American Foundation for the Blind – Career Opportunity

Director, Digital Inclusion and Innovation

About the American Foundation for the Blind

American Foundation for the Blind’s mission is to create a world of no limits for people who are blind or have low vision. AFB mobilizes supporters, engages leaders, advances understanding, and leverages research to champion policies and practices that improve the lives of its constituents.

AFB has a long, proud history of removing barriers, ensuring inclusion, and creating positive change in the world for millions of people with vision loss. AFB believes that vision loss must never stand in the way of dreams. Founded in 1921 by M.C. Migel to serve blinded World War I veterans, AFB quickly expanded its mission to serve all Americans with vision loss. Helen Keller, the world-famous deafblind author and activist, joined the organization in 1924 and, with AFB, paved the way for significant social change in America. Today, AFB uses its strengths and the “no limits” determination modeled by Ms. Keller to support blind or low vision people in employment, education, rehabilitation, community building, and advocacy.

Despite a century of progress, much work remains to ensure a level playing field for people who are blind or have low vision. Today’s social and economic systems continue to produce and perpetuate staggering inequalities among people with vision loss, leading to higher levels of unemployment, increased isolation, lower graduation rates, and poverty. AFB is committed to creating a more inclusive and just society by mobilizing leaders and influencers, championing impactful policies and practices, and promoting understanding of the most effective drivers of change. Our vision is a world without limits, where people who are blind or have low vision are working, going to school, and participating in community life, unhindered by barriers.

Career Opportunity

Reporting to the Chief Technology Officer, the Director of Digital Inclusion and Innovation will be responsible for providing leadership and direction to advance AFB’s state-of-the-art digital inclusion initiatives as the lead subject matter expert and senior advisor for key programs, including the AFB Talent Lab and other cross-organizational efforts. This is a full-time remote position.

# Duties and Responsibilities

# Construct and execute a vision for driving digital inclusion efforts within AFB by serving as the subject matter expert for the design, development, and implementation of the AFB Talent Lab, including the system architecture, educational framework, and related tools, and supporting other digital inclusion initiatives across the organization.

# Contribute to the development of educational materials in close collaboration with the Program and Curriculum Manager for the AFB Talent Lab, other related AFB programs, such as Blind Leaders, and formal research initiatives related to digital inclusion. Serve as a digital inclusion subject mentor for AFB staff and program participants.

# Expand AFB's presence, expertise and leadership in the field of digital inclusion by driving innovation, creation and implementation of resources and tools for the served community to be published by AFB. This may include online courses for developers, video tutorials demonstrating best practices, code repositories with detailed examples and other open source community contributions. Participate in relevant professional guidance and standards bodies such as W3C, ACM and IAAP, representing and positioning AFB as a thought leader.

# Direct the AFB Talent Lab's consulting project delivery team, ensuring quality assurance of all consulting project work and related deliverables as well as operational efficiency and effectiveness as an educational tool for program participants. In collaboration with the Chief Technology Officer and Business Development Lead, identify and scope appropriate consulting projects that align with the available resources and level of complexity.

# Develop tools and processes to ensure team efficiency, consistency, effectiveness and scalability. Train and assign work to accessibility engineers, apprentices, and interns. Ensure software and web development best practices are followed and conduct code reviews to ensure quality. Ensure deadlines are met, including operational reporting with associated documentation, and overall goals are achieved.

# Collaborate with staff leads on the preparation and monitoring of annual budgets for AFB Talent Lab and web development projects. Research service alternatives, obtain competitive bids, and assist in contract negotiations to ensure the most efficient and economical production environment. Review vendor invoices and analyze budget variances.

# Supervise departmental staff, adhering to AFB’s personnel policies and practices when recruiting new employees and orienting new employees to AFB and their responsibilities. Communicate expectations, policies, information, goals, mission, and strategy; support staff in areas of job responsibilities, problem resolution, and benefits; identify professional development opportunities for staff; ensure policies and procedure compliance; address areas requiring improvement and opportunities for rewards and recognition.

# Perform other duties and special projects as assigned.

# Qualifications

Bachelor’s degree in Computer Science or equivalent plus ten or more years’ experience, or Master’s degree or equivalent plus 5 - 7 years of experience writing code and managing development projects, software development and delivery teams, with fluent understanding of software development principles, Agile methodology, inclusive design process, and extensive experience with Javascript, HTML, and CSS. At least five years’ experience supervising technical project teams. Strong knowledge of web architecture best practices and application development principles. Must possess technical mastery regarding methods and strategies related to inclusive and accessible technology for people with disabilities. Excellent written and oral communication skills are required.

Must embrace and role model AFB’s mission and Core Values of Learning, Excellence, Collaboration, and Impact.

# Demonstrate Key Values & Competencies Including:

Integrity & Respect

Collaboration

Job Excellence & Impact

Life-Long Learning

Initiative

Communication

Desire to Serve

Leadership

Compensation: Salary based on experience, market analysis and location.

How to Apply: Interested parties, please email a Cover Letter, Resume/CV to [careers@afb.org](mailto:careers@afb.org).

At AFB we do not just accept difference, we celebrate it.  AFB is proud to be an equal opportunity employer. We do not discriminate based upon race, religion, color, national origin, gender (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics.

If you need assistance or an accommodation due to a disability, you may contact Human Resources at [careers@afb.org](mailto:careers@afb.org).