# Accessibility Design Specialist

## Montreal - Full-time - 744000144787880

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As an Accessibility Design Specialist, you help welcome everyone into our worlds – regardless of motor, cognitive, vision, hearing, or any other disability.
Committed to inclusivity, you guide us in creating games with the entire spectrum of the player base in mind. You act as an accessibility ambassador, advising production teams across the company on solutions that make our games playable by all. Because when barriers exist, you see to it that they're broken down – especially if you've faced them yourself.

**What you'll do**

- Partner with production teams throughout our studios to improve accessibility in our games.
- Facilitate user testing, providing our labs with accessibility guidelines for recruitment, moderation, analysis, and reporting.
- Collaborate with disabled gamers, involving them in the development process pre-launch, to gather feedback and refine accessibility features.
- Communicate with internal advocates (like UX directors and designers) to ensure that accessibility is considered from the get-go and remains a priority throughout production.
- Coordinate knowledge sharing by promoting best practices, developing internal training, speaking at conferences, publishing articles, etc.
- Foster relationships with the accessibility community and industry experts to keep the conversation going.

- An advocacy-oriented mindset: you're respectful and conscious of **all** types of disabilities, always
- Attention to detail, particularly when it comes to design: you understand that a seemingly simple choice can make or break an experience
- Ability to influence change & motivation to carry it out
- A highly collaborative and innovative spirit
- Excellent organizational, presentation, interpersonal, and communication skills
- An understanding of video game production processes + game accessibility best practices and available resources in the industry