

EMPOWERING PATHWAYS

JOB OPPORTUNITIES
FOR FILIPINOS WITH
VISUAL IMPAIRMENT



 **YAYASAN MITRA NETRA**
Meningkatkan Kualitas dan Partisipasi Tunanetra

SAOMA
SPECIALIZED & ASSISTIVE TECHNOLOGY FOR PEOPLE WITH DISABILITIES


日本財団
THE NIPPON
FOUNDATION
For Social Innovation

Resources for the

B•L•I•N•D
Inc.®



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Job Opportunities for Filipinos with Visual Impairment

**A Collaborative Effort of
Yayasan Mitra Netra Foundation
Indonesia**

**Sao Mai Center for the Blind
Vietnam**

**Resources for the Blind, Inc.
Philippines**

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FOREWORD



From a governance perspective, this initiative reflects RBI's steadfast commitment to evidence-based programming, collaborative partnerships, and amplifying the voices of the visually impaired community.

This job directory serves not only as a resource but also as a symbol of what is possible when organizations, employers,

and advocates work together toward a shared vision of inclusion.

We hope that employers, advocates, and aspiring professionals alike will find these pages valuable—whether in opening doors to new career opportunities, strengthening workplace practices, or championing a more inclusive labor market.

As you explore this directory, may it inspire us all to reimagine the world of work—a world where diversity is celebrated, barriers are broken, and dignity is upheld for every individual.

Together, we can shape a future where persons with visual impairment are recognized, empowered, and given equal opportunities to thrive.

Mr. Gary J. Jamora
Chairman/President
Resources for the Blind, Inc.

At Resources for the Blind, Inc. (RBI), we have always believed in the power of inclusive opportunity.

This Job Directory is more than just a compilation of career pathways—it is a declaration that every Filipino, including those with visual impairments, deserves access to dignified work, meaningful growth, and equitable participation in our nation’s workforce.



As the Executive Director of RBI, I have witnessed how employment transforms lives—not only through economic empowerment but also by fostering confidence, purpose, and community. This publication showcases what is possible when barriers are removed and potential is recognized. It highlights real jobs, real skills, and the real people behind them.

We hope this directory serves as both a practical tool and an inspiring guide. Let it remind us that with the right support and opportunity, individuals with visual impairments can thrive in any professional space they choose.

Ms. Amelia M. Torrente
Executive Director
Resources for the Blind, Inc.

OVERVIEW



In 2024, a research project on employment examined both internal and external factors that influence the successful hiring of people with visual impairments. While identifying numerous such factors, the study highlighted the importance of creating job directories tailored to each country. These directories would list jobs suitable for individuals with visual impairments, detail necessary workplace accommodations and adjustments, specify additional preparations needed for job placement, and more.

Discussions with employers and HR professionals from various companies and industrial organizations showed that many roles are accessible to people with visual impairments, although many employers and employment agencies may not be fully aware of these opportunities. It was proposed to establish a think tank composed of selected human resources (HR) representatives from different industries, employed

individuals with visual impairments, organizations supporting employment training, and, if possible, government officials in each country. To support this, there was a need to develop a comprehensive job directory listing commonly available mainstream jobs, the skills required to succeed in them, and the specific accommodations necessary for visually impaired individuals to work alongside non-disabled colleagues in mainstream sectors.

Following these recommendations, the participating countries — Indonesia, the Philippines, and Vietnam — each created their own country-specific job directories through consultations with relevant stakeholders, including HR personnel from industries, government employment departments, people with visual impairments (both employed and job seekers), parents, and professionals. Although these directories are tailored to each country, their applications may be useful beyond national borders. Utilizing the guidelines provided by these job directories could help further refine this resource in the future. The directories are extensive, and this summary offers an overview of each directory developed by our project partners.

In the Philippines, this directory provides a thorough overview of various job opportunities available to visually impaired individuals in the Philippines across multiple industries. It outlines detailed job descriptions, necessary skills, tools, work settings, accommodations, qualifications, salary ranges, and practical advice.

Positions range from technical roles like Software Engineer, Accessibility Consultant, and E-Commerce Automation Engineer to educational roles such as Special Needs Education Teacher, Braille Tutor, and College Instructor, as well as entrepreneurial and managerial roles including Operations Manager, Entrepreneur, and Executive Director of NGOs.

Many roles require proficiency in assistive technologies (such as screen readers like NVDA and JAWS, Braille displays), knowledge of digital accessibility standards and often offer flexible or remote work options to support visual impairments.

Salaries vary significantly, from entry-level or freelance jobs earning about ₱10,000 per month or less, to specialized or leadership roles paying between ₱50,000 and over ₱150,000 monthly. Success in these roles depends on a combination of technical skills, effective communication, problem-solving abilities, adaptability, ongoing learning, and teamwork.

The directory emphasizes the vital role of inclusive workplaces, reasonable accommodations (like accessible digital materials, workplace adjustments, and human assistance), and proactive self-advocacy in overcoming challenges. It also demonstrates that with appropriate training, technology, and support, visually impaired individuals can thrive in a wide range of professions - including digital media, clinical support, law, marketing, education, and entrepreneurship - showcasing independence, resilience, and meaningful contributions to the workforce.

INTRODUCTION

The immense potential and invaluable contributions that Filipinos with visual impairments bring to the nation's workforce are increasingly recognized. Historically, individuals with visual impairments faced significant employment barriers, shaped by societal misconceptions, discrimination, and limited access to inclusive education and resources. However, the landscape is now undergoing a transformative shift. Recent studies indicate a notable increase in employment rates among individuals supported by inclusion programs, particularly in dynamic sectors such as information technology, education, customer service, and administrative roles. This positive trend reflects a growing recognition among employers of the capabilities of individuals with visual impairments.

Organizations like Resources for the Blind, Inc. (RBI) play a pivotal role in driving this transformation. Through comprehensive job-readiness workshops, accessible materials, and direct linkages between job seekers and inclusive employers, RBI actively works to dismantle barriers and foster greater awareness. By collaborating with government agencies, private institutions, and other non-governmental organizations, RBI continues to champion inclusive hiring practices and equip workplaces with the necessary tools for reasonable accommodations.

Despite these encouraging gains, significant challenges persist. Many Filipinos with visual impairments still encounter misconceptions and biases from employers, who may be unfamiliar with how individuals with visual impairments navigate tasks or utilize assistive technologies. This often leads to limited job opportunities and challenges in the hiring process.

Furthermore, inadequate accessibility remains a pervasive issue, encompassing digital materials, websites, software, public transportation infrastructure and office facilities. This creates practical barriers in daily work and commuting.

Challenges also include limited access to diverse and specialized education and training programs, which can lead to a mismatch between skills and industry demands. While support systems are crucial, there is a continuous need for enhanced holistic support, including sustained family and community encouragement, robust mentorship, and comprehensive scholastic and financial assistance. The journey can also present personal challenges, such as navigating self-doubt, maintaining confidence amidst rejections, and embracing proactive learning and self-advocacy to overcome obstacles. It is vital for individuals to cultivate initiative, adaptability, and a commitment to continuous skill development.

As advocacy and cross-sector collaboration continue, the employment outlook for persons with visual impairment in the Philippines is becoming increasingly hopeful. Organizations like RBI play a key role in this transformation—empowering individuals through training, connecting talent with opportunity, and nurturing a truly inclusive work culture. Through these collective efforts, a truly inclusive and equitable workforce in the Philippines grows increasingly within reach.

Purpose and Impact of This Directory

This job directory is meticulously crafted to empower Filipinos with visual impairments by unveiling a broad spectrum of career possibilities, moving beyond conventional assumptions about suitable roles. It serves as a practical and accessible guide for individuals seeking to explore potential career paths, identify essential skills for growth, and understand the crucial workplace adaptations that contribute to their success.

For employers, advocates, and institutions, this directory is a vital resource, encouraging them to recognize the profound capabilities and talents of persons with visual impairments and to foster more proactive and inclusive hiring practices. By presenting real-world job examples across diverse sectors, the directory aims to transform the narrative from limitations to boundless possibilities. It affirms that individuals with visual impairments can not only thrive in various professional environments but also significantly contribute when provided with the right tools and opportunities.

Crucially, this directory facilitates an easier and more accessible job search, functioning as a centralized platform where individuals can quickly and independently find and apply for inclusive job openings. Its design prioritizes features like screen reader compatibility, keyboard navigation, and clear information presentation, reducing search time and effort. It fosters direct connections with inclusive employers by listing companies that are ready and willing to accommodate and learn alongside their visually impaired employees.

This transparency helps match skills with suitable roles and educates employers on the benefits of diversity. The directory also supports career growth and skill development by showcasing diverse career paths and implicitly guiding individuals on necessary competencies.

Ultimately, this resource is designed to boost confidence, reduce the apprehension often associated with job searching, and empower individuals to pursue their ideal careers with greater autonomy and a sense of normalcy in their professional journey.

How the Booklet Was Developed

This booklet is based on a structured research process carried out from January to December 2025. It followed a step-by-step approach to collect, analyze, and present comprehensive data on job opportunities for Filipinos with visual impairment. Data was gathered primarily through Google Forms and, in some cases, insightful online interviews with employed or self-employed individuals with visual impairment. Participants came from across the Philippines, working in various industries such as education, information technology, finance, massage therapy, and advocacy. They shared valuable insights on the nature of their jobs, the skills required, and the types of accommodations or technologies that helped them perform effectively in the workplace.

The research followed these distinct phases:

January – February: Planning stage with the partner country coordinators and project consultant.

March 1–14: Initial Planning & Research Design

- Finalize scope: target sectors, job types, and participant profiles
- Draft research framework and timeline
- Begin drafting interview and Google Form templates

March 17–April 4: Tool Development & Participant Preparation

- Finalize and test interview and Google Form templates (for persons with visual impairments only)
- Prepare consent forms and communication templates
- Begin reaching out to potential participants with visual impairments

April 7–May 2: Data Collection Phase (Part 1)

- Conduct interviews with employed persons with visual impairments or those managing their own businesses

- Disseminate Google Forms
- Begin light transcription and early coding of responses

May 5–23: Data Collection Phase (Part 2)

- Continue interviews and form dissemination to unexplored careers
- Maintain transcription and early organization of data
- Begin identifying key patterns, skills, and adaptations
- Begin writing job descriptions
- Organize responses by alphabetical order

May 26–30: Preparation for Internal Checking

- Team begins reviewing collected data
- Ensure sufficient data collection
- Continue writing job descriptions
- Organize responses by alphabetical order

June 2–6: Internal Checking Begins + Initial Drafting

- Draft intro sections:
- Purpose of the booklet
- How it was developed
- Visual impairment and employment in the PH context

June 9–20: Content Finalization & Design Preparation

- Refine all job entries and sections
- Ensure clarity, consistency, and accessibility
- Begin layout and formatting for both print and web versions

June 23–July 31: Final Review and Accessibility Checks

- Final edits and formatting
- Conduct full accessibility review (e.g., screen reader compatibility)
- Complete internal proofreading

September 15: Completion

- Final files ready for launch and distribution

It is important to note that while this job directory booklet aimed to cover as many job roles as possible, various factors — including the scope of the research and the diverse and evolving employment landscape — still imposed limitations on comprehensively covering all job opportunities and roles currently open for Filipinos with visual impairment.

How to Use This Booklet

- **For Individuals with Visual Impairments:** This directory is designed for easy navigation. Explore job entries to identify roles that align with your interests and skills. Pay close attention to the "Skills Required" and "Accessibility & Adaptations" sections to understand the competencies needed and the types of support that can facilitate your success. Use this information to tailor your resume, prepare for interviews, and confidently discuss your capabilities and accommodation needs with potential employers.
- **For Employers & Institutions:** This booklet offers valuable insights into the capabilities of Filipinos with visual impairments. Each job profile provides a detailed overview of roles, skills, and effective accommodations. Utilize this resource to broaden your understanding of inclusive hiring practices, identify potential talent, and learn how to create a supportive and accessible work environment that welcomes and empowers individuals with visual impairments.

Call to Action



This Job Directory represents a crucial step towards a more inclusive workforce. Your continued engagement is vital to sustain this momentum.

- **For Individuals with Visual Impairments:** We encourage you to utilize this directory as a springboard for your career journey. Continuously develop your skills, actively network within your chosen industries, and reach out to Resources for the Blind, Inc. (RBI) for further support, guidance, and training opportunities.
- **For Employers & Institutions:** We invite you to join us in building a truly inclusive workforce. Consider partnering with RBI for consultations on inclusive hiring practices, sharing your job opportunities within this directory, and collaborating on future initiatives that empower persons with disabilities.
- **For Advocates & Stakeholders:** Your ongoing support for policies and programs that promote accessible and inclusive employment is invaluable. Let us continue to work hand-in-hand to ensure equal opportunities for all.

For more information or to connect with RBI:

Website: www.blind.org.ph

Email: info@blind.org.ph

Facebook: [facebook.com/resourcesfortheblind](https://www.facebook.com/resourcesfortheblind)

YouTube: <https://www.youtube.com/@ResourcesfortheBlindIncRBI>

Acknowledgments

This Job Directory booklet is the result of collective effort, dedication, and a shared commitment to creating a more inclusive workforce for Filipinos with visual impairments. We extend our heartfelt gratitude to everyone who contributed to the success of this endeavor.

First and foremost, we acknowledge the strategic leadership and unwavering guidance of Mr. Marlo Lucas, Head of the Higher Education and Industry Inclusion Program. His direction was integral in steering this initiative forward, ensuring its alignment with the broader goals of inclusion.

We are also deeply thankful to Ma. Bless Adriano, Program Assistant, who meticulously served as the field researcher, data analyst, and interview facilitator for this project. Her hands-on efforts in gathering and processing data were crucial to capturing valuable insights from diverse sectors and regions.

This initiative was further enriched by the invaluable partnership with Yayasan Mitra Netra (Indonesia) and Sao Mai Center for the Blind (Vietnam). Their regional expertise and contributions during the cross-country research phase have deepened our collective understanding of the challenges and opportunities for persons with visual impairments in Southeast Asia.

Finally, we extend our deepest gratitude to the Filipinos with visual impairments who participated in this research. Your personal experiences, profound insights, and inspiring stories form the powerful core of this booklet, serving as a vibrant testament to the immense potential for inclusive employment in the Philippines.

Accessible Digital Media Production Staff

Job Summary / Description:

The Accessible Digital Media Production Staff works as a regular, project-based employee under initiatives like the Siloam Library. This role is crucial for making educational and reading materials accessible for persons with visual impairments. Key responsibilities include digitizing and editing content into various accessible formats such as audio, DAISY books, and screen-reader-friendly documents. The staff member collaborates closely with the Accessible Digital Media Team, performing tasks such as content conversion, audio editing, quality assurance, and metadata tagging to ensure usability and accessibility for blind users. The role involves managing multiple tasks, meeting strict deadlines, and often requires proactive problem-solving to address challenges like missing content or inaccessible files.

Skills Required:

Top 5 Hard Skills:

1. **Audio Editing:** Essential for cleaning, structuring, and ensuring the clarity of recorded materials, which is a core part of creating accessible audio content.
2. **Screen Reader Operation (NVDA proficiency):** Crucial for verifying the accessibility and usability of produced materials for visually impaired users.
3. **File Conversion & Document Formatting:** Fundamental for transforming various document types into screen-reader-friendly and accessible formats (e.g., tagged PDFs, Word files).
4. **Metadata Tagging:** Vital for organizing resources within systems like the Siloam Library, ensuring materials are easily searchable and retrievable for blind users.
5. **Computer literacy (Microsoft Office, Google Suite, etc.):** Provides the foundational knowledge and proficiency in digital tools necessary to perform all other technical tasks efficiently and accurately.

Top 5 Soft Skills:

1. Independence and Self-Management: Key for handling multiple tasks and strict deadlines productively without constant oversight, as the role involves managing various project constraints.
2. Problem-Solving Skills: Essential for overcoming challenges like missing content, inaccessible files, or unexpected issues during the digitization process, ensuring project continuity.
3. Adaptability and Flexibility: Allows for seamless transitions between editing, reviewing, or coordinating tasks, and for adjusting to evolving project needs and unforeseen circumstances.
4. Effective Communication: Critical for clear online and offline interactions, ensuring all project members are informed about progress, delays, or needs, and facilitating smooth collaboration.
5. Interpersonal Skills: Important for fostering strong working relationships within the Accessible Digital Media Team and relying on colleagues for support and guidance.

Tools or Technology Used:

- Audio editing software
- Screen reader software (e.g., NVDA)
- File conversion and document formatting tools
- Digital asset management systems (e.g., for Siloam Library)
- Standard office productivity software (Microsoft Office, Google Suite)
- Communication and collaboration platforms

Work Environment:

- Office-based (corporate, government, or NGO)

Reasonable Accommodations:

- Assistive technology (e.g., screen reader, Braille display, magnification software)
- Accessible digital documents (e.g., screen reader-friendly, Braille, or large print formats)

- Flexible work arrangements (e.g., remote work, flexible hours, deadline extensions)
- Workplace modifications (e.g., adjustable lighting, noise reduction)
- Orientation and mobility support (e.g., guide assistance in navigating the workspace)
- Screen reader-compatible software and websites
- Keyboard shortcuts and voice command options
- Automated captions or transcription tools (e.g., speech-to-text for meetings)
- Accessible work environment (e.g., tactile paving)

Qualifications & Training Needed:

- Educational Background: College graduate (Bachelor's degree).
- Training: Attended various skills trainings in accessible digital production, audio editing, and screen reader usage (NVDA). Also trained as an assistant trainer in multimedia and computer literacy programs for the blind.

Average Salary Range:

- ₱11,000 to ₱15,000 per month.

Additional Insights:

This role is highly specialized and crucial for promoting digital inclusivity for persons with visual impairments. For job seekers, it emphasizes the importance of technical proficiency in audio editing, screen reader operation, and file conversion, combined with strong soft skills like independence, problem-solving, and adaptability. Actively seeking out training and mentorship from organizations like RBI is highly recommended. For employers, this role demonstrates the tangible impact of providing accessible work environments and supportive IT structures. Investing in such positions not only fulfills social responsibility but also creates valuable resources for the visually impaired community.

Accessibility Consultant

Job Summary / Description:

As an Accessibility Consultant, this role involves working closely with UX Designers and Web Developers to ensure that the User Experience (UX) and User Interface (UI) of digital products are inclusive for all digital users. This entails providing expert guidance and recommendations to identify and rectify accessibility barriers within digital interfaces. The consultant leverages their specialized knowledge and direct experience as an end-user to facilitate the creation of universally usable digital products, enhancing accessibility for individuals with various disabilities.

Skills Required:

Top 5 Hard Skills:

1. **Accessibility Standards & Guidelines Knowledge** (e.g., WCAG, Section 508): This is the fundamental expertise, implied by working with UX/UI designers and developers to make digital products inclusive. Certifications like IAAP-CPACC and WAS directly support this.
2. **Programming/Coding Background**: Explicitly stated as the "biggest advantage" in this job, allowing the consultant to understand the technical implementation challenges and provide practical solutions to developers.
3. **UX/UI Design Principles**: Essential for collaborating effectively with UX Designers and Web Developers, understanding their processes, and providing relevant feedback on inclusive design. The UX Design Certification supports this.
4. **Writing/Editing**: Equally important for effectively conveying "issues / recommendations sent to our clients." This requires clear, concise, and actionable written communication regarding accessibility findings.
5. **Computer Literacy** (Microsoft Office, Google Suite, etc.): Fundamental for navigating digital tools, creating reports, and collaborating in a modern development environment.

Top 5 Soft Skills:

1. **Effective Communication:** Crucial for properly conveying technical accessibility issues and recommendations to UX designers, web developers, and clients, ensuring clarity and actionable feedback. The "manner to speak up and deal with clients, partners, stakeholders" is vital.
2. **Problem-Solving Skills:** Essential for identifying complex accessibility barriers in digital products and devising practical, inclusive solutions for diverse user needs.
3. **Adaptability and Flexibility:** Important for working across different digital products, client requirements, and evolving accessibility standards.
4. **Interpersonal Skills:** Helps in fostering collaborative relationships with UX Designers and Web Developers, promoting a shared understanding and commitment to inclusive design.
5. **Confidence and Self-Esteem:** Allows the consultant to confidently present findings, advocate for accessibility best practices, and influence design and development decisions.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader like JAWS/NVDA, Braille display, magnification software) - used for testing and personal use.
- Screen Reader-Compatible Software and Websites - crucial for performing audits and communicating.
- Keyboard Shortcuts and Voice Command Options - for efficient navigation and interaction with digital products.
- Audio Cues for Navigation (e.g., auditory alerts for digital tasks) - enhances user experience during testing.
- Web browsers with developer tools.
- Bug tracking and project management software.
- Microsoft Office Suite (e.g., Word for reports, PowerPoint for presentations).
- Google Suite (e.g., Docs, Sheets for documentation).

Work Environment:

- Hybrid (combination of office and remote work), allowing for flexible work arrangements and on-site collaboration when necessary.

Reasonable Accommodations:

This role inherently champions accessibility, and the consultant's own needs are often met through:

- **Assistive Technology:** Including screen readers, Braille displays, and magnification software, which are integral to the consultant's ability to perform their job effectively and provide authentic end-user insights.
- **Accessible Digital Documents:** Ensuring that all internal documentation, reports, and client deliverables are in screen reader-friendly formats. The stated desire to "simply make all digital materials accessible" is a core tenet.
- **Flexible Work Arrangements:** Such as remote work, flexible hours, and deadline extensions, which are common in consulting roles and support work-life balance.
- **Orientation and Mobility Support:** Including guide assistance in navigating the workspace during office days or client visits.
- **Job Coaching or Mentorship:** Providing support in navigating complex client engagements or new technological challenges.
- **Human Support:** The option to hire a scribe, assistant, or reader for specific tasks, particularly for interpreting complex visual diagrams or non-accessible content during audits.
- **Accessible Work Environment:** Ensuring that any physical office space or client locations are equipped with ramps, tactile paving, and accessible restrooms.

Qualifications / Training Needed:

- **Minimum:** College Degree.
- **Certifications (Highly Valued):**
- IAAP-CPACC (International Association of Accessibility Professionals - Certified Professional in Accessibility Core Competencies)
- IAAP-WAS (International Association of Accessibility Professionals - Web Accessibility Specialist)
- UX Design Certification (e.g., from UXDI of Ireland)

- Project Management Certifications (e.g., Agile, Scrum Certifications)

Average Salary Range:

- ₱50,000 above

Additional Insights:

Success as an Accessibility Consultant hinges on constant learning and immersing oneself "beyond the walls of the academe" into the real world of digital product development. The unique perspective of being an end-user with a visual impairment provides an unparalleled advantage. Effective written communication is critical for conveying complex technical issues and recommendations to clients. Moreover, strong oral communication skills, including the "manner to speak up and deal with clients, partners, stakeholders," are crucial for building rapport and influencing the adoption of inclusive practices. The ultimate goal is not just personal accommodation but to enhance the UX/UI of digital products for everyone, fostering a better experience for all users.

Accessibility Quality Assurance Tester

Job Summary / Description:

This role is critical for ensuring digital products are fully inclusive and functional for users with disabilities. The Accessibility Quality Assurance Tester provides advanced technical support, troubleshooting complex assistive technology issues for Tier 1 agents to ensure quick and effective resolutions. They conduct thorough testing and replication of accessibility-related issues across various devices and platforms. This includes identifying bugs, verifying compliance with accessibility standards, and ensuring optimal functionality. Accurate documentation and reporting of defects in a bug tracker, with clear descriptions and reproduction steps, are also key responsibilities. The tester collaborates

closely with development teams to prioritize and track bug fixes, maintaining high product quality and accessibility.

Skills Required:

Top 3 Hard Skills:

1. **Assistive Technology & Accessibility Knowledge:** A strong foundation in accessibility principles and various assistive technologies is essential. This expertise is crucial for troubleshooting complex issues, conducting effective accessibility testing, and ensuring compliance with industry standards.
2. **Writing/Editing:** Critical for accurate documentation of test results and detailed bug reports. This skill ensures that defects are clearly described with precise steps for reproduction, facilitating quick resolution by development teams.
3. **Computer Literacy:** Necessary for navigating various software applications, documentation platforms, bug tracking systems, and for general communication within a technical environment.

Top 3 Soft Skills:

1. **Problem-Solving Skills:** Essential for identifying the root cause of complex accessibility issues and proposing effective solutions. This involves analytical thinking to diagnose challenges across diverse platforms and user contexts.
2. **Effective Communication:** Vital for clearly explaining technical issues and solutions to both technical (developers) and non-technical (Tier 1 agents) team members, ensuring smooth collaboration and understanding of accessibility defects.
3. **Teamwork and Collaboration:** Crucial for working effectively with development teams and other stakeholders. This ensures that accessibility defects are prioritized, tracked, and resolved in a timely manner, contributing to overall product quality.

4. Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- High-Contrast Display or Large Text Settings

- Bug Tracking Software (e.g., Jira, Azure DevOps)
- Various Devices and Platforms for Testing
- Microsoft Office Suite (e.g., Word, Excel)
- Google Suite (e.g., Docs, Sheets)

Work Environment:

- Office-based (corporate, government, or NGO)

Reasonable Accommodations:

This role demonstrates a commitment to inclusive workplaces by leveraging:

- Assistive Technology: Such as screen readers, Braille displays, and magnification software.
 - Accessible Digital Tools: Including screen reader-compatible software and websites, and high-contrast display or large text settings.
 - Accessible Physical Environment: Ensuring features like ramps, tactile paving, and accessible restrooms are available.
- An individual's background as an assistive technology trainer and web accessibility auditor provides unique insights, enabling them to effectively identify and address accessibility issues from a user-centric perspective.

Qualifications / Training Needed:

- At least two years of college education.
- Extensive knowledge and experience with accessibility principles and various assistive technologies.
- Prior experience as an assistive technology trainer and web accessibility auditor is highly beneficial, as it provides a strong foundation for the role.

Average Salary Range:

- ₱46,000 to ₱50,000

Additional Insights:

A background that includes experience as an assistive technology trainer and web accessibility auditor provides a significant advantage, directly enhancing one's ability to identify and address complex accessibility issues. Strong communication and collaboration skills are vital for ensuring

product quality and advocating for accessibility within development cycles. Immersing oneself in the accessibility community and leveraging online resources are valuable strategies for those pursuing this dynamic career path, highlighting continuous learning and community engagement as keys to success.

Accessibility Testing Engineer (Freelance)

Job Summary / Description:

This freelance role focuses on enhancing digital accessibility through expert Web Content Accessibility Guidelines (WCAG) audits and the provision of remediation strategies. The engineer partners with clients to ensure their digital products and workplace practices comply with standards like the Americans with Disabilities Act (ADA), Section 508, and WCAG. Responsibilities also include contributing to the development of training programs on disability inclusion and accessible technology, and offering consulting services to businesses looking to adopt accessibility best practices for improved usability for people with disabilities.

Skills Required:

Top 3 Hard Skills:

1. Knowledge of WCAG, ADA, and Section 508 Standards: This is the bedrock of the role. Deep expertise in these standards is essential for conducting accurate accessibility audits and providing actionable compliance solutions.
2. Computer Literacy (Microsoft Office, Google Suite, etc.): Necessary for comprehensive documentation, effective communication, and creating detailed reports for clients, forming the backbone of all client interactions.
3. Programming/Coding (Beneficial): While not always mandatory, a background in coding can significantly aid in understanding web development processes and more precisely identifying the root cause of accessibility issues within code.

4. Teaching/Instructional Skills: Important for developing and delivering impactful training programs on disability inclusion and accessible technology, fostering greater awareness and capability within client organizations.

Top 3 Soft Skills:

1. Independence and Self-Management: Crucial for success in a freelance capacity, this skill allows for effectively managing client interactions, juggling multiple projects, and adhering to strict project timelines without direct oversight.

2. Effective Communication: Vital for clearly explaining complex accessibility issues and their corresponding remediation strategies to clients, ensuring they understand the challenges and the value of proposed solutions.

3. Adaptability and Flexibility: Essential for navigating the diverse needs of different clients, technologies, and project scopes, requiring the ability to adjust approaches and solutions to fit unique contexts.

4. Problem-Solving Skills: Key to diagnosing intricate accessibility barriers and devising practical, effective solutions that meet both compliance requirements and user needs.

4. Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Accessible Digital Documents (e.g., screen reader-friendly formats)
- Screen Reader-Compatible Software and Websites
- Accessibility Auditing Tools (e.g., automated checkers, manual testing tools)
- Microsoft Office Suite
- Google Workspace
- Communication Platforms (e.g., email, video conferencing)

Work Environment:

- Freelance or self-employed, typically conducted from home.

Reasonable Accommodations:

This role inherently promotes and utilizes inclusive practices, demonstrating how a flexible and accessible setup fosters high productivity:

- Assistive Technology: Including screen readers, Braille displays, and magnification software.
- Accessible Digital Documents: Such as screen reader-friendly formats.
- Screen Reader-Compatible Software and Websites: Ensuring seamless interaction with digital testing and reporting tools.

Qualifications / Training Needed:

- College Degree.
- CPACC (Certified Professional in Accessibility Core Competencies) certification.
- Trusted Tester V5 certification.
- Extensive knowledge and practical experience with accessibility principles and various assistive technologies.

Average Salary Range:

- ₱75,000 (freelance income, highly variable based on project volume and client rates).

Additional Insights:

This specialized freelance role demands a deep understanding of accessibility standards and the crucial ability to translate those standards into practical remediation strategies for digital content and workplace practices. Strong communication and collaboration skills are essential for effectively partnering with clients and their development teams to implement inclusive solutions. For those entering this field, continuous learning through online courses and immersion within the accessibility community are highly valuable strategies for staying current and building expertise.

Admin Specialist

Job Summary / Description:

An Admin Specialist in a BPO company is primarily responsible for managing employee fleet services. This includes monitoring driver and shuttle schedules, handling trip documentation using Microsoft Excel, and preparing comprehensive reports on shuttle usage (e.g., ridership, times,

routes). The role heavily relies on non-voice communication, primarily through emails, to interact with employees and management. Admin Specialists typically work from home, requiring a high degree of independence and strong organizational skills to maintain efficient operations.

Skills Required:

Top 5 Hard Skills:

1. **Computer Literacy (Microsoft Office Applications):** Fundamental for daily tasks, particularly for creating and managing reports in Excel and utilizing other Microsoft Office applications like Word, PowerPoint, and Outlook for communication and documentation.
2. **Data Entry / Database Management:** Essential for accurately inputting basic data related to employee shuttle trips (e.g., departure times, passengers, pickup/drop-off points) and consolidating this data for reports.
3. **Written Communication Skills:** Crucial as the primary means of interaction with management, leaders, and other employees via daily emails and occasional letters, ensuring clarity and confidence in expression.
4. **Administrative & Organizational Skills:** Key for staying in sync with management and the team, managing fleet schedules, and generally ensuring smooth administrative processes.
5. **Writing and Editing:** Specifically, for drafting and refining professional communications such as emails and reports, ensuring accuracy and fluency.

