**Accessibility Test Engineer (1-3 Years Experience)**

* Familiar with accessibility standards, including WCAG 2.2, Revised Section 508, and WAI-ARIA.
* Apply WCAG 2.2 criteria to Web, iOS, and Android applications.
* Conduct accessibility testing on Web and Mobile applications, including keyboard navigation, screen readers, and color contrast tools.
* Understand how people with different disabilities use assistive technologies (e.g., screen readers, screen magnifiers, keyboard-only access).
* Clearly present testing results, status, and ideas in both written and verbal formats.
* Knowledgeable in HTML, CSS, and JavaScript.
* Hold or be working towards CPACC or DHS certification.

**Qualifications:**

* 1-3 years of experience in accessibility testing.
* Proficiency in using accessibility testing tools and techniques.
* Strong communication skills.
* Basic understanding of HTML, CSS, and JavaScript.

**Senior Accessibility Test Engineer (3-5 Years Experience)**

* Expert in accessibility standards, including WCAG 2.2, Revised Section 508, and WAI-ARIA.
* Understand how WCAG 2.2 criteria apply to Web, iOS, and Android applications.
* Conduct comprehensive accessibility testing of Web and Mobile applications, including keyboard navigation, screen readers, and color contrast tools.
* Apply accessibility knowledge to a variety of Content, Platform and Web applications.
* Knowledge of how people with various disabilities use assistive technologies (e.g., screen readers, screen magnifiers, keyboard-only access) and able to assess accessibility barriers.
* Strong written and verbal communication skills to present testing results clearly.
* Flexible and adaptable, able to manage changing requirements and meet deadlines.
* Communicate job-related challenges and opportunities promptly and clearly.
* Certified CPACC or DHS or WAS.

**Qualifications:**

* 3-5 years of experience in accessibility testing.
* Proficiency in using accessibility testing tools and techniques.
* Strong communication skills.
* Basic understanding of HTML, CSS, and JavaScript.

**Accessibility (A11y) Manager**

**Role Description:**  
The Accessibility Manager will lead a team of accessibility engineers to ensure that software products meet the highest standards of accessibility and are delivered on time. Responsibilities include:

* Overseeing the technical aspects of the team’s work to ensure timely and high-quality delivery of accessible features.
* Making informed decisions about feature readiness and identifying opportunities for quality improvement.
* Prioritizing accessibility requirements, guiding the team on priority tasks, and removing obstacles to progress.
* Monitoring project status regularly, taking corrective actions as needed, and addressing both technical and non-technical risks promptly.
* Managing and supervising a team of 8-12 experienced accessibility engineers, participating in their development plans, and conducting performance reviews.
* Collaborating with cross-functional teams to ensure seamless integration of accessible features.
* Coordinating with teams at various locations to understand assignments, facilitate task engagement, and provide timely status updates to superiors and counterparts.
* Mentoring team members, fostering an inclusive and collaborative environment, and encouraging team initiative. Conducting one-on-one meetings with team members.
* Handling multiple accounts and customer-facing responsibilities.
* Overseeing planning, strategy, and test plans related to accessibility.
* Demonstrating excellent written and verbal communication skills, with the ability to present information clearly, concisely, and persuasively.
* Showing flexibility and adaptability in response to stakeholder or management direction, while maintaining strong organizational skills and meeting tight deadlines.
* Communicating job-related challenges and opportunities with clarity and promptness.

**Qualifications:**

* 7-8 years of experience in the accessibility and quality assurance industry.
* 3-4 years of experience in People and Team Management.
* Strong background in accessibility testing, with a solid understanding of quality assurance practices. Experience with accessibility automation technologies is a plus.
* A good foundation in software development management is desired.
* Proficiency in Agile/Scrum methodologies.
* Key skills include team organization and motivation, risk analysis and resolution, project execution, and clear communication.