

HARESH KHARWA

Instructional Designer · Software Developer · Moodle Development · AI

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PROFESSIONAL SUMMARY

I build training experiences that get people as close to the real job as possible — at minimum cost and risk. Solo full-stack builder and instructional designer with 15+ years bridging e-learning, training delivery, 3D content, and AI-paired software development. At Avilus GmbH (Munich) I handle the full computer-based learning programme on Moodle — managing users, courses, modules, gradings, attendance, and certificates — and author bilingual (German & English) HTML course pages from technical manuals. I model 3D scenes, equipment, and inspection components in Blender and integrate them into interactive Three.js training viewers embedded in Moodle. When stock plugins fall short, I write my own custom Moodle plugins, including making two custom plugins communicate to deliver functionality the LMS doesn't ship with. Alongside this, I have single-handedly designed, built, and now maintain five live software platforms used daily across the company, using AI as my primary build partner. I also handle the Docker server, hosting, deployments, maintenance, and subdomains for every internal platform. Fluent in English (C2) and German (B2).

"I'm constantly looking for gaps and challenges around me — and I try to provide a software solution to them. Because I can't stop caring for my company."

PLATFORMS I BUILT (SOLO, WITH AI AS BUILD PARTNER)

All built at **Avilus GmbH**, Munich.

E-Learning Studio — *AI-powered course builder*

- Upload a technical manual PDF and the studio produces a complete bilingual Moodle course: chapters, modules, AI-generated images, real-world scenarios, worked examples, German & English voiceovers, a PowerPoint deck, Moodle-compatible HTML pages, and a SCORM package with dual-language voiceover. Built-in toggle to switch the generation engine between Natural Language Processing and AI, depending on the content and the desired tone.
- Cuts course-authoring time from weeks to hours; gives instructors finished, ready-to-upload material.

3D Inspection Viewer — *iPad-first pre-operation inspection*

- Interactive 3D equipment viewer with hotspots, walk-around path, and embedded inspection images and video clips at each checkpoint. Embedded into Moodle via iframe so learners can run pre-operation checks on iPad before touching the real equipment.
- Built iPad-first with pinch-to-zoom, two-finger pan and rotate, and finger-drag on every interactive element. One viewer hosts multiple equipment projects, each on its own deep link.

Operations & Training Management Platform

- Central operations hub for the entire organisation: training records with automatic alerts on expiring and expired certifications, point-of-contact directory, regulatory correspondence log, and safety incident reporting.
- Built-in regulatory compliance trackers keeping the company audit-ready under EASA regulations.
- Generates the weekly operations plan as a branded PDF and pushes notifications to the team via Microsoft Teams and email.
- Site visits, maintenance logs, and tech logs in one place — replacing scattered spreadsheets.
- Bulk Excel import for fast onboarding of training and personnel data; exports to CSV, Excel, or PDF for reporting. Role-based permissions per department with a full audit trail.

Innovation Board — *tapping company-wide talent*

- Built for an environment where the technology we build has never existed before — so problems often have no known solution. Any department can post a challenge, any employee can suggest a solution, everyone can reply, like, and react with emojis. Designed to surface hidden cross-functional expertise.

Live Sortie Simulator — *full mission rehearsal in the browser*

- A browser-based training simulator that walks a crew through a complete mission, phase by phase, exactly as the operating manual prescribes. A finite-state machine drives every step — from power-up and BIT through crew briefing, radio calls, and force-in-air — while branching emergency decision trees test how the crew reacts when things go wrong.

- Built as a single self-contained HTML file with an inlined 3D model: live OST instrument displays, a real-time Three.js 3D view, map view, scoring with streaks, and a collapsible procedure sidebar — all sourced strictly from the official operating manual.