Top 5 Soft Skills:

1. **Independence and Self-Reliance:** Highly important for working from home with minimal supervision, troubleshooting issues, and proactively managing daily tasks without constant guidance.
2. **Teamwork and Collaboration:** Essential for effectively delegating tasks, seeking help when needed, and

assisting teammates in return, fostering a cooperative work environment.

3. **Communication (Effective / Interpersonal):** Vital for confidently interacting with various individuals, including drivers and employees regarding shuttle concerns and complaints, ensuring clear understanding and resolution.
4. **Flexibility and Adaptability:** Necessary for responding to sudden changes in shuttle schedules or unexpected service requests, often requiring quick decision-making under pressure.
5. **Problem-Solving Skills:** Applied when navigating sudden operational changes or unexpected service demands, requiring the ability to find quick solutions and make informed decisions on the fly.

Tools or Technology Used:

- Microsoft Excel (primary for documentation and reporting)
- Microsoft Office applications (Word, PowerPoint, Outlook)
- Email clients
- Screen reader/Voiceover assistive technology
- Company-specific internal tools and websites (with noted accessibility challenges)

Work Environment:

- Primarily Work from Home (90%), with occasional visits to the main office for important meetings.

Reasonable Accommodations:

- Assistive technology: Screen readers and voiceover are used.
- Accessible digital documents: Mostly available.
- Flexible work arrangements: Available and crucial for managing tasks.
- Job coaching/mentorship: Provided.
- Human support: Informal guidance from teammates when visiting the office.

Qualifications & Training Needed:

- Minimum Educational Requirements:

- College degree.
- Computer literacy (especially Microsoft Office applications).
- Training & Certifications:
- No specific course or formal certification is required for this role; diverse academic backgrounds are accepted.
- Personal initiative: Computer training (digital/computer literacy, Microsoft Office, communication, personality development) prior to hiring.
- Company-provided training: 15-day communication skills training for potential employees, including an overview of BPO/call center operations.
- Career Path: Entry can be from multiple roles (e.g., transition from Recruitment Coordinator in HR to Admin).

Average Salary Range:

- Monthly: ₱16,000 to ₱20,000.

Additional Insights:

This role is well-suited for visually impaired individuals who possess strong foundational skills and a proactive mindset. For job seekers, completing a college degree, developing robust computer literacy (especially in Microsoft Office), and honing communication skills are paramount. It's crucial to be open to working collaboratively with sighted individuals and to cultivate the confidence to express your needs (e.g., regarding inaccessible icons), as this is vital for effective problem-solving and maintaining good working relationships. For employers, this role highlights the significant contributions visually impaired professionals can make in administrative functions, especially in remote setups. It also underscores the importance of prioritizing web accessibility for internal tools and platforms to fully leverage the talents of all employees and ensure seamless integration into various digital workflows.

Admin Support Staff

Job Summary / Description:

The Admin Support Staff plays a vital role in the Library for the Blind Section of the National Library by providing comprehensive administrative and technical support. Key responsibilities include managing and converting reading materials into accessible formats such as Braille, demonstrating Braille usage to visitors, and organizing specialized collections for individuals with visual impairments. The staff member also assists in evaluating and recommending appropriate assistive technology devices. This position requires strong organizational skills, keen attention to detail, and the ability to adapt to various tasks while effectively prioritizing work to support the section's smooth operations and timely submission of reports.

Skills Required:

Top 5 Hard Skills:

1. **Computer Literacy (Microsoft Office, Google Suite, etc.):** Essential for daily computer-based tasks, including using office software, managing files, and navigating specific organizational software.
2. **Administrative/Organizational Skills:** Crucial for planning and managing tasks, organizing physical materials (like Braille books by volume), and adhering to weekly reporting schedules.
3. **Writing/Editing:** Necessary for meticulously checking documents for typographical errors, correct Braille indentation, digital accessibility, and punctuation before conversion to Braille.
4. **Data Entry/Database Management:** Involved in handling email requests for Braille materials and listing documents for conversion.
5. **Customer Service Skills:** Important for interacting with visitors, giving demonstrations, and handling requests, ensuring a helpful and approachable demeanor.

Top 5 Soft Skills:

1. **Effective Communication:** Vital for giving demonstrations to visitors, collaborating with sighted colleagues, asking questions, and expressing needs clearly, even when disoriented.
2. **Adaptability and Flexibility:** Essential for tackling diverse and often new tasks outside the immediate job description, and for quickly adjusting to different situations and client needs.
3. **Teamwork and Collaboration:** Important for seeking help from colleagues, especially sighted coworkers, to verify information or complete tasks together, in congruence to independent work.
4. **Problem-Solving Skills:** Necessary for identifying issues with devices, dealing with unexpected obstacles in the work environment, and prioritizing tasks effectively.
5. **Work Etiquettes/Professionalism:** Adhering to the "no complaining" rule, completing assigned tasks diligently, and understanding the difference between urgent and non-urgent tasks to maintain a professional demeanor.

Tools or Technology Used:

- Scanning tools (e.g., Zara)
- Braille embossers
- Braille displays
- Screen readers (e.g., JAWS)
- Braille typewriter
- Microsoft Office Suite (for checking indentations and document formatting)
- Specific organizational software used by the institution

Work Environment:

- Office-based (corporate, government, or NGO) environment.

Reasonable Accommodations:

- Assistive technology (e.g., screen reader, Braille display, magnification software)
- Accessible digital documents (e.g., screen reader-friendly, Braille)

- Workplace modifications (e.g., efforts to clear obstacles within the immediate office space)
- Braille materials (e.g., Braille-transcribed documents, labels for work materials)
- Tactile markers in the workplace (e.g., added for login areas)
- Orientation and mobility support (e.g., guide assistance from guards)
- Human support (e.g., the option to hire a scribe, assistant, or reader for specific tasks)
- Screen reader-compatible software and websites
- Keyboard shortcuts and voice command options (keyboard shortcuts available)
- Audio cues for navigation (e.g., beeping sounds from devices)
- Accessible work environment (e.g., ramps within the building)

Qualifications / Training Needed:

- Minimum: College Graduate.
- Essential Skills: Must know how to use Braille and be proficient with available assistive technology.
- No specific course required for this role.

Average Salary Range:

- ₱15,000

Additional Insights:

Being an Admin Support Staff demands high levels of organization and flexibility due to the continuous flow of diverse tasks and weekly reporting requirements. It's crucial to prioritize and manage tasks effectively, distinguishing between urgent and non-urgent duties. The role encourages proactive learning and collaboration, even when independence is expected, especially for visually impaired individuals who may need assistance with visual verification. Overcoming personal fears, particularly in public speaking and communication with visitors, is also a significant aspect of growth in this position.

Assistant Professor (Part-time)

Job Summary / Description:

As a part-time Assistant Professor in a university setting (e.g., Philippine Women's University), the primary responsibility involves delivering instruction and managing classrooms for assigned General Education and major subjects, particularly in fields like Communication Arts. Key tasks include preparing syllabi, developing and delivering lectures, managing student records (class records, grade encoding for prelims, midterms, and finals), and ensuring timely submission of final grades for clearance requirements. This role also involves collating class materials, especially recordings for online classes, and submitting daily time records (DTRs) for overload or tutorial classes which are compensated differently than basic loads. Assistant Professors are encouraged, though not strictly required, to engage in research and scholarly output to advance in academic rank.

Skills Required:

Top 5 Hard Skills:

1. **Teaching & Instructional Design:** Expertise in preparing and delivering engaging lectures, designing effective learning activities, and managing classroom dynamics for diverse student populations.
2. **Computer Literacy:** Proficient in using various applications for academic tasks such as creating presentations, encoding grades, submitting assignments, and managing online learning platforms (e.g., Google Classroom).
3. **Writing & Editing:** Strong ability to compose and refine academic materials, including syllabi, lecture notes, assessment questions, and potentially scholarly articles or creative writing.
4. **Public Speaking & Presentation:** Excellent skills in verbally communicating complex ideas clearly and engagingly to students, both in face-to-face and online formats.

5. Data Entry (Academic Records): Proficiency in accurately encoding student grades, maintaining class records, and handling other administrative data related to academic performance.

Top 5 Soft Skills:

1. Effective Communication: Crucial for conveying lesson content clearly, interacting professionally with students and colleagues, and adapting communication style to different audiences.
2. Interpersonal Skills: Ability to build rapport with students, serving as a mentor or "life coach" beyond just academic instruction, and fostering collaborative relationships within the academic community.
3. Teamwork & Collaboration: Willingness to work effectively within a department, with other professors on shared subjects, and to foster a collaborative learning environment among students.
4. Adaptability & Flexibility: Essential for adjusting to different teaching modalities (online, hybrid, face-to-face), new technologies, and evolving curriculum requirements.
5. Resilience & Professionalism: The capacity to manage challenging student behaviors or discouraging situations, maintain focus on the core mission of education, and adhere to ethical standards in interactions.

Tools or Technology Used:

- Learning Management Systems (LMS) like Google Classroom
- Standard office productivity suites (e.g., Google Workspace, Microsoft Office for documents, presentations, spreadsheets)
- Online communication and video conferencing tools (for online classes and meetings)
- Personal magnification devices (e.g., magnifiers)
- Computer with accessibility features (e.g., zoom in/out, dark mode for websites, personal screen reader software if applicable)

Work Environment:

The Assistant Professor (part-time) typically works in a hybrid setup, combining face-to-face teaching at the university campus with online instruction. As a part-timer, the role offers more flexibility, primarily focusing on teaching and going, without fixed office hours requirements.

Reasonable Accommodations:

- Often Provided/Available (by the employer):
- Accessible digital documents (e.g., PDFs).
- Flexible work arrangements (e.g., online and hybrid teaching setups).
- Workplace modifications (e.g., accessible classrooms and faculty rooms; relatively easy-to-navigate campus layout).
- Informal mentorship from experienced colleagues.
- Website and online platforms (e.g., Google Workspace) with built-in accessibility features (zoom in/out, color contrast options like dark mode).
- Often self-provided or lacking institutional provision (but ideal):
- Assistive technology (e.g., personal magnification devices, screen reader software).
- Formal orientation and mobility support.
- Human support from colleagues for specific tasks (often informal or external).
- Talking elevators or specific navigation audio cues.

Qualifications / Training Needed:

- Educational Background: A Bachelor's Degree in Secondary Education (with a relevant major like English) is a strong foundation. A Master's Degree (e.g., Master's in Communication Arts) or actively pursuing one is generally a baseline requirement for college-level positions. A Doctorate is an advantage for higher ranks.
- Licensure: A Licensure Exam for Teachers (LET) is a major factor for teaching in college, especially for those with an education background, as it adds to qualifications and helps with ranking.

- **Publications/Scholarly Output:** Having published materials (e.g., studies, theses, independent research, creative writing) is recognized and can aid in career advancement.
- **Continuous Professional Development (CPD):** Participation in CPD-accredited trainings, seminars, and workshops is required to maintain a teaching license and gain relevant units.

Average Salary Range:

- For a full-time Assistant Professor, the basic monthly salary can start around ₱21,000 to ₱25,000. With additional "overload" or tutorial subjects, the gross monthly income could reach approximately ₱30,000, with overload pay often disbursed at the end of the semester. As a part-time Assistant Professor, pay is typically hourly, around ₱280 per hour, depending on the institution and rank.

Additional Insights:

A career as an Assistant Professor, particularly for individuals with visual impairments, is both challenging and rewarding. Success depends on a strong academic foundation, a passion for teaching, and the resilience to navigate varied student personalities and the demands of academic life. While modern technology has made the profession more accessible, continuous adaptation to new digital tools and teaching methodologies is essential. The role emphasizes the importance of human connection and effective communication in fostering a supportive learning environment.

Assistive Technology Instructor

Job Summary / Description:

An Assistive Technology Instructor is responsible for teaching and guiding diverse groups in the use of assistive technologies and inclusive design principles. This includes training sighted professionals (such as teachers, social workers, and students in special education or rehabilitation courses) on how to create accessible materials for future clients with disabilities. The

instructor also trains persons with various disabilities in using technology, covering computers, phones, and business-related tech. This role demands up-to-date technological knowledge, strong communication skills, and the ability to adapt teaching methods to suit different learning styles and audiences.

Skills Required:

Top 5 Hard Skills:

1. **Teaching/Instructional Skills:** Essential for effectively delivering course content, guiding participants, and tailoring explanations to diverse learners.
2. **Computer Literacy (Microsoft Office, Google Suite, etc.):** Crucial for daily technology use, preparing materials, and demonstrating various software and applications.
3. **Writing/Editing:** Important for drafting and creating instructional materials that are tailored to participant needs, including incorporating visuals or ensuring screen reader-friendly content.
4. **Customer Service Skills:** Necessary for interacting patiently with participants, addressing their questions, and ensuring a positive learning experience.
5. **Administrative/Organizational Skills:** Useful for planning training sessions, managing course materials, and potentially handling registration details.

Top 5 Soft Skills:

1. **Effective Communication:** Vital as the primary tool for delivering information, explaining complex concepts, and engaging with participants of all ages and backgrounds.
2. **Adaptability and Flexibility:** Essential for adjusting teaching topics, methods, and communication styles to match diverse participant personalities, ages, and learning needs.
3. **Leadership Skills:** Required to maintain authority as the trainer, setting boundaries, and guiding discussions effectively while fostering a friendly environment.

4. **Problem-Solving Skills:** Critical for independently finding solutions to technical issues or unexpected challenges that arise during training sessions, adhering to company guidelines.

5. **Teamwork and Collaboration:** Important for interacting with colleagues, especially in shared training environments, and ensuring a smooth overall training experience.

Tools or Technology Used:

- Computers and mobile phones
- Screen readers (e.g., TalkBack, VoiceOver)
- Various assistive technology devices (e.g., scanning tools, Braille embossers, Braille displays, Braille typewriters)
- Microsoft Office Suite
- Internet for online sessions and research

Work Environment:

The Assistive Technology Instructor primarily works in a Work-from-home / remote work setup for online sessions. They may also engage in Fieldwork for in-person training events at various community venues.

Reasonable Accommodations:

- Assistive technology (e.g., screen reader, Braille display, magnification software) - typically self-provided.
- Accessible digital documents (e.g., screen reader-friendly formats).
- Flexible work arrangements (e.g., for remote work).
- Human support (e.g., an assistant or reader for specific tasks).
- Screen reader-compatible software and websites.
- Keyboard shortcuts and voice command options.
- Audio cues for navigation (e.g., beeping sounds from devices).
- Other: For fieldwork, ideal accommodations would include accessible venues with properly placed furniture, clear

pathways, and accessible restrooms within reasonable proximity.

Qualifications / Training Needed:

- Minimum: High school graduate.
- Knowledge & Skills: Must be knowledgeable about technology and up-to-date with current assistive technologies.
- Group Management: Should be able to effectively handle both small and large groups.
- No specific course required.

Average Salary Range:

- The compensation for an Assistive Technology Instructor is on an hourly basis. The average rate is ₱750 per hour for in-person training and ₱650 per hour for online sessions, with internet expenses also covered for online work.

Additional Insights:

Success as an Assistive Technology Instructor demands significant patience, particularly when working with participants who are new to technology or are used to direct assistance. It's crucial to guide learners towards independence in using their devices. For sighted professionals, the instructor must skillfully position the value of inclusive design, emphasizing its future relevance to their careers. This role continuously tests adaptability, flexibility, and problem-solving skills, as instructors navigate diverse learners, technical challenges, and varying work environments. Maintaining a balance between authority and approachability is also key to effective instruction.

Associate Acupuncturist

Job Summary / Description:

A Certified Associate Acupuncturist assesses patients based on their chief complaints, then strategically inserts acupuncture needles into specific body parts to stimulate energy, balance imbalances, and regulate bodily systems. The

goal is to promote general well-being and treat various diseases. Each session typically includes an interview and assessment phase (15-20 minutes) followed by the actual acupuncture treatment (around 30 minutes). Strict safety precautions, including single-use needles and thorough sanitization of skin and materials, are paramount to prevent infections and ensure effective treatment. Certified Associate Acupuncturists can work independently and establish their own practices, often performing home visits upon referral or request.

Skills Required:

Top 5 Hard Skills:

1. **Acupuncture Assessment & Treatment:** Core skill involving the precise insertion of acupuncture needles, stimulation of energy points, and application of techniques to balance body systems and treat specific conditions.
2. **Knowledge of Traditional Chinese Medicine (TCM) / Acupuncture Principles:** Fundamental theoretical understanding essential for accurate diagnosis, syndrome differentiation, and developing effective treatment plans.
3. **Patient Record Keeping & Computer Literacy:** Crucial for accurately encoding diagnoses, acupuncture points, and monitoring patient progress, particularly for visually impaired practitioners who rely on digital systems (e.g., laptops).
4. **Sanitization & Safety Protocols:** Strict adherence to hygiene standards, including single-use needle practices and thorough sanitization of skin and materials, to ensure patient safety and prevent infections.
5. **Patient Interview & Assessment:** The initial and critical step to gather patient history, understand chief complaints, identify disease patterns, and inform the tailored treatment approach.

Top 5 Soft Skills:

1. **Professionalism and Work Ethics:** Top priorities for building and maintaining a reputable practice in a medical field, fostering patient trust, and upholding high standards of conduct.
2. **Interpersonal Skills & Effective Communication:** Essential for clear, empathetic communication with patients, explaining their condition and treatment plans, gaining their trust, and fostering long-term relationships for ongoing care.
3. **Attention to Detail:** Vital for accurate needle placement, meticulous sanitization, precise record-keeping, and ensuring all safety protocols are followed for optimal patient outcomes.
4. **Empathy & Compassion:** Demonstrated by the commitment to helping patients and serving indigent individuals, which can enhance patient comfort and adherence to treatment.
5. **Independence:** Required for establishing and managing one's own clinical practice, making autonomous treatment decisions, and handling client interactions.

Tools or Technology Used:

- Acupuncture needles and related supplies
- Sanitization and sterilization materials
- Laptop/Computer (for patient records, encoding diagnoses and acupuncture points)
- Cane (for mobility, for visually impaired practitioners)

Work Environment:

- Clinic-based (can be an independent practice or part of an established clinic).
- May include home visits upon referral or request.

Reasonable Accommodations:

- Primary reliance on personal laptop/computer for patient records (encoding diagnoses, acupuncture points) as a digital alternative to physical charts.
- Use of a cane for independent mobility.

Qualifications & Training Needed:

- Educational Attainment: A college degree or background in the medical field is advantageous, but not strictly required. Individuals without a prior medical background may need to invest extra effort in studying acupuncture and Traditional Chinese Medicine.
- Certifications/Training: Certification as a Certified Associate Acupuncturist (CAA) from training centers accredited by the Department of Health and Philippine Institute of Traditional and Alternative Health Care (PITAHC).
- Requires approximately 1,500 hours of training and clinical experience with at least 50 patients presenting 30 different syndrome differentiations or disease patterns.
- For independent practice: Requires approximately 300 hours or nearly 3 years of clinical practicum, handling 60 patients with 60 different documented conditions, with charts submitted and evaluated by a certification committee.
- Experience: Professional growth often involves upgrading skills from related fields (e.g., starting as a massage therapist).

Average Salary Range:

- For experienced practitioners in established clinics: Ranges from ₱2,000 to ₱3,000 per session. Earnings can reach up to ₱5,000 per day (assuming treatment of approximately four patients).
- Earnings for those in independent clinical practicum may be lower, sometimes only covering needle costs, as hours contribute to certification.

Additional Insights:

This profession offers a profoundly fulfilling career path for visually impaired individuals, providing opportunities to significantly impact patient well-being. For job seekers, deep study in acupuncture and TCM, comparable to a medical curriculum, is essential. Cultivating high-level professionalism as a lifestyle and developing strong interpersonal communication skills are crucial for building patient trust and sustainable practice. The field provides income-generating opportunities and pathways for independent entrepreneurship. For employers or training institutions, this role demonstrates that visual impairment does not hinder expertise in precise, patient-centered medical practices, particularly with reliance on digital tools for record-keeping and a focus on tactile and auditory assessment skills.

Associate Clinical Support Specialist

Job Summary / Description:

This role is responsible for managing and providing access to the clinical trial database for various participating sites (e.g., hospitals, clinics) and collaborating sponsors (e.g., laboratories, pharmaceutical companies). This crucial role involves processing daily "tickets," which are requests from users (such as doctors) needing access to patient or clinical trial data. The specialist handles interactions primarily through chats and calls, ensuring that authorized personnel gain necessary access efficiently and securely. This position is vital for the smooth operation of clinical trials by facilitating timely data access and maintaining database integrity.

Skills Required:

Top 5 Hard Skills:

1. Clinical Trial Database Management & Access Provision: Expertise in handling clinical trial databases, granting and managing user access for sites (hospitals,

- clinics) and sponsors (laboratories, pharmaceutical companies).
2. **Ticket Processing & Request Fulfillment:** Proficiency in managing and processing daily requests (tickets) from users, such as doctors, for access to patient or trial data.
 3. **Advanced Computer Knowledge:** Strong foundational and advanced understanding of computer systems and software, applicable to database operations and IT support, with the ability to acquire new knowledge through training.
 4. **Data Management & Documentation:** Meticulous recording of all interactions, access provisions, and requests in appropriate systems, ensuring compliance with organizational and regulatory guidelines.
 5. **Regulatory Compliance Adherence:** Understanding and strict adherence to regulations governing clinical trial data access and patient privacy.

Top 5 Soft Skills:

1. **Excellent Communication (Verbal & Written):** Superior English language skills are essential for clear, concise, and professional interactions via chats and calls with healthcare providers, sponsors, and internal teams.
2. **Problem-Solving & Troubleshooting:** Ability to analyze access issues, troubleshoot technical problems, and resolve user requests efficiently to ensure uninterrupted database access.
3. **Customer Service Orientation:** Commitment to providing high-quality support to trial sites and sponsors, maintaining a professional and helpful demeanor.
4. **Attention to Detail & Accuracy:** Critical for meticulous data handling, precise access provisioning, and accurate documentation, preventing errors in sensitive clinical trial environments.

5. **Teamwork & Collaboration:** Essential for working effectively within cross-functional teams, contributing to shared goals, and coordinating efforts to ensure seamless support for clinical trial operations.

Tools or Technology Used:

- Clinical trial database systems.
- Ticket management systems.
- Communication platforms for chat and calls.
- Screen Readers (used by the specialist).
- Screen reader-compatible websites and software (including those with keyboard shortcuts).
- Standard office equipment and technology.

Work Environment:

- Private sector, typically within an International Contract Research Organization (CRO).
- Hybrid work schedule: Monday to Thursday work-from-home, with Friday being an -site day (approximately four times a month). Employees have flexibility to choose their preferred on-site day, informing their supervisor. Preferred on-site shifts are mornings to avoid traffic congestion.
- Often involves night shifts (US business hours) due to global operations.
- Requires periods of intense concentration and constant interaction with clients/associates.

Reasonable Accommodations:

- Assistive Technology: Screen readers and compatible websites/software with keyboard shortcuts are actively used.
- Orientation & Mobility (O&M) Support: Provided at the start of the job, including a tour and orientation across multiple work area floors.
- Job Coaching / Mentorship: Available, with supervisors guiding employees in setting and tracking annual development goals tied to team objectives.

- **Human Support:** Assistance from a colleague or reader is provided when needed.
- **Environmental Features:** Braille signage on elevators and doors, tactile markers, and available parking facilities at the office.
- **Flexible Work Arrangements:** Hybrid work model with employee choice for on-site days.
- **Accessible Materials:** Braille reading materials can be requested.
- The company provides a wide range of support and accommodations to create a conducive work environment.

Qualifications & Training Needed:

- **Educational Attainment:** At least 2nd year college level, with a specific course in a computer-related field.
- **Experience:** Previous experience in database management, IT support, or a related clinical/technical field is beneficial.
- **Training/Certifications:** Advanced computer knowledge is expected but can be acquired through provided training. On-the-job training (2-4 weeks) is provided for specific roles and systems. Continuous learning is essential for maintaining knowledge of client products, SOPs, protocols, and regulatory requirements.

Average Salary Range:

- ₱36,000 to ₱40,000 per month. The company also offers "flexi benefits" and "progressive career development opportunities."

Additional Insights:

This role is ideal for individuals with a background in computer-related fields who are looking to apply their technical skills in the vital domain of clinical research, especially those interested in data management and support. For job seekers, it is crucial to research the role thoroughly to ensure it aligns with your educational background and experience, as a mismatch can hinder hiring prospects. For employers, the role highlights that visually impaired individuals possess intact

cognitive abilities and can thrive with appropriate workplace adjustments. Companies that invest in assistive technology (like screen readers), provide O&M support, job coaching, and human assistance, and make minor environmental adjustments (e.g., Braille labels) can successfully integrate visually impaired talent, demonstrating that it is entirely feasible to hire and support PVLs. The success of one company in doing so can serve as a model for others, proving that "if one company can do it, why can't others?"

Author/Self-Publisher

Job Summary / Description:

This self-employed role encompasses the entire lifecycle of book creation and dissemination. The Author/Self-Publisher is responsible for writing, proofreading, and editing various genres, including fiction, non-fiction, and poetry. Beyond content creation, the role involves coordination with creative professionals like formatters, illustrators, and graphic designers, along with copyright registration. The individual then manages the distribution of books through platforms like Amazon KDP and handles all aspects of marketing, including book launches and social media management, to reach a broad audience.

Skills Required:

Top 5 Hard Skills:

1. **Writing/Editing:** Absolutely necessary for an author, this involves creating compelling manuscripts, meticulous proofreading, and refining content across various genres.
2. **Computer Literacy (Microsoft Office, Google Suite, etc.):** Essential for creating and editing manuscripts (e.g., in Microsoft Word or Google Docs), managing online business operations, and navigating distribution platforms. Internet Browse skills are crucial for online aspects of the business.
3. **Marketing and Business Management:** Vital for success in self-publishing, this includes content creation, ads

management, and social media marketing to achieve wide audience reach.

4. **Financial/Accounting Skills:** As an entrepreneur, these skills are required for budgeting, pricing strategies, and overall financial oversight of the publishing business.

5. **Administrative/Organizational Skills:** Necessary for tasks like outsourcing, effective project management, and understanding the intricacies of various distribution platforms.

Top 5 Soft Skills:

1. **Independence and Self-Management:** As a self-published author, self-motivation and the ability to manage the entire manuscript creation process independently are crucial.

2. **Effective Communication:** Essential for coordinating with freelancers (formatters, illustrators) and for managing overall client relationships in an entrepreneurial context.

3. **Time Management:** Crucial for completing all required tasks in a timely fashion, especially given the co-dependent and parallel nature of publishing tasks, and for scheduling social media management.

4. **Interpersonal Skills:** Vital for upscaling the business by effectively hiring and collaborating with freelancers, fostering good communication, effective coordination, and building trusted relationships.

5. **Adaptability and Flexibility:** Important for navigating the dynamic landscape of publishing, marketing, and managing creative projects with various external partners.

Tools or Technology Used:

- Assistive technology (e.g., screen reader, Braille display, magnification software)
- Accessible digital documents (e.g., screen reader-friendly formats)
- Screen reader-compatible software and websites
- Keyboard shortcuts and voice command options
- Microsoft Word or Google Docs (for manuscript creation/editing)

- Amazon KDP (for book listing and distribution)
- Social media management platforms
- Online communication tools (e.g., email, video conferencing)
- Assistive tools for visual aspects (e.g., BeMyEyes, Viddyscribe)

Work Environment:

- Freelance or self-employed, typically conducted from home.

Reasonable Accommodations:

This role perfectly demonstrates how advanced assistive technology and flexible work arrangements enable full participation and success in self-publishing:

- **Assistive Technology:** Including screen readers, Braille displays, and magnification software, enabling independent operation of computers for most tasks.
- **Accessible Digital Documents:** Such as screen reader-friendly, Braille, or large print formats for all necessary materials.
- **Flexible Work Arrangements:** Such as remote work, flexible hours, and deadline extensions, which are inherent benefits of a self-employed role.
- **Human Support:** The option to hire a scribe, assistant, or reader for specific tasks, particularly for visual elements that cannot be managed by assistive tools alone.
- **Accessible Digital Tools:** Emphasis on screen reader-compatible software and websites, along with efficient use of keyboard shortcuts and voice command options.

Qualifications / Training Needed:

- High School Graduate.
- Background in Literature studies, Business Management, and Marketing is beneficial.

Average Salary Range:

- ₱46,000 to ₱50,000 (freelance income, highly variable based on book sales and marketing success).

Additional Insights:

The journey of an author and self-publisher underscores the powerful message that disability does not define potential. Modern assistive technology, combined with personal drive, allows for the full performance of most tasks, even those previously thought to be inaccessible. The abundance of organizations providing computer literacy training for the blind, coupled with the right equipment and motivation, creates a supportive ecosystem for pursuing passions in this field. A key takeaway is to never believe something cannot be done, as there are always creative ways to achieve goals.

Braille Section In-Charge

Job Summary / Description:

As the Braille Section In-Charge at the Cebu City Public Library, this role is crucial for providing accessible digital resources and training to visually impaired individuals. The primary responsibility involves managing the Braille section, which features an electronic Braille display and computers equipped with screen readers. The incumbent offers free digital literacy training, covering basic to intermediate computer skills and the effective use of the Braille display. Additionally, the role includes providing chess training to interested blind individuals and conducting orientations for library visitors from various regions on the assistive technologies available. This position serves as a key representative for the visually impaired community within the library, ensuring their access to information and promoting digital inclusion.

Skills Required:

Top 5 Hard Skills:

1. Computer Literacy (Basic to Intermediate): Essential for operating computers, navigating operating systems, using software applications, and performing administrative tasks like report submission, as well as teaching these skills.

2. **Braille Proficiency (Reading & Writing):** Fundamental expertise in reading and understanding Braille, necessary to effectively utilize and teach the use of Braille displays.
3. **Instructional/Teaching Skills:** Crucial for developing effective strategies to simplify complex technical concepts and successfully train visually impaired learners in computer use and Braille display operation.
4. **Writing & Editing:** Important for preparing reports, event materials, and other communications to library visitors and superiors.
5. **Assistive Technology Operation:** In-depth knowledge and hands-on experience with assistive devices such as screen readers (e.g., JAWS, NVDA) and Braille displays to effectively use and orient others.

Top 5 Soft Skills:

1. **Effective Communication:** Vital for clearly conveying information to diverse library visitors, students (in various dialects), and superiors, ensuring messages are understood and impactful.
2. **Confidence & Self-Esteem:** Crucial for interacting with the public, government officials, and confidently representing the visually impaired community and the Braille section.
3. **Independence & Self-Management:** Ability to independently perform daily tasks, navigate the workspace, troubleshoot minor issues, and manage responsibilities without constant supervision.
4. **Interpersonal Skills & Temper Management:** Essential for maintaining composure and professionalism during interactions with learners, colleagues, and external visitors, even in frustrating situations.
5. **Adaptability & Flexibility:** Important for handling unexpected situations (e.g., sudden visits, gadget malfunctions) and adjusting teaching methods or work strategies as needed.

Tools or Technology Used:

- Electronic Braille Display

- Computer with Screen Reader (e.g., JAWS, NVDA)
- Microsoft Office Suite (e.g., Word for reports)
- Internet access for online resources and communication
- Chess sets (for training)

Work Environment:

The Braille Section In-Charge works in an:

- Office-based (Government/Public Library) setting, with a work arrangement that is typically Job Order (no work, no pay basis), meaning daily payment dependent on days worked.

