

# Carl Neubert

Accessibility Subject Matter Expert

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## Professional Summary

Accessibility leader with 5+ years of experience helping companies **launch, scale, and sustain** accessibility programs across digital products and services. Proven success embedding accessibility into organizational strategy, agile processes, and product roadmaps. Expert in WCAG 2.2, Section 508, and ADA compliance, with strong technical knowledge of assistive technologies and inclusive development. Skilled at mentoring cross-functional teams, conducting in-depth audits, and aligning accessibility goals with business priorities. Passionate about building inclusive digital experiences and enabling teams to deliver them at scale.

## Professional Experience

### Vanguard

Accessibility Subject Matter Expert

August 2023 – Present

- Developed and executed an accessibility roadmap, aligning compliance milestones with product delivery goals
- Conducted in-depth audits and coached teams through remediations across web and mobile platforms
- Partnered with cross-functional leaders in design, research, and development to build accessibility into the SDLC
- Presented to senior leadership on compliance risk, audit findings, and strategic opportunities
- Led educational initiatives on WCAG 2.2, mobile accessibility, and assistive tech usage

### CBORD / Horizon

Accessibility Product Owner

October 2022 – August 2023

- Oversaw accessibility strategy across native and web applications, driving organizational change
- Defined governance models and risk frameworks for accessibility review and remediation workflows
- Collaborated with vendors and QA teams on accessible PDFs, SOW management, and QA standards
- Provided accessibility leadership in agile ceremonies, backlog grooming, and sprint planning

## Education

The University of the Arts  
BFA Graphic Design  
Class of 2014

## SKILLS

**Standards & Compliance:** WCAG 2.2, Section 508, ADA, ARIA

**Testing Tools:** Axe, WAVE, JAWS, SiteImprove, VoiceOver, TalkBack

**Dev Knowledge:** HTML, CSS, JavaScript, Web Components

**Leadership:** Accessibility governance, strategy, roadmap planning, team mentoring

**Training:** Developed training programs and inclusive design workshops

**Communication:** Executive reporting, stakeholder engagement, risk mediation

## Key Achievements

**Strategic Program Design:** Built accessibility compliance roadmaps and governance at enterprise scale

**Cross-Functional Leadership:** Unified product, design, and engineering around accessibility outcomes

**Technical Oversight:** Led accessibility audits and remediation for complex interfaces and documents

**Advocacy & Enablement:** Fostered inclusive design culture through

## **Bounteous**

*Front-End Developer & Accessibility Advocate*

*September 2019 – October 2022*

- Delivered accessible front-end code and contributed to ARIA and JavaScript implementation best practices
- Performed audits and guided remediation using tools like Axe, JAWS, and VoiceOver
- Partnered with UX and product stakeholders to integrate accessibility from ideation through delivery
- Promoted accessibility awareness and documentation across development teams

## **JP Morgan Chase**

*Email Technologist*

*November 2018 – September 2019*

- Ensured large-scale email campaigns were accessible and screen-reader friendly
- Collaborated with internal teams to align email templates with inclusive design principles

mentorship, resources, and workshops

**Technical Problem-Solving:** Provided hands-on solutions to development teams, ensuring accessible code implementation.

**Training & Mentorship:** Created educational initiatives to upskill teams on accessibility, fostering an inclusive design culture.

## **Certifications**

IAAP Certified Professional in Accessibility Core Competencies (WAS)  
– *Pending*

Smart Agile Training Certification  
(2017)

## **Workshops & Professional Development**

Smart Agile Training (2017)