

## Accessibility Analyst

**Benefits:** Candidates on temporary assignment may qualify for our competitive benefits package which includes group health, life and disability insurance and voluntary benefits such as retirement savings and holiday pay.

**Salary range:** \$68.00 to \$71.00 hourly  
**Employment status:** Contract / Temporary

### Description

#### What will I be doing?

As a Lead Digital Accessibility Analyst, you will champion accessibility inclusion and compliance across our corporate groups, meetings, and events program, ensuring Hilton's digital technology can be utilized by customers with disabilities and serving as the advocate for our guests with disabilities. This role partners with business and technology stakeholders to create inclusive experiences and drive adoption of accessible design thinking principles. You possess strong tactical knowledge of accessibility standards and practices utilized to achieve compliance with the Web Content Accessibility Guidelines (WCAG) 2.1 Level AA. You have a passion for accessibility and an ability to instill empathy and understanding about the importance of accessibility beyond compliance.

#### More specifically, you will:

- Executing accessibility strategy set forth by program's Senior Manager.
- Collaborating and developing relationships across the organization and serve as the primary point of contact for groups, meetings, and events to evaluate, prioritize, develop, manage, test, and implement accessibility solutions.
- Monitoring program maturation, assessing risk, and communicating program compliance progress to stakeholders and accessibility Senior Manager.
- Innovating on ways to scale adoption and integration of accessibility into product development.
- Partnering with Experience Design and User Research colleagues to ensure we are developing the best user experience for guests with a disability.
- Working daily with agile product teams to instill accountability for and ownership of accessibility.
- Writing accessibility specific acceptance criteria.
- Evaluating code to help identify and solution accessibility defects.
- Conducting full accessibility audits for web sites and mobile applications.
- Contributing to the development and maintenance of accessibility guidelines, processes, and training.
- Organizing internal awareness building activities

#### What are we looking for?

We are seeking problem solvers who are passionate about growing in a dynamic industry and who love to combine their strong analytical skills with intuition for business. We believe success in this role will demonstrate itself through the following attributes and skills:

### Requirements

#### Accessibility Knowledge and Skills

- Must possess strong working knowledge of WCAG 2.1 Level AA (required)
- Understand ADA and international accessibility laws
- Understand and have demonstrated experience in applying accessibility and usability principles, including Universal Design, that impact users with disabilities in the discovery and design/wireframe stages.
- Hands on experience with assistive technology devices including screen readers, screen magnification, alternative keyboard inputs, etc. for both desktop and mobile. (Required: intermediate knowledge of at least 2 screen readers)
- Hands on experience conducting accessibility audits for web and mobile.
- Ability to provide technical solutions and remediation to cross-functional teams of product owners, development engineers, quality engineers, and designers.
- Hands on experience with WAI-ARIA and how to implement accessibly.

- Tactical knowledge of W3C standards-compliant HTML and CSS
- Knowledge of JavaScript (React JS a plus)
- Knowledge of accepted accessibility interaction patterns and best practices
- Background in web development, user interface design, user experience a plus.
- Experience with agile methodologies and JIRA
- Previous experience working directly with people who have a disability, a plus.

#### **Required Skills and Abilities**

- Exceptional communicator, both verbally and in writing, who can effectively communicate and influence at all levels of the organization.
- Ability to distill technical accessibility concepts and terminology into easy-to-understand terms.
- Independent thinker who shows ability to work with limited supervision and as part of a team and shows initiative and drive to work independently.
- Be a self-starter who exhibits initiative, drive, and dependability.
- Demonstrate strong strategic and critical thinking skills, asking thoughtful and relevant questions
- Works with a sense of urgency and effectively prioritize projects
- Exercise good judgment and the ability to manage several competing priorities
- Resolve issues effectively and creatively as a general problem solver, while maintaining a high level of flexibility, professionalism, and integrity.
- Build positive relationships, exhibit tact, and earn trust as a reliable interpersonal teammate.
- Capacity to influence and persuade.
- Exceptional organizational skills
- Navigate comfortably around unstructured challenges, model and inspire others to drive successful product delivery

#### **To fulfill this role successfully, you should demonstrate the following minimum qualifications:**

- Seven (7) years of experience in the accessibility discipline
- Seven (7) years of professional work experience in Technology or related field
- Three (3) years of experience in program management
- Willing to Travel – up to 10%

#### **It would be helpful in this position for you to demonstrate the following capabilities and distinctions:**

- Bachelor's Degree, or Associate's Degree plus 8+ years of Technology related experience, or High School Degree/GED plus 15+ years of Technology related experience
- Three (3) years leading project management
- Two (2) years of experience working and testing with assistive technologies (e.g. screen readers, magnification software, etc.)

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