Reasonable Accommodations:

- Accessible digital documents (e.g., Braille documents are available for some content).
- Flexible work arrangements (e.g., remote work, flexible hours).
- Human support (e.g., assistants or readers for specific tasks).
- Assistive technology (e.g., screen reader, Braille display, magnification software – often personally purchased).
- Job coaching or mentorship.
- Accessible websites/digital platforms for the specific section or broader institution.

Qualifications / Training Needed:

- Minimum: College Degree.
- Licensure/Eligibility: Civil Service Eligibility or a Professional Regulation Commission (PRC) license (e.g., as a teacher) is highly important, especially for government roles and employee evaluations.

Average Salary Range:

- For a Braille Section In-Charge in a local public library, typical monthly salaries for job order employees can range from ₱15,000 to ₱18,000, depending on the number of days worked.

Additional Insights:

This role highlights the significant contribution of visually impaired professionals in promoting digital inclusion and accessibility within public institutions. It requires a blend of technical proficiency, teaching ability, and strong interpersonal skills. In government settings, possessing relevant eligibility or professional licenses is crucial. The position often necessitates strong self-advocacy for the provision of essential accommodations and highlights ongoing challenges in fully accessible public infrastructure and digital practices. The emphasis on continuous learning in technology is vital for career development in this field.

Braille Tutor (Freelance)

Job Summary / Description:

This freelance role involves providing individualized instruction in Braille literacy to a diverse range of learners, from early childhood to adulthood. Tutors work with individuals who are visually impaired, whether congenital or acquired later in life, to equip them with the essential skills to read and write using Braille. This includes adapting teaching methods to suit each student's unique pace and learning style, as well as developing appropriate learning materials to address specific needs and resource constraints. The primary goal is to empower students with fundamental literacy skills, enhancing their access to education, information, and independence.

Skills Required:

Top 3 Hard Skills:

1. Braille Literacy: This is the most fundamental skill as the core responsibility is to teach students how to read and write using Braille. Without this mastery, effective instruction is impossible.
2. Teaching/Instructional Skills: Essential for conveying knowledge effectively, adapting teaching methods to individual learning paces, and structuring lessons that facilitate

successful Braille acquisition across different age groups and learning needs.

3. Problem-Solving Skills: Crucial for coming up with feasible solutions and improvising learning materials given potential limitations in resources and the high cost of specialized Braille materials.

Top 3 Soft Skills:

1. Patience: Explicitly noted as "needed" and requiring "double the effort," patience is paramount for guiding students through the learning process, especially when facing challenges or varying learning speeds.

2. Adaptability and Flexibility: Essential for adjusting teaching methods and content to the student's specific learning pace, age, and individual needs, as well as for improvising learning materials when pre-made resources are unavailable.

3. Effective Communication: Vital for successfully relaying knowledge and skills to students, fostering understanding, and ensuring the teaching process is collaborative and clear for learners of all ages.

Tools or Technology Used:

- Braille writing tools (e.g., slate and stylus, Braille embosser)
- Various Braille reading materials (often improvised or adapted)
- Improvised learning materials

Work Environment:

- Typically, at the student's home or a mutually agreed-upon location.

Reasonable Accommodations:

This role highlights the direct impact of accessible learning tools on education and personal development:

- Desired Adaptation: There is a significant need for readily available Braille modules and diverse learning materials. This

would greatly enhance the efficiency and quality of instruction, as tutors often have to create or improvise resources.

- The nature of the work often allows for flexible scheduling, accommodating both the tutor's and student's needs.

Qualifications / Training Needed:

- No specific formal degree is required; the ability to teach and use Braille effectively is the primary qualification.

Average Salary Range:

- ₱10,000 or below (monthly income, often dependent on hours and may primarily cover material costs).

Additional Insights:

This specialized tutoring role demands a profound understanding of Braille and a strong commitment to individualized instruction. It requires significant effort and patience due to the personalized nature of teaching Braille literacy across different age groups and learning contexts. A critical challenge often faced is the scarcity and high cost of Braille learning materials, frequently necessitating improvisation by the tutor. This underscores a broader systemic need for more accessible and affordable resources to support Braille education for all who need it.

Chief Machine Vision Engineer

Job Summary / Description:

As the Chief Machine Vision Engineer at ARIA Research Vision via Sound, this pivotal role is dedicated to developing groundbreaking spatial computing and AI solutions for people living with vision disability. The engineer leads the core R&D efforts, focusing on the design, implementation, and optimization of advanced machine vision and deep learning algorithms. Key responsibilities include creating robust algorithms for real-time object detection, scene reconstruction, understanding, and depth estimation that translate visual

information into a rich, three-dimensional auditory landscape. This role also involves architecting, building, and managing high-performance GPU cluster infrastructures for training and deploying sophisticated AI models, ensuring scalability and efficiency. The Chief Machine Vision Engineer drives the technical vision for "vision via sound" wearables, bridging cutting-edge research with practical applications.

Skills Required:

Top 5 Hard Skills:

1. **Machine Learning & Deep Learning Algorithm Engineering:** Deep expertise in designing, implementing, and optimizing complex AI models (e.g., convolutional neural networks, recurrent neural networks) for visual processing tasks, including object detection, segmentation, and 3D reconstruction.
2. **GPU Cluster Architecture & Management:** Proven ability to design, set up, configure, and manage high-performance computing (HPC) environments, particularly multi-GPU systems, for large-scale AI model training and inference.
3. **Advanced Programming (Python, C++):** Expert-level proficiency in programming languages commonly used in AI/ML development, with a focus on writing efficient, scalable, and production-ready code for real-time systems.
4. **Mathematics & Statistical Modeling:** Strong theoretical foundation in linear algebra, calculus, probability, and statistics, essential for understanding, developing, and evaluating complex AI algorithms.
5. **Computer Vision Libraries & Frameworks:** Hands-on experience with industry-standard libraries and frameworks such as OpenCV, TensorFlow, PyTorch, or Keras.

Top 5 Soft Skills:

1. **Problem-Solving & Analytical Thinking:** Exceptional ability to break down complex technical challenges, analyze data, and devise innovative, often experimental, solutions for novel applications in spatial audio and AI.

2. **Leadership & Technical Direction:** Capacity to provide strong technical leadership, guide R&D efforts, and make critical architectural decisions for cutting-edge AI systems.
3. **Confidence & Decision-Making:** Self-assurance in evaluating and adopting bleeding-edge technologies, trusting judgment for critical system design and algorithmic choices.
4. **Independence & Self-Management:** High degree of autonomy in leading research, system development, and managing complex, long-term R&D projects.
5. **Adaptability & Continuous Learning:** Eagerness and ability to quickly learn and integrate new deep learning architectures, hardware innovations, and research findings in a rapidly evolving field.

Tools or Technology Used:

- GPU cluster machines (NVIDIA, AMD platforms)
- Machine Learning and Deep Learning frameworks (TensorFlow, PyTorch, Keras)
- Computer Vision libraries (OpenCV)
- Programming languages (Python, C++, Linux scripting)
- AI tools for coding (e.g., DeepSeek, GPT-4.5/O1)
- Server and client hardware optimization tools
- Version control systems (Git)
- Project management software
- Microsoft Office Suite, Google Suite

Work Environment:

- Hybrid (combination of office and remote work) environment, suitable for collaborative R&D and hands-on system/hardware management.

Reasonable Accommodations:

- Assistive technology (e.g., screen reader, Braille display, magnification software)
- Accessible digital documents (e.g., screen reader-friendly, Braille, or large print formats)

- Flexible work arrangements (e.g., remote work, flexible hours, deadline extensions for R&D phases)
- Workplace modifications (e.g., adjustable lighting, noise reduction, ergonomic desk setup)
- Orientation and mobility support (e.g., guide assistance in navigating the workspace during office days or lab visits)
- Screen reader-compatible development environments (IDEs) and terminal emulators
- Keyboard shortcuts and voice command options for software navigation
- Audio cues for system alerts and development feedback
- Automated captions or transcription tools for meetings and technical presentations
- Accessible physical work environment (e.g., ramps, tactile paving, accessible restrooms)

Qualifications / Training Needed:

- **Educational Background:** A Bachelor's or Master's degree in Computer Science, Applied Mathematics/Statistics, Electrical Engineering, or a related quantitative field. A Ph.D. is often preferred for lead research roles.
- **Experience:** Typically, 8+ years of experience in machine learning, deep learning, or computer vision engineering, with a strong portfolio of innovative projects. Prior experience in building and optimizing high-performance computing systems (e.g., GPU farms, crypto mining rigs) is highly beneficial.
- **Technical Background:** Demonstrated expertise in designing, implementing, and deploying complex AI models and managing large datasets.
- **Continuous Learning:** A strong commitment to staying updated with the latest academic research, industry trends, and emerging technologies in AI, machine vision, and spatial computing.

Average Salary Range:

- ₱150,000 to ₱400,000

Additional Insights:

This role is critical for pushing the boundaries of accessible technology. Success depends on a deep understanding of theoretical AI concepts combined with practical engineering skills to build robust systems. The unique perspective of an end-user with a visual impairment provides an unparalleled advantage in designing truly effective "vision via sound" solutions. This position offers a chance to contribute to life-changing innovations, requiring exceptional problem-solving, analytical rigor, and a pioneering spirit in a bleeding-edge field.

College Instructor

Job Summary / Description:

As a College Instructor I in a state college or university (e.g., Occidental Mindoro State College), the primary responsibility is to deliver online instruction for both General Education and major subjects, particularly in fields like Communication Arts. This role involves no on-campus presence, with most interactions, including providing tasks, announcements, and communications, conducted online with the program chair and students. Key duties include adapting pre-prepared syllabi to align with online delivery, maintaining online class records, and encoding student grades throughout the semester for prelims, midterms, and finals. The position requires a strong focus on online classroom management and ensuring effective learning in a virtual environment. For state institutions, advancement in rank is heavily influenced by academic degrees, teaching experience, and scholarly publications.

Skills Required:

Top 5 Hard Skills:

1. Online Teaching & Pedagogy: Expertise in delivering effective instruction in a virtual environment, including engaging students through online platforms and adapting teaching methods for remote learning.

2. **Computer Literacy & Online Platform Proficiency:** High proficiency in using various online learning management systems (e.g., Google Classroom), communication tools, and software applications for delivering content, submitting outputs, and managing grades.
3. **Data Entry & Online Record Keeping:** Meticulous skill in accurately encoding student grades, maintaining digital class records, and managing other administrative data within online systems.
4. **Writing & Content Adaptation:** Ability to adapt existing syllabi and instructional materials for online delivery, and to compose clear online announcements, instructions, and feedback.
5. **Public Speaking (Virtual) & Online Presence:** Effective verbal communication skills adapted for online lectures and discussions, maintaining an engaging presence in a virtual classroom.

Top 5 Soft Skills:

1. **Effective Communication:** Crucial for clear and concise online interactions with students and the program chair, ensuring all information is understood in a virtual setting.
2. **Interpersonal Skills (Online):** Ability to build rapport and foster a positive learning environment with students remotely, providing virtual mentorship and support.
3. **Teamwork & Collaboration:** Willingness to collaborate with the program chair and other faculty members, even remotely, to ensure curriculum alignment and achieve departmental goals.
4. **Adaptability & Flexibility:** Essential for navigating a fully online teaching setup, adjusting to technological changes, and responding to the unique needs of remote students.
5. **Resilience & Self-Management:** The capacity to work independently in an online environment, manage one's own schedule, and maintain motivation despite potential challenges in a remote setting.

Tools or Technology Used:

- Learning Management Systems (LMS) like Google Classroom
- Standard office productivity suites (e.g., Google Workspace for documents, presentations, spreadsheets)
- Online communication and video conferencing tools (for online classes and meetings)
- Personal magnification devices (e.g., magnifiers)
- Computer with accessibility features (e.g., zoom in/out, dark mode for websites, personal screen reader software if applicable)

Work Environment:

The College Instructor I (Online) works in a fully remote / online setup, typically outsourced from a central location (e.g., Manila) by provincial state colleges. This provides significant flexibility in terms of work location and scheduling.

Reasonable Accommodations:

- Often Provided/Available (by the employer):
- Accessible digital documents (e.g., PDFs).
- Flexible work arrangements (fully online setup provides inherent flexibility).
- Website and online platforms (e.g., Google Workspace) with built-in accessibility features (zoom in/out, color contrast options like dark mode).
- Often self-provided or lacking institutional provision (but ideal):
- Assistive technology (e.g., personal magnification devices, screen reader software).
- Formal mentorship or job coaching (often informal or through peer support).
- Physical workplace modifications (not directly applicable for a fully online role, but relevant for campus access if ever required).
- Talking elevators or specific navigation audio cues.

Qualifications / Training Needed:

- Educational Background: A Bachelor's Degree in Secondary Education (with a relevant major like English) is a strong foundation. A Master's Degree (e.g., Master's in Communication Arts) or actively pursuing one is generally a baseline requirement, particularly for state colleges seeking university status and stronger faculty credentials.
- Licensure: A Licensure Exam for Teachers (LET) is important for adding to qualifications and aiding in academic ranking.
- Publications/Scholarly Output: While starting at "Instructor I," scholarly output (e.g., studies, theses) is considered for future rank upgrades.
- Continuous Professional Development (CPD): Participation in CPD-accredited trainings, seminars, and workshops is required to maintain a teaching license and gain relevant units, especially those related to the specialization.

Average Salary Range:

- For a part-time College Instructor I in a provincial state university, the hourly rate can be surprisingly competitive, around ₱310 per hour. The total monthly income depends on the number of units/hours taught.

Additional Insights:

The role of an Online College Instructor I offers a unique opportunity for individuals with visual impairments to contribute to higher education, particularly in provincial areas seeking to enhance their faculty qualifications. This position leverages the advantages of remote work and digital platforms, making it highly accessible. While the title may start at "Instructor I" despite advanced degrees, state institutions often have structured pathways for academic rank progression based on continuous professional development, experience, and scholarly contributions. This career path is ideal for those with a passion for teaching and a comfort with online educational technologies.

Computer Trainer (Adaptive Technology)

Job Summary / Description:

This contract-based role involves teaching adaptive computer technology for individuals who are blind. The trainer not only delivers technical instruction but also performs other crucial tasks such as conducting spiritual upliftment sessions for trainees, leveraging a background in Theology. Additionally, the role includes annually developing project proposals for training materials and initiating/guiding programs and activities through a Trainees' Council. This position demands a blend of technical expertise, pedagogical skills, and strong organizational abilities to empower trainees with essential digital literacy and personal development.

Skills Required:

Top 5 Hard Skills:

1. **Teaching/Instructional Skills:** This is paramount, as the core responsibility is to teach adaptive computer technology to blind individuals. The ability to effectively convey complex technical concepts and adapt teaching methods is crucial.
2. **Computer Literacy (Microsoft Office, Google Suite, etc.):** Essential for managing various software, creating training materials, and staying updated on current technology trends to ensure accessibility for trainees.
3. **Writing/Editing:** Necessary for developing annual project proposals for training materials and crafting clear communications, ensuring funding and resource acquisition.
4. **Administrative/Organizational Skills:** Required for managing training processes, developing project proposals, and effectively guiding and monitoring programs and activities initiated by the Trainees' Council.
5. **Financial/Accounting Skills:** Important for understanding and managing the processes involved in developing and delivering project proposals, including budgeting for training materials.

Top 4 Soft Skills:

1. **Adaptability and Flexibility:** Crucial for staying updated on current technology trends in adaptive computing and adjusting training methods to meet diverse trainee needs.
2. **Problem-Solving Skills:** Essential for troubleshooting issues trainees face with adaptive technology and finding practical solutions during training sessions.
3. **Confidence and Self-Esteem:** Important for effectively leading spiritual upliftment sessions and demonstrating composure, especially during high-pressure planning and facilitation for the Trainees' Council.
4. **Work Etiquettes/Professionalism:** Maintains a high standard of conduct and interaction when collaborating with trainees, colleagues, and when overseeing council activities.

Tools or Technology Used:

- Assistive technology (e.g., screen reader, Braille display, magnification software)
- Screen reader-compatible software and websites
- Keyboard shortcuts and voice command options
- Tactile markers (e.g., raised lines for guiding pathways, tactile maps)
- Accessible work environment (e.g., ramps, tactile paving, accessible restrooms)
- Microsoft Office Suite (e.g., Word, Excel, PowerPoint)
- Google Suite (e.g., Docs, Sheets, Slides)
- Specialized adaptive computer software and hardware

Work Environment:

- Office-based (corporate, government, or NGO)

Reasonable Accommodations:

This role thrives in an environment that actively supports accessibility:

- **Assistive Technology:** Including screen readers, Braille displays, and magnification software for personal use and for training purposes.
- **Accessible Digital Documents:** Such as screen reader-friendly, Braille, or large print formats.
- **Flexible Work Arrangements:** Including remote work, flexible hours, and deadline extensions.
- **Workplace Modifications:** Such as adjustable lighting, noise reduction strategies, and ergonomic desk setups.
- **Braille Materials:** Including Braille-transcribed documents and labels for work materials.
- **Tactile Markers:** Raised markings on equipment and embossed labels in the workplace.
- **Orientation and Mobility Support:** With options for guide assistance in navigating the workspace.
- **Job Coaching or Mentorship:** Including employer-provided training and peer mentoring.
- **Human Support:** Such as hiring a scribe, assistant, or reader for specific tasks. The professional also desires access to more competitive units for use during training classes, highlighting a need for updated technology.

Qualifications / Training Needed:

- Bachelor's Degree (with a background in Theology also noted).
- Strong computer background and disability sensitivity.
- More than 5 years of experience in the field.
- Continuous learning through higher education, trainings, and seminars.

Average Salary Range:

₱16,000 to ₱20,000 (monthly).

Additional Insights:

Success in this field requires continuous self-improvement through higher education, specialized trainings, and seminars to stay updated on the latest technological trends.

Professionals should expect and be resilient to rejections, maintaining determination and persistence. It is also advised not to be overly selective with initial job opportunities, as gaining work experience can open doors to better future prospects and enhance one's capabilities in adaptive technology training.

Corporate Marketing and Communications Coordinator

Job Summary / Description:

As a Virtual Assistant (VA) initially, this role provided administrative support to a CEO, encompassing travel arrangements, calendar management, virtual document signing, phone inquiries (e.g., hotel reservations), and diverse research tasks. The role also involved contributing to team improvement initiatives. More recently, the position evolved into a dual role, taking on responsibilities as a Marketing and Communications Coordinator. This involves managing the website's newsletter section, coordinating various marketing tasks, contributing social media content ideas, and organizing internal virtual events. Additionally, the role retains VA administrative tasks, including quality checks and improving team policies/SOPs. The individual acts as a content curator and strategist for marketing materials and events, working closely with language, copywriting, and creative departments. The role is contractual and entirely virtual.

Skills Required:

Top 5 Hard Skills:

1. Computer Literacy & Digital Organization: Proficiency in using various software (Word, Excel, PowerPoint), navigating online platforms, and effectively organizing digital files and folders for easy access, which is crucial for remote work and managing diverse materials.
2. Writing & Research: Ability to conduct random research on various topics, organize thoughts, and perform basic writing

tasks, including curating content and drafting communication points.

3. **Data Entry & Database Management:** Skill in accurately inputting and managing data, including designing and maintaining databases (e.g., for staff information), and understanding how to make data visually presentable.

4. **Customer Service Acumen:** While not client-facing in the traditional sense, understanding customer service principles helps in effectively inquiring about services or researching information for internal clients (CEO, team members).

5. **Administrative & Coordination:** Strong organizational skills for managing tasks, monitoring schedules, handling document flow, and coordinating with multiple departments for projects like events and content creation.

Top 5 Soft Skills:

1. **Communication (Written & Verbal):** Super important for remote work to prevent miscommunication, articulate thoughts clearly in written reports and emails, and effectively coordinate with diverse team members.

2. **Confidence & Self-Esteem:** Crucial for embracing new challenges (like shifting to a marketing role with no prior experience), demonstrating a willingness to learn new skills, and proving capabilities despite visual impairment.

3. **Independence & Self-Management:** Essential for managing tasks autonomously, prioritizing work, creating personal to-do lists, and establishing self-reminders in a remote, unsupervised environment.

4. **Adaptability & Flexibility:** Highly important for navigating rapidly evolving technology, frequent policy changes, and sudden shifts in job roles (e.g., reassignment to marketing), demonstrating openness to continuous learning.

5. **Problem-Solving:** The ability to proactively find solutions to soft and hard barriers encountered in remote work, reducing reliance on others for tasks that are personal responsibilities.

Tools or Technology Used:

- Computer/Laptop
- Screen reader software (e.g., NVDA)
- Standard office productivity suites (e.g., Microsoft Word, Excel, PowerPoint)
- Online communication and collaboration platforms (for virtual meetings, document sharing)
- Website content management systems (for newsletter section)
- Tools for calendar management and virtual document signing
- Internal communication channels (e.g., Abled Online Team support)

Work Environment:

The role is entirely virtual / work-from-home, functioning as an individual contractor. This provides significant flexibility in terms of location and schedule.

Reasonable Accommodations:

- Provided/Available (by the employer or self-sourced):
- Assistive Technology: Screen reader software (employer's IT team is knowledgeable about NVDA).
- Accessible Digital Documents: Employer provides screen reader-friendly and adjustable text documents; willing to adjust immediately if content is inaccessible.
- Flexible Work Arrangements: Yes, highly flexible.
- Job Coaching/Mentorship: Readily available and absolutely provided when needed.
- Screen Reader-Compatible Software/Website: Employer's IT team actively works to ensure platform and external website compatibility; includes accessibility testing (e.g., alt text checks) by the employee.
- High Contrast/Large Text Settings: Provided.
- IT Support: 24/7 dedicated IT support ("Abled Online Team") available to resolve technical issues related to accessibility or software.

Qualifications / Training Needed:

- Educational Background: No specific degree or certification is explicitly required, particularly for coordination roles. The current occupant has a background in computer-related courses and prior experience in journalism and project management.
- Experience: Prior experience as a Virtual Assistant or in project management is beneficial. On-the-job learning is significant, especially for new areas like marketing and communications.

Average Salary Range:

- For this contractual, dual-role position as a Virtual Assistant / Marketing & Communications Coordinator, the average monthly salary range is ₱25,000 to ₱32,000.

Additional Insights:

This job entry highlights the growing accessibility of remote work for individuals with visual impairments, especially in flexible contractual roles. Success in such a position heavily relies on the individual's proactiveness, self-reliance, and strong soft skills, particularly confidence, adaptability, and effective communication. The employer's inclusive environment, coupled with dedicated IT support, plays a crucial role in enabling productivity. The ability to advocate for one's own accessibility needs and to continuously learn new hard skills, even with initial limitations, is key to professional growth and maintaining a positive impression in a virtual setting. Networking, positive self-talk, and perseverance are also emphasized as vital for career advancement in this field.

Data Entry Specialist and Web Researcher

Job Summary / Description:

The Data Entry Specialist / Web Researcher is an online role typically performed for foreign companies. Core responsibilities include researching specific topics (e.g.,

product specifications like SKU, IMEI) from the internet and gathering required information from provided websites (e.g., dimensions, weight, features). The role also involves data entry into spreadsheets or client databases and may extend to verifying and correcting existing data entries submitted by teammates. This position demands high accuracy, attention to detail, and the ability to collaborate with different departments.

Skills Required:

Top 5 Hard Skills:

1. **Data Entry:** Core responsibility involving the accurate input and organization of information into spreadsheets and client databases.
2. **Web Research:** Essential for efficiently searching the internet to find specific, detailed information as requested by clients.
3. **Editing / Data Correction:** Involves verifying and correcting incorrect database entries, sometimes from image-based documents.
4. **Computer Literacy:** Fundamental for using various online tools, spreadsheets (e.g., Google Sheets), and accessing client databases.
5. **Administrative and Organizational Skills:** Crucial for managing large datasets, filing information properly, and maintaining systematic records.

Top 5 Soft Skills:

1. **Accuracy and Attention to Detail:** Repeatedly emphasized as paramount for ensuring "spot-on" entries, avoiding mistakes, and maintaining a strong professional reputation.
2. **Collaboration:** Essential for working effectively with different departments and teams on shared projects, and for navigating cultural differences with non-Filipino colleagues.
3. **Communication (English Fluency):** Important for clear interaction in calls and meetings, and for effectively explaining issues to teammates without causing offense.

4. Flexibility: Necessary for adapting to varying workloads and occasional mandatory longer shifts (e.g., 12-hour shifts) during large projects.

5. Initiative: Taking proactive steps like volunteering for additional tasks, identifying opportunities to contribute beyond core responsibilities, and continuously reviewing one's own work for quality.

Tools or Technology Used:

- Google Sheets (primary tool)
- Client's internal database/website
- Internet browser (with zoom feature)
- Communication platforms (e.g., Skype, Slack)
- Image processing tools (implied for correcting data from image formats)

Work Environment:

- Online setup (work from home)
- Typically for foreign companies
- Collaboration within the team/different departments

Reasonable Accommodations:

- Existing:
- Browser zoom feature (used at 120%) for low vision.
- Files were generally accessible; file names were understandable with zoom.

Qualifications & Training Needed:

- Educational Background: College graduate (implied by resume requirements for local jobs). No specific course required.
- Relevant Experience: Prior job experience demonstrating accuracy in encoding, sourcing information, and attention to detail (e.g., as an indexer for mortgage documents).

Average Salary Range:

- Per hour: Started at \$2 per hour; required maxing out hours (e.g., 56 hours/week) to earn a decent amount.

Additional Insights:

This online role is highly accessible and suitable for visually impaired individuals, particularly those with low vision, demonstrating that meticulousness and initiative are paramount to success. For job seekers, especially those with visual impairments, it is crucial to prioritize the quality and accuracy of your work over speed to counteract any stereotypes about visual impairment affecting efficiency. Taking initiative by volunteering for tasks and consistently reviewing your own entries are key to gaining trust and demonstrating capability. Proving accuracy will allow you to reduce double-checking over time. For employers, this entry highlights that skilled and accurate data entry specialists and web researchers with visual impairments can be highly effective, contributing significantly to data integrity and research

Department Legislative Liaison Specialist

Job Summary / Description:

A Department Legislative Liaison Specialist is a key professional within a government agency's Legislative Liaison Group, primarily focused on policymaking and law creation. This role involves direct engagement with Congress, including both the Senate and the House of Representatives. The specialist is responsible for drafting legislation, meticulously reviewing proposed laws for proper wording, and ensuring compliance with existing social welfare laws, constitutional principles, and international treaties. For instance, the specialist may manage committees on specific issues, such as disability, to ensure alignment with relevant mandates like the Magna Carta for Disabled Persons.

Skills Required:

Top 5 Hard Skills:

1. **Writing/Editing:** The top skill, crucial for drafting legislation, commenting on proposed laws, and ensuring accuracy and compliance.

2. Computer Literacy (Microsoft Office, Google Suite, etc.): Essential for research, document creation, and navigating online resources.
3. Data Entry or Database Management: Necessary for understanding and managing program data across various government departments.
4. Administrative/Organizational Skills: Important for managing legislative processes, handling documents, and keeping track of legislative developments.
5. Research Skills: Critical for verifying information online and ensuring proposed laws align with legal frameworks.

Top 5 Soft Skills:

1. Confidence and Self-Esteem: Number one, as the role requires interacting with various high-ranking officials, including congressmen and senators.
2. Effective Communication: Crucial for regularly coordinating with bill authors, their secretaries, or committee secretaries, and for adapting communication styles to different personalities.
3. Emotional Intelligence: Important for navigating interactions with politicians, managing aggressive remarks, and staying composed under pressure.
4. Problem-Solving Skills: Essential for understanding people and knowing how to adjust to their personalities and situations during legislative discussions and meetings.
5. Work Etiquettes/Professionalism: Maintaining decorum and strategic communication, such as avoiding contradictions in meetings and addressing concerns appropriately.

Tools or Technology Used:

- Microsoft Office Suite
- Google Suite apps
- Internet for research
- Screen reader
- Braille display

Work Environment:

- Office-based (corporate, government, or NGO) environment.

Reasonable Accommodations:

- Assistive technology (e.g., screen reader, Braille display, magnification software)
- Accessible digital documents (e.g., screen reader-friendly formats)
- Flexible work arrangements (e.g., remote work, flexible hours)
- Tactile markers in the workplace (e.g., in the elevator)
- Orientation and mobility support (e.g., guide assistance)
- Human support (e.g., assistant or reader for specific tasks)
- Screen reader-compatible software and websites
- Keyboard shortcuts and voice command options
- Audio cues for navigation (e.g., elevator announcements)
- Accessible work environment (e.g., ramps)

Qualifications / Training Needed:

- Minimum: Bar passer (licensed lawyer) OR hold a master's degree.
- Preferred Master's Degrees: Master in Public Administration, Master in Legal Studies, or other degrees focused on social development (especially for DSWD).
- Strong knowledge in technology and computers: Essential for research and communication.
- Honed writing skills: Crucial for drafting and commenting on laws.
- Effective communication skills: Required for interacting with various officials.

Average Salary Range:

- ₱69,963.00 to ₱ 71,511.00

Additional Insights:

Success as a Department Legislative Liaison Specialist, especially for individuals with visual impairment, relies heavily on strengthening technological proficiency, honing writing

skills, and mastering effective communication. Developing strong confidence and self-esteem is paramount, as the role involves frequent interactions with influential public figures. The ability to speak confidently and knowledgeably can significantly shape perceptions of visually impaired individuals. This role also demands acute emotional intelligence and adaptability to navigate the complex personalities and situational dynamics within the political landscape.

Disability Inclusion Advisor / Consultant

Job Summary / Description:

A Disability Inclusion Advisor / Consultant provides expert guidance and recommendations to integrate disability inclusion across all programs, processes, policies, budgets, and systems within an organization or for external clients (e.g., Local Government Units, NGOs, INGOs). This role involves conducting assessments, designing and facilitating training sessions, and ensuring the appropriate needs of persons with disabilities are met. Key responsibilities also extend to fostering an inclusive internal office environment and advocating for rights-based approaches grounded in human rights and fundamental freedoms. For consultants, this role often entails securing contracts and managing associated expenditures.

Skills Required:

Top 5 Hard Skills:

1. **Disability Inclusion Expertise:** Comprehensive knowledge of principles and practices for integrating disability inclusion into diverse programs, policies, budgets, and systems, including humanitarian response, disaster risk reduction, and climate action.
2. **Facilitation & Training Delivery:** Proven ability to design, lead, and conduct effective workshops and training sessions for diverse audiences, both in-person and online, often across multiple countries.

3. **Knowledge of Disability Laws & Rights:** Deep understanding of basic human rights, fundamental freedoms, and international frameworks (e.g., CRPD), which are foundational for advocacy and advisory work.
4. **Assessment & Recommendation Development:** Skill in evaluating existing programs, policies, or organizational structures for inclusivity gaps and formulating practical, actionable recommendations for improvement.
5. **Computer Literacy & Assistive Technology Proficiency:** Mastery of screen readers (e.g., NVDA, JAWS, VoiceOver) and general office applications to efficiently perform research, prepare reports, and manage digital content.

