Diversity, Inclusion & Accessibility Project Manager

Job Purpose

As the Diversity, Inclusion and Accessibility Project Manager, you will be responsible for working with the directors and game team to scope, develop and implement diversity & inclusion initiatives and processes for the project. You will act as a champion for team-wide culture shift around approach to diversity & inclusion. You will also lead the approach to accessibility for the project, driving the development and delivery of solutions to help ensure that the game can be enjoyed by as many players as possible.

Responsibilities

- Guide and inform the approach to diverse representation, inclusion and accessibility, to deliver a best-in-class approach in line with the project vision;
- Collaborate with key stakeholders (including design, UI and UX) to design and implement accessibility & diversity features;
- Monitor trends & best practices, scope & leverage user testing, and consult with relevant advocates, to ensure that the project's approach is adapted to market expectations, and drives innovation;
- Source, onboard and coordinate engagement with appropriate experts to advise project teams and support the development of inclusive content;
- Partner with internal accessibility, diversity & inclusion experts and stakeholders to ensure alignment and drive collaboration and knowledge sharing with other projects;
- Roll-out new team-wide processes and protocols for expert feedback, content creation, and issue management;
- Facilitate user testing, providing guidelines for recruitment, moderation, analysis, and reporting around accessibility and diversity;
- Foster and promote a cultural shift across the team towards openness, diligence, and dialogue around content decisions;
- Be the point of contact for internal D&I Leadership as well as an advocate for diversity, inclusion and accessibility topics with the wider development team;

- Work with project and studio stakeholders to identify and promote opportunities to support diverse representation and recruitment within the team.

Skills and Knowledge
- Deep knowledge and interest of diversity & inclusion topics, including representation in video games and interactive entertainment;
- Strong understanding of video game production processes, with specific reference to the design and implementation of accessibility features;
- Good knowledge of the video game market and its players, including market standards, trends, and best practices for diversity, inclusion and accessibility;
- Excellent relationship-building skills with the ability to navigate and manage sensitive topics and complex situations, and engage effectively with senior stakeholders;
- Great organisational and project management skills;
- Excellent communication and presentation skills;
- A passion for making and playing games.

Relevant Experience
- Demonstrable senior experience in developing and leading inclusive content and accessibility initiatives for video games projects, including roadmap development, resourcing, delivery management and stakeholder engagement;
- Experience driving design and implementation of accessibility features on AAA products (PC/Console);
- Proven experience in accessibility, user research, UX design, or related fields is a bonus;.