Grace Snow

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Profile

I'm a dynamic accessibility specialist and front-end developer with a decade of experience in the tech industry.

Focused on digital inclusion, teaching, and mentoring, I've successfully led multiple inclusive projects by leveraging strong communication skills and an unwavering commitment to equality. With a keen interest in design and development, I'm actively developing my strategic abilities to embed accessibility best practices, drive organisational change, and contribute to creating truly inclusive digital experiences.

I'm eager to contribute my expertise to a team that's dedicated to creating *truly* inclusive digital experiences.

Experience and Employment

Front-end Developer & Accessibility Lead

Mando Agency: Nov 2020 – present

- Established a cross-disciplinary Accessibility Working Group, championing inclusivity and driving up accessibility standards.

- Launched an accessibility training programme, covering development, design and QA teams, and fostering broader awareness within the studio.

- Led front-end development on significant finance, utilities and energy projects, creating reusable UI components, most recently on two Coal-miners Pension Trust sites with *zero* defects at UAT.

- Mentored junior developers, upskilling the entire front-end team in intrinsic CSS, assistive technology, and accessibility-focused testing.

- Worked with enterprise CMS systems (Optimizely, Sitecore, Umbraco), including consulting on training materials and running client workshops to ensure ongoing accessibility compliance post-handover.

- Directed risk analysis and implementation plans for WCAG 2.2 compliance, contributing to organisational policy development.

Skills

> Technical

HTML, CSS, JavaScript, Vue.js

WCAG and ARIA

Assistive technology

Static Site Generators: Eleventy/Nuxt/Gridsome

Agile processes

Pattern libraries

Hosting: Azure/Netlify

Version control: Git

Builders: Webpack/Vite

Code standards

Technical documentation

Figma/Affinity Design

> Interpersonal

Communication

Collaboration

Strategy

Accessibility maturity models

Attention to detail

Training, mentoring

Public speaking

Leadership, management

- Provided governance throughout digital discovery, design, and build phases, embedding inclusive design principles and accessible code standards throughout.
- Wrote clear technical documentation, focusing on API-driven Vue.js components and accessibility acceptance criteria.
- Developed commercially-robust accessibility offerings, enabling tailored testing and consultancy services for clients.
- Assessed progress against accessibility maturity goals and initiated a strategy to work towards achieving ISO-30071-1 Digital Accessibility Standard compliance

Front-end Web & App Developer
Appreciate Group: Oct 2019 - Oct 2020

- Modernised the front-end codebase on large e-commerce web and mobile apps (Park Christmas Savings and High Street Vouchers UK)
- Enhanced UX within the constraints of existing back-end systems, offering inclusivity-focused feedback on designs for new features.
- Started an accessibility advocacy initiative, delivering and hosting short talks for the product team, fostering awareness and best practices.
- Worked closely with an external design agency to build out and run A/B tests, driving a more evidence-based approach to feature development

UX Designer & Front-end,
Angel Solutions: Oct 2014 - Oct 2019

- Led the design and front-end development of a mobile-first web app for teachers, Angel's first to follow modern accessibility standards.
- Revamped modules inside large-scale web products serving the education industry, delivering standards-driven front-end code.
- Developed my passion for web accessibility and delivered my first public talks on accessibility and inclusion at local tech meetups.

Awards and Certifications
- "Most Passionate" Award (peer-voted internal award)
- International Association of Accessibility Professionals (IAAP) member
- Pending exam results for Certified Practitioner in Accessibility Core Competencies (CPACC)
- Actively studying for Web Accessibility Specialist (WAS)

References

See my recommendations on LinkedIn.

Formal references are **available on request**.