Top 5 Soft Skills:

1. **Communication & English Proficiency:** Essential for clearly conveying complex concepts, providing expert advice, facilitating engaging discussions, and effectively interacting with diverse stakeholders internationally.
2. **Confidence & Self-Esteem:** Crucial for effectively presenting oneself as an authority, advocating for disability rights, and navigating environments where understanding of visual impairment or disability inclusion may be limited.
3. **Interpersonal Skills & Emotional Intelligence:** Vital for building rapport, understanding diverse perspectives, addressing instances of exclusion, and fostering collaborative relationships with colleagues, clients, and beneficiaries.
4. **Problem-Solving & Adaptability:** Necessary for identifying and overcoming inclusion barriers, adjusting to organizational learning curves regarding disability, and navigating the dynamic landscape of international development and consulting.
5. **Work Ethic & Professionalism:** Maintaining a knowledgeable, humble, and rights-based approach,

while continuously seeking to improve and advocate for truly inclusive practices.

Tools or Technology Used:

- Screen Readers (NVDA, JAWS for computers; VoiceOver for iOS mobile devices)
- Standard office software for presentations, reports, and communication.

Work Environment:

- Primarily within the private sector (e.g., International NGOs).
- Involves both in-person and online facilitation, with potential for international travel for training delivery.
- For consultants, the role entails managing personal expenses for transportation, meals, and travel, requiring careful budgeting.

Qualifications & Training Needed:

- Educational Attainment: Tertiary education is generally required.
- Training/Certifications: Prior experience and documented training certificates are essential, especially in areas like humanitarian response, disaster risk reduction, climate action, and disability-inclusive development. Endorsements from completed training programs serve as crucial credentials.
- Experience: Strong, extensive experience, particularly grassroots experience, is highly valued.
- Knowledge: A deep understanding of existing policies, basic human rights, and fundamental freedoms is a key entry point for this role within INGOs.
- Continuous Learning: Ongoing personal and professional development through study and training (online or in-person) is emphasized for career advancement and to overcome stagnation.

Average Salary Range:

- For consultants, income is higher than standard employment, directly dependent on the nature and duration of secured contracts.
- A simple one-day facilitation might yield approximately ₱15,000, while longer engagements can derive income from multi-million-peso, multi-year projects. Income is variable based on the specific contract.

Additional Insights:

This role is highly demanding but profoundly impactful, demonstrating that individuals with visual impairments can achieve leadership positions in global advocacy and development. For job seekers, cultivating exceptional communication skills (especially English fluency), confidence, and a strong, rights-based attitude is paramount. Continuous learning, documenting training, and building extensive experience are crucial credentials. It emphasizes that societal barriers, rather than individual disability, are the primary challenges, calling for better policy implementation, inclusive education, and addressing stereotypes. For employers, the role highlights the importance of truly understanding disability inclusion, providing adequate support (e.g., for personal assistants), and embracing accessible technology to foster a genuinely inclusive work environment where diverse talents can thrive.

E-Commerce Automation Engineer

Job Summary / Description:

As an E-Commerce Automation Engineer at Grayscale Business Consultancy & Marketing Services, this role is central to enhancing operational efficiency for a company providing multimedia marketing and telesales services to public and private organizations worldwide. The engineer specializes in designing, developing, and implementing automated workflows and systems for various e-commerce

and business processes. This includes leveraging AI for tasks such as automated customer support (e.g., intelligent chatbots), programmatic content generation, inventory management, and order processing. The engineer builds custom, scalable solutions using programming and AI models to streamline operations, reduce manual effort, and improve business intelligence for clients globally. This may also involve exploring niche applications like algorithmic trading or programmatic 3D CGI animation.

Skills Required:

Top 5 Hard Skills:

1. **Programming & Scripting (Python, APIs):** Expert-level proficiency in programming languages like Python for developing automation scripts, integrating systems via APIs, and building custom software solutions.
2. **E-commerce Platform Integration:** Experience with major e-commerce platforms (e.g., Shopify, Magento, WooCommerce) and their APIs for automating various storefront operations.
3. **Generative AI & Machine Learning:** Strong understanding and practical experience with AI models for natural language processing, data analysis, and automating content or customer interactions.
4. **Database Management & Data Pipelines:** Proficiency in designing and managing databases, and building robust data pipelines for automated data collection, processing, and analysis.
5. **Workflow Automation & Process Optimization:** Expertise in identifying repetitive tasks, designing efficient automated workflows, and implementing solutions to improve operational efficiency.

Top 5 Soft Skills:

1. **Problem-Solving (Systemic):** Exceptional ability to analyze complex business processes, identify automation opportunities, and design end-to-end technical solutions.

2. Independence & Proactive Thinking: High degree of self-motivation to explore new technologies, build experimental systems, and drive automation initiatives independently.
3. Attention to Detail & Accuracy: Meticulous approach to developing robust, error-free automation systems that ensure data integrity and reliable performance.
4. Adaptability & Technical Curiosity: Eagerness to stay updated with rapidly evolving automation tools, AI advancements, and new programmatic approaches in e-commerce.
5. Analytical Thinking: Capacity to break down complex problems into manageable components, evaluate technical options, and make data-driven decisions for automation solutions.

Tools or Technology Used:

- Programming languages (Python, JavaScript)
- E-commerce platforms (Shopify API, Magento API)
- AI/ML frameworks and libraries (TensorFlow, PyTorch, scikit-learn)
- Automation platforms (e.g., Zapier, Make.com for workflow orchestration)
- Database systems (SQL, NoSQL)
- Cloud computing platforms (AWS, Google Cloud, Azure for deploying automation)
- Open-source AI models (for fine-tuning custom solutions)
- Proprietary AI tools for experimental applications (e.g., Luma, Liberty, Uniform, Mama, Alpha, Kling, .gpt, ffmpeg for programmatic media)
- Version control systems (Git)
- Microsoft Office Suite, Google Suite

Work Environment:

- The E-Commerce Automation Engineer primarily works in a:
- Work-from-home / remote work setup, serving clients globally.

Reasonable Accommodations:

- Assistive technology (e.g., screen reader, Braille display, magnification software)
- Accessible digital documents and development environments (IDEs)
- Flexible work arrangements (e.g., remote work, flexible hours)
- Screen reader-compatible programming environments and automation platforms
- Keyboard shortcuts and voice command options for coding and system interaction
- Audio cues for debugging and system alerts
- Automated captions or transcription tools for virtual meetings.
- Workplace modifications (e.g., dedicated and ergonomic home office setup).

Qualifications / Training Needed:

- Educational Background: A Bachelor's degree in Computer Science, Software Engineering, Data Science, or a related technical field is often preferred, but strong practical experience and a robust portfolio are highly valued.
- Experience: Typically, 3-7+ years of experience in software development, automation engineering, or data engineering, with a focus on e-commerce or digital marketing automation.
- Skills: Proven ability to build, deploy, and maintain automated systems. Strong programming skills, especially in Python, and experience with AI/ML concepts.
- Continuous Learning: A passion for exploring bleeding-edge technologies, building custom systems, and continuously learning about new automation tools and AI advancements.

Average Salary Range:

- ₱50,000 to ₱120,000 and above

Additional Insights:

This role is at the intersection of e-commerce, AI, and software engineering, making it highly valuable in today's digital economy. The ability to automate complex processes directly impacts efficiency and profitability for global clients.

Leveraging AI for tasks like customer support and content generation is a significant differentiator. This position requires a strong technical foundation, an experimental mindset, and a proactive approach to identifying and implementing innovative automation solutions.

English as a Second Language (ESL) Teacher (Self-Employed / Freelance)

Job Summary / Description:

As a self-employed ESL (English as a Second Language) Teacher, this role involves providing online English language instruction to foreign students, encompassing both adults and children. The teacher is responsible for delivering engaging lessons, adapting teaching methods to diverse age groups and proficiency levels, and leveraging strong verbal and written English fluency to facilitate effective language acquisition. This position typically operates remotely, requiring independence and effective communication to manage a client base of international learners.

Skills Required:

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Top 3 Hard Skills:

1. Teaching/Instructional Skills: This is the core requirement for an ESL teacher. The ability to effectively convey English language concepts, adapt lessons for different age groups (adults and children), and engage foreign students in a virtual learning environment is paramount.

2. Computer Literacy (Microsoft Office, Google Suite, etc.): Essential for preparing lesson materials, using online teaching platforms, and managing administrative tasks. Proficiency with

presentation tools and communication software is crucial for remote instruction.

3. Writing/Editing: Important for preparing clear lesson plans, providing written feedback to students, and handling general correspondence. Fluency in written English is fundamental for teaching the language effectively.

Top 5 Soft Skills:

1. Effective Communication: Vital for clearly explaining English concepts, correcting pronunciation, and maintaining engaging dialogue with foreign students of various proficiency levels.

This includes both verbal and written communication.

2. Emotional Intelligence: Helps in understanding students' learning challenges, cultural nuances, and adapting teaching approaches to build rapport and create a supportive learning environment.

3. Adaptability and Flexibility: Essential for adjusting teaching methods to individual student paces, accommodating different time zones, and handling the dynamic nature of online teaching.

4. Independence and Self-Management: Crucial for a self-employed role, requiring the ability to manage one's own schedule, client acquisition, lesson preparation, and administrative tasks without direct supervision.

5. Interpersonal Skills: Important for building positive relationships with students and fostering a comfortable learning atmosphere, encouraging active participation and trust.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- High-Contrast Display or Large Text Settings
- Online Teaching Platforms (e.g., Zoom, Google Meet, dedicated ESL platforms)
- Microsoft Office Suite (e.g., Word, PowerPoint)

- Google Suite (e.g., Docs, Slides)
- Webcams, Microphones, and Headphones for online sessions.

Work Environment:

- Work-from-home / remote work, providing inherent flexibility.

Reasonable Accommodations:

This role demonstrates how a visually impaired professional can thrive in online education with suitable adaptations:

- **Flexible Work Arrangements:** Such as remote work, flexible hours, and deadline extensions, which are intrinsic to a self-employed ESL teacher's role.
- **Workplace Modifications:** Including adjustable lighting, noise reduction, and ergonomic desk setup to mitigate eye strain and dry eyes from prolonged screen time.
- **Accessible Digital Tools:** Emphasis on screen reader-compatible software and websites, high-contrast display or large text settings, and efficient use of keyboard shortcuts for navigation and lesson delivery.
- **Desired Accommodations:** High contrast signage (if working in a shared co-working space sometimes), and enhanced editing tools are implicitly beneficial for a professional with high myopia.
- **Orientation and Mobility Support:** While primarily remote, this could be applicable if attending in-person training or conferences.
- **Job Coaching or Mentorship:** Valuable for navigating the self-employment aspects of the role.
- **Human Support:** The option to hire a scribe, assistant, or reader for specific tasks could assist with visually intensive materials or detailed screen analysis when eye strain becomes problematic.

Qualifications / Training Needed:

- College Graduate.
- While not mandatory, LET (Licensure Examination for Teachers) passers have a slight advantage, indicating value for formal teaching credentials.
- Strong fluency in written and verbal English.
- Enjoyment of teaching others.

Average Salary Range:

- ₱10,000 or below (monthly income, highly variable based on student load and rates).

Additional Insights:

ESL teaching can be a highly rewarding career path for those with a genuine passion for language and education. Success hinges on strong fluency in both written and verbal English, coupled with a genuine enjoyment of teaching others. For visually impaired individuals, believing in one's capacity to teach and make an impact is crucial. It's essential to find and utilize tools and strategies that minimize eye strain (e.g., breaks, high contrast settings) and to strengthen communication skills. Exploring accessible technology that supports online instruction and being prepared to advocate for reasonable accommodations will empower individuals to thrive in this fulfilling remote profession.

Entrepreneur (Audio and Sounds Rental Services)

Job Summary / Description:

This self-employed role encompasses the full spectrum of managing an audio and lights rental business. As the business owner, this individual acts as a sound engineer, DJ, and event spinner, personally managing the technical aspects of audio and lighting equipment. This involves more than just technical operation; it extends to the strategic management of all equipment, client coordination, and business development.

Skills Required:

Top 5 Hard Skills:

1. **Audio and Lighting Equipment Operation:** The core technical skill required to act as a "sound engineer, DJ, event spinner, [and] technical director," personally managing and operating the audio and light equipment.
2. **Computer Literacy (Microsoft Office, Google Suite, etc.):** Essential for the administrative side of the business, including preparing "quotations for clients," managing contracts, and drafting project proposals.
3. **Customer Service Skills:** Necessary for effectively interacting with clients, building relationships, and managing inquiries for service.
4. **Financial/Accounting Skills:** Crucial for managing the business's budget, pricing services, and handling overall financial operations.
5. **Writing/Editing:** Important for crafting professional client quotations, contracts, and project proposals, which are vital for securing business.

Top 5 Soft Skills:

1. **Independence and Self-Management:** As a self-employed individual, this skill is paramount for overseeing all aspects of the business, from technical execution to administrative tasks and client relations.
2. **Effective Communication:** Vital for successful client interactions, whether discussing event needs or managing contracts and proposals. This also extends to coordinating with any support staff.
3. **Problem-Solving Skills:** Essential for troubleshooting technical issues with audio and lighting equipment during events, ensuring smooth operation.
4. **Adaptability and Flexibility:** Crucial for handling the dynamic nature of events, adjusting to client needs, and managing unexpected challenges in a fast-paced environment.

5. **Work Etiquette/Professionalism:** Maintains a high standard of conduct in all client and partner interactions, crucial for building reputation and securing repeat business.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Accessible Digital Documents (e.g., screen reader-friendly formats)
- Screen Reader-Compatible Software and Websites
- Keyboard Shortcuts and Voice Command Options
- Audio and Lighting Equipment (e.g., mixers, speakers, lights, controllers)
- Microphones, Cables, and various event accessories
- Business Management Software (e.g., for quotations, contracts)

Work Environment:

- Primarily Fieldwork, involving travel to various event locations for setup, operation, and dismantling of equipment.

Reasonable Accommodations:

This role demonstrates how diverse support and adaptive strategies can empower a visually impaired entrepreneur in a hands-on, event-based industry:

- **Assistive Technology:** Including screen readers, Braille displays, and magnification software for business management and digital tasks.
- **Accessible Digital Documents:** Such as screen reader-friendly formats for contracts, proposals, and invoices.
- **Tactile Markers in the Workplace:** Such as raised markings on equipment or embossed labels for organization and quick identification of gear.
- **Orientation and Mobility Support:** Including guide assistance for navigating event spaces and managing equipment setup.
- **Job Coaching or Mentorship:** Provides valuable guidance in business operations and technical aspects.

- **Human Support:** Such as hiring a scribe, assistant, or reader for specific tasks, especially for visually-oriented aspects of event setup or equipment management.

- **Accessible Digital Tools:** Emphasis on screen reader-compatible software/websites and keyboard shortcuts for managing administrative tasks.

The entrepreneur expresses a desire for software or devices that can describe lighting and its color temperature, which would further enhance their ability to manage lighting aspects as a director.

Qualifications / Training Needed:

- High School Graduate, with a willingness to be trained in handling lights and audio equipment.

- Relevant audio and lighting seminars with certifications are highly beneficial.

- Extensive experience (4 years in the business, 11 years as a freelancer) in audio and lighting.

Average Salary Range:

- ₱16,000 - ₱20,000 (freelance income, can be variable based on project volume).

Additional Insights:

Success in the audio and lights rental business demands a clear understanding of one's capabilities and genuine passion for the field. It's crucial to identify personal strengths before entering this domain and to avoid being solely driven by potential high earnings or simply imitating others. The ability to perform complex technical work and manage an entire business highlights the significant potential for visually impaired individuals in entrepreneurial ventures, especially with the right skills and adaptations.

Entrepreneur (Small Food Business)

Job Summary / Description:

A Small Food Business Owner / Entrepreneur administers, manages, and produces food products, such as gourmet chips. Key responsibilities include comprehensive business management, encompassing financial and accounting oversight, supply chain management (sourcing raw materials and managing inventory), the entire production process (cooking, baking, packing), product research and development (R&D) for new offerings, and marketing activities (primarily through social media and word-of-mouth). This role is typically home-based and often involves hands-on involvement in all aspects of the business, from recipe creation to customer interaction and logistics.

Skills Required:

Top 5 Hard Skills:

1. Food Production (Cooking/Baking/Packing): The core hands-on ability to create food products, including knowledge of recipes, production processes, and ensuring product quality and safety.
2. Financial Management / Accounting: Crucial for managing product costing, tracking monthly expenses, monitoring income, and making informed financial decisions to sustain and grow the business.
3. Product Research & Development (R&D): Essential for conceptualizing and developing new food products, refining recipes, and ensuring they meet market demand and customer satisfaction.
4. Digital Marketing (social media): Key for promoting the business online, engaging with customers on platforms like Facebook and Instagram, and driving sales in a home-based or online retail setup.
5. Data Analysis & Order Management: Utilizing tools (e.g., Google Sheets/Forms) to streamline customer

orders, track sales per flavor, and analyze trends to optimize production efficiency and avoid waste.

Top 5 Soft Skills:

1. **Problem-Solving:** Critical for addressing various business challenges, such as supplier shortages, equipment breakdowns, production issues, and adapting to unforeseen circumstances quickly.
2. **Customer Service & Empathy:** Paramount for building positive customer experiences, effectively communicating with clients, handling feedback (both positive and constructive), and securing repeat business.
3. **Independence & Self-Management:** Essential for an entrepreneur who is often solely responsible for overseeing all business functions, making decisions, and maintaining motivation without direct supervision.
4. **Adaptability & Continuous Learning:** Vital for staying updated with evolving technology (e.g., AI in marketing), market trends, and continually acquiring new business and food production knowledge from various resources.
5. **Resilience & Passion/Enjoyment:** The ability to persevere through difficulties, learn from setbacks, manage financial fluctuations, and genuinely enjoy the entrepreneurial journey as a driver for long-term commitment and success.

Tools or Technology Used:

- Microsoft Office (Excel for financial tracking, Word for notes/plans)
- Google Suite (Google Forms for orders, Google Sheets for data/analytics)
- Social Media Platforms (Facebook, Instagram)
- Delivery services (e.g., Lalamove, Grab)
- Online shopping platforms (e.g., Lazada for supplies)
- Mobile banking apps (GCash, BPI)

- Screen readers (NVDA, JAWS for computer; VoiceOver for iOS devices)
- Image description apps (Be My Eyes, Seeing AI, iOS built-in Describe Image for visual content)
- Image/graphic design tools (Canva, Meta AI – often with sighted assistance for visual elements)
- Kitchen equipment (fryers, sealers, ovens – may require sighted assistance for visual gauges/settings)

Work Environment:

- Primarily home-based.

Reasonable Accommodations:

- Extensive use of screen readers and smartphone accessibility features (e.g., VoiceOver, image description apps) for computer-based tasks, communication, and visual information.
 - Flexible work arrangements are inherent to self-employment.
- Qualifications & Training Needed:

- **Educational Background:** A formal educational background (e.g., food technology, business administration) is advantageous but not strictly required, as practical skills and business acumen can be acquired through alternative means.
- **Training/Certifications:** Recommended training includes food processing courses (e.g., TESDA), digital business basics, and participating in industry seminars, meetups, conferences, and expos for networking and learning. Pursuing relevant licenses (e.g., Licensed Food Technologist) can boost credibility.
- **Legal/Registration:** For full legality and growth, registration with government bodies (e.g., DTI), securing business permits, tax registration, and barangay clearance are important future steps.
- **Networking:** Highly recommended to connect with other business owners for advice, mentorship, and potential partnerships.

Average Sales Range (Philippines):

- Monthly Average Sales: ₱5,000 to ₱7,000.
- Peak Season (October to December) Monthly Average Sales: Approximately ₱10,000. (Note: These figures represent sales, not net income, as business expenses must be subtracted.)

Additional Insights:

This entrepreneurial path offers significant independence and fulfillment for visually impaired individuals passionate about food and business. For job seekers, key advice includes starting small even with limited capital, actively seeking out free online learning resources (e.g., YouTube tutorials, TESDA courses), and developing a strong network within the industry. It's crucial to cultivate patience, financial management skills (including basic accounting), and a resilient mindset. The most profound advice is to enjoy the business process itself, focusing on contributing to the community and making an impact, rather than solely on profit. For employers or support organizations, this profile highlights the incredible potential of visually impaired entrepreneurs, underscoring the importance of accessible digital tools and services (e.g., for equipment and marketing visuals) to support their ventures.

Entrepreneur (Massage Clinic)

Job Summary / Description:

An Operations Manager / Entrepreneur for a massage center oversees all aspects of daily business operations, from opening to closing. This comprehensive role involves managing therapists and other staff, ensuring operational efficiency, maintaining high standards of cleanliness and hygiene (e.g., strict single-use linen policies), and implementing strategies for client acquisition and retention (primarily through referrals). The role requires a holistic understanding of the business, balancing internal factors (staff performance, venue cleanliness) with external factors (client

satisfaction, market reputation) to ensure sustained growth and profitability.

Skills Required:

Top 5 Hard Skills:

1. **Operations Management:** Core skill for overseeing the daily workflow, ensuring efficient opening and closing procedures, and managing all logistical aspects of the massage center.
2. **Staff Management/Supervision:** Involves assigning tasks, monitoring performance, ensuring compliance with protocols, and fostering a competitive yet harmonious team of therapists and support staff.
3. **Client Acquisition & Retention Strategies:** Essential for attracting new clientele (with a strong emphasis on referrals) and cultivating client loyalty through excellent service and a pristine environment.
4. **Financial Management (Basic):** Implied by the need to manage business income, prioritize expenses, and ensure fair compensation for staff.
5. **Hygiene & Safety Protocol Enforcement:** Critical for maintaining a consistently clean and inviting venue, and rigorously enforcing sanitation standards (e.g., single-use linens) to build client trust.

Soft Skills:

1. **Leadership Skills:** Central to directing the team, harmonizing diverse personalities, setting clear expectations, and inspiring staff commitment to achieving business targets.
2. **Interpersonal Skills & Effective Communication:** Crucial for fostering teamwork and collaboration among staff, resolving internal conflicts, and clearly conveying expectations to both employees and clients.
3. **Problem-Solving Skills:** Applied in addressing staff issues, resolving client complaints, and adapting to

external circumstances to maintain business stability and ensure client satisfaction.

4. **Entrepreneurial Mindset:** Encompasses a comprehensive understanding of all business facets, a willingness to engage in diverse operational tasks, and the drive to continually attract and retain clients and committed teams.
5. **Teamwork and Collaboration:** Essential for working effectively with all staff members (therapists, utility, etc.) to achieve collective goals, maintain high service standards, and ensure a cohesive operational environment.

Tools or Technology Used:

- Standard business management tools (e.g., scheduling software, accounting software - though not explicitly mentioned, implied by the role)

Work Environment:

- Clinic/Center-based (e.g., a massage center).

Reasonable Accommodations:

- Not specifically detailed for this role, but given the individual's visual impairment, it is understood that the operational environment is managed or adapted to facilitate the Manager's ability to oversee all aspects of the business.

Qualifications & Training Needed:

- **Educational Attainment:** A college degree in Business Administration (e.g., Management major) is beneficial and can be a foundation for entrepreneurial success.
- **Experience:** Experience in related service industries (e.g., massage therapy) can provide foundational knowledge. Significant practical experience in business management and operations (e.g., building a center over ~6 years) is critical. Learning from experienced mentors is highly valued.

Average Salary Range:

- As an entrepreneur/owner, personal take-home income is around ₱18,000 to ₱20,000 per month (after prioritizing business expenses).
- For operations managers in similar establishments, typical salaries range from ₱25,000 to ₱30,000 per month.

Additional Insights:

This entrepreneurial and managerial role demonstrates a significant opportunity for visually impaired individuals to lead and manage service-based businesses. For job seekers, particularly those with business acumen, this path offers fulfillment through creating income-generating opportunities for others ("second-liners"). Developing strong leadership, interpersonal, and problem-solving skills is essential for harmonizing staff, venue, and external factors. The ability to understand and apply management principles comprehensively, from client acquisition to staff performance, is key. For employers or business owners, this entry highlights the capacity of visually impaired professionals to oversee complex operations effectively, emphasizing that hands-on experience and a strong managerial mindset are crucial for success.

Entrepreneur (Multiple Businesses - Technical Infrastructure)

Job Summary / Description:

As an entrepreneur overseeing multiple businesses (e.g., medical laboratory and restaurant), this role focuses primarily on strategic oversight and management of the technical infrastructure rather than day-to-day operations. The entrepreneur is responsible for the selection, implementation, and ongoing optimization of critical business systems. This includes ensuring the robust functionality of essential digital tools such as Point of Sale (POS) systems, accounting software, and inventory management systems, which are vital

for efficient and effective business operations across different industries.

Skills Required:

Top 3 Hard Skills:

1. **Technical Proficiency (POS, Accounting, Inventory Systems):** This is the core technical skill, as the entrepreneur is "mostly in-charge with the businesses technical infrastructures." This enables informed decision-making regarding system selection, effective implementation, and troubleshooting across various business types.
2. **Administrative/Organizational Skills:** Essential for overseeing the deployment, integration, and maintenance of diverse technical systems, ensuring they support efficient business processes and are properly managed.
3. **Computer Literacy (Microsoft Office, Google Suite, etc.):** Fundamental for evaluating, managing, and interacting with various software systems and platforms critical to the businesses' operational efficiency.

Top 5 Soft Skills:

1. **Effective Communication (Oral):** Crucial for managing manpower, collaborating with business managers, technical support teams, and vendors. The ability to "deal with clients, partners, stakeholders, etc." is vital for successful system implementation and ongoing support.
2. **Independence and Self-Management:** As the owner overseeing technical infrastructure, the ability to work autonomously, make sound decisions, and manage critical systems across multiple ventures without constant supervision is paramount.
3. **Problem-Solving Skills:** Essential for diagnosing and resolving technical issues within the implemented systems, ensuring minimal disruption to business operations across different business models.

4. **Leadership Skills:** Necessary for guiding the overall technical strategy of the businesses and ensuring that implemented systems align with long-term business goals.
5. **Adaptability and Flexibility:** Important for responding to the diverse and evolving technical needs of different business types (e.g., medical lab vs. restaurant) and integrating new technologies as they emerge.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Keyboard Shortcuts and Voice Command Options
- Audio Cues for Navigation (e.g., auditory alerts for digital tasks)
- Point of Sale (POS) systems
- Accounting Software (e.g., Xero, QuickBooks)
- Inventory Management Systems
- Communication Platforms (e.g., email, messaging apps, video conferencing)

Work Environment:

- Hybrid (combination of remote work for system management and potential on-site visits for implementation or troubleshooting across different business locations).

Reasonable Accommodations:

This entrepreneurial role showcases how strategic use of technology and support can empower a visually impaired individual in business leadership:

- **Assistive Technology:** Including screen readers, Braille displays, and magnification software for managing digital systems, financial records, and communications.
- **Accessible Digital Documents:** Such as screen reader-friendly formats for business reports, contracts, and system manuals. The stated desire to "simply make all digital materials accessible" is a key adaptation.

- **Flexible Work Arrangements:** Including remote work and flexible hours, which are inherent advantages of entrepreneurial ventures and crucial for managing multiple businesses.
- **Orientation and Mobility Support:** Assistance with navigating physical business locations if on-site visits are required for system setup or maintenance.
- **Job Coaching or Mentorship:** Valuable guidance in business development, technical oversight, and strategic decision-making.
- **Human Support:** Such as hiring a scribe, assistant, or reader for specific tasks, especially for visually-oriented aspects of business infrastructure or complex physical setups.
- **Accessible**

Work Environment: Ensuring that any physical business premises visited are equipped with ramps, tactile paving, and accessible restrooms.

Qualifications / Training Needed:

- College Degree (beneficial, potentially in IT, Business Administration, or a related field, relevant to technical infrastructure).
- Experience with Point of Sale (POS), accounting, and inventory management systems.
- Entrepreneurial experience (e.g., having owned and managed businesses).
- Project Management Certifications (e.g., Agile, Scrum Certifications) are valuable for overseeing system implementations.

Average Salary Range:

- ₱50,000 above (reflecting income potential from successful entrepreneurial ventures).

Additional Insights:

Managing the technical infrastructure for multiple businesses demands a strong understanding of diverse software systems and the ability to ensure they effectively support efficient operations. Effective communication with business managers, technical support, and vendors is crucial for successful system implementation and ongoing maintenance. The advice "Constant learning. Move beyond the walls of the academe. Immerse yourself in the real world" is highly relevant, highlighting the importance of continuous practical skill development and real-world experience for entrepreneurial success. This demonstrates a strategic leadership role where the individual's expertise lies in optimizing the digital backbone of their businesses.

Entrepreneur (Procurement and Trading)

Job Summary / Description:

An Entertainment and Amusement Business Owner / Entrepreneur operates a venture focused on providing amusement and entertainment services, typically by supplying and managing video arcade machines or similar equipment in commercial spaces like malls. Key responsibilities include high-level negotiation with property managers and partners, sourcing necessary products and resources to enhance the business offering, and managing employees who monitor, repair, and maintain the equipment. This role demands strong communication skills for dealing with various stakeholders and a proactive approach to business operations aimed at increasing income.

Skills Required:

Top 5 Hard Skills:

1. **Negotiation:** Essential for striking deals with malls for space, and with suppliers for equipment and related products.

2. **Sourcing & Resource Generation:** Crucial for identifying and acquiring necessary products, equipment, and resources to improve and expand the business.
3. **Business Operations Management:** Encompasses administrative tasks, employee management (including performance and labor relations), time organization, and strategic planning to boost income.
4. **Communication Skills (Business-focused):** Vital for effective interactions with mall management, business partners, and employees, and for persuading stakeholders.
5. **Equipment Monitoring & Maintenance Management:** Overseeing staff responsible for the regular inspection, repair, and upkeep of amusement machines to ensure continuous operation and client satisfaction.

Top 5 Soft Skills:

1. **Leadership Skills:** Critical for making key business decisions, motivating employees, resolving internal conflicts, and guiding the overall direction of the enterprise.
2. **Interpersonal Skills:** Necessary for building strong relationships, persuading various individuals, and harmonizing interactions with mall representatives, suppliers, and staff.
3. **Problem-Solving Skills:** Applied in addressing operational challenges, resolving employee issues, and adapting to unforeseen circumstances in the business environment.
4. **Work Ethic & Professionalism:** Important for self-presentation, fostering respect, and conducting business operations ethically and effectively.
5. **Confidence & Self-Esteem:** Paramount for persevering through challenges, believing in one's capabilities, and serving as a positive role model.

Tools or Technology Used:

- Video arcade machines and other amusement equipment.
- Standard business communication methods (implied).

Work Environment:

- Primarily involves operating within commercial establishments like malls and managing a team to maintain equipment.

Qualifications & Training Needed:

- Educational Attainment: No specific minimum educational requirement; even secondary education is acceptable. Emphasis is placed on practical skills.
- Training/Certifications: No formal training or certifications were stated as mandatory. Business acumen and skills in building business models were described as naturally present or developed through experience.