PROFESSIONAL EXPERIENCE

Instructional Designer • Moodle Administrator • Web App Developer

Jan 2026 — Present

Avilus GmbH • Munich, Germany

- Manage the full computer-based learning programme on Moodle: handle users, build courses, modules, assignments, gradings, attendance tracking, and certificates.
- Author bilingual (German & English) HTML course pages for Moodle, built from technical manuals and SOPs using ADDIE and adult learning principles.
- Created multiple complete aviation training courses, end-to-end, in German and English.
- Develop custom Moodle plugins for special training needs — and engineer two custom plugins to communicate with each other to deliver functionality stock Moodle can't provide.
- Model 3D scenes, equipment, and inspection components in Blender and integrate them into interactive Three.js training viewers embedded in Moodle.
- Designed, built, and now maintain 5 production platforms (above) end-to-end: architecture, code, Docker images, CI/CD, deployment, monitoring.
- Run the Docker server: image builds, deployments, upgrades, monitoring, maintenance — plus hosting, DNS, and subdomain configuration for every internal platform.
- Assistant Trainer: classroom sessions for new operators, practical testing, and assisting with simulation practice and grading across various platforms.
- Real-time technical support for learners during Moodle-based examinations.
- Continuously scan for operational gaps across the company and ship software that closes them.

Instructional Designer

Oct 2019 — Mar 2025

Teleperformance Global Services • India • Hybrid

- *H1 2024 Exceptional Performance award.*
- Conducted needs analysis with stakeholders & SMEs; defined objectives and performance goals using ADDIE / SAM.
- Designed curriculum and learning strategy aligned with Bloom's Taxonomy and adult learning principles.
- Built e-learning modules, instructor & participant guides, simulations, and storyboards with Articulate Storyline, Vyond, Synthesia, Gen AI, Photoshop, Illustrator.
- Deployed SCORM packages on Moodle, Canvas LMS, and Saba Cloud; ran ILT/VILT sessions.
- Evaluated learning with the Kirkpatrick Model; analyzed feedback and performance data to iterate.
- Built UiPath RPA workflows to automate quiz/content uploads to the Training Arcade gamification platform.

Web Developer

Feb 2011 — Oct 2019

CarinMumbai • Mumbai, India

- Designed responsive websites, web forms, and landing pages using HTML5, CSS3, Bootstrap, JS, jQuery, WordPress.
- Built dynamic email marketing templates on Mailwizz and Mailchimp.
- Produced multimedia content (videos, 3D graphics) with Blender and After Effects.
- Managed domains, hosting, and email servers on GoDaddy and Hostinger.

SKILLS

AI-paired software development: Daily use of Claude and ChatGPT to architect, build, debug, and document production software. Prompt engineering for code generation, requirements-to-code workflows, and AI-assisted refactoring.

3D modelling & animation: Blender (modelling, texturing, rigging), Three.js interactive viewers, GLB / glTF export pipelines, photogrammetry basics, 3D-for-training scenarios, After Effects.

Computer-based learning & instructional design: Full e-learning lifecycle, ADDIE, SAM, Bloom's Taxonomy, Kirkpatrick Model, ILT / VILT / CBT delivery, blended learning, learner gradings & attendance.

Moodle administration: User management, course architecture, modules, assignments, gradings, attendance, certificates, custom plugin development, plugin-to-plugin integration, theming.

Authoring tools & packaging: Articulate Storyline, Camtasia, Adobe Captivate, H5P, SCORM 1.2 / SCORM 2004.

AI media generation: Synthesia (AI avatars), Vyond (animated training videos), AI image generation, AI voiceover (English & German), Whisper STT.

Server & hosting operations: Docker server operations (image builds, deployments, upgrades, monitoring), Portainer, GitLab CI/CD pipelines, VPS administration, hosting and DNS configuration, subdomain management.

Web foundations: HTML5, CSS3, JavaScript fundamentals (advanced work AI-assisted), WordPress, Bootstrap.

Automation: UiPath RPA workflow design and deployment.

Design & media: Adobe Photoshop, Illustrator, After Effects, Figma.

A note on how I build: *I use AI — Claude and ChatGPT — as my primary engineering collaborator. I architect, scope, review, deploy, and maintain every platform myself, but I lean heavily on AI for the implementation work. I would rather be upfront about that than oversell deep framework expertise in an interview.*

EDUCATION, CERTIFICATIONS & LANGUAGES

- Bachelor of Commerce — University of Mumbai (2001)
- Web Development Course — Pride Educare (2011)
- Instructional Design Certificate — Govt of India, Skill Development (2018)
- RPA Developer Foundation Certificate — UiPath (2021)
- Exceptional Performance Award — Teleperformance (H1 2024)

Languages: English (C2 — Proficient) | Deutsch (B2 — Upper-intermediate) | Hindi (Native)