**Blind Institute of Technology** 

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Accessibility Engineer in Development

**Direct Hire Opportunities in Chantilly, VA, and Burlington, MA**

An Accessibility (A11y) Development Engineer is responsible for supporting Product Design and Engineering teams to ensure integration of accessibility principles and practices towards the successful delivery of accessible digital products. The person filling this role brings a depth of technical knowledge that complements and strengthens a culture early in its adoption of A11y practices throughout the software development lifecycle. An A11y Development Engineer will apply accessibility knowledge to a wide range of digital properties including, but not limited to, responsive websites, mobile applications, and digital documents. This role will partner with Product Design, Design System teams, Engineering Leads, and QA Leads to develop, promote, and ensure the adoption and integration of accessibility policies, procedures, and standards.

## Responsibilities

* Build capacity in the Engineering and Development process to include A11y principles and practices by:
  + Assisting teams in understand how users experience products using Assistive Technology.
  + Assisting engineers to better understand A11y Acceptance Criteria (AC).
  + Assisting teams in understanding how feature functionality meets A11y AC.
  + Assisting teams in finding and understanding answers to technical questions on adopting and developing for A11y in Web, IOS & Android apps.
  + Staying up-to-date on current and existing trends in the accessibility space.
* Partner with Engineering Development teams to ensure A11y AC is being met by:
  + Recommend, support implementation and training of A11y tools within the development process and environment.
  + Verifying feature functionality includes documented A11y AC.
  + Assisting engineers in testing and validating A11y AC.
* Partner with Accessibility Design team in building A11y into Product Design by:
  + Participating in and contribute in Accessible Design Decisions.
  + Identifying how design intent affects A11y AC.
* Support 3rd-Party A11y Audits by:

Rreviewing 3rd-Party findings and test results.

* + Challenging and verifying questionable reported findings.
  + Working with QA to triage and prioritize A11y issues.
  + Providing guidance on remediating A11y findings.
* Analyze validation test results looking for
  + A11y training opportunities.
  + Engineering pracitces in need of A11y refinements.
  + Components needing A11y refinements.
  + Processes lacking appropriate A11y support.

## Qualifications

* Bachelor’s Degree or equivalent working knowledge and experience.
* 5+ years experience in Web Engineering or Web Development.
* 3+ years experience with A11y.
* Demonstrated working knowledge of Responsive Web Design and mobile apps.
* Proven and demonstrated experience with front-end development skills such as HTML5, CSS, Javascript. React a plus.
* Ability to interpret and advise on standards, principles and techniques for meeting accessibility success criteria (including WCAG 2.0 AA and WCAG 2.1 AA).
* Ability to interpret and advise on standards, principles and techniques for employing WAI-ARIA.
* Knowledge of mobile accessibility best practices on Android and iOS.
* Proven experience providing direction across various cross-functional teams.
* Commitment to meeting high expectations of end users.
* Excellent organizational and communication skills.
* Fluency in the software development lifecycle.
* Experience supporting products in a SAFe environment - specifically how current/future work is scheduled to come through planning, design, engineering and 3rd-party validation efforts.
* Experience using Rally, Teams, Confluence and other cooperation tools.
* Ability to train and coach colleagues on various accessibility topics.
* Ability to promote and support the importance of accessibility.

## Preferred Skills

* Understanding and experience with the Agile process.
* Ability to test with common screen readers (JAWS, NVDA, MAC/IOS VoiceOver, TalkBack), keyboard only, and other assistive technology.
* Ability to analyze (Android, iOS, web) code and recommend best A11y practices.
* Experience with developing for mobile apps including for iOS (Xcode, Swift) and Android (Studio, Java).
* Understanding the overlap between user experience and accessibility.
* Demonstrate thinking from an end-user perspective.

## Preferred Certifications

IAAP CPACC and IAAP WAS