Average Salary Range:

- An estimated monthly salary range for this specific role was not provided in the interview.

Additional Insights:

This role highlights that entrepreneurial success can be achieved through strong innate business acumen and practical skills, rather than solely formal education. For job seekers, key advice includes pursuing dreams relentlessly, believing in oneself, and not fearing failure (redefining "FAIL" as "First Attempt in Learning," "END" as "Effort Never Dies," and "NO" as "Next Opportunity"). It underscores the critical importance of communication skills, English proficiency, a positive attitude, and the ability to persuade. For employers and society at large, there's an emphasis that societal barriers often create disability and poverty, highlighting the need for better implementation of laws, institutionalization of government policies, and improved societal attitudes that respect the inherent dignity, autonomy, and freedom of choice for persons with disabilities. The discussion also touches upon

the challenges of affording assistive technology and accessing inclusive education for visually impaired individuals, advocating for continuous personal and professional development to overcome stereotypes and achieve upward mobility.

Executive Director (Non-Governmental Organization - NGO)

Job Summary / Description:

As the Executive Director of a non-profit organization dedicated to advocating for the rights and inclusion of persons with disabilities (PWDs), this leadership role is responsible for the overall execution of the organization's internal and external systems. This encompasses a broad range of high-level responsibilities, including strategic administration, critical decision-making, financial oversight, human resource management, and ensuring legal compliance, particularly concerning disability-inclusive rights. Employing a rights-based approach, the Executive Director steers the organization's mission to empower individuals and communities. Through mentoring, education, training, facilitation, and lobbying, the foundation aims to ensure that PWDs gain access to essential resources such as education, training, and employment opportunities within their communities, directly addressing issues of exclusion and marginalization to foster economic, social, and cultural development.

Skills Required:

Top 5 Hard Skills:

1. Administrative/Organizational Skills: Crucial for overseeing and executing the "overall internal and external system of the organization," encompassing comprehensive management of operations.

2. **Financial/Accounting Skills:** Essential for effective "finance record update" and overall financial management, ensuring the organization's fiscal health and compliance.
3. **Writing/Editing:** Necessary for tasks such as "grant writing" (as implied by the need for accessible reading materials in grant writing) and general communication, vital for resource acquisition and advocacy.
4. **Computer Literacy (Microsoft Office, Google Suite, etc.):** Fundamental for managing administrative tasks, updating financial records, and ensuring "legal compliance," as well as utilizing various organizational tools for operations and communication.
5. **Knowledge of Disability-Inclusive Legal Rights:** A specialized and critical skill for an NGO focused on disability advocacy, ensuring all organizational systems and external engagements adhere to inclusive legal frameworks and empower PWDs effectively.

Top 5 Soft Skills:

1. **Leadership Skills:** Paramount for effectively "executing internal and external system[s]," guiding the organization's mission, and motivating its team to achieve its advocacy and inclusion goals.
2. **Effective Communication:** Vital for internal management, external engagement with stakeholders, and "engage effectively with sighted work mates instead and not creating barriers," fostering understanding and collaboration.
3. **Problem-Solving Skills:** Essential for navigating complex organizational challenges, making critical decisions, and ensuring "legal compliance" within a dynamic non-profit environment dedicated to social change.
4. **Adaptability and Flexibility:** Important for responding to the evolving needs of the PWD community and the non-profit sector, maintaining an "open-minded" approach to advocacy and program implementation.
5. **Interpersonal Skills:** Crucial for building strong relationships with staff, partners, and the community, fostering teamwork

and collaboration necessary to achieve the organization's empowerment objectives.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Keyboard Shortcuts and Voice Command Options
- Accessible Work Environment (e.g., ramps, tactile paving, accessible restrooms)
- Microsoft Office Suite (e.g., Word, Excel - especially for finance, PowerPoint)
- Google Suite (e.g., Docs, Sheets, Slides)
- Database Management Systems for data entry
- Financial/Accounting Software
- Communication and Advocacy Platforms

Work Environment:

- Office-based (non-profit organizational setting).

Reasonable Accommodations:

This leadership role thrives in an environment that actively champions and provides:

- Assistive Technology: Such as screen readers, Braille displays, and magnification software for comprehensive digital interaction.
- Accessible Digital Documents: Including screen reader-friendly, Braille, or large print formats, especially crucial for financial records, legal documents, and "accessible reading materials in grant writing."
- Flexible Work Arrangements: Such as remote work options, flexible hours, and deadline extensions.
 - Orientation and Mobility Support: Including guide assistance for navigating the workspace.
 - Job Coaching or Mentorship: Providing support for leadership development and specific NGO management aspects.

- **Accessible Physical Environment:** Ensuring ramps, tactile paving, and accessible restrooms are available in the workplace.
- **Enhanced Accessibility for Specific Tools:** Desired adaptations include improved Microsoft Excel accessibility for finance-related tasks and accessible reading materials for grant writing, which are vital for resource acquisition and management.

Qualifications / Training Needed:

- Bachelor's Degree (Managerial level).
- Specialized knowledge in Finance, Human Resources, Disability-Inclusive Legal Rights, and Theology of Disability is highly beneficial, aligning with the holistic approach of the organization.
- Extensive experience (e.g., 7 years) in relevant leadership or managerial roles within non-profit or advocacy sectors.
- Continuous enhancement of communication and leadership skills, possibly through upskilling programs about public speaking or verbal communication to effectively engage diverse stakeholders.

Average Salary Range:

- ₱11,000 to ₱15,000 (monthly).

Additional Insights:

For success as an NGO Executive Director, flexibility, open-mindedness, and sensitivity toward various disabilities (beyond blindness) are paramount. It is crucial to continuously enhance communication and leadership skills, particularly to engage effectively with sighted colleagues and avoid creating barriers, fostering a truly inclusive work environment. The advice to utilize programs like Toastmasters underscores the importance of refining public speaking and interpersonal communication for effective leadership and advocacy within the non-profit sector. Determination and persistence, coupled with gaining varied work experience, are key to navigating

challenges and seizing opportunities for organizational growth and greater impact.

Faculty, Licensure Review Center

Job Summary / Description:

This role involves providing specialized review lectures for aspiring teachers nationwide. As a Licensure Review Lecturer, this professional is responsible for delivering engaging and comprehensive instruction, ensuring reviewees are well-prepared for their licensure examinations. This includes creating and utilizing effective presentations, adapting teaching styles to diverse learners, and leveraging strong communication skills to make complex topics clear and accessible.

Skills Required:

Top 4 Hard Skills:

1. **Teaching/Instructional Skills:** This is the basic and most essential requirement for the role. The ability to effectively deliver clear and engaging lessons, adapt teaching methods, and cater to the specific needs of reviewees as "clients" is paramount for student success.
2. **Computer Literacy (Microsoft Office, Google Suite, etc.):** A "significant advantage" in this role, as lecturers frequently use PowerPoint presentations and other digital tools for review lectures. Proficiency ensures smooth delivery and professional presentation of materials.
3. **Subject Matter Expertise (Professional Teacher Licensure):** While not explicitly listed as a "skill," being a licensed Professional Teacher (and ideally a top-notch, as noted) is a fundamental prerequisite. This ensures the lecturer possesses the in-depth knowledge necessary to effectively prepare aspiring teachers for their examinations.

4. Writing/Editing: Important for preparing high-quality review materials, ensuring clarity and accuracy in content used for lectures and student handouts.

Top 5 Soft Skills:

1. Effective Communication: Vital for delivering clear, engaging lessons and successfully connecting with reviewees, who are both learners and "clients." This ensures complex concepts are understood and questions are addressed.

2. Confidence and Self-Esteem: Crucial for commanding the attention of large groups and delivering lectures with authority and conviction, contributing to the perceived effectiveness of the sessions.

3. Adaptability and Flexibility: Essential for handling changing schedules and adjusting teaching methods to accommodate diverse learner needs and learning styles within review programs.

4. Interpersonal Skills: Helps in connecting with students, addressing their concerns effectively, and fostering a supportive learning environment that caters to their needs as "clients."

5. Self-Management and Time Management: Crucial for handling lecture preparations, coordinating with review centers, and managing personal schedules, especially given varied compensation structures and lecture assignments.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Keyboard Shortcuts and Voice Command Options
- Microsoft Office Suite (especially PowerPoint for presentations)
- Google Suite (for collaborative work and presentations)
- Online communication and virtual classroom platforms (if remote lectures are conducted)

Work Environment:

- Primarily Fieldwork, involving travel to various locations nationwide to provide review lectures.

Reasonable Accommodations:

This role demonstrates how dedicated individuals can thrive in dynamic teaching environments with appropriate support:

- **Assistive Technology:** Including screen readers, Braille displays, and magnification software to prepare and deliver lectures.
- **Accessible Digital Documents:** Such as screen reader-friendly, Braille, or large print formats for lecture materials and student handouts.
- **Flexible Work Arrangements:** Such as flexible hours and deadline extensions, adaptable to the nature of review lectures.
- **Accessible Digital Tools:** Emphasis on screen reader-compatible software and websites, along with efficient use of keyboard shortcuts and voice command options for presentation delivery and content management.

Qualifications / Training Needed:

- College Graduate.
- Must be a Licensed Professional Teacher.
- A Master's or Doctoral degree can significantly influence compensation, indicating a value for higher academic credentials.
- Extensive teaching experience (e.g., 7 years in total, from April 2019 to present in review lectures).

Average Salary Range:

- Compensation is session-based, varying by student count, location, and academic credentials (Master's/Doctoral degrees command higher rates). A fixed monthly amount is not applicable.

Additional Insights:

For individuals with visual impairments aspiring to this field, a strong belief in one's capacity to teach and make an impact is paramount. It is crucial to identify and leverage tools and strategies that work best for individual needs, alongside strengthening communication skills and building confidence in subject expertise. Exploring accessible technology that supports lecture delivery and content management is highly recommended. Moreover, advocating for reasonable accommodations is vital to ensure a supportive learning environment. A unique perspective and resilience are valuable contributions that visually impaired lecturers bring to the educational setting.

Financial Advisor

Job Summary / Description:

As a Financial Advisor, this role involves providing expert guidance to clients on essential financial matters. The advisor specializes in financial planning, estate planning, and wealth preservation. This requires a comprehensive understanding of financial markets and client needs to develop tailored strategies that help individuals and families achieve their long-term financial goals and secure their future.

Skills Required:

Top 3 Hard Skills:

1. **Financial/Accounting Skills:** This is the core competency, enabling the advisor to conduct comprehensive financial planning, estate planning, and wealth preservation. It helps in understanding and explaining complex financial terms in a simpler way to clients.
2. **Computer Literacy (Microsoft Office, Google Suite, etc.):** Essential for preparing financial analyses, presentations, and managing client data, as well as for conducting work in a remote or work-from-home setting.

3. **Customer Service Skills:** Crucial for building rapport and trust with clients, understanding their unique financial situations, and providing personalized service.

Top 5 Soft Skills:

1. **Effective Communication:** Vital for clearly explaining complex financial terms and concepts to clients, delivering presentations in a simple way, and building strong client relationships.
2. **Problem-Solving Skills:** Essential for analyzing clients' financial challenges and providing relevant recommendations to address their specific financial problems.
3. **Confidence and Self-Esteem:** Important for building trust with clients, presenting financial strategies, and advocating for their best financial interests.
4. **Emotional Intelligence:** Helps in understanding clients' financial anxieties, motivations, and goals, leading to more empathetic and effective financial guidance.
5. **Independence and Self-Management:** Crucial for managing a client portfolio effectively, especially given a commission-based structure and remote work environment.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Tactile Markers (e.g., raised lines for guiding pathways, tactile maps – if applicable in a physical office)
- Audio Cues for Navigation (e.g., auditory alerts for digital tasks)
- Automated Captions or Transcription Tools (e.g., speech-to-text for meetings)
- Accessible Work Environment (e.g., ramps, tactile paving, accessible restrooms – if applicable in a physical office)
- Financial Planning Software
- Client Relationship Management (CRM) tools
- Microsoft Office Suite (Word, Excel, PowerPoint)

- Google Suite (Docs, Sheets, Slides)
- Video Conferencing Tools (for remote client meetings)

Work Environment:

- Primarily Work-from-home / remote work, indicating flexibility in physical location.

Reasonable Accommodations:

This role demonstrates how digital accessibility and supportive structures enable effective client service in the financial sector:

- **Flexible Work Arrangements:** Including remote work, flexible hours, and deadline extensions, which are inherent advantages of this role.
- **Job Coaching or Mentorship:** Providing valuable guidance for navigating client relationships and financial strategies.
- **Accessible Digital Tools:** Emphasis on screen reader-compatible software and websites, keyboard shortcuts, and audio cues for navigation.
- **Human Support:** Specifically desired for describing visual materials during client presentations or data analysis, enhancing the advisor's ability to interpret and convey information.
- **Inclusive Physical Environment:** If occasional office visits are required, accessible features like ramps, tactile paving, and accessible restrooms are beneficial.

Qualifications / Training Needed:

- Bachelor's Degree.
- Must pass licensure exams for financial advisors.

Average Salary Range:

- Commission-based; compensation varies depending on client base, number of students (if applicable to a related training role), and location of assignments. Academic credentials can also influence professional fees.

Additional Insights:

Building a strong "warm market" or professional network is emphasized as a significant advantage for a financial advisor, particularly within the insurance industry. This highlights the importance of relationships and referrals in establishing a successful practice. The role combines deep financial expertise with strong interpersonal and communication skills, demonstrating that a visually impaired professional can excel in client-facing, analytical, and entrepreneurial financial careers.

Founder (Private Company)

Job Summary / Description:

As the Founder of Grayscale Business Consultancy & Marketing Services, this visionary leader is responsible for the overall strategic direction, growth, and operational success of a company specializing in multimedia marketing and telesales services for public and private organizations worldwide. This executive role involves identifying global market opportunities, developing comprehensive business strategies, and establishing key partnerships. The Founder oversees all aspects of the business, from financial management and service development to market positioning and client acquisition. A key responsibility is adapting the business model to technological advancements, such as the rise of digital marketing and AI, ensuring long-term sustainability and profitability through strategic investments and continuous innovation.

Skills Required:

Top 5 Hard Skills:

1. **Business Strategy & Development:** Expertise in market analysis, competitive positioning, developing growth strategies, and creating robust business plans for a global consultancy.

2. **Financial Management & Accounting:** Strong command of budgeting, financial forecasting, pricing strategies, investment analysis, and ensuring fiscal health of the company.
3. **Sales & Business Development:** Proven ability to identify and secure new business opportunities, build client relationships, and drive revenue growth in a worldwide market.
4. **Digital Literacy & Tech Acumen:** Fundamental understanding and comfort with various business software, e-commerce platforms, digital marketing tools, and emerging AI technologies.
5. **Operations Management:** Skill in designing and optimizing operational workflows, managing resources, and ensuring efficient service delivery across different business functions (marketing, telesales).

Top 5 Soft Skills:

1. **Visionary Leadership:** Ability to inspire and motivate a team, articulate a compelling long-term vision, and navigate the company through dynamic market conditions.
2. **Strategic Decision-Making:** Capacity to make critical, high-impact decisions under uncertainty, based on market insights and sound business judgment.
3. **Adaptability & Resilience:** Essential for navigating the unpredictable nature of entrepreneurship, responding to market shifts, and overcoming challenges with perseverance.
4. **Effective Communication & Networking:** Exceptional interpersonal skills for building strong relationships with clients, partners, and employees globally, and for conveying complex business ideas.
5. **Problem-Solving & Innovation:** Proactive approach to identifying business challenges and opportunities, fostering a culture of continuous improvement and creative solutions.

Tools or Technology Used:

- Business Planning Software
- Financial Management Software (Accounting, CRM)

- Communication & Collaboration Platforms (Google Suite, Microsoft Office Suite)
- CRM (Customer Relationship Management) systems
- Digital Marketing & E-commerce Platforms
- AI tools for business insights, strategy support, and market analysis

Work Environment:

- Work-from-home / remote work setup, with potential for international travel for client engagements and business development.

Reasonable Accommodations:

- Assistive technology (e.g., screen reader, Braille display, magnification software)
- Accessible digital documents and business platforms
- Flexible work arrangements (e.g., remote work, flexible hours) to accommodate diverse needs
- Screen reader-compatible software for financial tools, CRM, and communication
- Keyboard shortcuts and voice command options for navigating business applications
- Audio cues for notifications and system feedback
- Accessible communication tools for virtual meetings and presentations
- Workplace modifications (e.g., dedicated and ergonomic home office setup to maintain work-life balance).

Qualifications / Training Needed:

- Educational Background: While formal degrees (e.g., MBA, Business Administration, Marketing) are common, entrepreneurial success is often driven by practical experience, self-taught knowledge, and a strong network.
- Experience: Significant prior experience in business development, management, marketing, sales, or consulting, ideally in roles involving leadership or direct business

ownership. Early entrepreneurial ventures are highly indicative.

- Skills: A strong drive for continuous learning, voracious reading habits, an innate curiosity to "ask why" and "how," and the ability to build personal frameworks and operational systems.
- Continuous Learning: Dedication to continuous learning across business disciplines, market trends, and technological advancements.

Average Salary Range:

- As a founder, income is directly tied to the business's profitability and can vary wildly. For established business owners in the Philippines, average earnings can range from ₱100,000 to well over ₱500,000+ monthly, depending on the size, industry, and success of the venture.

Additional Insights:

Founding a global business consultancy demands a multifaceted skillset and relentless drive. The internet significantly lowers the barrier to entry, but sustainable success hinges on discipline, strong financial acumen, and the ability to adapt to a constantly evolving digital landscape. Cultivating a robust business model, investing in marketing, and maintaining a clear separation between work and personal life are crucial, especially in a remote-first setup.

Gender Equality, Disability and Social Inclusion (GEDSI) Consultant (Freelance)

Job Summary / Description:

A Freelance Gender Equality, Disability and Social Inclusion (GEDSI) Consultant operates as an independent contractor, primarily focused on leading and managing projects and teams in the GEDSI domain. This role involves serving as a technical and inclusion adviser, conducting organizational analysis, developing policy reforms, and designing and

delivering trainings based on analysis findings or organizational needs as requested by organization leaders. Consultants must continuously update their skills and proactively seek learning opportunities to stand out in proposal selections and secure projects. While preparation work is often remote, project requirements necessitate deployment to various locations for conducting trainings and facilitating project implementation. Success in this field is highly dependent on the value offered in proposals and the tangible benefits clients derive from the consultant's expertise.

Skills Required:

Top 5 Hard Skills:

1. **Strategic Proposal Writing:** Essential for securing contracts, requiring the ability to articulate value and benefits to potential clients effectively.
2. **Technical Advisership Skills (in GEDSI):** Core to the role, providing expert guidance on gender equality, disability, and social inclusion matters within projects, including organizational analysis and policy reform.
3. **Teaching/Instructional Design & Delivery:** Necessary for designing and conducting trainings and imparting knowledge to project teams and beneficiaries during deployments, based on identified needs or analysis findings.
4. **Computer Literacy (Microsoft Office, Google Suite, etc.):** Fundamental for all administrative tasks, document creation, data management, and digital communication in a remote and project-based environment.
5. **Writing/Editing:** Crucial for preparing project documentation, reports, communications, and compelling proposals with clarity and precision, including policy documents.

Top 5 Soft Skills:

1. **Leadership Skills:** Central to leading and managing project teams, directing efforts, and providing strategic solutions and technical advice, enhancing team cohesion and project success.
2. **Adaptability and Flexibility:** Imperative for coping with fast-changing workplace dynamics, unforeseen project circumstances, and adjusting to diverse deployment environments and requirements.
3. **Effective Communication:** Vital for discussing project issues with the team, encouraging urgent planning, foreseeing risks, and ensuring all team members are aligned and moving in one direction.
4. **Problem-Solving Skills:** Applied in mitigating unforeseen project issues, proactively identifying potential risks, and developing strategic solutions to overcome challenges during project execution.
5. **Confidence and Self-Esteem:** Essential for persevering through tough competition and rejections, maintaining the fighting spirit to win projects, and leading teams, particularly as a person with a disability.

Tools or Technology Used:

- Standard office software (Microsoft Office, Google Suite)
- Computers
- Screen reader compatible software (implicitly necessary for accessible work)
- Accessible digital document formats (desired for all work materials)

Work Environment:

- Often remote/home-based for preparation work.
- Deployment is "anywhere and everywhere" depending on project requirements (e.g., conducting trainings in diverse locations).

Reasonable Accommodations:

- Currently Available/Utilized:
- Accessible digital documents (most projects provide content in screen reader-friendly formats).
- Flexible work arrangements (inherent to freelance work, supporting individual rhythms).
- Contract provisions for live assistance or a sighted guide when deployed to specific work areas.

Qualifications & Training Needed:

- Minimum Educational Requirements: Preferably a Master's degree or higher; a college degree is also acceptable.
- Specific Training/Certifications: No formal mandatory certifications, but continuous personal investment in higher studies, certification courses, and skill development is crucial for standing out.
- Experience: Solid ground experience in disability matters is essential.
- Work Duration: Typically requires significant experience, with consultants often having 12 to 13 years in the field.

Average Salary Range:

- Monthly: ₱80,000 and above, though dependent on the actual role and specific tasks within a project, and can occasionally be lower.

Additional Insights:

This challenging yet rewarding role is highly suitable for visually impaired individuals who are assertive, committed to continuous learning, and possess strong leadership capabilities. For job seekers, crucial advice includes applying bravely regardless of a company's past hiring practices, learning from every rejection, and consistently investing in self-improvement to stand out in a competitive global market. Professionals should also understand the VUCA (Volatility, Uncertainty, Complexity, Ambiguity) principle and strive for independence. Maintaining professionalism and ethical conduct in all dealings, regardless of the perceived status of

the other party, is paramount. For employers seeking GEDSI consultants, this entry highlights that a PVI can bring extensive experience and strong leadership, communication, and problem-solving skills, contributing significantly to project success and fostering an inclusive environment. It underscores the importance of prioritizing digital and physical accessibility in organizational policies to fully leverage such expertise.

General Transcriptionist (Freelance)

Job Summary / Description:

A General Transcriptionist converts audio or video files into accurate text format, a process that also includes thorough proofreading. This is primarily project-based freelance work, with project durations and file lengths varying significantly. The role demands meticulous attention to detail and strict adherence to client-specific guidelines, as freelancers are typically responsible for both transcription and quality assurance. Tasks can include complex work such as video subtitling, which involves not only typing but also precise timestamping and formatting to client specifications. This role requires the ability to handle a diverse range of topics, from marketing and education to politics and technical subjects.

Skills Required:

Top 5 Hard Skills:

1. **Computer Writing & Editing/Proofreading:** Fundamental for accurately transcribing audio/video, and meticulously reviewing text for grammar, spelling, punctuation, and adherence to client guidelines.
2. **Transcription Software/Tool Proficiency:** Ability to effectively navigate and utilize various transcription platforms and software, including managing timestamps and exporting in required formats.
3. **Excellent Listening Skills:** Essential for accurately capturing spoken content, understanding diverse

accents (e.g., British English), discerning context, and replaying segments for clarity.

4. **Research & Verification:** Necessary for confirming specialized terminology, adapting terms to context, verifying spellings (especially for proper nouns or mixed dialects), and ensuring factual accuracy.
5. **Organizational Skills:** Crucial for managing multiple audio/video files, project deadlines, and personal workflow to maintain efficiency and productivity in a self-managed environment.

Top 5 Soft Skills:

1. **Detail-Oriented:** Paramount for ensuring precision in every aspect of the transcript, from spelling and punctuation to formatting and consistent adherence to specific client style guides.
2. **Patience:** Required for intense projects, repeated listening to challenging audio, and meticulous, word-by-word proofreading without external support.
3. **Flexibility and Adaptability:** Essential for accepting diverse project topics (e.g., legal, medical, political, religious), adapting to varying client requirements (e.g., timestamp intervals), and handling sudden project demands.
4. **Multitasking:** Involves simultaneously listening to audio, typing, and conducting real-time research to ensure the accuracy and contextual relevance of the transcript.
5. **Acceptance of Feedback & Resilience:** Critical for continuous professional growth, viewing constructive criticism as an opportunity for improvement, and maintaining motivation despite rejections or demanding workloads and tight deadlines.

Tools or Technology Used:

- Transcription software or web platforms
- Standard word processing tools (e.g., Google Docs for submissions)

- Screen reader (e.g., NVDA, for proofreading and navigation)
- Internet browser
- AI transcription tools (increasingly used for drafting, followed by manual proofreading)

Work Environment:

- Purely online/remote.
- Project-based work.

Reasonable Accommodations:

- Flexible work arrangements, allowing transcriptionists to accept or decline projects.

Qualifications & Training Needed:

- Educational Background: No specific educational background is formally required.
- Training/Certifications: Background in transcription (general or medical) is beneficial, and certifications can enhance marketability. Experience in transcription, often spanning several years (e.g., 7 years as noted).

Average Salary Range:

- While no specific numerical range is provided, the pay for challenging projects is described as "good," particularly for freelancers. Compensation can be per hour or project-based, with project-based work often preferred for its focus and bundled nature.

Additional Insights:

General transcription offers a flexible and skill-developing career path for visually impaired individuals. For job seekers, it is essential to cultivate strong listening skills, master computer writing and editing, and adapt to various accents. Patience, flexibility with diverse topics, and a detail-oriented approach are critical for success. The field inherently improves grammar and spelling over time. It is important to accept feedback constructively and view it as a tool for improvement. For employers, this role highlights the capability of visually

impaired professionals to deliver high-quality textual content, especially with the aid of screen readers and evolving AI tools that streamline the initial drafting process. Recognizing and addressing accessibility gaps in client-side platforms (e.g., time trackers, project portals) is vital to maximize the efficiency and productivity of visually impaired transcriptionists.

Hilot Wellness Trainer / Assessor

Job Summary / Description:

A Hilot Wellness Trainer / Assessor is dedicated to delivering comprehensive training in Hilot Wellness, encompassing both theoretical foundations and practical, hands-on skills. This dynamic role involves managing a blended learning environment, effectively facilitating both online and in-person sessions. Responsibilities include ensuring facility readiness, monitoring participant engagement, and providing expert instruction through engaging lectures and practical demonstrations. A crucial aspect of this position is guiding participants through online enrollment platforms, offering essential computer literacy support, and assisting with digital processes as needed. The trainer also plays a vital role in evaluating student progress and ensuring they achieve required competencies.

Skills Required:

Top 5 Hard Skills:

1. Hilot Wellness NC II Certification: Demonstrates mastery of the specific hands-on skills and theoretical knowledge essential for the Hilot Wellness practice.
2. Trainer's Methodology Completion: Crucial for effective teaching, curriculum development, and assessing student learning outcomes within a structured training framework.
3. Instructional Design & Delivery: Ability to develop and present compelling theoretical lectures and practical,

- hands-on training sessions, adapting content to diverse learning styles for optimal knowledge transfer.
4. **Computer Literacy & Platform Navigation:** Proficiency in utilizing online learning platforms (e.g., BSRS for enrollment) and adeptly guiding students, including those less tech-savvy, through various digital processes for seamless blended learning.
 5. **Organizational and Administrative Skills:** Important for efficiently managing training logistics, tracking participant attendance, coordinating schedules, and handling administrative tasks inherent in running a successful blended training program.

Top 5 Soft Skills:

1. **Leadership & Authority:** Essential for inspiring and guiding students effectively, fostering a positive classroom environment, setting a commendable example, and ensuring learning objectives are consistently met.
2. **Confidence & Self-Esteem:** Crucial for maintaining professional authority, confidently engaging with diverse student groups (including those with extensive professional backgrounds), and projecting an image of capability and expertise.
3. **Independence & Self-Management:** The capacity to perform tasks autonomously, demonstrate remarkable resourcefulness, and exhibit proactive self-reliance, particularly valuable for professionals with visual impairments.
4. **Effective Communication & Flexibility:** The ability to adapt communication style for clarity and impact, avoiding overly formal or condescending tones, while demonstrating flexibility with student schedules, technology use, and learning materials to ensure effective knowledge transfer.
5. **Interpersonal Skills & Adaptability:** The capacity to build rapport and relate effectively with diverse student

personalities, adeptly navigate challenging student interactions, and demonstrate a willingness to adapt to societal norms and expectations.

Tools or Technology Used:

- Online learning platforms for blended training.
- BSRS enrollment platform.
- Hilot Wellness equipment and materials for hands-on training.
- Screen readers.
- Screen reader-compatible websites and software.

Work Environment:

- This role operates within a dynamic blended training environment, combining online and in-person instruction.
- The trainer actively manages facility checks and participant monitoring to ensure optimal learning conditions.

Reasonable Accommodations:

- Provided/Utilized:
- Accessible digital display is generally available.
- Screen reader-friendly documents are utilized, and the trainer adeptly creates their own Braille materials as needed.
- Flexible work arrangements are in place to support effective work-life integration.
- Workplace modifications are effectively implemented by the trainer to enhance their productivity.
- Job coaching and mentorship are provided, fostering continuous professional growth.
- Human support, such as a reader or assistant, is available when necessary.
- Internal websites and software are designed to be screen reader-compatible, facilitating seamless navigation.

Qualifications & Training Needed:

- Educational Attainment: Requirements vary by scholarship type; for this specific trainer role, NC II certification in Hilot

Wellness and completion of the Trainer's Methodology are essential.

- Experience: Demonstrated experience in the field of Hilot Wellness and/or training, exemplified by a solid professional history.

Average Salary Range:

- An average monthly salary is around ₱25,000.

Additional Insights:

This role represents a compelling opportunity for individuals passionate about teaching holistic wellness practices and committed to guiding students through comprehensive training programs. For job seekers, particularly those with visual impairments, a crucial aspect of success lies in embracing independence and proactivity, understanding that personal adaptation and effective interaction with sighted individuals are key to expanding professional horizons. Success is often found by courageously engaging in challenging environments that foster growth and self-reliance. For employers, this role powerfully demonstrates that visually impaired trainers possess exceptional capabilities in managing blended learning environments, exhibiting strong leadership, and delivering impactful instructional skills. By providing essential tools, supportive coaching, and a collaborative environment, organizations can empower talented individuals to excel, proving that inclusive hiring practices lead to remarkable contributions and mutual benefit.

Housing and Homesite Officer

Job Summary / Description:

As the Housing and Homesite Affairs Officer at the Provincial Capitol of Batangas (Region 4A), this role is central to addressing housing needs across the entire province. The officer is responsible for identifying and recommending potential housing sites to the Governor and playing a key role

in forming and strengthening Homeowners Associations (HOAs), ensuring compliance with legal mandates. This position involves significant public interaction, working directly with communities, informal settlers, various housing sectors, and coordinating with partner agencies in both the private and public sectors, including financial institutions and government bodies like the Department of Human Settlements and Urban Development. This Division Chief level role requires considerable experience in public service, strong communication skills, and the ability to manage complex administrative and policy-related matters.

