

Map of the Learning Profession

50 related roles • Six focus areas • Roles overlap and vary by organization

AI & Agentic Work

A cross-cutting capability layer across the profession

DESIGN • CREATE • ORCHESTRATE • GOVERN • ADOPT

Leadership & Executive Roles

Set direction, operating model, and investment

Director of Learning

Head of Content

Chief Learning Officer (CLO)

VP of Learning

Head of Customer Education

Strategy & Systems

Plan, align, and scale learning for impact

Learning Architect

Learning Product Manager

Learning Content Strategist

Certification / Credentialing Lead

Content Operations / Docs Platform Lead

Performance Consultant

Skills / Workforce Capability Manager

Compliance & Regulatory Learning Manager

AI Governance / Responsible AI Lead

Instruction & Experience Design

Design effective, engaging learning experiences

Instructional Designer

Learning Designer

Learning Experience Designer (LXD)

Curriculum Designer

AI Learning Experience Designer

Spatial / XR Learning Designer

Accessibility / Inclusive Design Specialist

Assessment Designer / Psychometrician

Technology & Data

Enable, measure, and optimize learning with technology

Learning Engineer

Learning Technologist

Learning Analytics Specialist

Knowledge Manager

Instructional Data Scientist / L&D Data Engineer

AI Agent Operations / Orchestration Lead

L&D Operations / Admin Lead

LMS Administrator

Content & Delivery

Build and deliver learning through multiple formats

eLearning Developer

Multimedia Learning Designer

Developer Education / DevRel Content

Facilitator / Instructor

Technical Writer

Content / Documentation Manager

Content Designer

AI Content & Prompt Designer

Localization / Globalization Manager

Learning Video / Media Producer

Managing Editor

Enablement & Audience Focus

Help specific audiences apply learning to achieve goals

Learning & Development (L&D) Manager

Customer Education Manager

AI Enablement / Adoption Lead

Customer Enablement Manager

Sales Enablement Manager

Partner / Channel Enablement

Learning Community Manager

SME Program Manager

Learning Coach