Programme for a company of 1,379 staff in 46 offices worldwide: 20 units of competency with assessments and interactive visual aids.
- Coded custom HTML5 interactions and a glossary app with Bootstrap and jQuery.

C-Learning (LearningSeat by Litmos)

Interactive Design Manager, Implementation Specialist

Jan 2002 – Aug 2011 · Melbourne

Key achievements

- Designed and delivered e-learning for 80+ clients including TNT, Officeworks, Harvey Norman, Honda, Veolia, Amcor and Ingram Micro.
- Led UI/UX design of the company LMS, deployed to over 30 organisations, and the in-house authoring tool from definition to deployment.
- Managed the multimedia team, improved learning evaluation tools, and created an eLearning 101 methodology with workshops for clients.

Shorter contracts

BMO Bank 2021
Jascots Wine Merchants 2016–17
Maverick for IHG 2016
LEO Learning 2016
Twofour for the Royal Navy 2014
NEST 2014
Sidra Medicine via Dell Services, Doha 2013
Active Operations Management 2012–13, course shortlisted for the E-Learning Awards 2013
Westpac 2012
NSW Department of Community Services 2012
Creative Activation 2012
Lion 2011–12
Performance Partners 2011–12
Realisation Consulting 2011–12
ANZ 2011
WorleyParsons 2011
Department of Justice Victoria 2011
BTS 2005

Web, print and multimedia design roles in Melbourne (2000–2002).