Skills Required:

Top 5 Hard Skills:

1. **Project Management (Community/Housing Development):** Ability to identify potential housing sites, plan, and oversee initiatives related to community housing and homeowner association development, from conception to implementation.
2. **Policy Interpretation & Application:** In-depth understanding and practical application of national and local laws and regulations related to housing, urban development, and homeowners' associations.
3. **Customer Service / Public Relations:** Critical for effectively interacting with a large volume of daily public inquiries, addressing community problems, and fostering positive relationships with diverse stakeholders.
4. **Report Writing & Documentation:** Essential for preparing official recommendations, policy papers, correspondence, and managing extensive administrative paperwork with accuracy and clarity.
5. **Resource Management (Budgeting & Planning):** Skill in prudently managing limited government funds and resources for housing programs, ensuring optimal utilization and long-term sustainability.

Top 5 Soft Skills:

1. **Effective Communication:** Paramount for clear and direct interaction with the public, government officials, staff, and external stakeholders, ensuring messages are understood and complex information is conveyed effectively.
2. **Problem-Solving Skills:** Essential for addressing the complex socio-economic issues faced by communities, resolving conflicts, and devising practical solutions within government and legal frameworks.
3. **Leadership & Teamwork:** Ability to lead housing initiatives, guide staff effectively by providing clear instructions, and collaborate seamlessly with various divisions and departments within the provincial government and beyond.
4. **Interpersonal Skills & Emotional Intelligence:** Crucial for managing diverse relationships, handling difficult conversations, and maintaining professionalism, particularly when interacting with high-ranking officials or mediating community disputes.
5. **Adaptability & Flexibility:** Necessary for responding to unexpected situations, navigating bureaucratic challenges, and adjusting strategies to maximize limited resources in a dynamic public sector environment.

Tools or Technology Used:

- Standard office software (e.g., word processing, spreadsheets for data management and reports)
- Communication tools (phone, email, government communication platforms)
- Mapping or GIS tools (for identifying housing sites, though direct use may be supported by staff)
- Government internal information systems
- Personal assistive technology (screen reader - JAWS, System Access - often purchased and maintained by the employee)

Work Environment:

The Housing and Homesite Affairs Officer works in an:

- Office-based (Government Capitol Building) setting, requiring daily on-site reporting. This is a Division Chief level position.

Reasonable Accommodations:

- Human support (e.g., staff assistance for tasks like describing images or Excel files; accompanying staff for external gatherings).
- Often self-provided or lacking institutional provision (but ideal):
 - Assistive technology (e.g., screen reader – often personally purchased and maintained).
 - Accessible digital documents (struggle for compliance; formal policy requiring accessible formats from senders often needed).
 - Flexible work arrangements (e.g., remote work, flexible hours – often denied despite legal frameworks).
 - Workplace modifications (e.g., accessible physical environment including ramps, tactile markers, accessible restrooms, and properly functioning/accessible elevators – often described as inadequate or non-existent for PWDs).
 - Job coaching or mentorship.
 - Accessible websites/digital platforms for the office/government.

Qualifications / Training Needed:

- Educational Background: At least a college graduate.
- Experience: Considerable experience in the housing field, specifically at least five years of experience working with people and in related matters. Extensive experience in local government is highly advantageous for this Division Chief level role.
- Specialized Training: Relevant training related to housing is required by the Civil Service for a Division Chief position.
- Eligibility: Civil Service eligibility is crucial for government employment.

Average Salary Range:

- For a Division Chief in a local government unit (LGU) in the Philippines (e.g., Salary Grade 24), monthly salaries can range from approximately ₱60,000 to over ₱90,000+, depending on the specific LGU, years of service, and exact responsibilities.

Additional Insights:

This role demands a high level of public service commitment, often involving direct engagement with communities facing complex housing issues. Success requires not only a strong grasp of policy and administration but also exceptional interpersonal skills to navigate diverse public and private sector relationships. Despite potential systemic barriers to accessibility within government institutions, the ability to deliver tangible results and advocate for inclusive practices is paramount. The position underscores the importance of continuous professional development and strong self-advocacy for individuals with disabilities in public service roles.

Human Resource Admin Associate

Job Summary / Description:

The HR Admin Associate plays a crucial support role within an organization's Human Resources department, typically in the private sector. This position involves a mix of administrative and HR-related functions, focusing on maintaining accurate employee records, assisting with recruitment and onboarding, supporting payroll and benefits administration, handling employee relations queries, and aiding in training and development initiatives. The associate ensures compliance with labor laws and company policies, managing confidential data with discretion and contributing to a positive and efficient workplace.

Skills Required:

Top 5 Hard Skills:

1. **Data Entry & Database Management:** Crucial for maintaining and updating employee records in HR databases (like HRIS), ensuring accuracy and efficiency in payroll, benefits, and compliance reporting.
2. **Administrative/Organizational Skills:** Essential for managing HR documents, organizing files, preparing new hire documentation, and tracking training attendance, all vital for streamlined HR processes and audits.
3. **Computer Literacy (Microsoft Office, Google Suite, HRIS):** Necessary for using various software applications like Microsoft Excel (for data analysis and payroll), and HR Information Systems (HRIS) such as SAP SuccessFactors or Workday, which are integral to daily HR tasks.
4. **Writing/Editing:** Important for crafting professional HR correspondence (emails, memos, announcements) and accurate documentation, ensuring clear and professional communication with employees and external partners.
5. **Financial/Accounting Skills (Payroll & Benefits):** Essential for assisting in payroll processing by collecting and verifying attendance and leave records, and helping manage employee benefits, preventing discrepancies and ensuring correct compensation.

Top 5 Soft Skills:

1. **Effective Communication:** Vital for clear and professional interactions with employees, management, and external partners, whether writing email responses to inquiries or coordinating interviews.
2. **Work Etiquette & Professionalism:** Essential for maintaining a respectful and efficient workplace, building trust and credibility by handling sensitive employee information with confidentiality.
3. **Time Management & Organization:** Crucial for managing multiple responsibilities, such as prioritizing urgent onboarding

tasks while also handling employee record updates, ensuring deadlines are met for payroll and compliance reporting.

4. **Problem-Solving Skills:** Important for addressing employee queries regarding policies and procedures, listening actively, and providing fair and effective solutions to workplace issues.

5. **Adaptability and Flexibility:** Necessary for handling the dynamic nature of HR tasks, which can vary by company and level, and adjusting to evolving policies or employee needs.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- High-Contrast Display or Large Text Settings
- HR Information Systems (HRIS) (e.g., SAP SuccessFactors, Workday, Oracle HCM, BambooHR)
- Microsoft Excel (for data management, payroll, reporting with VLOOKUP, Pivot Tables)
- Microsoft Office Suite (Word, Outlook, PowerPoint)
- Google Suite (Docs, Sheets, Calendar)
- Bug Tracking Software (though less common, may be used for HR software issues)
- Digital calendars, reminders, or task management apps

Work Environment:

- Hybrid (combination of office and remote work), offering flexibility while maintaining a corporate presence.

Reasonable Accommodations:

This role highlights that a visually impaired professional can excel in HR administration with the right support and tools:

- **Accessible Digital Documents:** Including screen reader-friendly, Braille, or large print formats for employment contracts, policies, and forms.
- **Workplace Modifications:** Such as adjustable lighting, noise reduction strategies, and ergonomic desk setups to minimize eye strain and enhance comfort.

- Orientation and Mobility Support: Including guide assistance for navigating the workspace, if needed for office-based days.
- Job Coaching or Mentorship: Providing employer-provided training or peer mentoring to assist with navigating HR processes and systems.
- Human Support: The option to hire a scribe, assistant, or reader for specific tasks, particularly for visual information that cannot be fully managed by assistive technology.
- Accessible Digital Tools: Emphasis on screen reader-compatible software and websites, along with efficient use of keyboard shortcuts and voice command options for navigating HRIS and other applications.

Qualifications / Training Needed:

- Minimum: A Bachelor's degree in Human Resources, Business Administration, Psychology, or a related field. Some companies may consider relevant certifications or experience in lieu of a degree for entry-level roles.
- Certifications & Courses:
 - HR-Specific Certifications: Certified Human Resources Associate (CHRA), Professional in Human Resources (PHR), SHRM Certified Professional (SHRM-CP).
 - Basic Occupational Safety and Health (BOSH) Training (required in some industries).
 - Payroll & Labor Law Courses: Philippine Labor Law & Employee Relations Training, Payroll Management Training.
 - HR Software & Technology Training (e.g., HRIS, Microsoft Excel for HR Professionals).
 - Soft Skills & Communication Courses: Business Communication & Professional Writing, Conflict Resolution & Employee Relations Training.

Average Salary Range:

- ₱16,000 to ₱20,000 (monthly).

Additional Insights:

For individuals with visual impairments aspiring to a career as an HR Admin Associate, leveraging assistive technology (like screen readers and accessible HR software) is paramount for efficient data entry and communication. Developing strong organizational and communication skills is also crucial, as much of the role involves managing records and correspondence. It is highly recommended to gain HR knowledge through online courses and certifications, and to stay updated on Philippine labor laws. Proactive self-advocacy for workplace accessibility during applications and seeking inclusive employers who actively hire persons with disabilities are key strategies for success.

IT Admin (Independent Contractor)

Job Summary / Description:

As an Independent Contractor in IT Administration, this role involves managing and optimizing CRM (Customer Relationship Management) and ITSS (IT Service Management) platforms for various clients to enhance their business operations. Key responsibilities include configuring and maintaining systems, ensuring data integrity, creating and managing user accounts, and providing user support and training. The IT Admin also customizes workflows, creates reports and dashboards, automates processes, and implements security measures to protect sensitive data. This is a highly specialized, platform-specific role, primarily focusing on expertise in Salesforce and ServiceNow.

Skills Required:

Top 5 Hard Skills:

1. **Computer Literacy:** The number one required skill for any IT role, encompassing general computer usage, internet Browse, and proficiency with operating systems and applications.
2. **Platform-Specific Administration (Salesforce, ServiceNow):** Essential for configuring, maintaining, and optimizing these

complex CRM and ITSS platforms. This includes deep knowledge of their functionalities, workflows, and security features.

3. **Data Entry or Database Management:** Crucial for accurately managing client data, including tasks like import, export, ensuring data security, and maintaining data accuracy within the CRM/ITSS platforms.

4. **Customer Service Skills:** Necessary for effectively providing user support, troubleshooting problems (problem management), and processing change requests for clients.

5. **Teaching/Instructional Skills:** Important for conducting demonstrations and providing training to end-users on how to effectively utilize the IT platforms and their features.

Top 5 Soft Skills:

1. **Independence and Self-Management:** Crucial for an independent contractor role with "minimal supervision," requiring the ability to manage tasks, prioritize work, and be resourceful to ensure client needs are properly attended.

2. **Adaptability and Flexibility:** Essential for staying current with platform updates (as "the platform is updated from time to time"), learning new features, and adapting to different client requirements and technologies, while also considering accessibility.

3. **Problem-Solving Skills:** Vital for troubleshooting system issues, identifying root causes, and implementing effective solutions for clients' CRM and ITSS platform challenges.

4. **Effective Communication:** Important for clearly explaining technical issues and solutions to clients and end-users, as well as for collaborating effectively with team members and supervisors.

5. **Time Management:** Essential for managing a flexible work schedule and ensuring all tasks are properly attended to and completed efficiently, especially when dealing with client-specific deadlines.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Keyboard Shortcuts and Voice Command Options
- Salesforce Platform
- ServiceNow Platform
- Microsoft Office Suite (e.g., Word, Excel, PowerPoint)
- Google Suite (e.g., Docs, Sheets, Slides)
- Communication and Collaboration Tools (e.g., video conferencing, chat applications)

Work Environment:

- Work-from-home / remote work, offering significant flexibility and autonomy.

Reasonable Accommodations:

This role highlights that a visually impaired professional can effectively manage complex IT systems as an independent contractor, particularly when working with organizations that prioritize accessibility:

- Assistive Technology: Including screen readers (e.g., JAWS, NVDA), Braille displays, and magnification software for navigating and interacting with IT platforms and digital documents.
- Accessible Digital Documents: Such as screen reader-friendly formats for configuration guides, user manuals, and reports.
- Flexible Work Arrangements: Including remote work, flexible hours, and deadline extensions, which are inherent advantages of an independent contractor role.
- Job Coaching or Mentorship: Providing valuable guidance, especially when onboarding new client platforms or processes.
- Accessible Digital Tools: Emphasis on screen reader-compatible software and websites (like Salesforce and ServiceNow platforms) and efficient use of keyboard shortcuts

and voice command options, ensuring seamless interaction with systems.

- Organizational Priority on Accessibility: Working for an organization that inherently prioritizes accessibility (like a non-profit for the blind) significantly enhances the work environment and tool compatibility.

Qualifications / Training Needed:

- At least College Graduate, preferably in an IT course.
- Platform-Specific Certifications:
- Salesforce Certified Administrator
- ServiceNow Certified System Administrator
- Learning Courses: Utilizing platform-specific learning resources like Trailhead for Salesforce and LearningNow for ServiceNow.

Average Salary Range: "Higher

- Above ₱50,000

Additional Insights:

For visually impaired individuals pursuing this IT career path, attending IT trainings specifically designed for the blind is highly recommended, particularly those offering demonstrations on screen reader navigation. Given that core tasks are performed on a computer, ensuring the platform and its related tools are screen reader-compatible is paramount for success. This role emphasizes that specialized knowledge in IT platforms combined with appropriate assistive technology enables significant contributions in managing complex business systems.

Marketing Communication Strategist

Job Summary / Description:

As a Marketing Communication Strategist at a private company, this role is vital for delivering multimedia marketing and telesales services to public and private organizations

worldwide. The strategist is responsible for developing and executing comprehensive digital marketing and communication strategies that enhance clients' online visibility, engagement, and conversion rates. A primary focus is on advanced Search Engine Optimization (SEO), encompassing both local and global strategies, technical SEO, and content optimization to ensure target audiences discover client businesses. This includes adapting to emerging methodologies like programmatic content development and mastering prompt engineering to harness generative AI for creating high-quality, relevant marketing content. The strategist continuously analyzes market trends and performance data to refine campaigns and maximize ROI for diverse international clients.

Skills Required:

Top 5 Hard Skills:

1. **Digital Marketing & SEO Expertise:** In-depth knowledge of SEO best practices (on-page, off-page, technical, local, global), SEM, content marketing, and digital advertising platforms.
2. **Prompt Engineering & AI Content Generation:** Advanced skill in crafting, testing, and optimizing prompts for generative AI models to produce effective, targeted, and high-quality marketing copy and content.
3. **Data Analysis & Reporting:** Ability to collect, analyze, and interpret marketing data (e.g., website analytics, campaign performance) to identify trends, measure effectiveness, and inform strategic decisions.
4. **Content Strategy & Writing/Editing:** Proficiency in developing content strategies, keyword research, and ensuring all marketing communications are compelling, grammatically correct, and aligned with brand voice.
5. **Technical Proficiency (Platforms & Tools):** Familiarity with SEO tools (e.g., Ahrefs, Semrush, Google Analytics), content management systems (CMS), CRM platforms, and marketing automation software.

Top 5 Soft Skills:

1. **Strategic Thinking & Planning:** Capacity to develop holistic marketing communication plans that align with business objectives and address diverse client needs across global markets.
2. **Effective Communication & Presentation:** Excellent verbal and written communication skills to articulate strategies to clients, collaborate with internal teams, and write persuasive marketing copy.
3. **Adaptability & Agility:** Essential for keeping pace with the rapidly changing digital marketing landscape, evolving search algorithms, and new AI advancements.
4. **Problem-Solving & Optimization:** Ability to troubleshoot performance issues, optimize campaigns for better results, and find creative solutions for unique marketing challenges.
5. **Research & Trend Awareness:** Strong curiosity and dedication to continuous research to stay informed about industry best practices, emerging digital technologies, and competitor activities.

Tools or Technology Used:

- SEO tools (e.g., Ahrefs, Semrush, Moz, Google Analytics, Google Search Console)
- AI tools for prompt engineering and content generation (e.g., DeepSeek, GPT-4.5/O1, Jasper AI)
- Content Management Systems (CMS)
- Digital advertising platforms (Google Ads, social media ads)
- CRM software
- Microsoft Office Suite, Google Suite
- Communication & Collaboration platforms (e.g., Zoom, Slack)
- Python (for programmatic SEO, data analysis, automation)

Work Environment:

- Work-from-home / remote work setup, serving an international client base.

Reasonable Accommodations:

- Assistive technology (e.g., screen reader, Braille display, magnification software)
- Accessible digital documents (e.g., screen reader-friendly formats for reports and content plans)
- Flexible work arrangements (e.g., remote work, flexible hours)
- Screen reader-compatible SEO tools, analytics platforms, and content creation software
- Keyboard shortcuts and voice command options for navigation and input
- Audio cues for notifications and system feedback
- Automated captions or transcription tools for virtual meetings and client presentations.

Qualifications / Training Needed:

- **Educational Background:** A Bachelor's degree in Marketing, Communications, Business Administration, or a related field is often preferred. Demonstrable experience and a strong portfolio are highly valued.
- **Experience:** Typically, 3-7+ years of experience in digital marketing, SEO, or communications, with a proven track record of developing and executing successful strategies.
- **Skills:** Strong analytical skills, excellent written and verbal communication, proficiency in various digital marketing channels, and a keen understanding of AI's role in content and SEO.
- **Continuous Learning:** A commitment to continuous professional development through online courses, certifications, and staying updated on the rapidly evolving digital marketing and AI landscape.

Average Salary Range:

- ₱40,000 to ₱100,000 and above

Additional Insights:

The role of a Marketing Communication Strategist is becoming increasingly dynamic with the rise of AI. Mastering prompt engineering for content creation and optimization is a highly valuable emerging skill. This position requires a blend of creativity, analytical prowess, and technical acumen to effectively navigate the complexities of global digital markets and deliver measurable results for clients. Strong self-discipline and adaptability are crucial for success in a remote-first, international service environment.

Marketing Event Specialist

Job Summary / Description:

The Marketing Event Specialist works within a media company that features a supplementary magazine (Philippine Best Magazine) and an events arm (RDH Entertainment Network). This dual identity involves producing a wide range of events, including fashion shows, concerts, awards nights, and charitable projects for various beneficiaries (elderly, persons with disabilities, children with chronic illnesses). Key responsibilities include external communication with clients and nominees through emails, follow-ups, and invitations. The role involves coordinating with leads provided by a Marketing Research Team and frequently interacting directly with high-profile individuals (models, philanthropists, bloggers, influencers, politicians) as a representative of the company, sometimes acting as part of the press. Additionally, the specialist may be involved in initiatives such as "The Blind Writers of the Philippines," which provides work-from-home, project-based writing opportunities for visually impaired individuals, paid per delivered assignment.

Skills Required:

Top 5 Hard Skills:

1. Computer Literacy (Google Suite, Email): Essential for managing email communications, sending invitations, and

utilizing Google products like Google Slides, Docs, and Sheets for various tasks.

2. **Writing Background:** (For roles involving content creation) Ability to produce original written content for features, news, or other assignments, with emphasis on creativity over AI-generated material.
3. **Coordination & Follow-up:** Proficiency in managing communication flows, tracking responses, and ensuring timely follow-ups with nominees, awardees, and internal teams.
4. **Networking & Relationship Building:** Skill in initiating and maintaining professional connections, especially with high-profile individuals and other media outlets.
5. **Event Logistics Awareness:** Understanding the basic flow and requirements of event production to effectively coordinate with featured individuals and internal teams.

Top 5 Soft Skills:

1. **Flexibility & Adaptability:** Ability to handle diverse tasks, including those outside the primary marketing role (e.g., contributing to writing or creative concepts for the magazine), and adapting to unforeseen circumstances in event production.
2. **Professional Communication:** Excellent verbal and interpersonal skills for interacting with clients, awardees, and colleagues, maintaining composure and being mindful of language, especially in public-facing roles.
3. **Confidence & Resilience:** Essential for facing high-profile individuals, overcoming self-doubt, navigating demanding situations, and delivering tasks effectively, even when challenged.
4. **Problem-Solving:** Ability to address coordination issues, manage expectations, and proactively find solutions in a fast-paced environment.
5. **Self-Management & Initiative:** Strong sense of independence, proactiveness in exploring personal and professional growth, and the ability to work effectively without constant oversight.

Tools or Technology Used:

- Company-provided telephone
- Personal laptop and computer
- Screen reader software (e.g., iOS VoiceOver/TalkBack)
- Internet connection (provided by company)
- White cane (for mobility)
- Google Suite (Google Slides, Docs, Sheets)
- Email communication platforms

Work Environment:

- Primarily work-from-home, by employee request.
- Requires occasional on-site attendance at events, press conferences, and office visits (often involving stairs).
- Dynamic, fast-paced, and sometimes "toxic" due to the nature of the media industry.

Reasonable Accommodations:

- Screen Reader Compatible Software: Utilization of accessible platforms like Microsoft Teams for training delivery.
- Human Support: Reliance on supportive family members (e.g., brother) to assist in community endeavors and accompany the individual when needed.
- Ideal Recommendation: Covering transportation costs for all training participants to enhance accessibility, though currently limited by resources.
- Screen Reader Compatible Software: Implied use of screen readers and accessible software for daily tasks given the role's focus on accessibility testing.
- Flexible Work Arrangements: Work-from-home setup.
- Proactive Training: The employee actively seeks out and attends additional trainings, suggesting a supportive environment for skill development.
- Company-Provided: Telephone (for calls), internet connection.
- Personal/Employee-Provided: Laptop/computer, iOS device with VoiceOver/TalkBack for screen reading.
- Mobility Aids: White cane.

- **Human Support:** Personal assistants (often arranged by the employee, with the company paying for their assistance for visually impaired staff). Training for these assistants is emphasized.

Work Environment:

Primarily work-from-home by request, with occasional in-office visits and attendance at events/press conferences. The office is accessible via stairs, but colleagues are highly considerate and provide verbal cues and orientation for navigation and social interaction. The company has a strong PWD-inclusive culture, stemming from its charity work and advocacy.

Qualifications & Training Needed:

- **Educational Background:** No specific minimum educational requirement mentioned for entry into this role.
- **Training:** Strong emphasis on practical skills gained through various training programs. Highly beneficial trainings include:
 - Digital literacy (e.g., using Android phones, computers).
 - Soft skills training.
 - Personality development.
 - Mobility training.
- Training from organizations like Resources for the Blind (RBI) and ATRIEV were credited for contributing to the individual's current skillset.
- **Experience:** For dedicated writing roles, experienced writers are preferred, and samples or on-the-spot writing tests are common.

Additional Insights:

This role exemplifies how visually impaired individuals can thrive in dynamic, public-facing industries like media and events, emphasizing the importance of continuous skill enhancement, confidence, and proactive networking. It highlights that success requires a commitment to personal development, breaking stereotypes, and effectively utilizing available support like trained assistants, while also benefiting

from flexible work arrangements such as work-from-home options. The company's inclusive culture, stemming from its charitable work, further fosters a supportive environment for individuals with visual impairments.

Massage Therapist

Job Summary / Description:

A Freelance Massage Therapist focuses on providing therapeutic and relaxing massage services directly to clients. This role's core objective is to promote relaxation, alleviate muscle tension, and improve circulation, often adapting the approach to the client's individual needs and even their mood. The therapist operates with a high degree of independence and self-management, building their own clientele and overseeing their services, which can include home visits or sessions in co-working spaces. Success in this role hinges on their personal touch and ability to adapt to diverse client needs.

Skills Required:

Top 5 Hard Skills:

1. **Knowledge of Massage Techniques:** Mastery of various massage modalities (e.g., Swedish, Shiatsu, reflexology), applying them effectively based on the client's condition and preferences.
2. **Anatomy and Physiology Knowledge:** Essential for identifying muscle groups and pressure points, understanding the body's responses to massage, and delivering safe treatments.
3. **Customer Service Skills:** Key for providing excellent client care, understanding needs, ensuring comfort, and managing expectations.
4. **Administrative/Organizational Skills:** Important for managing appointments, scheduling, maintaining client records, and organizing tools and supplies.

5. Computer Literacy (Microsoft Office, Google Suite, etc.): Necessary for basic record-keeping, communicating with clients, and managing schedules digitally.

Top 5 Soft Skills:

1. Effective Communication: Crucial for understanding client needs, explaining procedures, building trust, and actively listening to their feedback, as well as for handling diverse client "moods."
2. Independence and Self-management: The ability to work autonomously, manage their own schedule, market their services, and handle client interactions without direct supervision.
3. Adaptability and Flexibility: Essential for working with diverse clients and their varying "moods," as well as adjusting to different work environments (home service, co-working spaces).
4. Empathy and Customer Service: Creating a safe, calming, and trusting environment for clients, demonstrating genuine care and understanding their desire for relaxation and relief.
5. Problem-Solving Skills: The capacity to identify and address unexpected client reactions, logistical challenges, or unique client preferences efficiently and calmly.

Tools or Technology Used:

- Massage oil or lotion
- Portable massage table or chair
- Hot stones, towels, bolsters
- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites (for managing appointments and communications)
- Keyboard Shortcuts and Voice Command Options (for efficient digital interaction)
- Basic mobile phone or computer for communication and scheduling

Work Environment:

- Freelance or self-employed at home: The therapist often provides services directly in clients' homes.
- Freelance or self-employed in a co-working space: The therapist might also operate out of a shared professional space.

Reasonable Accommodations:

- Assistive technology (e.g., screen reader, Braille display, magnification software)
- Accessible digital documents (e.g., screen reader-friendly, Braille)
- Flexible work arrangements (e.g., remote work, flexible hours, self-managed schedule)
- Tactile markers in the workplace (e.g., raised markings on equipment, embossed labels for massage oils/tools)
- Orientation and mobility support (e.g., guide assistance in navigating to client homes or co-working spaces)
- Job coaching or mentorship (e.g., peer mentoring from experienced therapists)
- Screen reader-compatible software and websites (for scheduling, communication)
- Keyboard shortcuts and voice command options (for digital tasks)
- Audio cues for navigation (e.g., talking timers for session length)

Qualifications / Training Needed:

- Education: While a college degree isn't always mandatory, both graduates and non-graduates who are deemed "fit" for the role are considered.
- Formal Training: Completion of massage therapy training from a recognized institution is highly beneficial.
- Certification: Certification from TESDA or other accrediting bodies is generally required.
- Basic knowledge of anatomy and hygiene standards: Fundamental for safe and effective practice.

- **Practical Experience:** On-the-job training or an apprenticeship is valuable; many successful therapists have almost 3 years of experience.
- **Specialized Programs:** For blind therapists, training programs specifically tailored for individuals with visual impairments are available, often through organizations like the DSWD (Department of Social Welfare and Development) or local massage associations.

Average Salary Range:

- Typically, ₱10,000 or below per month, depending on client volume, location, and service type.

Additional Insights:

Massage therapy is a field where touch sensitivity is paramount, making it an excellent fit for many blind individuals who often possess a heightened sense of touch. Many therapists successfully build a consistent regular client base, leading to self-employment or the establishment of their own massage services. In the Philippines, this profession is one of the most common and accessible jobs for blind individuals, frequently supported by livelihood training programs. Ultimately, it's about providing relaxation and a positive experience, requiring strong personal adaptability in a dynamic work environment.

Music Producer (Freelance)

Job Summary / Description:

As a freelance music producer and arranger (often contributing to songwriting), this role encompasses a comprehensive range of technical, creative, and managerial responsibilities crucial for delivering high-quality musical productions. The producer oversees the full production lifecycle, from initial concept development and collaborating with artists to final mastering, ensuring artistic vision is realized with technical precision. Key duties include musical

arrangement, sound engineering, audio post-production (mixing, editing, mastering), and providing creative direction during recording sessions. As an independent professional, this role also requires autonomous management of business aspects such as budgeting, scheduling, contract negotiations, and client communication.

Skills Required:

Top 5 Hard Skills:

1. **Music Production & Sound Engineering:** This is the core technical expertise, encompassing the full production lifecycle, from concept development and recording session management to mixing, balancing, editing, and mastering audio to industry standards.
2. **Musical Arrangement:** Essential for crafting tailored arrangements that enhance a composition's emotional and stylistic impact, including structuring harmonic progressions, rhythmic patterns, and orchestrating instrumental/vocal layers.
3. **Computer Literacy (DAWs, Software, AI Audio Tools):** Forms the foundation of modern music production. Proficiency in navigating complex Digital Audio Workstations (DAWs), troubleshooting technical issues, optimizing workflows, and staying updated with emerging tools like AI audio separators is crucial.
4. **Writing/Editing:** Extends beyond lyrics to critical communication. This skill is vital for drafting project briefs, contracts, clear client feedback, and detailed sonic branding guidelines, preventing miscommunication and ensuring project efficiency.
5. **Freelance Project Management:** As an independent producer, this includes autonomously managing budgeting, scheduling, contract negotiations, coordinating deliverables, and maintaining client communication to ensure timely and professional project execution.

Top 5 Soft Skills:

1. **Effective Communication:** Vital for bridging the gap between technical processes and client understanding, providing constructive feedback to artists, and fostering a productive studio environment. Clear, structured notes are emphasized to avoid vague revisions.
2. **Adaptability and Flexibility:** Crucial for pivoting when unexpected challenges arise (e.g., last-minute schedule changes or corrupted files) and adjusting to diverse client requirements and musical genres without compromising quality.
3. **Confidence and Self-Esteem:** Allows the producer to advocate for creative visions, put artists at ease, and guide collaborative projects with authority, ensuring a smooth and supportive creative process.
4. **Emotional Intelligence:** Helps in creating a productive studio environment where artists feel supported, understanding their anxieties, and fostering an atmosphere where they can deliver their best work.
5. **Work Etiquette/Professionalism:** Essential for building trust and credibility through reliability, meeting deadlines, maintaining transparency, and honoring commitments, which transforms one-time clients into long-term collaborators.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Digital Audio Workstations (DAWs) (e.g., Reaper with NVDA)
- Comprehensive Keyboard Shortcuts and Custom Project Templates
- Voice Memo Integration for Workflow Notes
- Mixing and Mastering Plugins
- Sound Design Elements
- Recording Equipment (microphones, interfaces, etc.)
- Communication tools (email, video conferencing)

Work Environment:

- Freelance or self-employed, typically conducted from a home studio.

Reasonable Accommodations:

This role uniquely highlights how a visually impaired professional can excel in music production through strategic optimization and inherent strengths:

- **Assistive Technology:** Including screen readers (like NVDA), Braille displays, and magnification software for navigating DAWs, managing files, and all digital tasks.
- **Accessible Digital Documents:** Ensuring all project briefs, contracts, and feedback are in screen reader-friendly formats.
- **Screen Reader-Compatible Software and Websites:** The ability to work efficiently within DAWs designed for screen reader compatibility (e.g., Reaper).
- **Optimized Digital Workspace:** Mastery of comprehensive keyboard shortcuts, custom project templates, and voice memo integration for workflow notes to maximize efficiency.
- **Enhanced Auditory Perception:** The role leverages a natural advantage, emphasizing advanced ear training for precise mixing decisions, focused attention on subtle sonic details, and the development of a refined "mental visualizer" for audio elements.

Qualifications / Training Needed:

- No formal degree is always required; passion, willingness to learn, patience, and persistence are key.
- Collaboration with music enthusiasts and sound engineers for practical learning.
- A college degree can be valuable for industry-recognized credentials, but dedication and a deep love for music are paramount.

