CONTACT

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Matty Kahler

Senior LMS Engineer

COVER LETTER

Date: February 7th, 2026

Hello,

Thank you for considering my application. I'm a Senior LMS Engineer specializing in SCORM, xAPI, and standards-driven eLearning runtime architecture, with a focus on building reliable, interoperable learning systems that operate consistently across diverse LMS environments.

In my current role at Articulate, I serve as the primary steward of Rise's LMS runtime behavior. I independently led the transition to a unified xAPI driver across all export types and regularly work at the intersection of standards interpretation, runtime engineering, and real-world LMS variability. My work supports global learners and organizations by translating evolving specifications into practical, scalable implementations.

Beyond implementation, I contribute as an internal educator and advisor, helping cross-functional teams make informed decisions around LMS standards and interoperability. I value reducing ambiguity, strengthening system reliability, and building solutions that scale across teams and platforms.

I also maintain an AI-augmented development workflow, using tools such as Cursor AI and Claude to accelerate research, prototyping, and analysis while maintaining technical rigor. I view these tools as force multipliers that enable faster iteration and deeper exploration of complex problems.

I'm excited about opportunities where deep LMS expertise and systems-level thinking can create meaningful impact. I would welcome the chance to bring my experience in interoperability, runtime design, and cross-team knowledge sharing to your organization.

Best Regards,

Matthew "Matty" Kahler
Senior LMS Engineering, Instructional Design, Generative AI

Matty Kahler
Senior LMS Engineer

PROFILE

Senior LMS Engineer specializing in SCORM, xAPI, and standards-driven eLearning runtime architecture. I design and deliver reliable learning technology solutions that improve interoperability, data fidelity, and platform consistency at scale. Most notably, I independently architected and executed Articulate Rise's transition to a unified xAPI driver across all export types, owning the effort from design through QA and post-release support.

I operate with a highly AI-integrated development workflow (Cursor AI, Claude) to accelerate research, prototyping, and delivery of complex solutions while maintaining technical rigor. I am frequently relied upon as a domain expert across the organization, translating specification nuance into practical guidance and durable implementations.

Beyond engineering, I serve as an internal educator and cross-team collaborator — training and supporting over 130 staff via a dedicated LMS knowledge channel, advising leadership on standards and best practices, and helping elevate organizational understanding of learning technologies such as LTI, SCORM, and xAPI. I'm motivated by building systems and knowledge that scale, last, and reduce ambiguity across teams.

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SKILLS

❯ Professional:

Proven self-directed problem solver, capable of tackling complex challenges.

Experienced in managing global projects, with ability to navigate international dynamics.

Rapid technology learner, achieving mastery levels in short timeframes.

Creative communicator skilled in internal marketing and voice acting.

Proficient in instructional design, developing engaging educational content.

ISO9001 document control expertise, ensuring quality in all processes.

Strong relationship builder, able to foster connections and alliances in diverse settings.

❯ Technical:

Proficient in Python, and JavaScript with hands-on project experience.

Learning Management System (LMS) expert, in some instances helping LMS vendors repair and fix their systems.

Mastery of AICC, SCORM, xAPI, cmi5 learning technology standards.

Experience and development with generative AI and machine learning principles, with own custom hand built AI lab setup capable of running larger models. Capable of running large language, audio, video, and image models locally.

WORK EXPERIENCE

Senior LMS Engineer   Articulate   Remote Only   2020-20XX

As the primary steward of Rise's LMS runtime behavior, I operate at the intersection of standards interpretation, runtime engineering, and real-world LMS variability. I translate evolving specifications and platform differences into reliable implementations that support global learners. I regularly advise and educate cross-functional teams, helping shape informed decisions around LMS standards and interoperability.

• Serve as the primary domain expert for LMS interoperability, specializing in SCORM and xAPI behavior across diverse commercial and academic LMS environments worldwide.

• Solely own Rise's LMS runtime behavior, including design, implementation, documentation (internal and external), and troubleshooting of interoperability issues.

• Independently architected and delivered the transition to a unified xAPI driver across all Rise export types, supporting the rollout through QA and post-release support.

• Designed and implemented the driverOptions.js framework, enabling configurable runtime behavior to meet varied LMS requirements and reduce customer-side friction.

• Developed a resilient LMS commit strategy that reduced course data loss by triggering commits at meaningful interaction points and timed intervals, improving data reliability.

• Implemented enhanced xAPI localization support, enabling reliable statement handling across global LMS deployments and multilingual environments.

• Act as a technical liaison for LMS vendors and enterprise customers, diagnosing edge-case interoperability issues and guiding practical resolutions.

• Lead internal knowledge-sharing initiatives on SCORM, xAPI, and LTI, helping increase organizational fluency in LMS standards and runtime behavior.

