NOVARTIS

Senior Accessibility Specialist

Job ID
REQ-10092507
Ноя. 17, 2026
Индия

Сводка

Within DD&IT Experience & Adoption at Novartis, the Senior Accessibility Specialist ensures digital products and services work for all users, including people who use assistive technologies or experience permanent, temporary or situational impairments.

This is a hands-on senior individual-contributor role. You will set practical accessibility standards, evaluate products, guide remediation and influence design, engineering, procurement and delivery practices so accessibility is built in from the start.

About the Role

Major Accountabilities

- Set accessibility standards: Own accessibility requirements, acceptance criteria and definition of done, aligned with WCAG 2.2 AA, EN 301 549 and relevant regulatory obligations.
- Evaluate and remediate products: Conduct expert manual audits of web, mobile and enterprise applications, test with assistive technologies, prioritize issues by user impact and verify fixes.
- Embed accessibility in delivery: Partner with design and engineering to integrate accessible patterns and checks into design reviews, code reviews, testing, release processes and the design system.
- Influence procurement and governance: Define accessibility expectations for vendors, review conformance documentation such as VPATs and ACRs, and support risk, exception and escalation decisions.
- Drive learning from disabled users: Plan and run inclusive research and usability sessions with disabled associates, ensuring evidence informs product and design decisions.
- Build organizational capability: Create training, playbooks and office hours, and communicate accessibility progress and risk to senior stakeholders in terms of user impact.
- Assess AI responsibly: Evaluate AI-enabled accessibility tools, including automated remediation and generated alternative text, and define where human review remains essential.

Minimum Requirements

- 8+ years of experience in digital accessibility, inclusive design or a closely related field.
- Expert knowledge of WCAG 2.2, ARIA and accessible name and role computation.
- Hands-on experience using assistive technologies across desktop and mobile, including screen readers, magnification, speech input and keyboard-only navigation.
- Ability to read HTML, CSS and JavaScript well enough to diagnose accessibility defects and recommend practical fixes.
- Experience auditing complex digital products and driving remediation to completion with design and engineering teams.
- Working knowledge of international accessibility laws, EN 301 549, the European Accessibility Act, Section 508 and accessibility considerations in procurement.
- Experience conducting research or usability testing with disabled participants.
- Excellent written and spoken English, with the ability to influence stakeholders and explain complex accessibility issues clearly.
- Recognised certification such as CPACC, WAS or CPWA is a plus, as is experience with design systems, native mobile accessibility or regulated multinational environments.

Why Novartis?

Our purpose is to reimagine medicine to improve and extend people’s lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us!
Learn more here:

https://www.novartis.com/about/strategy/people-and-culture

Commitment to Diversity and Inclusion:
Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here:
https://talentnetwork.novartis.com/network

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together?
https://www.novartis.com/about/strategy/people-and-culture

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally.
Read our handbook (PDF 30 MB)

Дивизион
Operations
Business Unit
General Management
Место
Индия
Сайт
Hyderabad (Office)
Company / Legal Entity
IN10 (FCRS = IN010) Novartis Healthcare Private Limited
Functional Area
Информационные технологии
Job Type
Full time
Employment Type
Regular
Shift Work
No

Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.india@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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