Average Salary Range:

- ₱16,000 to ₱20,000 (freelance income, highly variable based on project volume, client rates, and reputation).

Additional Insights:

For visually impaired individuals in music production, a unique perspective can become a significant asset. Success comes from optimizing the digital workspace with screen reader-compatible DAWs and efficient workflows. Crucially, cultivating auditory excellence and leveraging heightened auditory perception through advanced ear training provides a competitive advantage. Building credibility involves establishing professional protocols, utilizing a portfolio-first approach to showcase work, and strategically using assistive technology without apology. Building strong support networks through blind producer forums, mentorship, and collaborative projects also highlights diverse strengths. Ultimately, success is found by developing superior auditory processing, embracing innovative problem-solving approaches, and eliminating visual distractions in creative work, thereby redefining production excellence.

Office Clerk (Public Sector - PWD Programs)

Job Summary / Description:

Working within a government agency or department, the Office Clerk provides essential administrative support crucial for the successful implementation of programs and activities for Persons with Disabilities (PWDs). This role involves creating and managing documents, drafting communications, organizing schedules, and diligently tracking the progress of various initiatives. The clerk directly contributes to the efficient delivery of programs designed to empower PWDs and enhance their access to community opportunities.

(Note: In this specific context, the responsibilities are highly similar to those of a Program Assistant, focusing on administrative and organizational support for PWD-focused programs.)

Skills Required:

Top 3 Hard Skills:

1. **Computer Literacy (Microsoft Office, Google Suite, etc.):** Essential for creating program documents, managing data, and utilizing various digital tools to support activities for PWDs. Proficiency in Microsoft applications, in particular, is noted as vital for document creation.
2. **Administrative/Organizational Skills:** Crucial for managing program schedules, keeping track of progress, and ensuring that all activities for PWDs are efficiently arranged and monitored.
3. **Writing/Editing:** Necessary for drafting official letters, communicating effectively with program participants, and preparing clear and concise documentation for various activities.

Top 3 Soft Skills:

1. **Effective Communication:** Vital for clearly communicating with participants, team members, and clients during the conduct of activities, ensuring smooth interactions and understanding.
2. **Interpersonal Skills:** Essential for building rapport and collaborating effectively with clients and other stakeholders involved in PWD programs and activities.
3. **Independence and Self-Management:** Required during the preparation stage of activities, ensuring tasks are completed on time and with professionalism, often with minimal direct supervision.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Keyboard Shortcuts and Voice Command Options
- Microsoft Office Suite (e.g., Word, Excel, PowerPoint)
- Google Suite (e.g., Docs, Sheets, Slides)

Work Environment:

- Office-based, within a government agency or department.

Reasonable Accommodations:

This role highlights the importance of an accessible work environment and tailored support within the public sector:

- Assistive Technology: Including screen readers, Braille displays, and magnification software to facilitate digital tasks and document creation.

Accessible Work Environment

Ensuring features like ramps, tactile paving, and accessible restrooms are available within the office setting.

- Orientation and Mobility Support: Including guide assistance for navigating the workspace is provided, with a desire for more extensive support in this area.
- Human Support: A desire for more human readers is noted, indicating a need for assistance with visual materials that are not fully accessible through technology.

Qualifications / Training Needed:

- No specific formal educational attainment or prior training is listed as a mandatory requirement, emphasizing practical skills and capability.

Average Salary Range:

- ₱10,000 or below (monthly).

Additional Insights:

Success in this role largely depends on effective self-management and professionalism, particularly during the preparation and implementation phases of programs. Strong interpersonal skills are also essential for successful engagement with clients and participants. The ability to complete tasks on time is a key indicator of success. The noted need for more guide assistance and human readers highlights a common challenge in ensuring full accessibility in

some public sector environments, even with existing assistive technology.

Online Training Moderator (Project-Based)

Job Summary / Description:

As a project-based Online Training Moderator, this role is essential for the smooth operation of virtual training sessions. The moderator's primary responsibilities include accepting students into the virtual classroom, ensuring their continued presence throughout the session, and meticulously collecting and organizing all required participant documentation. This role acts as a key support, facilitating an effective learning environment and managing critical administrative tasks during online trainings, allowing the main online trainer to focus on their instructional role.

Skills Required:

Top 3 Hard Skills:

1. **Computer Literacy (Microsoft Office, Google Suite, etc.):** This is fundamental. It enables the moderator to manage participants, make attendance records, perform basic troubleshooting during sessions, and handle other technical tasks effectively.
2. **Administrative/Organizational Skills:** Crucial for collecting and organizing participant requirements, ensuring that all necessary documentation is managed efficiently.
3. **Teaching/Instructional Skills:** While primarily a support role, the ability to assist participants with queries and guide them through basic technical issues during a session requires a foundational understanding of instructional support.

Top 3 Soft Skills:

1. **Effective Communication:** Vital for clearly communicating with participants, ensuring they understand instructions and

can get their messages across. Confidence in speaking also ensures participants feel comfortable engaging.

2. Confidence and Self-Esteem: Necessary when interacting with participants, as they need to perceive the moderator as capable and reassuring. This fosters confidence in the participants themselves to complete their tasks effectively.

3. Adaptability and Flexibility: Important for addressing unexpected technical issues or participant queries during a live session, requiring quick thinking and adjustments.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Keyboard Shortcuts and Voice Command Options
- Automated Captions or Transcription Tools (e.g., speech-to-text for meetings)
- Online Conferencing Platforms (e.g., Zoom, Google Meet)
- Microsoft Office Suite (e.g., Word, Excel for attendance)
- Google Suite (e.g., Docs, Sheets)

Work Environment:

- Hybrid (combination of office and remote work).

Reasonable Accommodations:

This role highlights how flexible arrangements and assistive technology make online moderation accessible:

- Assistive Technology: Includes screen readers, Braille displays, and magnification software to navigate virtual platforms and manage participant data.
- Accessible Digital Documents: Such as screen reader-friendly formats for participant requirements and attendance sheets.
- Flexible Work Arrangements: Including remote work, flexible hours, and deadline extensions, which are advantageous for project-based roles.

- **Workplace Modifications:** Such as adjustable lighting, noise reduction, and ergonomic desk setups to enhance comfort during long sessions.
- **Orientation and Mobility Support:** If working from an office, guide assistance would be beneficial.
- **Braille Materials:** May be used for personal notes or specific documents if needed.
- **Accessible Digital Tools:** Emphasis on screen reader-compatible software and websites, keyboard shortcuts, and automated captioning for effective communication in virtual environments.

Qualifications / Training Needed:

- High School Graduate.
- No specific certifications or formal training beyond general education are listed as mandatory.

Average Salary Range:

- ₱10,000 or below (monthly, as a project-based compensation).

Additional Insights:

The support provided by an Online Training Moderator is essential for maintaining organization during virtual sessions, directly enabling the main online trainer to focus entirely on their teaching and instructional role. For individuals pursuing this path, maintaining a positive outlook and embracing continuous growth is crucial. It's important to trust the process of learning and development and to always dream big, regardless of current circumstances. This role demonstrates that dedication and effective use of available technology can lead to successful contributions in the online learning space.

Philippine Coordinator - Online ESL Teachers

Job Summary / Description:

The Philippine Coordinator of Online ESL Teachers serves a dual role, functioning both as an online English teacher/tutor and as a crucial liaison between online English teachers and Vietnamese administrative teams. As an educator, this professional delivers basic to intermediate or specific-based English instruction for various purposes, including test preparation, to Vietnamese students. As a coordinator, key responsibilities include ensuring seamless communication and addressing concerns between teachers and administrators, as well as actively participating in the recruitment and training of new teachers as needed. This role demands strong linguistic proficiency, technical adaptability, and excellent interpersonal and organizational skills to facilitate a smooth online learning environment.

Skills Required:

Top 5 Hard Skills:

1. **Online English Language Instruction:** Expertise in teaching English as a Second Language (ESL) to diverse learners, covering basic to intermediate levels and specialized content for tests.
2. **Online Platform Proficiency:** Advanced ability to utilize various online calling and teaching platforms (e.g., Skype, Google Meet, Zoom) for effective virtual classroom facilitation.
3. **Computer Literacy & Office Applications:** Solid knowledge and daily application of Microsoft Office (Word, PowerPoint, Excel) and Google Suite for creating, editing, and managing teaching materials and administrative documents.
4. **Document Accessibility Conversion:** Skill in converting inaccessible PDF documents into editable and screen reader-friendly Word formats to ensure universal accessibility of teaching materials.

5. **Administrative & Organizational Skills:** Strong capability in handling daily administrative tasks, coordinating communications between multiple parties, and organizing resources efficiently.

Top 5 Soft Skills:

1. **Effective Communication:** Demonstrates strong verbal and written English communication skills, crucial for teaching, coordinating messages, raising concerns, and fostering clear understanding across cultural boundaries.
2. **Adaptability & Flexibility:** Highly adaptable to diverse situations, including varying student needs, technological changes, and evolving work requirements in an online setting.
3. **Problem-Solving:** Proactive in identifying and resolving various challenges, whether technical (computer, internet issues) or interpersonal (disputes between colleagues/admins).
4. **Teamwork & Collaboration:** Ability to work hand-in-hand with other teachers and Vietnamese administrators, contributing positively to shared goals and ensuring smooth operations.
5. **Work Ethic & Professionalism:** Maintains a high standard of professionalism and work ethics consistently, regardless of the remote nature of the job, including punctuality, reliability, and respectful interactions.

Tools or Technology Used:

- Computer/laptop, webcam/dedicated camera.
- Wired/wireless headset with noise-canceling microphone.
- Online calling/teaching platforms (Skype, Google Meet, Zoom).
- Microsoft Office (Word, PowerPoint, Sheets) and Google Suite.
- Screen reader software.

- Document conversion tools (for PDF to Word).
- Stable internet connection.

Work Environment:

- Primarily a work-from-home / remote work setup.
- Involves daily coordination with Vietnamese administrative teams and online English teachers.
- Requires managing teaching schedules and administrative tasks from a remote location.

Reasonable Accommodations:

- Accessible digital documents: Emphasis on converting materials to screen reader-friendly formats.
- Flexible work arrangements: Remote work and flexible hours are inherent to the role.
- Screen reader-compatible software and websites: Essential for daily operations.
- Keyboard shortcuts and voice command options: Available on compatible websites/software.
- Tactile markers: Desired for on-site environments (though work is remote).
- Audio cues for navigation: Desired for both digital and physical environments (e.g., talking elevators, auditory alerts).
- Automated captions or transcription tools: Desired for online meetings and content.
- The role highlights that current accommodations (especially software compatibility) are sufficient for optimal performance in an online setting.

Qualifications & Training Needed:

- Educational Attainment: At least college level.
- Certifications: English teaching certifications such as TESOL, TEFL, Celta are highly valued. IELTS band scores are a plus.
- Other Trainings: Additional workshops related to English language (e.g., accent training, vocabulary, grammar, IELTS workshop) are beneficial.
- Experience: Requires a minimum teaching experience, alongside writing and proofreading skills for effective

facilitation. Six years of experience were noted for the specific role.

Average Salary Range:

- ₱16,000 to ₱20,000 per month.

Additional Insights:

This dual role provides a dynamic opportunity for individuals passionate about English language education and effective coordination in an online setting. For job seekers, particularly those with visual impairments, it is crucial to secure essential technical requirements (computer, webcam, headset, stable internet) and develop a neutral to American English accent to align with student expectations for global communication. Strong command of English (speaking and writing), along with online work ethics and independence, are paramount. Cultivating confidence in one's teaching craft is key for long-term success. This role emphasizes that success in online teaching extends beyond linguistic knowledge; it thrives on creativity in transferring knowledge, independence in problem-solving, and maintaining professionalism in all interactions. For employers, this position showcases how a dedicated professional can effectively manage both teaching and coordination responsibilities in a fully remote environment, highlighting the significant value of adaptable, communicative, and technically proficient individuals, regardless of visual impairment, in the rapidly expanding online education sector.

PLHIV Response Center Agent (Contract-Based)

Job Summary / Description:

As a Contract-Based Agent at a People Living with HIV (PLHIV) (People Living with HIV) Response Center, this role provides confidential, compassionate, and timely support to people living with HIV and individuals seeking information. The agent is responsible for responding to inquiries across various digital and phone channels (Facebook chat, Twitter messages,

email, phone) with accurate, nonjudgmental information about HIV services, treatment, and care. Key duties include referring clients to appropriate treatment hubs and support organizations, offering psychosocial support, helping clients navigate stigma and discrimination, and maintaining strict confidentiality and data privacy. The role also involves documenting interactions and escalating legal concerns to partner organizations.

Skills Required:

Top 5 Hard Skills:

1. **Computer Literacy (Microsoft Office, Google Suite, Social Media Platforms):** Essential for navigating screen reader-compatible tools like Microsoft Office, managing social media inquiries (Facebook, Twitter), and responding to clients across various digital communication channels.
2. **Data Entry or Database Management:** Crucial for accurately logging client information and maintaining confidentiality within accessible database systems, even when using assistive technology.
3. **Writing/Editing:** Vital for ensuring messages are clear, respectful, and sensitive to the needs of people living with HIV, especially when communicating complex information via text-based platforms.
4. **Customer Service Skills:** Paramount for communicating with empathy and compassion, particularly when clients are feeling anxious or vulnerable, and for delivering nonjudgmental support.
5. **Administrative/Organizational Skills:** Essential for managing daily tasks, documenting interactions, organizing client information, and maintaining confidentiality, especially when working independently.

Top 5 Soft Skills:

1. **Emotional Intelligence:** Core to the role, enabling the agent to stay calm and empathetic, especially when clients are

experiencing fear, stigma, or distress, and to adapt responses to varying needs and emotions.

2. **Effective Communication:** Vital for delivering clear, respectful, and supportive messages to clients across platforms, whether written or verbal, ensuring information is understood and rapport is built.

3. **Independence and Self-Management:** Crucial for staying productive, making responsible decisions, and managing tasks and client responses efficiently, particularly when working alone in the office or remotely.

4. **Adaptability and Flexibility:** Helps in responding to the diverse and often urgent needs of clients, navigating unexpected situations, and adjusting communication styles to suit different individuals and platforms.

5. **Interpersonal Skills:** Essential for building trust and rapport with clients, making them feel heard, respected, and supported in sensitive conversations.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Social Media Platforms (Facebook, Twitter)
- Email clients
- Phone systems (for calls)
- Microsoft Office Suite (e.g., Word, Excel)
- Google Suite (e.g., Docs, Sheets)
- Internal CRM or database systems (for logging client information)
- Keyboard Shortcuts and Voice Command Options

Work Environment:

- Hybrid (combination of office and remote work).

Reasonable Accommodations:

This role highlights that a visually impaired professional can provide vital support in a sensitive health field with appropriate accessibility:

- **Assistive Technology:** Including screen readers, Braille displays, and magnification software for seamless navigation of digital communication platforms and internal systems.
- **Accessible Digital Documents:** Such as screen reader-friendly formats for information materials, policies, and client data.
- **Flexible Work Arrangements:** Including remote work, flexible hours, and deadline extensions, offering adaptability to individual needs.
- **Workplace Modifications:** Such as adjustable lighting, noise reduction, and ergonomic desk setup to enhance comfort and focus.
- **Orientation and Mobility Support:** Guide assistance in navigating the workspace, especially if the physical office environment has accessibility challenges.

Accessible Work Environment: A strong desire for improved physical accessibility, including smoother, well-maintained, and tactile-guided paths from parking to building entrance, along with accessible entrances and possibly elevators, is noted to enhance independent mobility and safety.

Qualifications / Training Needed:

- No strict minimum educational qualification is required.
- Strong understanding of HIV and other STIs is paramount.
- Ability to communicate empathetically, maintain confidentiality, and connect clients to services.
- Lived experience or prior involvement in HIV advocacy or community work is highly valued.
- **Specialized Training:** Completion of an HIV Counselor certification (e.g., under DOH), providing knowledge and skills for accurate information, psychosocial support, and appropriate referrals.

Average Salary Range:

- ₱10,000 or below (monthly, as a contract-based compensation).

Additional Insights:

Entering the field of health, especially sexual health, presents unique challenges such as stigma, discomfort from others, and a lack of inclusive systems. However, for persons with visual impairments, their voice, perspective, and lived experience are powerful assets in this role. Key advice includes equipping oneself with knowledge about HIV and public health, mastering accessible tools like screen readers, and maintaining an openness to continuous learning. Advocating for accessibility in the workplace is crucial. Above all, leading with empathy and professionalism matters most, as these qualities are indispensable in providing support to vulnerable clients, regardless of disability.

Private Practice Lawyer

Job Summary / Description:

A Private Practice Lawyer operates independently, managing their own clientele, often acquired through referrals or online inquiries. This role involves providing diverse legal services, including legal consultations, document drafting, and handling various legal cases. A key aspect of the job is managing client problems, requiring strong compartmentalization skills to prevent emotional absorption. The lawyer is responsible for meticulous review of documents, often converting hard copies to accessible formats, and ensuring the accuracy and validity of all legal paperwork. This profession demands sharp analytical skills, robust communication, and a high degree of emotional intelligence to navigate complex cases and potentially challenging interactions with opposing counsel.

Skills Required:

Top 5 Hard Skills:

1. **Writing/Editing:** Critical for drafting well-reasoned arguments, briefs, and legal pleadings that resonate with the intended audience.
2. **Computer Literacy (Microsoft Office, Google Suite, etc.):** Essential for digital research, document creation, and maximizing the use of AI tools for lawyers to enhance efficiency.
3. **Legal Knowledge:** Fundamental for understanding existing laws, legal principles, and precedents to provide accurate advice and build strong cases.
4. **Administrative/Organizational Skills:** Important for time management, prioritizing cases, maintaining client records, and organizing case files effectively.
5. **Research Skills:** Necessary for thoroughly investigating legal issues, gathering evidence, and verifying information, including the careful examination of original documents.

Top 5 Soft Skills:

1. **Emotional Intelligence:** Paramount for managing personal responses to client problems, staying composed during aggressive interactions with opposing counsel, and understanding nuanced human behavior.
2. **Confidence and Self-Esteem:** Crucial for presenting arguments, advocating for clients, and maintaining professionalism in challenging legal environments.
3. **Effective Communication:** Vital for conveying legal advice clearly to clients, articulating arguments persuasively in various settings, and understanding both verbal and non-verbal cues.
4. **Problem-Solving Skills:** Essential for analyzing complex legal issues, devising effective strategies, and navigating unforeseen challenges in cases.
5. **Work Etiquettes/Professionalism:** Maintaining composure, professionalism, and a strategic approach, even when faced

with emotional or aggressive communication from others in the legal field.

Tools or Technology Used:

- Microsoft Office Suite
- AI tools for lawyers
- Internet for research and communication
- Screen reader (self-provided)
- Braille display (self-provided)
- Scanning tools (for converting hard copy documents)

Work Environment:

- Work-from-home / remote work setup.

Reasonable Accommodations:

- Assistive technology (e.g., screen reader, Braille display, magnification software)
- Accessible digital documents (e.g., screen reader-friendly formats)
- Flexible work arrangements (e.g., remote work)
- Human support (e.g., sighted assistance for checking crucial hard copy documents with seals or unique marks)
- Screen reader-compatible software and websites
- Keyboard shortcuts and voice command options
- Accessible work environment (e.g., for occasional in-person meetings or court appearances)

Qualifications / Training Needed:

- Minimum: Must be a Bar passer (licensed lawyer).
- Educational Background: Law school qualification (GPA must meet requirements; may require additional English units depending on undergraduate course).
- Specialized Skills: Proficiency in using AI tools for lawyers is an emerging advantage.
- Soft Skill Development: Continuous development of emotional intelligence, confidence, and effective communication is crucial.

Average Salary Range:

- Salary information was not provided in the interview for this specific role.

Additional Insights:

Success in private legal practice, especially for visually impaired individuals, demands a deep passion for the legal profession and a commitment to continuous learning. The ability to compartmentalize client problems is vital for mental well-being in a field that often deals with heavy emotional burdens. Lawyers should proactively embrace new technologies, including AI tools, to enhance their practice. This profession offers diverse opportunities beyond court appearances, including advocacy work. It's encouraged to pursue one's desired legal career with confidence and the belief in one's capabilities, knowing that with the right skills and mindset, visually impaired individuals can thrive in the legal field.

Processor, Account Servicing and Maintenance

Job Summary / Description:

As a Processor in Account Servicing and Maintenance within the private sector, this role is primarily responsible for processing customer applications for credit cards. This involves meticulously handling the necessary documentation and data entry to ensure applications are processed accurately and efficiently. The role is part of a cross-trained team, requiring adaptability and problem-solving skills to navigate internal applications and resolve any issues encountered during processing.

Skills Required:

Top 3 Hard Skills:

1. Computer Literacy (Microsoft Office, Google Suite, Web Navigation): Essential for daily tasks, including extensive use of Microsoft Excel, navigating internal web-based applications,

and general computer operations required for processing customer applications.

2. **Administrative/Organizational Skills:** Crucial for managing applications, maintaining accurate records, and ensuring efficient processing workflows.

3. **Data Entry/Processing:** The core function of accurately inputting and managing customer application data, which is central to credit card processing.

Top 5 Soft Skills:

1. **Teamwork and Collaboration:** Fundamental as the team works collaboratively, often cross-trained on various processes, requiring constant cooperation.

2. **Adaptability and Flexibility:** Essential given the cross-trained nature of processes and the need to adjust to varying tasks and potential issues within internal applications.

3. **Problem-Solving Skills:** Necessary for resolving issues encountered when using internal applications during the processing of customer applications.

4. **Independence and Self-Management:** Required for managing daily tasks effectively, prioritizing work, and contributing to the team's output.

5. **Work Etiquette/Professionalism:** Important for maintaining a professional demeanor and adhering to company standards in handling sensitive customer information.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader like NVDA/JAWS, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Keyboard Shortcuts and Voice Command Options
- High-Contrast Display or Large Text Settings
- Microsoft Excel
- Internal web-based applications (for credit card processing)
- Audio Cues for Navigation (e.g., auditory alerts for digital tasks)
- Automated Captions or Transcription Tools (e.g., speech-to-text for meetings)

Work Environment:

- Hybrid (combination of office and remote work), offering flexibility.

Reasonable Accommodations:

This role is accessible to visually impaired individuals, with a strong emphasis on digital accessibility and workplace support:

- **Assistive Technology:** The use of screen readers (NVDA currently, with JAWS being processed) is critical for navigating laptops and internal applications. Braille displays and magnification software are also supported.
- **Accessible Digital Documents:** Ensuring all processing forms, guidelines, and internal documents are screen reader-friendly.
- **Flexible Work Arrangements:** Remote work, flexible hours, and deadline extensions are provided, supporting individual work styles.
- **Workplace Modifications:** Adjustable lighting, noise reduction, and ergonomic desk setups contribute to a comfortable work environment.
- **Orientation and Mobility Support:** Guide assistance in navigating the workspace during office days is beneficial.
- **Job Coaching or Mentorship:** Employer-provided training or peer mentoring can assist in mastering specific processing procedures and internal tools.
- **Human Support:** The option to hire a scribe, assistant, or reader for tasks that might require visual interpretation.

Accessible Work Environment: Ramps, tactile paving, accessible restrooms, and tactile markers (e.g., raised lines for guiding pathways) are crucial for safe and independent movement in the office.

Qualifications / Training Needed:

- College Graduate.
- Training in Microsoft products (mentioned as relevant background).

Average Salary Range:

- ₱21,000 to ₱25,000 (monthly).

Additional Insights:

For visually impaired individuals pursuing this role, it's vital to be confident in stating all skills, both hard and soft. Dedication to performing the job properly and wisely is also key. The nature of the work emphasizes collaboration within a cross-trained team, making adaptability and problem-solving crucial for navigating internal applications effectively. The ongoing need to process JAWS as a primary screen reader highlights the importance of robust and comprehensive assistive technology support from employers to ensure full efficiency and inclusivity in the workplace.

Program assistant

Job Summary / Description:

A Program Assistant operating under the Higher Education and Industry Inclusion Department plays a pivotal role in supporting departmental leadership. This project-based position involves actively contributing to the planning, design, and execution of initiatives focused on enhancing the career readiness, job-matching capabilities, and preparedness of companies/institutions for hiring Filipinos with visual impairments. Responsibilities include designing and occasionally facilitating trainings, conducting thorough research, and meticulously preparing program evaluations and documentation. This role demands a proactive approach, enabling the program assistant to provide valuable insights and anticipate project needs with minimal direct instruction.

Skills Required:

Top 5 Hard Skills:

1. **Advanced Project Management & Implementation:** Possesses in-depth knowledge to effectively plan, design, conduct, and oversee projects, providing predictive insights and proactive preparations at every stage.
2. **Computer Literacy (Microsoft Office & Google Suite):** Highly proficient in standard productivity suites for efficient data gathering, feedback compilation, strategic planning, and the preparation of comprehensive documents like training designs and research papers.
3. **Writing & Editing:** Expertly crafts and refines content for various materials, including training designs, research proposals, and comprehensive project documentation.
4. **Research & Program Evaluation/Documentation:** Adept at conducting thorough investigations and preparing detailed evaluations and documentation to assess program effectiveness and impact.
5. **Teaching/Instructional Skills:** Capable of occasionally facilitating training sessions, effectively imparting knowledge and skills to participants.

Top 5 Soft Skills:

1. **Effective Communication:** Demonstrates strong verbal and written communication skills essential for confident interaction with partners, negotiation, training facilitation, delivering organizational messages, and contributing innovative ideas.
2. **Independence & Self-Management:** Exhibits high levels of autonomy, crucial for a work-from-home setup, self-supervision, and confidently overseeing participants, including those with visual impairments, during work-related travels.
3. **Adaptability & Flexibility:** Highly responsive to unexpected changes, capable of making immediate

plan adjustments, and adept at developing backup strategies when unforeseen challenges arise.

4. **Problem-Solving Skills:** Possesses strong analytical and critical thinking abilities to swiftly identify issues and implement effective solutions, ensuring project continuity.
5. **Passion for Disability Inclusion & Advocacy:** Driven by a profound commitment to supporting and empowering Filipinos with visual impairments, leveraging personal experiences as a PVI and advocate to enrich project outcomes.

Tools or Technology Used:

- Microsoft Office Suite
- Google Productivity Suite
- Assistive technology (e.g., screen reader)
- Screen reader-compatible software and websites

Work Environment:

- This is a project-based role.
- Operates on a hybrid model, combining remote work with occasional office presence.
- Involves work travels, where the Program Assistant may also be assigned to supervise participants with visual impairments.

Accessibility & Adaptations (Reasonable Accommodations):

- **Provided/Utilized:**
- **Assistive Technology:** Comprehensive use of screen readers, Braille displays, and magnification software to facilitate daily tasks.
- **Accessible Digital Documents:** All materials are designed to be screen reader-friendly, and are also available in Braille or large print formats.
- **Flexible Work Arrangements:** The role inherently offers remote work options, flexible hours, and adaptable deadline extensions to accommodate individual needs.

- Orientation and Mobility Support: Guide assistance is provided to aid in navigating the workspace during on-site visits.
- Screen Reader-Compatible Software and Websites: All essential digital platforms are designed to be fully navigable with screen readers.

Accessible Work Environment: The physical office space features ramps, tactile paving, and accessible restrooms, ensuring a barrier-free experience.

- These accommodations are deemed highly crucial for effective performance in this role, underscoring the organization's commitment to inclusivity.

Qualifications & Training Needed:

- Educational Attainment: A Bachelor's degree in Psychology, Social Work, Development Studies, or other related fields is required.
- Beneficial Skills & Training: Trainings related to disability advocacy, strong computer literacy, and practical experience in project management and grassroots interaction are highly beneficial for excelling in this position.
- Personal Experiences: Personal experiences as a person with visual impairment, a disability advocate, and a project assistant are considered vital assets for effectively fulfilling this role.

Average Salary Range:

- ₱21,000 to ₱25,000 per month.

Insights for Job Seekers & Employers:

This role offers a significant opportunity for professionals passionate about empowering Filipinos with visual impairments and driving impactful social change. For job seekers, cultivating strong effective communication, adaptability, flexibility, and problem-solving skills is paramount. Success in this role is often tied to a proactive mindset, contributing innovative ideas, and demonstrating the ability to

take initiative rather than always awaiting direct instructions. A deep passion for disability advocacy and leveraging personal experiences as a PVI are considered invaluable assets. For employers, this position highlights the profound capabilities of individuals with visual impairments to excel in complex program management roles when provided with comprehensive accessibility support and a truly inclusive work environment. The ability of the Program Assistant to drive projects forward with minimal supervision and contribute significantly to strategic planning underscores the immense value that diverse talent brings to an organization.

Program Manager (Inclusive Education Initiatives)

Job Summary / Description:

As a Program Manager for inclusive education initiatives in the Philippines, this contract engagement involves leading programs focused on promoting inclusive learning. This strategic role entails program development, implementation, and overall oversight, with a strong emphasis on stakeholder management and team leadership. The Program Manager ensures the program's objectives of fostering inclusive educational practices and making learning resources accessible are met effectively. A key focus of these initiatives is often to make information digitally available for individuals with print disabilities.

Skills Required:

Top 5 Hard Skills:

1. Program Development & Implementation: Core to the role, involving the ability to strategically plan, develop, and execute programs focused on inclusive education, from conception to delivery.
2. Administrative/Organizational Skills: Essential for managing program timelines, resources, documentation, and ensuring the smooth operation of complex educational initiatives.

3. **Writing/Editing:** Crucial for effective communication, including developing program proposals, reports, and ensuring that information and recommendations are clearly conveyed, especially when dealing with efforts to make information digitally accessible.
4. **Computer Literacy (Microsoft Office, Google Suite, etc.):** Fundamental for managing program data, creating presentations, collaborating with teams, and leveraging digital tools to make learning resources accessible.
5. **Data Entry or Database Management:** Important for tracking program progress, managing participant data, and maintaining records related to program effectiveness and outreach.

Top 5 Soft Skills:

1. **Leadership Skills:** Paramount for leading teams, guiding program implementation, and ensuring the achievement of inclusive education objectives.
2. **Effective Communication:** Crucial for managing manpower, dealing with clients, partners, and stakeholders. The ability to speak up effectively, including considering the "manner to speak up and deal with clients, partners, stakeholders, etc." is vital for successful engagement.
3. **Interpersonal Skills:** Essential for fostering collaboration within the team and with diverse stakeholders involved in inclusive education, ensuring smooth coordination and partnerships.
4. **Problem-Solving Skills:** Important for navigating challenges during program implementation, adapting strategies to address unexpected issues, and innovating solutions to ensure accessibility of learning resources.
5. **Adaptability and Flexibility:** Key for responding to the evolving needs of inclusive education, adapting program strategies, and adjusting to diverse learning environments and stakeholder requirements.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Keyboard Shortcuts and Voice Command Options
- Audio Cues for Navigation (e.g., auditory alerts for digital tasks)
- Microsoft Office Suite (e.g., Word, Excel, PowerPoint)
- Google Suite (e.g., Docs, Sheets, Slides)
- Project Management Software (implied by certifications like Agile, Scrum)
- Collaboration Platforms (for team and stakeholder communication)

Work Environment:

- Hybrid (combination of office and remote work), offering flexibility and varied engagement.

