



Job Title: Senior Technical Accessibility Consultant

Position Type: Full-Time, Remote

Location: Ideal locations – Ontario (GTA) or Alberta (Calgary)

Application Deadline: Open

Send cv to: info@abefactors.com

Salary: TBD

ABE Factors Inc. is a leading accessibility consulting company committed to promoting inclusive and accessible environments. We are seeking a highly skilled Senior Technical Accessibility Consultant with a background in architecture or construction engineering to join our team and contribute to creating spaces that suit the diverse needs of all of us.

Role Overview: As a Senior Technical Accessibility Consultant, you will play a pivotal role in ensuring that architectural designs and built environments comply with accessibility codes, standards, regulations and legislations. You will lead full projects, technical reviews, provide guidance to project teams, mentor and manage junior consultants, and contribute to the development of proposals and pricing strategies. Your expertise will be crucial in delivering practical solutions and advocating for inclusive design principles.

Responsibilities of this role include but are not limited to:

1. Manage and oversee large volumes of work, ensuring timely and efficient completion of projects.
2. Lead the preparation of RFP or proposal responses and contribute to writing technical proposals, pricing, and leveraging expertise to showcase our capabilities and solutions.
3. Mentor and manage junior accessibility consultants, providing guidance, support, and assistance with their professional development.
4. Conduct comprehensive technical reviews of architectural drawings to ensure compliance with Canadian (or country specific) accessibility codes, standards, regulations, and certification systems.
5. Mark up and review drawings to highlight accessibility compliance, non-compliance, action-items, considerations, and modifications.
6. Lead site visits across Canada to assess and address accessibility conditions, including liaising with clients and documenting findings.
7. Build and maintain relationships with new and existing clients, offering expertise in identifying and resolving accessibility challenges.



8. Provide guidance to project teams to seamlessly integrate accessibility features into design plans, emphasizing true accessible design beyond minimum code compliance.
9. Prepare comprehensive building code reports, letters, and presentations outlining accessibility recommendations and compliance status.
10. Deliver technical training sessions on universal design, building codes, accessibility standards, and certification systems.
11. Stay informed about updates and changes in accessibility codes, standards, regulations, and certification systems.
12. Engage with clients to understand specific disability needs and tailor recommendations accordingly.
13. Contribute to various accessibility-focused content creation, including social media posts, articles, and similar tasks.
14. Represent the company at conferences and related events, potentially speaking on accessibility topics

Qualifications for this role include:

1. Passionate about inclusive design and making our world a more accessible place.
2. Bachelor's degree in architecture (specialty in Accessibility Studies, Ergonomics, Human Design an asset), College Diploma in Architecture and Construction Engineering (C.Tech or C.E.T), or a related field.
 - a. BCIN in Ontario an asset
3. Accredited Professional Assessor under the Rick Hansen Foundation Accessibility Certification (RHFAC™).
 - a. Member of the RHF (Rick Hansen Foundation) Accessibility Professional Network (APN) an asset
4. 3-5 + years of reading, interpreting, applying accessibility related codes, standards, regulations and RHFAC
 - a. Knowledge of or accreditation in ADA, an asset.
5. 3-5 + years of practical experience in conducting technical drawing reviews and preparation of building code related documents (reports, letters, matrix, presentations).
6. Proven ability to review and interpret architectural drawings.
 - a. Experience with Bluebeam Revu an asset.
7. Strong written and verbal communication skills for preparing reports, letters, and presentations.
8. At least 3 years in preparing proposals and pricing projects an asset.



9. Comfortable conducting training sessions and workshops.
10. Highly independent, professional and diligent in responding, corresponding with clients.
11. Capable of providing practical solutions to complex accessibility challenges.
12. Ability to multi-task and highly detail oriented.
13. Familiarity with universal design principles and a passion for creating accessible environments.
 - a. Lived experience an asset.
14. Familiarity with virtual conference rooms including Teams, Zoom, Google.
15. Tech-savvy and can use outlook, excel, word, and other similar Microsoft apps, as well as adobe.
16. Must have an eye for editing, formatting and final documentation presentation prior to client submission.

Assets

1. Bilingual in French and or Spanish.
2. Understands the nuances of a growing small business (everyone wears multiple hats).
3. Previous experience working in a remote or virtual environment.
4. Creative and innovative mindset.
5. Ability to simplify complex criteria.
6. Experience in different areas of the accessibility industry (policy, procedures, accommodations, human resources, not-for-profit).

How to Apply

Interested candidates should submit their resume, cover letter, and a brief statement highlighting their experience to info@abefactors.com. Please include "Senior Technical Accessibility Consultant Application" in the subject line.

Diversity

ABE Factors is a woman owned, LGBTQ2IA+ and equal opportunity employer. We welcome and encourage everyone, including people with disabilities, capable of meeting this job criteria to apply

Our Mission: Make accessibility easy.

Our Vision: Be the leader in identifying, preventing and removing barriers through technical accessibility consulting, innovation and training.