Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:
Toll Free Phone: (866) 225-9067
Toll Free Fax: (877) 825-7564
L9 P23 R4074 HWY 596 - Box 109
Keewatin, ON P0X 1C0

Group Manager, Digital Accessibility

Job ID	**198926-en_US-4813**
Web Address	https://careers.indigenous.link/viewjob?jobname=198926-en_US-4813
Company	Scotiabank
Location	Toronto, ON
Date Posted	From: 2024-05-27 To: 2050-01-01
Job	Type: Full-time Category: Finance

Description

Requisition ID: 198926

Join a purpose driven winning team, committed to results, in an inclusive and high-performing culture.The Group Manager, Digital Accessibility will drive accessible and inclusive design across Digital Banking to support the creation of accessible digital experiences and interactions for Scotiabank clients. They will provide technical leadership, expert guidance, coordination, and strategic support to centres of practice with a focus on driving adoption of tools, processes, and methodologies that systemically advance accessibility in Scotiabank's digital products at scale.They will lead and oversee a team of digital accessibility specialists and ensure business strategies, plans and initiatives are executed and delivered in compliance with governing regulations, internal policies and procedures.

Is this role right for you

- Leads and drives a customer-focused culture throughout their team to deepen client relationships and leverage broader Bank relationships, systems and knowledge.
- Leads the establishment of scalable processes, systemic frameworks, guidelines and best practices for implementing and sustaining accessible and inclusive design across Digital Banking.
- Drives adoption of evolving accessibility standards and requirements, incorporating input from research, consultation with people with disabilities, and collaboration with other centres of practice.
- Builds a high-performance environment and implements a people strategy that attracts, retains, develops and motivates their team by fostering an inclusive work environment and using a coaching mindset and behaviours, communicating vison, values and business strategy, and managing succession and development planning for the team.
- Explores capabilities of digital platforms and identify strategic opportunities to remove barriers to positively impact the user experience and drive appropriate systemic changes.
- Produce measurable outcomes that demonstrate value by proactively innovating and solving problems.
- Builds recognition as an accessibility technical subject matter authority for user interface experiences, monitoring industry trends and best practices and incorporating into initiatives as needed.
- Champions the accessibility value proposition to both internal and external audiences.
- Engages thoughtfully, collaboratively and diplomatically with internal partners—including design, product, engineering, business, and Enterprise teams—to identify opportunities to drive accessibility and inclusion and align strategies.
- Works closely with other accessibility, design and usability specialists across Scotiabank.
- Actively builds, participates in and contributes to the Enterprise Accessibility Community of Practice, the Design Community of Practice, the Product Community of Practice, and the wider accessibility community.
- Creates an environment in which their team pursues effective and efficient operations of their respective areas in accordance with Scotiabank's Values, its Code of Conduct and the Global Sales Principles, while ensuring the adequacy, adherence to and effectiveness of day-to-day business controls to meet obligations with respect to operational, compliance, AML/ATF/sanctions and conduct risk.
- Understands how the Bank's risk appetite and risk culture should be considered in day-to-day activities and decisions.

Do you have the skills that will enable you to succeed in this role

- 8+ years of practical digital accessibility experience.
- 3+ years building a digital accessibility program and developing high-performance teams in fast-paced evolving organizations or demonstrated ability to inspire/coach accessibility specialists to be their best.
- Thorough understanding of front-end technologies including limitations and constraints, as it relates to digital accessibility for mobile and responsive web applications.
- High level of awareness of disability related issues with respect to digital accessibility.
- Expert knowledge of accessibility standards and principles including the Web Content Accessibility Guidelines.
- Proven ability to provide accessibility solutions for designers, developers and testers.
- Thorough knowledge of accessibility testing techniques using automated and manual testing procedures.
- Proven ability to effectively communicate the complexities and opportunities of accessibility and inclusive design to technical and non-technical audiences with various skillsets.
- Thorough understanding of an inclusive, human-centered approach and methods to design.
- Expert relationship building and strategic influencing skills.
- Self-driven, with ability to take ownership and accountability; must be adept at working in a self-guided manner.
- A collaborative leader who leverages diversity across disciplines/locations/levels to fuel creativity and innovation in inclusive technology design.
- MBA or Bachelor Degree in Computer Science, Human Factors/Human Computer Interaction/Design or related field is an asset.
- Experience leading teams or people management is an asset.
- Ability to drive change inside a complex corporate environment is an asset.
- A passion for changing the way people bank and work, and a willingness to live in the future and build what’s missing.

What's in it for you
- Diversity, Equity, Inclusion & Allyship - We strive to create an inclusive culture where every employee is empowered to reach their fullest potential, respected for who they are, and are embraced through bias-free practices and inclusive values across Scotiabank. We embrace diversity and provide opportunities for all employee to learn, grow & participate through our various Employee Resource Groups (ERGs) that span across diverse gender identities, ethnicity, race, age, ability & veterans.
- Accessibility and Workplace Accommodations - We value the unique skills and experiences each individual brings to the Bank, and are committed to creating and maintaining an inclusive and accessible environment for everyone. Scotiabank continues to locate, remove and prevent barriers so that we can build a diverse and inclusive environment while meeting accessibility requirements.
- Upskilling through online courses, cross-functional development opportunities, and tuition assistance. 
- Competitive Rewards program including bonus, flexible vacation, personal, sick days and benefits will start on day one.
- Community Engagement - no matter where you choose to work from; we offer opportunities for community engagement & belonging with our various programs such as hackathons, contests, cooking with friends, Humans of Digital and much more!
Work arrangements: Hybrid

#LI-HybridLocation(s): Canada : Ontario : Toronto

Scotiabank is a leading bank in the Americas. Guided by our purpose: "for every future", we help our customers, their families and their communities achieve success through a broad range of advice, products and services, including personal and commercial banking, wealth management and private banking, corporate and investment banking, and capital markets.

At Scotiabank, we value the unique skills and experiences each individual brings to the Bank, and are committed to creating and maintaining an inclusive and accessible environment for everyone. If you require accommodation (including, but not limited to, an accessible interview site, alternate format documents, ASL Interpreter, or Assistive Technology) during the recruitment and selection process, please let our Recruitment team know. If you require technical assistance, please click here. Candidates must apply directly online to be considered for this role. We thank all applicants for their interest in a career at Scotiabank; however, only those candidates who are selected for an interview

will be contacted.

For more information, visit Scotiabank for Group Manager, Digital Accessibility