Terms of Reference

Digital Accessibility Consultant

Purpose: Leonard Cheshire (LC) seeks a Universal Design/Digital Accessibility Consultant to advise and provide technical support for a team of web developers, based in Dhaka, in the development of an accessible AI-powered digital pathway to support access to employment for persons with disabilities.

Context: Innovation to Inclusion (i2i) is a new programme funded by the Department for International Department (DFID) to ensure people with disabilities are engaged in waged employment, particularly in the private sector. This is a 3-year programme implemented in Kenya and Bangladesh. The LC led consortium brings together a diverse and complementary group of global and local actors which includes ILO, World Bank, ICED-LSTHM, CBM, EDF, ANDY, BBDN, GDIH and Plan International.

As part of the Innovation to Inclusion programme (i2i), we will develop a digital pathway which consists of several components that will support the journey of people with disabilities (PwD) as they are placed into employment. One of the key components of the pathway is the Digital Career Platform (DCP). The DCP will register candidates, asses their skill level, abilities, interest and access needs, as well as providing guidance to possible career paths, providing eLearning modules and signposting to training opportunities to improve their skills to external providers. The second element is an accessible employment platform, where candidates will be able to search for jobs, being matched automatically and where employers will be able to post jobs for persons with disabilities.

Accessibility Consultant role description:

- To provide technical support and project guidance to a team of developers right from design to implementation stage for making the digital career and employment platforms of i2i or technical partners in Bangladesh to comply with WCAG 2.1 AA compliance. The platform has web portals and mobile apps as user interfaces.

- To act as an accessibility expert using digital accessibility testing tools and manual testing in combination with assistive technology for providing support to local programme partners in Bangladesh.

- Conduct an accessibility assessment to the existing digital employment platform and make recommendations in order to achieve WCAG 2.1 AA.

- To develop recommendations as conformance reports with guidance for resolving issues that arise on testing for accessibility.

- To support ideation workshops for ensuring that the digital products of i2i programme being developed are user centric, inclusive in nature and in compliance with global accessibility standards.

- To continue accessibility tests and reporting through the different iterations of the development and deployment of information and access promoting deliverables like documents, presentations, information media, materials and content, web and app interfaces during i2i programme implementation.

- Guide the team of developers for building library of accessible components and design patterns according to the test cases.

Deliverables:

- WCAG 2.1 (AA) Accessibility Conformance report on testing and evaluation done on the project's digital solutions and deliverables.

- Run ideation and training workshops between users with disabilities and the team of web developers and provide recommendations during development and subsequent findings during testing.

- Plan and organise user accessibility testing with various types of users with disabilities, for the digital platforms in the implementation and deliver compliance conformance reports including, recommendations.

Considerations for the consultant:

1. The platform being developed will be compliant with international universal design principles and accessibility and standards, particularly Web Content Accessibility Guidelines (WCAG) 2.1 (AA).
2. The Supplier will have experience providing digital accessibility consultancy services in Bangladesh or anywhere with adequate communication knowledge in local language Bangla.

Duration: The accessibility support for the digital development project is expected to last for at least 6 months from the contract signing date, however, this period might need to be extended.

It is expected that the consultant will be supporting the teams with an average of 30 hours per month, however, the number of hours might vary depending on the month.

Start date: As soon as possible

Interested applicants should:

- Send a quotation for the project, with a breakdown of daily rates to angel.perez@leonardcheshire.org. Please clarify whether VAT will be additional.

- Please include any figures on Pounds Sterling.

- Please submit your quote before the 30th of April.

TOR Contractual obligations will be defined through a standard consultancy agreement, outlining deliverables, timelines, payments, and stating that the intellectual property will belong to Leonard Cheshire.

If you have any queries, please contact Angel Perez, Senior Technology and Innovation Lead for the i2i Programme. Angel.perez@leonardcheshire.org