Devis Wawan Saputra

Learning and Development Manager, Instructional Designer

Medan, Indonesia. Open to remote work and relocation.

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Portfolio GitHub ORCID LinkedIn

PROFESSIONAL SUMMARY

Learning and development manager and instructional designer with more than 10 years of experience in corporate learning and higher education. At Suitmedia, built Rocketversity, a Moodle learning academy of 120 SCORM compliant courses for about 100 new hires; an internal case study reported 30% shorter onboarding. At Institut Teknologi Del, led eight lecturers and redesigned a 144 credit engineering management curriculum. Works across the full design cycle, from needs analysis to assessment, and uses Python to analyze learning data.

SKILLS

Instructional design: training needs analysis, learning objectives, ADDIE and SAM, curriculum and learning path design, competency mapping, assessment design, blended and experiential learning.

Learning systems: Moodle administration, SCORM, xAPI, Articulate 360 (Rise, Storyline), content audit and standardization; working knowledge of Workday Learning, SAP SuccessFactors and Cornerstone OnDemand.

L&D management: team leadership, stakeholder coordination, subject matter expert collaboration, onboarding programs, content ownership and maintenance, Scrum based delivery.

Data and AI: Python, pandas, NumPy, scikit-learn, PyTorch, SQL, Excel, Git and GitHub; learning analytics, model evaluation, reproducible reporting.

WORK EXPERIENCE

Independent Learning Consultant and Researcher Jan 2025 to present

Self employed, Medan, Indonesia (remote)

- Released eight learning analytics and L&D studies with public code and documented limits, by building Python pipelines for learner modeling, retrieval and workforce training data.
- Produced six types of learning design outputs (needs analyses, competency maps, onboarding structures, learning paths, job aids and assessment plans), by applying ADDIE from analysis through evaluation.

Learning and Development Manager Feb 2023 to Aug 2024

Suitmedia, Jakarta, Indonesia (remote)

- Cut onboarding time by 30% for about 100 new hires, as reported in an internal case study, by launching Rocketversity, a Moodle learning academy of SCORM compliant courses.
- Delivered 120 courses in 18 months with a four person team, by prioritizing the backlog with the Director, converting fragmented departmental materials into reusable units and releasing courses in iterations after manager review.

Lecturer in Engineering Management May 2016 to Jun 2023

Institut Teknologi Del, Laguboti, Indonesia

- Guided more than 50 undergraduate theses and capstone projects, by setting regular milestones, leading project discussions and giving written feedback.
- Gave 30 to 60 students a year hands on lean manufacturing practice, by designing exercises for the Astra Lean Production System teaching laboratory.
- Ran the internship (kerja praktik) program for seven years, with 93% of the 2017 cohort earning an A grade, by developing guidance, assessment structures and a 2022 coauthored methodology book.
- Taught three core courses (engineering economics, entrepreneurship and systems thinking) over seven years, by building lessons around applied problems and project based assessment.

Head of Engineering Management Program Nov 2017 to May 2021

Institut Teknologi Del, Laguboti, Indonesia (concurrent with lecturer role)

- Redesigned the 2019 to 2024 curriculum into a 144 credit (SKS), eight semester program with more than 40 courses, by combining alumni feedback, faculty review and industry input.
- Secured Academic Senate approval for the new curriculum, by leading eight lecturers to align outcomes, course sequence and assessment, and by setting course equivalency rules.
- Served two years (Apr 2018 to Apr 2020) on the Academic Senate as the Faculty of Industrial Technology representative, reviewing academic regulations and curricula.

Program Manager, Health Technology Initiative May 2015 to Oct 2015
Summit Institute for Development, Mataram, Indonesia

- Cut most XLSForm loading times to under 10 seconds, from a baseline of 20 seconds to 20 minutes, by timing forms in the field, interviewing health workers and splitting large forms.
- Supported the THRIVE OpenSRP mobile health rollout across 16 districts, by coordinating four developers and six field workers and agreeing on a clearer form completion protocol with local health partners.

Research and Development Engineer Feb 2011 to Aug 2011
PT Cipta Srigati Lestari, Jakarta, Indonesia

- Turned client supply chain and operational planning requirements into working Java optimization tools, by translating each business problem into a computational model.

EDUCATION

Master of Business Administration (MBA), International Business Oct 2012 to Jun 2014
University of Applied Sciences Würzburg-Schweinfurt (FHWS, now THWS), Germany. Final grade 1.8 (German scale, 1.0 is best).

German Language Course, B2 Aug 2011 to Oct 2012
Hartnackschule Berlin, Germany

Bachelor of Engineering (BEng), Informatics Aug 2004 to Mar 2010
Institut Teknologi Bandung, Indonesia

CERTIFICATION

Advanced Machine Learning and Deep Learning, Indonesia AI, 2025.

PORTFOLIO: LEARNING AND DEVELOPMENT

Case studies and reports: devissaputra.github.io/learningdevelopment.html

- **Rocketversity LMS, Suitmedia:** problem, role, build process and results of the onboarding academy. Case study
- **THRIVE OpenSRP, Summit Institute:** moving clinical intake forms from paper to mobile, and the field fix for slow forms. Case study
- **Engineering Management curriculum 2019 to 2024:** the ten step design framework and eight knowledge blocks behind the 144 credit program. Curriculum map
- **Internship program (work integrated learning):** two month industry placements with preparation, supervision and a final report. Report
- **Capstone framework:** coauthored a 17 week framework linking engineering design with business feasibility (2018 handbook). Framework
- **BAN-PT accreditation:** led the program's accreditation from preparation through site visit, with three core accreditation books and input from 16 campus units. Report
- **Astra Lean Production System Lab:** practicum modules on 5S, waste and pull systems. Report
- **Workforce learning studies:** four public data studies on communication resilience, UK training investment, O*NET skill renewal and training evidence, with code on GitHub.

PORTFOLIO: AI IN EDUCATION

- **Knowledge tracing:** GRU on 274,331 ASSISTments interactions, ROC AUC 0.7470 against 0.6982 for PFA.
- **Dropout risk audit:** 4,424 student records, ROC AUC 0.8316 on an 885 record holdout.
- **Two further studies:** early assessment (1,820 OULAD learners) and resource retrieval (884 SciQ questions). Public code, not peer reviewed. Studies

PUBLICATIONS AND GRANTS

Six peer reviewed papers (2019 to 2023), two coauthored books (2022) and four funded research and community projects (2018 to 2022). Full list on ORCID and Google Scholar.

LANGUAGES

Indonesian and Batak: native. English: fluent (TOEFL iBT 101). German: B2.