• Maintain and lead a 130+ member cross-functional LMS knowledge channel used by Support, Product, and leadership for guidance on standards and interoperability.

• Recognized internally for cross-team collaboration and knowledge sharing that improved support outcomes and reduced ambiguity around LMS behavior.

• Monitor industry trends and real-world LMS behaviors to proactively identify compatibility risks and opportunities for improvement.

Strong understanding of Learning Management System concepts and operations. Have deployed LMS solutions globally.

Hands-on networking experience, from building high-grade routers (pfSense) to configuring WiFi nodes.

Strong knowledge of Amazon Web Service cloud services and related technologies. This includes Lambda, EC2, Redshift, DynamoDB, Security Groups, IAM, S3, Organizations, Cognito, and other services.

Strong ability to reverse engineer technologies in order to train myself on them and fine-tune systems to fit the needs of my team, tools, and organization.

Moderate skills with Adobe Creative Cloud products such as Photoshop, InDesign (how this resume was made), Illustrator, Lightroom, and Fresco.

Functional usage of SQL, with solid relational and non-relational database skills (AWS Redshift and AWS DynamoDB). Successfully setup, configured, and utilized databases through a number of projects.

Moderate knowledge on electronic hardware engineering. Can use microcontroller devices to interface with a number of physical systems (vehicle OBDII communications, hardware relays, etc).

Experience with 3D Printing & 3D Modeling/CAD - Designing custom parts and printing in-house for a wide range of purposes. From custom hardware mounting brackets to LED diffusers for custom built Raspberry Pi hardware, each solution is built using either Autodesk TinkerCAD or Blender for 3D modeling. Experience in printing PLA and ABS.

Works closely with a wide variety of green energy systems (thermal, photovoltaic, mechanical) and have since childhood.

Learning Technologist Amazon Seattle WA
• Led LMS evaluation and selection for a learner population of 18,000+, conducting large-scale comparative analysis across ~1,000 evaluation criteria to identify best-fit platforms.
• Launched and administered the ThinkingCap LMS for 3,000+ users, including configuration, data integration, and ongoing system support.
• Built and maintained data pipelines to and from the LMS using Python, LDAP, and AWS Redshift to support reporting and user management.
• Developed advanced gamified eLearning content in Storyline, introducing new interaction patterns that increased learner engagement.
• Recognized internally as a ThinkingCap LMS subject-matter expert, supporting global teams with configuration and usage guidance.
• Designed and built an internal leadership evaluation tool using Node.js and React, including major architectural refactoring to improve maintainability.
• Created "push-button" reporting solutions leveraging AWS Lambda and IoT technologies to streamline data collection and reporting workflows.
• Prototyped badge-based attendance and tracking systems ("pocket badge readers") to improve training logistics and learner experience.

Curriculum Developer   Amazon Web Services   Seattle WA
2015-2018
• Developed Storyline-based training for AWS Customer Service on a near-weekly cadence, leveraging advanced triggers, SCORM behavior, and JavaScript integrations.
• Supported other instructional developers in advanced Storyline mechanics, including triggers, scripting, and LMS integration patterns.
• Designed and built a low-cost "prototype LMS" using JavaScript, DynamoDB, and custom APIs to track learner activity and reporting needs.
• Created a front-end training portal using HTML and JavaScript that surfaced due/overdue training, learner progress, and manager reporting tools.
• Implemented automated learner notifications and milestone-based gamification that increased voluntary engagement and peer-driven participation.
• Reduced routine learner-data requests to the training team by automating reporting workflows, saving recurring manual support effort.
• Integrated custom in-course feedback collection and performed daily review of learner feedback to drive course improvements and design decisions.
• Delivered the full solution supporting 1,000+ learners at a minimal operational cost (~$10/month), demonstrating cost-efficient system design.
• Create a character-based announcement system to personlize learner communications and improve engagement (Liam).

EDUCATION
On the job experience
3+ year of research and development with cutting edge Generative AI technologies (local and cloud).
5+ years of working with LMS engineering and development.
10+ years experience working with Articulate Rise & Storyline, and Learning Management Systems, with a strong emphasis in SCORM and xAPI/cmi5 specifications and implimentation.
10+ years of advanced troubleshooting and diagnostics for multidomain problems.
10+ years experience programming in Python, JavaScript.
10+ years experience of Instructional Design.
10+ years of working with Amazon Web Services various cloud technologies.

MTA: Microsoft Software Development Fundamentals
QR Code leads to the following verification site
https://www.youracclaim.com/badges/6b19275f-d7d7-4be4-9144-a152a1bee2f0/public_url
This certificate trains on: Core Programming, Databases, Desktop Applications, General Software-Development, Object-oriented Programming, and Web Applications.

SCAN ME

Truckee Meadows Community College
2009
Completed some general education requirements