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Accessibility Skills Hiring Toolkit

UX/Visual Designer

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/Visual Designer creates visual designs and communicates visual design requirements.

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

- Create visual designs with accessibility in mind

- Incorporate accessibility requirements into design documents and specifications

- Partner with colleagues and team members to prioritize accessibility in visual designs

Qualifications

Required: Applicants for the UX/Visual 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 designing for platform technologies (e.g., HTML, CSS, JavaScript, iOS, Android)

- Experience creating visual designs that meet accessibility guidelines, including use of color and color contrast requirements

- Experience creating layouts that adapt to changes in text size and format, and different viewing modes, such as high-contrast mode

- Experience designing layouts that are accessible and responsive

Preferred: Applicants with the following qualifications will be preferred:

- Experience articulating and incorporating accessibility requirements into visual design documents and specifications

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 visual designs that meet accessibility guidelines, including use of color and color contrast requirements	
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. Explain the importance of color contrast in designing for inclusion.	

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	

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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 visual designs that meet accessibility guidelines, including use of color and color contrast requirements	
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).	

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Question	Response/Comments
12. What educational resources would you recommend to a developer or designer that wants to improve their accessibility skills?	
13. Explain the importance of color contrast in designing for inclusion.	
Experience creating layouts that adapt to changes in text size and format, and different viewing modes, such as high-contrast mode	
14. What are some ways users can adapt device settings that affect the visual display of websites and apps?	
15. What is your approach to designing pages and screens, given those adaptations?	
Experience designing layouts that are accessible and responsive	
16. What are some user experience (UX) concerns to be aware of when using iconography in user interfaces (UI)?	
17. How can carousels be problematic for users with disabilities?	

Question	Response/Comments
18. How are auto-playing videos and animations problematic for users with disabilities?	
19. Why does color contrast matter?	
20. Why do focus indicators matter both when tabbing and on hover?	
Experience articulating and incorporating accessibility requirements into visual design documents and specifications	
21. When should you use or recommend ARIA roles or attributes to solve an accessibility issue?	

Question	Response/Comments
Comments:	