

# Frah Ali Aman

## Digital Accessibility Specialist & Consultant (Web, Web Applications, iOS and Android)

Ottawa, Ontario, Canada (Eastern Time)

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## Summary

Enterprise-ready Digital Accessibility Specialist & Consultant focused on **Web Content Accessibility Guidelines (WCAG) 2.2** across websites, web applications, and native mobile (iOS and Android). I partner with product, design, engineering, and leadership to translate policy into developer-ready action—clear Jira defects with success criterion references, user impact, and remediation guidance. Proficient with NVDA, JAWS, VoiceOver, and TalkBack; use manual and automated tools (axe DevTools, Lighthouse, Pa11y, WAVE). I annotate Figma frames (roles, accessible names, focus order, landmarks), and facilitate stakeholder walkthroughs and trainings. I also pilot **AI-assisted** workflows (LLM drafts with human-in-the-loop review) and work comfortably within **Microsoft Azure** environments. Experience includes enterprise, public sector, and UN/INGO-style procurement (VPAT/ACR).

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## Core skills

- **Standards:** Web Content Accessibility Guidelines 2.1 and 2.2, Accessible Rich Internet Applications (WAI-ARIA), Section 508, European Standard EN 301 549, Voluntary Product Accessibility Template (VPAT) and Accessibility Conformance Report (ACR).
- **Testing:** Manual flows with keyboard and focus management; name, role, and value checks; status messages; reflow and zoom; color contrast; motion and reduced motion; target size.
- **Assistive technologies:** NVDA, JAWS, VoiceOver on iOS and macOS, TalkBack on Android.

- **Tooling:** axe DevTools, Lighthouse, Pa11y, WAVE, Android Accessibility Scanner, iOS Accessibility Inspector, Chrome and Firefox DevTools.
  - **Development literacy:** HTML5, CSS3, semantic patterns, JavaScript and Document Object Model inspection.
  - **Design collaboration:** Figma annotations to surface issues early and reduce rework.
  - **AI-assisted workflows:** prompt design, evaluation, and human-in-the-loop review for accessibility triage.
  - **Stakeholder engagement:** executive briefings, cross-functional walkthroughs, workshops, and trainings.
  - **Consulting:** risk framing, roadmap guidance, change enablement, and procurement support (VPAT/ACR).
  - **Cloud:** Microsoft Azure.
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## Professional experience

### Accessibility Specialist and Consultant, Digita11y Accessible

February 2023 to Present — Remote, Toronto, Ontario

- Led accessibility audits for high-profile clients in finance, insurance, and government; validated against WCAG 2.2 for web, mobile, and SaaS.
- Delivered stakeholder presentations and issue walkthroughs for developers, designers, QA, and leadership; improved accountability and shared understanding of risk and remediation.
- Partnered cross-functionally to guide fixes through Jira with annotated reports, code suggestions, and QA retesting; reduced major violations by up to 80% in targeted sprints.
- Contributed to **VPAT/ACR** documentation, supporting procurement in North America and the Gulf region.
- Provided ongoing enablement—checklists, Figma annotations, and office hours—to embed accessibility throughout the lifecycle.
- **AI-assisted triage (pilot):** used LLMs to pre-draft WCAG mappings and summaries with human review to speed initial triage.

### Web Accessibility Consultant (Freelance), Softsim Technologies

October 2022 to January 2023 — Remote, Montreal, Quebec

- Conducted software and document accessibility audits and produced reports aligned to the Website Accessibility Conformance Evaluation Methodology.

- Delivered quality assurance assessments and remediation recommendations written for development teams.

## **Accessibility Engineer and User Experience Designer, Allyant (Accessible360)**

September 2021 to June 2022 — Remote, Ottawa, Ontario

- Performed in-depth audits and provided remediation strategies for enterprise websites and applications.
- Translated research into actionable user-journey maps and design recommendations.

## **Web and User Interface Designer, DMS with Invest Ottawa**

January 2021 to March 2021 — Ottawa, Ontario

- Led user research and delivered responsive user interfaces with semantic HTML and CSS that improved usability and search engine optimization.
- Collaborated with developers to resolve defects and improve site performance.

## **Graphic, Web, and User Interface Designer, Frah Designer**

September 2011 to Present — Remote

- Design accessible, user-friendly concepts, wireframes, and interactive prototypes for clients. Facilitate design-thinking workshops.

## **Web and User Interface Designer, Innovative Ventures / Qabso Project**

October 2019 to Present — Remote, San Francisco, California

- Design and evolve mobile and desktop interfaces for the Qabso application in collaboration with distributed stakeholders.

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## **Selected work highlights**

- **Focus management in dialogs:** Identified focus escaping modals. Proposed a JavaScript focus trap and returning focus to the trigger. Validated with NVDA. Result: improved task completion.
- **Status messages:** Added live region announcements for timers and alerts using polite updates. Verified on JAWS and NVDA. Result: critical alerts are announced without stealing

focus.

- **Pre-development checks in Figma:** Added roles, accessible names, focus order, and color contrast checks to frames. Result: reduced rework during quality assurance.
  - **AI-assisted accessibility triage:** Introduced LLM-drafted JIRA defects with WCAG references under human review, speeding batch triage and improving consistency of guidance to developers.
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## Education and training

- Deque University, WCAG Pre-certifications — 2022
  - Google User Experience Foundation Design Certificate (Coursera) — 2021
  - Interactive Media Design Diploma, Algonquin College, Ottawa — 2019
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## Tools and technologies

- **Languages:** HTML5, CSS3, JavaScript, PHP, French.
  - **Frameworks and content systems:** React, Vue, Node.js, WordPress, Drupal, Bootstrap, Tailwind.
  - **Design and assistive technology:** Figma, Sketch, InVision, NVDA, JAWS, VoiceOver.
  - **Other:** Git, Representational State Transfer Application Programming Interfaces, quality assurance testing, accessibility auditing and compliance.
  - **Cloud:** Microsoft Azure
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## Volunteer work

- Co-Director, Social Media & External Communications, Women in Communications & Technology (WCT), National Capital Region (NCR) — June 2025–Present
- Member, IAAP — Present
- Secretary, Board of Directors, Carpenter Housing Co-op — July 2023–2024
- Accessibility Consultant, Al Nuura Charity — 2021–2022
- Graphic Designer Lead, Fankeenna — 2021 to 2023
- User Interface Designer, Random Hacks of Kindness — 2018

Updated on October 20, 2025. This résumé uses left-aligned content, semantic headings, a linear reading order, descriptive links, and no tables.

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