

Boutros AbiChedid

Princeton, NJ 08540

boutrosabichedid@yahoo.com

boutrosabichedid.com

linkedin.com/in/boutrosabichedid/

SENIOR WEB & DOCUMENT ACCESSIBILITY LEAD

Improve Quality and Visibility of your Online Presence | Collaborative and Effective Communicator

Web and Document Accessibility Expert. Specialize in the development of complex enterprise level solutions. Creative thinker with strict attention to detail. 2 years of document accessibility experience. 16 years of Web accessibility, Web development, Web design and product design experience and an additional 6 years of traditional programming and software development. Achieve high online standards and governance by focusing on Web Accessibility, Document Accessibility, Quality Assurance, User Experience and Performance.

Strong believer that an organization can achieve full inclusion and complies with disability laws by making accessibility part of everyone's role, through training and building accessibility compliance into the development and procurement processes.

Core strengths in:

- Web Accessibility Standards - Web Content Accessibility Guidelines (WCAG), User Agent Accessibility Guidelines (UAAG), Authoring Tool Accessibility guidelines (ATAG), WAI-ARIA, CVAA and Section 508.
- Document Accessibility Standards and documentation.
- Web standards documentation - Accessibility, QA, Best Practices, Web Development, SEO and Web Performance.
- Drupal and WordPress platforms.
- User experience and user interface design.
- 112 [certified courses](#) in Document Accessibility, Web Accessibility, Web design and Web Development & Programming.
- Widely regarded as a pragmatic solution-finder.
- Passionate driver of Accessibility compliance.

PROFESSIONAL EXPERIENCE

Law School Admission Council (LSAC), Newtown, PA

2019 - 2020

Accessibility Lead

LSAC had non-existent Accessibility policies, guidelines, procedures or Accessibility knowledge. I changed that.

- **Manager role:** Coached and supported team members and provided direction and leadership.
- Wrote LSAC's Digital Accessibility Policy in coordination with the Legal department.
- Influential in establishing the Accessibility boundary (department) for LSAC.
- Conducted Accessibility audits for several high-stake web projects, such as: Digital LSAT, Digital LSAT Writing, LSAC University's eLearning Platform and eLearning Instructional modules.
- Provided a budget for the Accessibility department for the 2021 FY, in coordination with the Legal department.
- Go-to Accessibility resource across the organization.
- Created Accessibility Policies and Guidelines and communicated them across the organization.
- Advised all departments on Accessibility matters in a proactive and reactive approach.
- Coordinated and consulted with External vendors.
- **On-boarding:** Integral Part of the hiring process for new team members with specific expertise on Accessibility.
- Created a new 7-page Accessibility reference section published in the LSAC portal.
- Wrote 3 Accessibility checklists used across the organization. These checklists are self-contained Accessibility compliance documents. Checklists created are for PDF, MS Word and Digital Web Products.
- Conducted company-wide training programs on document Accessibility (MS Word, Adobe Acrobat). Each course spans 2 full-days and is extensive in presentation materials, references and practical examples.
- Integrated Siteimprove Governance tool into LSAC for continuous monitoring of websites. Generated custom reports for Accessibility and Quality on a monthly basis.
- Wrote a custom Voluntary Product Accessibility Template (VPAT) specific to LSAC based on WCAG 2.1 Level AA Conformance. VPAT assists LSAC employees and external vendors in developing or procuring accessible digital products.
- Created the "Accessibility Vision and Action plan" with the aim to build a culture of accessibility awareness across the organization.
- Converted countless documents (MS Excel, MS Word, PDF and MS PowerPoint) into an accessible format for online publishing. Supported all departments with document Accessibility issues.

- Created company-wide guidelines for “Accessibility Integration and Review Process” for:
 - Electronic Documents
 - Websites, Web pages, Web Applications, Web forms and Web Platforms
 - Procurement of Digital Assets
 - Monitoring and Handling emails submitted online
- Created a detailed Accessibility remediation plan for the thousands of existing PDF, Excel and Word files posted online.

IT Trailblazers, North Brunswick, NJ

2018 - 2019

Technical Lead | Drupal Solutions Architect

- Provided Enterprise level Drupal solutions and Architecture.
- Guided the delivery teams, in-house and off-shore, to ensure customer satisfaction in all engagements.
- Led technical and non-technical discussions with clients.
- Assisted sales and project management teams with technical discussions, proposing solutions and in acquiring new projects.
- Authored company-wide documentation for Web standards: Accessibility, QA, SEO, Best Practices, Web Development and Performance.
- Led the QA team. Improved and standardized Web quality deliverables across the company.
- Established and integrated Web development standards and processes into the workflow.
- Wrote and presented technical proposals for clients.
- Developed customized presentations to prove solution's business value to High Level Executives.
- Managed an agile software development team consisting of onshore and offshore development resources providing consultancy on decisions and priorities.
- Conducted interviews for Drupal and QA positions for both in-house and offshore teams.
- Coached and mentored interns for summer projects. Served as a go-to resource for junior developers.
- Analyzed websites for Accessibility violations and recommended solutions.
- Analyzed websites for SEO and Performance improvements and recommended solutions.
- Estimated cost of technical efforts required for product delivery.

