

Joe Sebast

Accessibility focused Full-Stack Tech Lead

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Introduction

I led Avaya's Design System and Accessibility team for four years. We created and maintained open-sourced libraries to support a global team across the US, Canada, India, and Ireland. I aligned with over a dozen engineering, marketing, and sales teams on organizational goals and industry best practices while regularly meeting with a third-party accessibility expert to ensure our products were AAA-compliant.

Profiles

github

[Barbacoa08](#)

LinkedIn

[joseph-sebast](#)

Experience

Avaya

09/2019 – 11/2024

Tech Lead

- Created a shared library to provide a unified, consistent, and accessibility-focused Avaya Design System implementation in React.
- Automated several processes, including code reviews, library publishing, unit test code coverage percentages, and other CICD pipelines.
- Created and hosted a weekly session for teams across the company to share knowledge and resources.
- Spearheaded the rebuild of our Design Portal after identifying an excess of technical debt, lack of accessibility, and growing usability concerns.
- Collaborated with Senior VP of Engineering to track and record Value Stream efforts by team and individual.
- Mentored college graduate hires for their first six months.
- Created monthly informational posts on improvements in JavaScript, CSS, Vite, Architecture as Code, Code Reviews, Agile Methodologies, and many other development-related topics.
- Created a “continuous improvement” mentality where everyone on my team was eager to learn from our customers and adjust our UX and DX to improve our products constantly.

Scrum Master & Project Manager

- Created multiple streams for updates and feedback from our customers. (MS Teams, email, changelogs, lunch and learns, office hours, and recorded demos)
- Unified on live and recorded demos instead of slides to emphasize the power of our tooling.
- Proactively reached across organizational boundaries to ensure all teams knew about our offerings and could utilize them.
- Received consistently positive feedback from Sales and Marketing for our tools' excellent developer experience.
- Reduced reported bugs by over 50% over six months by gathering and implementing process improvements based on development, design, and client discussions. Examples:
 - Implemented automated testing (a11y, unit, integration) in every product.
 - Added design team to all client-facing changes PRs.

Vizio	11/2018 – 06/2019
Lead Software Engineer	
• Created an extensible Webpack template for all new products. • Improved production bug discovery processes. • Assisted as a dev lead in bi-weekly large scale production deployments to >1,000,000 TVs.	
Finagraph	10/2017 – 11/2018
Software Engineer	
• Created custom implementations of the flagship product for individual financial institutions by working directly with clients and a user experience designer to ensure all unique needs were met. • Discovered and implemented usability improvements based off of bi-weekly design and review meetings with team members to ensure continuous improvement to products.	
Quadient (formerly Satori Software)	08/2013 – 10/2017
Software Engineer	
Wadeware LLC	01/2011 – 08/2013
Software Engineer	
Seattle Pacific University	01/2009 – 01/2011
IT / Software Engineer	

Education

Seattle Pacific University	2006 – 2010
Computer Science	

Projects

Cat Emotions	03/2022 – 08/2022
Because a picture is worth a thousand words, and cats are exceptionally expressive. https://cat-emotions.barbajoe.tech/	
Tech Blog	12/2023 – Present
https://blog.barbajoe.tech/	
Fighter Advice	11/2022 – Present
I compile advice and occasionally post my thoughts about training and and fighting in the Muay Thai ruleset. https://fighter-advice.barbajoe.tech/	
barbajoe.tech	07/2022 – Present
Small projects where I indulged my love of shiny new tech and random ideas (: https://barbajoe.tech/	

Volunteering

Buy Nothing Project	10/2020 – Present
St Paul, MN	
As the local admin I manage the groups, people, and posts. Ensuring that all rules are followed and posts are appropriate and in alignment with the local ruleset and culture. https://www.facebook.com/groups/bn.midway.frogtown	
Free Spirit Muay Thai	11/2021 – Present
St Paul, MN	
As a coach, I help individuals learn techniques and gain confidence in themselves through evolving their skills. We teach traditional golden age Muay Thai and train using both modern and traditional methods.	
As a Nak Muay (fighter), I push myself to be the best I can make myself and be an example of confidence and humility.	

Top Skills and Tools

Agile Project Management Accessibility (a11y)

Vite ReactJS, NextJS

CICD Pipelines Storybook

HTML + CSS

Svelte, SvelteKit

Vitest + Jest

TypeScript

Astro JS

SQL, NoSQL