

# Trevor Pierce

Technical Leader and Accessibility Risk Mitigation Specialist

Seward, NE | 402-646-8542 | trevor.pierce@continuumdesign.net

## Objective

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Technical leader with 20+ years building accessible digital products and mitigating accessibility risk for startups, enterprise software, and federal programs. Grew an accessibility practice from one to five practitioners, contributed technical and accessibility expertise to \$147 million in federal contract wins and currently guide engineering strategy and code review across cross-functional teams.

## Professional experience

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**GitLab:** Senior Accessibility Engineer (2025–Present)

**Oddball:** Senior Accessibility Engineer (2024–2025)

**Elastic:** Senior Accessibility Engineer; Accessibility Lead, Design System Team (2021–2024)

**Ad Hoc:** Senior User Experience Designer in Accessibility (2017–2021)

**Boyd Caton Group:** Lead User Experience Designer (2012–2017)

**Markit on Demand:** User Interface Designer (2007–2012)

**Texas Tech University:** Senior Graphic Designer (2004–2006)

**North Platte Telegraph:** Lead Graphic Designer (2002–2004)

## Selected engagements

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### Refactored design system component for accessibility

GitLab, 2026

- Refactored VueJS code for a disclosure and combobox component
- Tested changes across four screen readers and operating systems, then updated the automated test suite to prevent regressions
- Leveraged Claude AI to reduce time to review and improve code coverage
- Merged the component into enterprise application cleanly

### Provided technical expertise in multiple contract awards

Ad Hoc, 2019

- Contributed technical and accessibility expertise that helped win two 3-year federal contracts worth a combined \$147 million: the [Veteran-Facing Services Platform \(VSP\)](#) and [Veteran-Facing Services Applications \(VSA\)](#)
- Wrote and edited technical portions of two multi-million-dollar requests for proposal (RFP)
- Led accessibility efforts as part of an in-room, game-day presentation team
- Provided technical guidance to the broader presentation team under live evaluation conditions

### Developed a scalable, comprehensive accessibility framework

Ad Hoc, 2017–2021

- Grew the accessibility practice from one to five practitioners over four years

- Developed a framework to identify, capture, and triage accessibility issues, with a severity rubric quantifying impact to users
- Established guidelines and code for automated and manual accessibility testing
- Led improvement efforts on [Healthcare.gov](https://www.healthcare.gov) across four open enrollment cycles
- Led accessibility migration from Vets.gov to [VA.gov](https://www.va.gov) relaunch on Veterans Day 2018
- Wrote and edited Voluntary Product Accessibility Templates (VPAT) documents

## **Education**

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**University of Nebraska–Kearney, BFA Visual Communications and Design**

**2002**

Major: Visual Communications and Design (Graphic Design)

## **Skills & abilities**

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### **Leadership and risk mitigation**

- Mentorship of product, design, research, and engineering teams
- Accessibility auditing, triage, and code review
- Accessibility framework development and documentation
- Voluntary Product Accessibility Template (VPAT) writing
- Technical writing for requests for comment (RFC) and requests for proposal (RFP)

### **Visual design and experience**

- User experience design
- User interface design
- Manual accessibility testing
- Information architecture
- Data visualization

### **Technical**

- JavaScript and TypeScript
- React and VueJS libraries
- Astro framework
- Claude, Opencode for AI-assisted development
- Establish and tune automated testing in CI/CD pipelines