Campbell Soup Company, Camden, NJ

2016 - 2018

Senior Web Developer

- Managed large-scale Web properties (over 40 public facing WordPress websites) and APIs. Supported digital marketing for corporate functions and brand marketing.
 - Wrote and implemented company-wide Accessibility guidelines and standards for Section 508 and WCAG 2.0.
 - Developed and modified front-end components for WordPress managed sites.
 - Established and integrated Web development standards and processes.
- Provided data access and advanced functionality to front-end components by developing and modifying back-end RESTful services.
- Responded to service requests, troubleshoot issues and developed solutions and improved support.
- Managed third party providers, ensuring adherence to Web development standards and processes.
- Collaborated with development partners by educating them on Web development standards and reusable framework components. Performed code reviews submitted by outsourced development partners.
- Led a team of developers by allocating work, providing support, prioritizing tasks, managing expectations and owning the quality of deliverables.
- Conducted weekly 1-on-1 meetings with team members, focusing on both project updates and developmental discussions. Provided direction and leadership for Web related project assignments.
- Technical lead role during the initiation stage of digital projects especially for WordPress and Accessibility.

Accessibility and Quality Assurance (QA):

- Established accessibility guidance and worked closely with development partners and digital marketing to produce accessible websites and equal experience to users with different abilities.
- Integrated [Siteimprove](#) Web Governance tool into Campbell's public facing websites. Added value to Campbell's Corporate Social Responsibility and Web presence by enhancing user experience and increased user interaction.
- Trained employees and vendors on accessibility standards as an integral part of Campbell's Web presence.
- Enforced accessibility standards for new websites. Mitigated accessibility violations on existing websites.
- Performed Accessibility and QA testing on Campbell's public facing websites. Prepared detailed reports documenting violations/barriers and suggested solutions. Automated the process. This enhanced quality of online presence.

- Improved quality of Web deliverables by testing software and creating test procedures prior to launch.

Technical Standards:

- Authored technical standards documentation and integrated procedures into Campbell's process, such as: Accessibility standards, image optimization standards, website archiving process, PHP CodeSniffer and WordPress coding standards, JIRA and Bitbucket workflow, plugins acceptance criteria.

Website Optimization:

- Modernized WordPress search by integrating Elasticsearch search engine. This allowed users to quickly find content compared to the default WordPress search.
- Implemented Google's Structured Data Markup for Campbell's Kitchen, improving search engine visibility and SEO.
- Integrated image optimization service into Campbell's websites and automated the process. This dramatically enhanced user experience by significantly improving page load time.

Code Development & Development Workflow

- Developed custom WordPress plugins and themes.
- Standardized development workflow, between [JIRA](#) and [Bitbucket](#), and trained all vendors and contractors. The new process makes development faster, more efficient and less prone to errors.
- Standardized code review, improving quality of web deliverables.
- Enforced code quality, readability and maintainability.
- Standardized and streamlined project and issue tracking. Enforced JIRA use. This led to higher efficiency in resources, faster turnover rate and significantly better support.

Rutgers University, New Brunswick, NJ

2016

IT Application/Web Developer

Maintained the multi-site Drupal CMS platform (60+ Websites) at the Office of Creative Services. Collaborated with and provided technical support to peers and other staff members and project managers. Fixed technical issues and integrated new features through the web support ticketing system.

Princeton University, Princeton, NJ

2013 - 2015

Web Developer & Web Designer

Web Developer and Web Designer for the [Princeton Neuroscience Institute](#) and the [Lewis-Sigler Institute](#). Focused on delivering robust, clean, efficient, accessible and maintainable solutions. Took full ownership of the 2 departments' online presence: gathered requirements, design, development, testing, content creation, deployment and maintenance.

- Enhanced the 2 departments' online brand nationally by building prospective student awareness and increasing alumni engagement.
- Designed and developed the Drupal based [PNI](#) fully responsive websites (public and internal) and the fully responsive [PNI Full Screen Image Slider](#). Variation of slider is also used as a Full Screen Saver at the main lobby of PNI building.
- Designed and developed the Drupal based, fully responsive [Lewis-Sigler Institute](#) website.
- Designed and developed Drupal based, fully responsive [QCB Graduate](#), [QCB Certificate](#) and [Integrated Science](#) websites.
- Designed and developed the fully-responsive [Tank Lab Website](#).
- Trained staff on managing the Drupal platform, thus improving efficiency and productivity.

Creative Marketing Alliance, Princeton Junction, NJ

2013

Website Developer & Designer (Contract | Freelance)

Developed interactive online products, website maintenance, website enhancements and custom coding.

