

Accessibility Lead

Description

We are seeking an Accessibility Lead to champion equal access across our digital products and services. This is a mid-to-senior leadership role for someone deeply hands-on in accessibility, with the ability to scale into a strategic leader. You will work as a peer lead alongside our Testing and DevOps leaders, directly reporting to the Product Director.

The Accessibility Lead will oversee accessibility compliance across web, documents, and multimedia/timed media (captions, transcripts, audio description). You will establish best practices, guide cross-functional teams, and grow a team of 4-5 accessibility engineers and specialists. While primarily an internal-facing role, you will also engage with clients to reinforce our accessibility strategy and demonstrate our enterprise-grade standards.

Responsibilities

Accessibility Strategy & Leadership

- Define and execute the accessibility strategy across web, documents, and multimedia in alignment with WCAG 2.2 AA, Section 508, and ADA requirements.
- Act as the internal authority on accessibility, advising product, design, engineering, and testing teams.
- Build, mentor, and manage a growing accessibility team.

Compliance & Standards

- Lead accessibility audits of digital products and documents using both automated and manual testing methods.
- Ensure compliance with global accessibility regulations and evolving standards.
- Establish internal accessibility benchmarks and reporting practices.

Collaboration & Enablement

- Partner with Testing Lead to embed accessibility testing into QA pipelines.
- Conduct workshops and training sessions for engineering, design, and content teams.
- Create documentation, guidelines, and checklists to scale accessibility practices across the organization.

Client Engagement

- Participate in select client meetings to present accessibility capabilities.
- Provide confidence and clarity on how our solutions meet accessibility needs.

Qualifications

- DHS Certified Tester for Accessibility (Required)
- IAAP certifications (WAS / ADS) preferred.
- 5-8 years of professional experience in accessibility (web, documents,

Hiring organization

ansrsource

Employment Type

Full-time

Job Location

Hybrid in Bangalore

Date posted

September 22, 2025

multimedia).

- Strong hands-on experience with accessibility testing tools (Axe, WAVE, Accessibility Insights, Siteimprove).
- Proficiency with assistive technologies such as JAWS, NVDA, VoiceOver, TalkBack, and screen magnifiers.
- Knowledge of ARIA best practices, semantic HTML, PDF/UA, and multimedia accessibility workflows.
- Demonstrated leadership experience: mentoring teams, influencing cross-functional stakeholders.
- Excellent communication skills with the ability to simplify technical accessibility topics.

Evaluation Process

- Interview Rounds: Accessibility knowledge and leadership interviews.
- Practical Assignment: Conduct a short accessibility audit of a provided webpage and accompanying PDF + short presentation of findings and remediation approach.
- Team Exercise (Optional): Facilitate a mock accessibility review session with cross-functional stakeholders.

Why Join Us

We are at a pivotal stage of growth: our product has achieved market fit, and we are now scaling rapidly to meet customer needs while competing with the best in the industry. Joining us means:

- Driving true accessibility impact for thousands of learners and clients worldwide.
- Working in a startup-style agile culture while delivering enterprise-grade stability.
- Growing into a strategic leadership role with direct influence on the company's accessibility roadmap.
- Collaborating with passionate peers in product, development, and testing.

If you are committed to making technology inclusive and want to shape the accessibility strategy of a scaling product company, we would love to meet you.

Equal opportunity statement

ansrsource provides equal employment opportunities to all team members and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, caste, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. We respect and support diverse cultures, backgrounds, talents, and perspectives. We believe embracing diversity and creating an inclusive environment will help us grow and succeed as an organization and better serve learners, who are the ultimate audience for all we create.