



Accessibility Skills Hiring Toolkit

Front-End Developer

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Interview questions adapted from the Accessibility Interview Questions open source resource, scottaohara.github.io/accessibility_interview_questions

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Position Description Language

Responsibilities

The Front-End Developer builds digital products.

The Front-End Developer ensures compliance with digital accessibility regulations and requirements by performing the following duties and responsibilities:

- Build digital products with accessibility in mind
- Incorporate accessibility features into digital content and resources
- Partner with colleagues and team members to prioritize accessibility in digital content and resources

Qualifications

Required: Applicants for the Front-End Developer role are required to have these qualifications:

- Knowledge of digital accessibility and disability inclusion
- Knowledge of regulations related to digital accessibility (e.g., Section 508, ADA)
- Knowledge of WCAG 2.1 AA requirements
- Experience designing for platform technologies (e.g., HTML, CSS, JavaScript, iOS, Android)
- Experience developing digital products that comply with accessibility standards
- Experience applying WAI-ARIA authoring guidelines and best practices
- Experience optimizing for the accessibility features of the platform (HTML, iOS, Android)

Preferred: Applicants with the following qualifications will be preferred:

- Experience incorporating accessibility tests into the development process
- Experience building digital products where compliance with accessibility standards is part of “definition of done”



Screening Questions

Question	Response/Comments
Knowledge of digital accessibility and disability inclusion	
1. Who benefits from accessibility?	
2. How would you define inclusive and/or universal design? Can you provide an example? (Does not need to be web related)	
3. What resources would you recommend to someone who wants to keep informed of the latest updates on accessibility and inclusive design?	
Experience developing digital products that comply with accessibility standards	
4. How do you see accessibility fitting into your role in the organization?	
5. How do you incorporate accessibility into your day to day activities? (Email, document creation, when presenting content, etc.). Give an overview of the process you go through for (insert example).	
6. What educational resources would you recommend to a developer or designer that wants to improve their accessibility skills?	



Question	Response/Comments
7. What manual testing techniques do you use to confirm a product is accessible and usable while developing?	
Comments:	



Interview Questions

Question	Response/Comments
Knowledge of digital accessibility and disability inclusion	
1. Who benefits from accessibility?	
2. How would you define inclusive and/or universal design? Can you provide an example? (Does not need to be web related)	
3. What resources would you recommend to someone who wants to keep informed of the latest updates on accessibility and inclusive design?	
Knowledge of regulations related to digital accessibility (e.g., Section 508, ADA)	
4. Describe the difference between Section 504 and Section 508 of the Rehabilitation Act.	
5. Describe the difference between Section 508 and the Web Content Accessibility Guidelines.	
Knowledge of WCAG 2.1 AA requirements	

Question	Response/Comments
6. What is WCAG?	
7. What are the differences between A, AA, and AAA compliance?	
8. What are the Authoring Tools Accessibility Guidelines and what are some of the benefits of using these guidelines when creating an authoring tool?	
Experience designing for platform technologies (e.g., HTML, CSS, JavaScript, iOS, Android)	
9. Describe appropriate instances to use a link, versus a generic button, versus a submit button.	
Experience developing digital products that comply with accessibility standards	
10. How do you see accessibility fitting into your role in the organization?	
11. How do you incorporate accessibility into your day to day activities? (Email, document creation, when presenting content, etc.). Give an overview of the process you go through for (insert example).	

Question	Response/Comments
12. What educational resources would you recommend to a developer or designer that wants to improve their accessibility skills?	
13. What manual testing techniques do you use to confirm a product is accessible and usable while developing?	
14. How can carousels be problematic for users with disabilities?	
15. What are landmark regions and how can they be useful? Why do you need to implement a visible Skip to Main Content link and not just the landmark regions?	
16. What is an accessible name? How does the implementation of an accessible name matter for speech recognition?	
Experience applying WAI-ARIA authoring guidelines and best practices	
17. When should you use or recommend ARIA roles or attributes to solve an accessibility issue?	
Experience optimizing for the accessibility features of the platform (HTML, iOS, Android)	

Question	Response/Comments
18. Describe how responsive design relates to and affects accessibility.	
Experience incorporating accessibility tests into the development process	
19. What processes and tools have you used to measure the accessibility of a product?	
20. What do you define as manual testing and how have you incorporated manual testing into the development process?	
21. Describe an instance where an automated test would not flag an accessibility error.	
Experience building digital products where compliance with accessibility standards is part of “definition of done”	
22. Describe a project where accessibility issues were a factor in a product release or update. How did the issues affect the development cycle?	

Question	Response/Comments
Comments:	