Blue Olive Online, Clarks Summit, PA

2010 - 2012

Chief Developer and Co-Founder

Involved in all aspects of front-end and back-end web development and custom programming. From front-end by creating elegant, user friendly and accessible websites to back-end by writing efficient, semantic and robust code.

Boutros AbiChedid Blog

2010 - 2016

Blogger

Authored or co-authored 170 tutorials on WordPress, Drupal and web development with the goal of educating other developers, spreading knowledge and allowing users to freely use my custom code on websites.

BAC Software Consulting, Beverly, MA

2008 - 2009

Chief Developer and Founder

Individual contributor for all aspects of web development: gathered requirements, design, accessibility, content, SEO, performance, testing, deployment and maintenance.

Osram Sylvania, Danvers, MA

2007 - 2008

Web Developer for LED Systems

Designed and developed the [Osram Sylvania LED Signage Calculator](#) web application. Application uses JavaScript to calculate quantity of LED products and power supplies needed for a particular signage.

Varian Semiconductor Equipment Associates, Gloucester, MA

1997 - 2001

Control Systems Software Engineer

- Software developer for VISta 810 and VISta 3000 Ion Implanters.
- Extensive knowledge of the Varian Control System (VCS) proprietary software.
- Wrote test procedures and software documentations for the Implanters' facilities, magnet calibration, vacuum system, startup/shutdown, Golden search, interlock monitor, and other components of the ion implanters.
- Designed and developed text based user interface screens. for the Ion Implanters.
- Designed and developed Graphical User Interface (GUI) screens for different components of the Ion Implanters.
- Expert with installing and troubleshooting the VCS closed-source software. Trained others on using VCS software.
- Closely cooperated with technicians, electrical engineers, mechanical engineers, and other software engineers, as part of the cross-functional environment.

CERTIFICATIONS

- [29 Certified courses](#) in Document Accessibility and Web Accessibility, [Deque University](#)
- [49 Certified Courses](#) in Web design and Web development, [Lynda.com](#)
- [29 Certified Courses](#) in Web design and Web development courses, [eClasses.org](#)

- Curriculum Certificate in [IAAP WAS Certification Preparation Curriculum 2.0](#), Deque University, May 2020
- Curriculum Certificate in [Accessibility Program Management Curriculum 2.0](#), Deque University, May 2020
- Curriculum Certificate in [Native Mobile Apps Curriculum 1.0](#), Deque University, May 2020
- Curriculum Certificate in [IAAP CPACC Certification Preparation Curriculum](#), Deque University, May 2020
- Accessibility Certificate in [Accessible Documents: Word, PowerPoint & Acrobat, WebAIM](#), April 2020

- Attended many Accessibility webinars by the International Association of Accessibility Professionals (IAAP), the National Federation of the Blind (NFB), Siteimprove, WebAIM and others.

- Curriculum Certificate in [Web Business](#), [eClasses.org](#), March 2011
- Curriculum Certificate in [Web Graphics and Multimedia](#), [eClasses.org](#), March 2010
- Curriculum Certificate in [Web Programming](#), [eClasses.org](#), September 2008
- Curriculum Certificate in [Web Technologies](#), [eClasses.org](#), February 2008

EDUCATION

- **MS**, Electrical Engineering (MSEE), [University of Alabama at Birmingham](#), Birmingham, AL
Thesis: Experiment Design for Modeling and Control Strategies of E. Coli Fermentation Process; 1996, 125 pages.
- **MS**, Health Physics (MSHP), [Georgia Institute of Technology](#), Atlanta, GA
- **Bachelor**, Electrical Engineering (BEE), [Georgia Institute of Technology](#), Atlanta, GA

TECHNICAL SKILLS

Web Accessibility: WCAG 2.1, WAI-ARIA 1.1, Section 508, UUAG 2.0, ATAG 1.0, CVAA
Document Accessibility: Adobe Acrobat, MS Word, MS PowerPoint, MS Excel
Screen Readers: JAWS, NVDA, Narrator, VoiceOver
CMS Platforms: Drupal, WordPress

Web Frameworks:	jQuery, jQuery Mobile, Bootstrap, AngularJS
Scripting Languages:	PHP, JavaScript, ColdFusion
Markup & Styling Languages:	HTML5, CSS, Less, Sass
Databases:	MySQL, Microsoft Access
Programming Languages:	C, C++
Graphics Code Software:	Visual Studio Code, Net Beans, PhpStorm, Dreamweaver, Photoshop
Query Language:	SQL
Data Interchange Formats:	JSON, XML
Cloud Computing Platform:	Amazon Web Services (AWS)
Workflow Management Tools:	Gulp, Grunt
Automation & Version Control:	Jenkins, Bitbucket, Github
Methodologies:	Agile, Test-driven development (TDD)
Design Approach:	UX, UI, Mobile-First Design, Responsive Web Design, Adaptive Web Design

MEMBERSHIP

Member of the International Association of Accessibility Professionals (IAAP), 2019 - 2020

Member of the International Webmasters Association (IWA), 2007 - 2011