# Position Description

# Senior Digital Accessibility Consultant

**Vision Australia, supporting people who are blind or have low vision to live the life they choose.**

## Position Description

The Senior Digital Accessibility Consultant will join Vision Australia’s widely acclaimed Digital Access team to deliver fee-based digital accessibility consulting services.

The role will deliver technical consulting, auditing and testing services to enable our clients to create more accessible and inclusive digital experiences to people with disabilities. This is an opportunity to work with and learn from people that have lived experience with disability within the organisation, and through extensive user testing and research lead by our User Experience team.

The work environment is flexible with remote working well established.

This role within our team of knowledgeable, enthusiastic and supportive digital accessibility consultants is a great opportunity to learn from peoples real life experiences, and to help deliver services that make a real impact to people's lives.

## Context

Vision Australia’s Digital Access consultancy is a global leader in digital accessibility consulting and training services. Servicing public and private sector organisations Australia-wide, the consultancy is at the forefront of the accessibility industry.

We have spent over 20 years helping people understand why inclusion is important and how to make their digital assets, such as websites and mobile apps, accessible to everyone.

100% of our profits go back into Vision Australia to support and provide services to people who are blind or have low vision.

## Principal Responsibilities

* Provide consulting services to enable our clients to make their products and services accessible;
* Conduct accessibility audits of digital assets against the WCAG standard and our own internal standards;
* Work alongside and support a team of senior and junior consultants to deliver work at a project and team level;
* Manage client communications from project kick-off to delivery, and support;
* Support, assist and mentor junior team members;
* Contribute to improvement of processes, tools, templates and recommendations in consultation with the Auditing and testing team;
* Keep abreast of current developments and trends in accessibility, standards, and assistive technologies;
* Liaise with our UX team to learn and discuss user testing research and best practices
* Represent Digital Access in public forums, interest groups, events, and actively participate in the development of the Australian and international body of knowledge about digital accessibility;
* Contribute informally and formally to the WCAG standards and W3C documentation via Digital Access;
* Other duties as required by the Lead Consultant, Auditing and testing, and National Manager Digital Access;

## Essential Job Competencies

* At least 3 years' experience working in accessibility auditing and testing in an agency setting or in-house;
* Awareness and understanding of the WCAG guidelines;
* Knowledge and understanding of desktop and mobile assistive technologies and accessibility settings;
* Passion and interest for accessibility and user experience;
* Strong knowledge and understanding of digital technologies such as HTML, CSS, ARIA, and knowledge of related technologies such as JavaScript, native apps, etc.;
* Excellent written and verbal communication;
* Strong time management skills, ability to prioritise work, and work on multiple projects at once;
* Ability to work autonomously but also as part of a team;
* Experience working in a client or customer-facing role;
* Some interstate travel may be a requirement of this position.

## Desirable Job Competencies

* Knowledge of usability principles, methodologies, and processes;
* Interest in and engagement with the digital accessibility community;
* Experience using automated accessibility testing tools;
* Experience presenting or facilitating training courses virtually and in-person;
* Exposure to the challenges and lived experience of people with disabilities.

## Organisational Values

The expectation that we set is that our workforce understands and models our values and behaviours in everything they do 100% of the time.

* Person-Centred: We measure our success in terms of outcomes for our clients;
* Accountable: We hold ourselves responsible for what we do and don’t do;
* Collaborative: We work well together and with others to deliver the best possible outcomes;
* Commercially Focussed: We work efficiently and responsibly to sustain and grow our services and influence;
* Agile: We will adapt, learn and innovate to have a positive impact in a changing environment.

## Vision Australia environment

Many Vision Australia employees work with Seeing Eye Dogs and all employees are likely to have contact with working dogs.

Employment is subject to the Organisation receiving a National Police Record Check and, if relevant, a Working with Children Check or QLD Blue Card or Vulnerable Persons (ACT) check.

Australian residents only

## Role Scope

**Reports to: National Manager Digital Access**