



Accessibility Skills Hiring Toolkit

UX/Interaction Designer

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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 UX/Interaction Designer creates user experience and interaction designs and communicates requirements.

The UX/Interaction Designer ensures compliance with digital accessibility regulations and requirements by performing the following duties and responsibilities:

- Create user experience and interaction designs with accessibility in mind
- Incorporate accessibility requirements into design documents and specifications
- Partner with colleagues and team members to prioritize accessibility in user experience and interaction design

Qualifications

Required: Applicants for the UX/Interaction Designer 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 creating user experience and interaction designs that meet accessibility guidelines
- Experience designing for platform technologies (e.g., HTML, CSS, JavaScript, iOS, Android)
- Experience designing inclusive flows that take into account keyboard interaction, non-visual user interaction, use of color and contrast, and multimedia interactions

Preferred: Applicants with the following qualifications will be preferred:

- Experience articulating and incorporating accessibility requirements into user experience and interaction design documents and specifications
- Experience conducting usability tests that include participants with disabilities



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 creating user experience and interaction designs that meet accessibility guidelines	
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 are some inclusive design considerations for control and form input labels?	
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 creating user experience and interaction designs that meet accessibility guidelines	
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 are some inclusive design considerations for control and form input labels?	
Experience designing inclusive flows that take into account keyboard interaction, non-visual user interaction, use of color and contrast, and multimedia interactions	
14. What are some user experience (UX) concerns to be aware of when using iconography in user interfaces (UI)?	
15. How can carousels be problematic for users with disabilities?	
16. How would someone with a physical disability interact with a product or website? What are key design aspects you would need to ensure are available to that user?	
17. What are concerns that someone with a vestibular disorder would have interacting with a product or website? How would you address those interaction concerns?	



Question	Response/Comments
<p>18. If you were designing a training course, what are key design considerations you would make for training videos? How would you support users with different accessibility needs?</p>	
<p>Experience articulating and incorporating accessibility requirements into user experience and interaction design documents and specifications</p>	
<p>19. When should you use or recommend ARIA roles or attributes to solve an accessibility issue?</p>	
<p>Experience conducting usability tests that include participants with disabilities</p>	
<p>20. How have you engaged users with disabilities in providing feedback throughout the development process?</p>	
<p>Comments:</p>	



