

TTS Accessibility Lead performance profile

Opportunity Summary

TTS improves the public's experience with the government by helping federal agencies build, buy and share technology that allows them to be more accessible, efficient, and effective. Our goal is a world of to provide easy-to-use, effective, and secure digital government products and services for the American people. You'll make a difference by bringing your leadership and creativity to a talented and passionate community while creating impactful initiatives that will directly affect the American public.

TTS and U.S. Web Design System (USWDS) Accessibility Leads will work collaboratively with the Senior Advisor, Tech and the Public and TTS Delivery/Program teams, and/or the USWDS team, and/or the USWDS team to ensure that teams incorporate Accessibility best practices into products, programs and services. They will establish and maintain Federal partnerships and foster organizational cultures which effectively reflect Federal Accessibility priorities and commitments that will directly affect the American public.

This role will serve as the first member on the Accessibility team within the TTS Accelerators Division or the first federal Accessibility Lead of the USWDS team within the Innovation Division. Working with the Senior Advisor for Tech and the Public and TTS business units (BUs) such as USWDS, you will be responsible for defining and driving requirements to meet or exceed TTS Accessibility objectives. You will work with federal leaders, providing deeper technical accessibility support and ensuring their products and programs conduct accessibility testing and follow best practices. The Accessibility Lead will also support organizational initiatives on Accessibility-related functional organizational strategy, programming, policy, and training.

Key objectives

Objective #1: Accessibility Testing, Consulting and Technical Assistance

- Develop plain-language template to enable any team working on web development to conduct important accessibility testing
- Provide consulting and support for in-depth technical accessibility issues, using JAWS, NVDA, VoiceOver, etc
- Provide remediation guidance and prioritization support for delivery teams to ensure that larger barriers to people with disabilities are removed promptly and efficiently.

- Attend regular training sessions and events to maintain deep and advanced understanding of web accessibility best practices (W3C, WCAG, ARIA)
- Collect feedback from teams to improve organizational effectiveness and consulting process

Objective #2: Accessibility Standards

- Define Accessibility Standard and Roadmap for the organization, as well as levels of conformance
- Record and report accessibility data, goals, and outcomes across programs and products including benchmarks and improvements
- Provide fiscal year results, targets and mid-year values for KPI on Section 508 Compliance
- Establish a successful partnership with GSA's Section 508 Program Manager to develop digital accessibility strategies, equity goals, and implementation plans

Objective #3: Training and Development

- Identify digital accessibility training needs and coordinate with training plans to meet those needs
- Coordinate with appropriate support teams on training and programming for accessibility principles and techniques to enable delivery teams to gain a deeper understanding of web accessibility
- Provide training resources for other units (i.e., accessibility and procurement, accessible documents) to ensure accessibility requirements are incorporated into all appropriate processes and workforce tools
- Serve as an advocate and educator for Digital Accessibility across and beyond the agency, championing the effective and appropriate use of services across government

Objective #4: Support TTS core values

- Maintain a work environment of respect, diversity, equity, inclusion, accessibility, mutual support, flexibility, collaboration, continuous learning, and commitment to customer / partner needs. Ensure all perspectives are valued and included. Uphold TTS values of inclusion, integrity, and impact.
- Promote transparency about how decisions are made. Regularly include others in planning and decision-making.
- Incorporate diversity, equity, inclusion, and accessibility practices into project work. Identify power dynamics within teams and with partners, respond thoughtfully, and open space equitably among team members.