Reasonable Accommodations:

This role highlights that a visually impaired professional can effectively lead complex educational programs with the right supportive environment:

- Assistive Technology: Including screen readers, Braille displays, and magnification software for interacting with digital documents, platforms, and managing program data.
- Accessible Digital Documents: Crucial for program materials, reports, and ensuring that all information, especially for individuals with print disabilities, is in screen reader-friendly, Braille, or large print formats. The explicit desire to "simply make all digital materials accessible" is a key adaptation.
- Flexible Work Arrangements: Including remote work, flexible hours, and deadline extensions, which are advantageous for managing a program with varied demands.
- Orientation and Mobility Support: Including guide assistance in navigating physical workspaces during office days or stakeholder meetings.

- Job Coaching or Mentorship: Providing support in program management strategies and leadership development.
- Human Support: The option to hire a scribe, assistant, or reader for specific tasks, particularly for visual materials or complex data interpretation.

Accessible Work Environment: Ensuring ramps, tactile paving, and accessible restrooms are available in any physical office or meeting locations.

Qualifications / Training Needed:

- Minimum: College Degree (emphasizing the importance of higher education for this managerial role).
- Certifications (Highly Valued):
- IAAP-CPACC (International Association of Accessibility Professionals - Certified Professional in Accessibility Core Competencies)
- IAAP-WAS (International Association of Accessibility Professionals - Web Accessibility Specialist)
- UX Design Certification (e.g., from UXDI of Ireland)
- Project Management Certifications (e.g., Agile, Scrum Certifications)

Average Salary Range:

- ₱50,000 above (monthly, reflecting the senior-level managerial nature of the role).

Additional Insights:

Leading inclusive education programs requires strong leadership, communication, and interpersonal skills to engage diverse stakeholders. For visually impaired professionals, success also hinges on continuous learning and real-world immersion. Managing manpower, navigating complex systems, and communicating effectively are essential. Prioritizing accessible digital materials is not only a personal need but a key strategy to enhance user experience and advance inclusive education goals.

Programmer (Freelance Game Co-Developer)

Job Summary / Description:

A Freelance Programmer / Game Co-Developer develops applications, primarily games, for clients on a project-based freelance model. This role often involves working as a co-developer within a larger team, focusing on core programming tasks such as encoding and debugging. Key responsibilities include writing and maintaining code, organizing project-related tasks, and ensuring effective communication and collaboration within diverse, often international, teams. The role demands strong problem-solving skills and a continuous drive for learning to stay updated with the rapidly evolving field of programming.

Skills Required:

Top 5 Hard Skills:

1. **Programming / Encoding:** The fundamental skill of writing, testing, and maintaining code for application and game development.
2. **Debugging:** Essential for identifying, analyzing, and resolving technical errors and issues within software applications.
3. **Computer Literacy:** Comprehensive knowledge of various software, applications, and operating systems necessary for development work, including proficiency with screen readers for visually impaired practitioners.
4. **Data Handling (Conceptual):** An understanding of how data is structured, processed, and utilized within applications, even if extensive database management is not a primary task.
5. **Administrative/Organizational Skills:** Ability to manage project timelines, organize development tasks, and maintain efficient workflows in a freelance or team-based environment.

Top 5 Soft Skills:

1. **Problem-Solving:** Paramount for overcoming complex technical challenges, efficiently debugging code, and creatively finding solutions throughout the development cycle.
2. **Teamwork & Collaboration:** Essential for working effectively within diverse teams, being open to suggestions, understanding different perspectives, and contributing positively to collective goals.
3. **Professionalism:** Maintaining a clear separation between personal and professional conduct, giving constructive feedback kindly, and upholding high standards in all work interactions.
4. **Communication (Intercultural):** Crucial for minimizing misunderstandings and ensuring smooth project progression, especially when working with international clients and team members from diverse linguistic backgrounds.
5. **Continuous Learning & Adaptability:** A "hunger for knowledge" and the ability to constantly learn new technologies, programming languages, and design principles, along with adapting to evolving team dynamics and client requirements.

Tools or Technology Used:

- Programming languages and integrated development environments (IDEs).
- GitHub (for version control and collaboration).
- Screen Readers (e.g., NVDA, JAWS for computers; VoiceOver for iOS devices).
- Text editors (e.g., Notepad for reading articles and notes).
- Compatible software and websites that are accessible via screen readers.

Work Environment:

- Primarily freelance and project-based, working remotely.
- Clients are often international, leading to cross-cultural team interactions.
- The individual is typically responsible for procuring and maintaining their own assistive technology and development tools.

Reasonable Accommodations:

- Existing: Extensive reliance on screen readers (NVDA, JAWS, VoiceOver) for coding, navigation, and reading documentation. Utilizes accessible platforms like GitHub.
- Qualifications & Training Needed:
- Educational Attainment: A formal degree is not strictly required, especially for independent or "indie" developers. However, formal training or small certificates can be beneficial.
 - Experience: Practical experience is highly valued, often preferred over academic degrees. Skills are developed through self-learning, contributing to open-source projects (e.g., GitHub), and hands-on project work.
 - Certifications/Training: While not mandatory, obtaining small certificates or specialized training can demonstrate proficiency.

Average Salary Range:

- Payment is typically monthly, with the amount influenced by the minimum wage or cost of living in the client's country (e.g., Brazil).
- Specific figures are highly variable and depend on the client's location, project scope, and individual negotiation.

Additional Insights:

This role offers significant flexibility and the opportunity to work with diverse international projects, especially for individuals with strong technical skills and a passion for coding. For job seekers, particularly those with visual impairments, critical advice includes prioritizing communication, emotional control,

and problem-solving. It is essential to be open to suggestions, adaptable to team dynamics, and to maintain a "hunger for knowledge" by continuously learning new technologies and industry trends. The role highlights that success in freelance programming often comes from perseverance and a willingness to step out of one's comfort zone. For employers and clients, this entry demonstrates that visually impaired programmers can be highly effective co-developers, emphasizing the importance of accessible collaboration platforms (like GitHub) and clear communication within diverse teams.

Powerlifting Coach (Head Coach)

Job Summary / Description:

A Powerlifting Coach (freelance setup) is responsible for guiding athletes in the sport of powerlifting. Key responsibilities include creating tailor-fit training programs, teaching proper technique for executing lifts, and providing game day coaching that involves decision-making guidance, verbal cues for performance under pressure, and emotional support during competition and preparation. This role demands a strong understanding of biomechanics, effective communication, and the ability to analyze training data. As a self-employed professional, the coach is also typically responsible for client acquisition, communication, and managing the business side of their practice. This role is highly results-driven and relies on continuous personal and professional development.

Skills Required:

Top 5 Hard Skills

1. **Biomechanics:** Essential for understanding how the human body moves, joint mechanics, and how individual differences (e.g., limb length) affect exercise execution, allowing for tailor-fit program design and injury prevention.

2. **Teaching/Instructional Skills:** Crucial for effectively conveying proper lifting techniques, providing concise verbal cues, and adapting instruction based on an athlete's understanding level (from newbie to advanced).
3. **Computer Literacy (with Screen Reader Proficiency - e.g., NVDA):** Fundamental for navigating online coaching platforms, using in-house systems or spreadsheets (like Excel) for data analysis, storing training data, and efficient overall business operation for an online coach.
4. **Data Analysis & Management:** Necessary for collecting, storing, and analyzing athlete training data to quantify volume, identify progression patterns, troubleshoot plateaus, and optimize programming for individual success.
5. **Customer Service / Client Communication:** Vital for marketing, client acquisition (e.g., via social media), managing inquiries, and building strong, long-term relationships with athletes through clear and streamlined communication.

Top 5 Soft Skills

1. **Confidence and Self-Esteem:** Mandatory for overcoming self-doubt and imposter syndrome, projecting conviction to athletes, and navigating a competitive, ego-driven environment where perceived vulnerability can be exploited.
2. **Emotional Intelligence:** Critical for handling athletes' emotions, managing personal emotional challenges (e.g., competitive pressures, dealing with criticism), and teaching self-care protocols like reframing thoughts and meditation for performance under pressure.
3. **Persistence and Passion:** Identified as key driving forces for success, enabling the coach to master vast knowledge through self-study, overcome setbacks, and continue to earn trust from clients despite challenges.
4. **Adaptability and Flexibility:** Important for tailoring programs to individual biomechanics, accommodating client scheduling needs, and adjusting coaching methods in response to athlete progress or competition demands.

5. Problem-Solving Skills: Applied in analyzing athlete plateaus, identifying root causes of non-progression by reviewing data, finding solutions to technique issues, and developing strategic ideas for business growth.

Tools or Technology Used:

- Computers (Windows OS)
- Screen Readers (e.g., NVDA, especially with mechanical keyboards)
- Online coaching platforms / in-house systems
- Spreadsheet software (e.g., Excel, Google Sheets) for data analysis
- Social media platforms (Facebook, Instagram) for marketing and portfolio
- Video feedback tools (implied for technique analysis)

Work Environment:

- Completely online (freelance setup)
- Headquarters typically in Metro Manila (e.g., Quezon City)
- May involve travel for national-level competitions (with personal support).

Reasonable Accommodations:

- Existing:
- Screen reader (NVDA) for navigation and data management, enhanced by mechanical keyboard use.
- Accessible digital documents (though some website icons may pose challenges for screen readers).
- Flexible work arrangements are inherent and necessary for managing client bookings.
- Human support from a partner for travel to national-level competitions.
- Ideal Additional Accommodations/Improvements:
- Improved website accessibility for screen readers (correctly read icons/elements).

Qualifications & Training Needed:

- Educational Background: No specific high school or college degree formally required.
- Key Qualification: Ability to produce results for clients.
- Certifications/Training: Personal initiative to gain credentials (e.g., Reactive Training Systems - Emerging Strategies, Beyond Programming courses; mentorship under Yardcat).
- Knowledge Base: Strong foundational knowledge in biomechanics, exercise science, and programming methods, often acquired through online courses, tutoring, and extensive self-study.
- Experience: Significant experience in coaching (e.g., 5+ years).

Average Salary Range:

- Per client per month: ₱2,500 to ₱3,500 (rarely up to ₱4,000).
- Package deals: Some offer ₱3,250 for three months of coaching.
- Income potential: Highly dependent on client cap and skill set; can reach significant figures (e.g., ₱75,000 per month with 30 clients at ₱2,500 each).

Additional Insights:

This role is highly suitable for individuals with visual impairments, including those who are totally blind, demonstrating that success in specialized, knowledge-driven fields is attainable through skill and persistence. For job seekers, particularly those with visual impairments, the mandatory skills are self-worth and self-confidence. These are crucial for overcoming imposter syndrome, projecting strength to athletes, and navigating the competitive and sometimes toxic world of athletics. A solid knowledge base in biomechanics and programming is paramount, as "results will speak for themselves." Persistence and passion are highlighted as essential driving forces for mastering the necessary skills and building a successful coaching career. For employers (or clients seeking coaches), this entry

emphasizes that a coach's ability to deliver results, combined with their profound knowledge and strong soft skills, outweighs visual limitations, proving that excellence and trustworthiness can be achieved through a brilliant system and unwavering dedication.

Quality Engineering Senior Analyst

Job Summary / Description:

As a Quality Engineering Senior Analyst in the private sector, this role is critical for ensuring the high quality and accessibility of software products. The analyst conducts software testing, performs quality assurance analysis, and meticulously executes accessibility compliance checks. This involves ensuring digital accessibility for individuals with disabilities through inclusive design principles and rigorous testing. The role requires close collaboration with cross-functional teams to enhance system performance, optimize user experience, and uphold quality standards before deployment.

Skills Required:

Top 5 Hard Skills:

1. **Programming/Coding:** Essential for automating test cases, developing scripts for performance analysis, improving testing efficiency, and designing/maintaining test environments. This directly impacts the ability to identify bugs early through automated regression testing.
2. **Accessibility Compliance & Testing:** Crucial for ensuring digital accessibility for individuals with disabilities, supported by certifications like CPACC, and involves inclusive design and specialized testing techniques.
3. **Writing/Editing:** Critical for documenting test results, writing detailed reports, creating clear bug reports, and maintaining precise communication across all teams and stakeholders.
4. **Computer Literacy (Microsoft Office, Google Suite, etc.):** Fundamental for navigating complex systems, managing

workflow, accessing information, and performing tasks effectively using various software tools.

5. Data Entry or Database Management: Important for accurately logging client information, tracking testing progress, and ensuring data integrity within test environments and reporting tools.

Top 5 Soft Skills:

1. Effective Communication: Vital for clearly communicating complex technical details, test results, issues, and recommendations to both technical and non-technical stakeholders, fostering transparency and understanding.

2. Problem-Solving Skills: Essential for identifying, troubleshooting, and analyzing defects during testing, and for systematically proposing efficient and effective solutions that align with project goals.

3. Adaptability and Flexibility: Crucial for swiftly adjusting to changes in project scope, deadlines, new features, or testing requirements in a fast-paced, dynamic tech environment.

4. Independence and Self-Management: Required for managing multiple testing projects autonomously, prioritizing tasks, meeting deadlines, and identifying areas for process improvement without constant supervision.

5. Teamwork and Collaboration: At the heart of the role, working closely with developers, product managers, and other testers to ensure seamless integration of testing into the development process and achieve shared goals.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- High-Contrast Display or Large Text Settings
- Audio Cues for Navigation (e.g., auditory alerts for digital tasks)
- Automated Captions or Transcription Tools (e.g., speech-to-text for meetings)

- Keyboard Shortcuts and Voice Command Options
- Software Testing Tools (e.g., automated testing frameworks)
- Debugging Tools
- Project Management and Bug Tracking Systems
- Microsoft Office Suite (e.g., Word, Excel, PowerPoint)
- Google Suite (e.g., Docs, Sheets, Slides)

Work Environment:

- Primarily Work-from-home / remote work, offering flexibility.

Reasonable Accommodations:

This role demonstrates how a visually impaired professional can bring unique and valuable expertise to quality engineering with the right support:

- **Assistive Technology:** The use of screen readers and other accessibility tools is explicitly embraced to navigate complex systems and software, enabling effective access to information and workflow management.
- **Flexible Work Arrangements:** Remote work, flexible hours, and deadline extensions are inherent benefits, promoting work-life balance and individual productivity.
- **Workplace Modifications:** Adjustable lighting, noise reduction, and ergonomic desk setups contribute to a comfortable and focused work environment, mitigating potential strain.
- **Job Coaching or Mentorship:** Employer-provided training or peer mentoring can provide guidance and support in navigating the intricacies of quality engineering and accessibility.
- **Accessible Digital Tools:** Emphasis on screen reader-compatible software and websites, high-contrast displays, and keyboard shortcuts ensures seamless interaction with testing platforms and development environments.
- **Advocacy:** The ability to advocate for accessibility in the workplace, using personal experience to ensure products and tools are inclusive for others with disabilities, is a key adaptation and contribution.

Qualifications / Training Needed:

- Minimum: College Graduate.
- Specialized Training & Certifications:
- Basic training in web design and computer programming (equipping fundamental skills).
- CPACC certification (Certified Professional in Accessibility Core Competencies), demonstrating expertise in accessibility and inclusive digital experiences.
- Completion of several training programs and certifications relevant to software testing and quality assurance.

Average Salary Range:

- ₱36,000 to ₱40,000 (monthly, reflecting a senior-level technical role).

Additional Insights:

For visually impaired individuals in Quality Engineering, embracing and leveraging assistive technology is paramount for success. Continuous learning and mastering technical skills like coding, test automation, and debugging are vital in this evolving industry. Developing strong, clear, and concise communication skills is crucial for reporting findings and collaborating effectively. Seeking support and mentorship within the tech community and organizations advocating for accessibility can provide invaluable guidance. Persistence and patience are key to overcoming challenges, as the unique perspective of a visually impaired professional brings a powerful advantage in advocating for and ensuring true accessibility in product development.

Radio Broadcaster

Job Summary / Description:

A Radio Broadcaster is a dynamic media professional responsible for delivering engaging and informative content to a diverse listening audience, primarily in Southern Luzon. This role involves hosting live or pre-recorded radio programs,

often focusing on public affairs, current events, and local issues. Key responsibilities include thorough research and preparation of topics, leveraging digital tools and the internet for content gathering. Modern broadcasting requires proficiency in using technology for remote broadcasting (e.g., via Zoom), understanding the nuances of AI as a content aid, and possessing strong writing, editing, and verbal communication skills for compelling delivery. The broadcaster must possess a keen awareness of local history, current affairs, and the ability to adapt content to resonate with the community. This role often involves a co-production model, requiring the broadcaster to secure advertisers to fund their airtime.

Skills Required:

Top 5 Hard Skills:

1. **Verbal Communication & Delivery:** Exceptional voice modulation, clear enunciation, and engaging speaking style suitable for radio, including the ability to narrate complex topics and read scripts effectively.
2. **Content Research & Curation:** Proficiency in using the internet and digital resources to research and gather information for broadcast topics, ensuring well-informed and substantive programming.
3. **Writing & Editing:** Strong ability to craft compelling scripts, news reports, and program segments, ensuring clarity, accuracy, and flow, and to edit content for broadcast readiness.
4. **Computer & Digital Technology Proficiency:** Competency in using computers, mobile phones, and various software (e.g., Zoom for remote broadcasting) for program production and dissemination.
5. **Basic Audio Production/Editing (Conceptual):** While staff may assist, a conceptual understanding of audio editing principles is crucial for ensuring the quality of the broadcast and providing clear instructions to technicians.

Top 5 Soft Skills:

1. **Effective Communication:** Beyond just speaking, this involves conveying messages clearly and persuasively, understanding the audience, and knowing how to structure information for maximum impact.
2. **Diligence & Preparation:** A strong work ethic involving meticulous research, asking insightful questions, and thorough preparation to ensure substantial and meaningful content.
3. **Adaptability & Resourcefulness:** Ability to adjust to changing broadcasting landscapes (e.g., rise of internet radio), find innovative solutions to technical limitations (e.g., unique signals with technicians), and maximize available resources.
4. **Passion for Public Affairs & History:** A genuine interest in current events, local issues, and historical context to provide depth and relevance to public affairs programming.
5. **Resilience & Professionalism:** The capacity to maintain composure and professionalism in a dynamic media environment, dealing with technical issues, and navigating competitive aspects of the industry.

Tools or Technology Used:

- Radio broadcasting equipment (console, microphone)
- Computers and mobile phones
- Internet for research and broadcasting
- Zoom or similar video conferencing tools for remote broadcasting
- AI tools (e.g., for content generation support), used as an aid, not a replacement for human effort.
- Basic audio editing software (conceptual understanding)

Work Environment:

- Studio-based environment, often requiring daily commutes. While remote broadcasting is increasingly possible, a physical presence at the station is still common.

Reasonable Accommodations:

- Often self-provided or advocated for:
- Assistive technology (e.g., screen reader software like JAWS, System Access – often personally acquired and maintained).
- Accessible digital documents (advocacy may be required for external content to be in accessible formats).
- Workplace modifications (e.g., accessible physical studio environment, elevators for multi-story buildings, accessible restrooms – often lacking in older facilities).
- Human support (e.g., technicians trained to assist a blind broadcaster with unique signals for studio operations).
- Flexible work arrangements (e.g., remote broadcasting capabilities are beneficial, but acceptance for full work-from-home may vary by employer).

Qualifications / Training Needed:

- Educational Background: A college degree is generally expected, providing a foundation in communication, journalism, or a related field.
- Experience: Practical experience in broadcasting, even if self-initiated or through internships, is crucial. Confidence gained through exposure to media environments (e.g., interviews, media training) is highly beneficial.
- Continuous Learning: A strong commitment to staying updated on current events, digital trends, and AI advancements to maintain relevant and high-quality content.

Average Salary Range:

- For radio broadcasters in provincial areas of the Philippines, direct salaries are often not paid. Instead, income is typically derived from commissions on advertisers secured for their programs, making the income highly variable and dependent on sales efforts. Therefore, it's not a fixed monthly salary.

Additional Insights:

Radio broadcasting remains a viable and fulfilling career path for individuals with visual impairments, particularly with the advent of digital technologies. Success in this field demands genuine passion, relentless effort in content creation, and a proactive approach to leveraging technology (including AI as a tool, not a crutch). Building a strong reputation for substantive, well-researched content is vital in a competitive media landscape where online platforms have broadened competition. Resilience, resourcefulness, and a commitment to continuous self-improvement are key to thriving in this dynamic industry. The ability to advocate for one's own needs and turn perceived limitations into opportunities for innovation is a hallmark of successful blind broadcasters.

Radio Telephone Operator

Job Summary / Description:

A Radio Telephone Operator at associations like the Association of Volunteer Fire Chiefs and Firefighters of the Philippines Inc., Manila, serves as a crucial emergency dispatcher. This role involves receiving incoming calls for emergencies (fires, accidents, medical, etc.), reporting incidents via radio, verifying details with government entities like the Bureau of Fire Protection, and dispatching appropriate units such as fire trucks, rescue trucks, and ambulances. Operators must be adept at multitasking under pressure, simultaneously writing, taking calls, and speaking on the radio while identifying the type of alarm or emergency. This position acts as the main communication channel for gathering and relaying critical details and status updates between the public and on-ground personnel, demanding precision and clarity in high-stakes situations.

Skills Required:

Top 5 Hard Skills

1. Computer literacy (Microsoft Office, Google Suite, etc.): Essential for filing, typing, and "coding" (identifying and

- logging locations, dispatched units), ensuring accurate and complete record-keeping of emergency responses.
2. **Radio Operation/Communication Technology:** Fundamental for effective communication with fire departments and dispatching units, as the role's core involves constant radio reporting and verification.
 3. **Data Entry and Management:** Crucial for accurately recording details of incoming calls, incident types, and dispatched resources in real-time, especially while multitasking.
 4. **Customer Service Skills:** Involves professionally handling incoming emergency calls from the public, requiring the ability to gather critical information effectively under stressful circumstances.
 5. **Writing/Editing:** Necessary for concise and accurate logging of incidents, reports, and communications while simultaneously managing live calls and radio transmissions.

Top 5 Soft Skills

1. **Effective Communication:** Absolutely paramount for clearly gathering details of emergencies, relaying status updates, and identifying alarm types without confusion, as any breakdown can compromise emergency response.
2. **Independence and Self-Management:** Critical for working effectively, especially when on solo duty, requiring the ability to handle multiple communication channels (calls, radio, typing) simultaneously and stay focused under pressure.
3. **Adaptability and Flexibility:** Essential for adjusting to the unpredictable nature of emergency services, including unexpected incidents, rapid changes in situations, and being willing to sacrifice personal time for duties.
4. **Emotional Intelligence:** Important for maintaining composure and transmitting accurate details even when

rattled or facing harsh communication, as emotional preparedness is key in high-stress emergency dispatch.

5. **Problem-Solving Skills:** Necessary for quickly discerning and gathering critical details from callers to relay efficiently to on-ground personnel, ensuring an effective response.

Tools or Technology Used:

- Radios (evolving technology)
- Computers (for filing, typing, coding/logging)
- Telephones (for incoming calls)

Work Environment:

- Office-based (corporate, government, or NGO)

Reasonable Accommodations:

- Assistive technology (e.g., screen reader): Screen readers are available to some extent.
- Accessible digital documents: Implied due to computer use.
- Workplace modifications: Bright lighting in the office.
- Human support: Working with a partner who can assist with printed materials where magnifiers are not sufficient.
- Screen reader-compatible software and websites: Supported by the use of screen readers.
- Keyboard shortcuts and voice command options: Implied for efficiency in multitasking roles.

Accessible Work Environment: The role is office-based and considered safe for those who are totally blind, minimizing risk of accidents associated with fieldwork.

Qualifications & Training Needed:

- Educational Background: Senior high school or college graduates.
- Skills/Certifications: Communication and IT skills are valuable. Experience in emergency medicine or as a firefighter is an advantage.

- Core Abilities: Ability to multitask and work under pressure is essential.

Average Salary Range:

- ₱11,000 to ₱15,000 (monthly)

Insights for Job Seekers & Employers:

This role is highly recommended for individuals with visual impairments, including those who are totally blind, as it is an office-based position with no inherent risks of fieldwork. It's a suitable job for those who are good at managing things and thrive in high-pressure, multitasking environments. For job seekers, cultivating strong communication, computer literacy, and the ability to work independently under pressure are paramount. Demonstrating confidence and emotional resilience is crucial for gaining trust in this emergency-focused field. There are "no such thing as impossible, only limitations," encouraging fellow PWDs to showcase their capabilities and pursue the jobs they truly desire. For employers, hiring visually impaired individuals for this role means gaining dedicated and capable staff who excel at managing complex information flows in critical situations, proving that visual impairment does not hinder effectiveness in this vital communication and dispatch function.

Resource Teacher (for the Blind and Visually Impaired)

Job Summary / Description:

As a Resource Teacher in the public sector, this role is dedicated to supporting the educational and personal development of blind and visually impaired students. The teacher is responsible for adapting and modifying teaching materials into accessible formats (Braille, audio, large print, digital) and teaching specialized skills such as Braille literacy, orientation and mobility (O&M), and assistive technology use. This position involves providing remedial instruction, collaborating with mainstream subject teachers to ensure inclusive lessons, and participating in the assessment, development, and monitoring of Individualized Education

Programs (IEPs). The Resource Teacher also advocates for an inclusive school environment and engages with parents and external agencies for additional support.

Skills Required:

Top 5 Hard Skills:

1. **Specialized Instructional Skills (Braille, O&M, Assistive Technology):** This is core to the role, involving teaching Braille literacy, orientation and mobility, and training students in the use of assistive devices like screen readers and magnification software.
2. **Material Adaptation & Accessibility Formatting:** Essential for modifying textbooks, modules, worksheets, and exams into accessible formats such as Braille, audio, large print, or digital, and assisting in the creation of tactile learning materials.
3. **Computer Literacy (Microsoft Office, Google Suite, Accessible Software):** Crucial for training students in digital literacy, navigating accessible educational software, developing IEPs, and managing digital resources.
4. **Administrative/Organizational Skills:** Necessary for managing caseloads, documenting student performance, lesson planning, progress monitoring, and coordinating with general education teachers and external agencies.
5. **Writing/Editing:** Vital for developing Individualized Education Plans (IEPs), learning modules, proposals, and accessible test papers, ensuring clear and accessible documentation.

Top 5 Soft Skills:

1. **Effective Communication:** Indispensable for advocating for learners' needs, collaborating with subject teachers, engaging with parents, and coordinating with school administrators and external agencies.
2. **Emotional Intelligence:** Crucial for understanding students' emotional states, providing encouragement, building resilience, and supporting them through frustrations related to accessibility barriers.

3. **Adaptability and Flexibility:** Essential for modifying teaching strategies, switching between tactile, auditory, and technological resources based on individual student needs and learning styles.

4. **Problem-Solving Skills:** Important for addressing unique student needs, modifying teaching methods, and finding solutions to learning challenges.

5. **Teamwork and Collaboration:** Essential for working closely with mainstream subject teachers, parents, and external agencies to ensure comprehensive support and an inclusive school environment.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Accessible Educational Software
- Tactile Learning Materials (creation tools)
- Audio-based Resource Creation Tools
- Microsoft Office Suite (e.g., Word, Excel, PowerPoint)
- Google Suite (e.g., Docs, Sheets, Slides)
- IEP (Individualized Education Program) Software/Platforms

Work Environment:

- Office-based (within a school or government agency setting).

Reasonable Accommodations:

This role inherently champions accessibility, and the teacher's personal experience often informs their advocacy for and utilization of:

- Assistive Technology: Including screen readers, Braille displays, and magnification software, which are integral to the teacher's work and personal use.

Accessible Work Environment: Ensuring features like ramps, tactile paving, and accessible restrooms are available within the school or office premises.

- **Accessible Digital Documents:** A strong need for provision of accessible digital documents, particularly for school forms, reports, modules, assessments, and performance evaluation tools.
- **Job Coaching or Mentorship:** Providing support and guidance, potentially from experienced Special Education professionals.

Qualifications / Training Needed:

- **Minimum:** Degree in Special Needs Education.
- Consideration of specialized training in visual impairment.
- Participation in professional development opportunities and certification programs related to special education and visual impairment.

Average Salary Range:

- ₱26,000 to ₱30,000 (monthly).

Additional Insights:

A career as a Resource Teacher, especially for the visually impaired, is deeply fulfilling. Key to success is believing in one's potential and capacity, recognizing that lived experience as a visually impaired person is a strength, allowing for deep empathy with students' challenges and aspirations. It's vital to build a strong foundation in teaching strategies, assessment tools, and inclusive education principles, through formal education and continuous professional development.

Cultivating patience, empathy, and adaptability is paramount, as every learner has unique needs. The role is a testament to the fact that with dedication and the right mindset, one can profoundly empower students to overcome barriers and build self-confidence, aligning with a belief that "God has plans for you" and will provide the necessary knowledge, skills, and support.

Senior High School Teacher

Job Summary / Description:

As a full-time Senior High School Teacher in a private institution, this role involves instructing Literature to both Grade 11 and Grade 12 regular (non-disabled) students. Key responsibilities include designing and implementing lesson plans aligned with the curriculum, effectively delivering lessons using technology and instructional tools, and preparing and grading assessments (quizzes, performance tasks). The teacher is also responsible for managing classroom behavior, fostering a conducive learning environment, and regularly communicating with students and school staff. This role requires the use of digital tools (e.g., Google Drive, Microsoft Office) for academic tasks and a strong commitment to professional ethics.

Skills Required:

Top 4 Hard Skills:

1. **Instructional Skills:** Crucial for effectively delivering literature lessons, ensuring student comprehension, and aligning goals with learning outcomes.
2. **Computer Literacy:** Essential for preparing modules, test papers, and digital lessons using Microsoft Word, Excel, and PowerPoint, as well as extensive use of Google Drive, Docs, Forms, and Sheets for student submissions and academic records.
3. **Writing and Editing:** Required for daily tasks such as preparing lesson plans, activity guides, and feedback, ensuring clarity and coherence in academic materials.
4. **Organizational Skills:** Supports effective classroom management, including tracking student performance, managing schedules, and adhering to academic deadlines.

Top 3 Soft Skills:

1. **Effective Communication:** Key for clearly explaining literary concepts, giving instructions, and resolving misunderstandings with both students and colleagues.
2. **Confidence and Self-Esteem:** Helps in communicating clearly with students, handling challenges, and remaining undeterred by setbacks or biases.
3. **Work Ethics/Professionalism:** Essential in handling conflicts, maintaining fairness (avoiding favoritism), and staying focused and productive despite personal issues.

Tools or Technology Used:

- Microsoft Word, Excel, PowerPoint
- Google Drive, Google Docs, Google Forms, Google Sheets
- LMS (Learning Management System) that is screen-reader compatible (though unintentionally so)
- General instructional tools and technology for delivering lessons.

Work Environment:

- Office-based (corporate, government, or NGO) - The respondent indicated working in a "private school environment" with "face-to-face" teaching, which aligns with an institutional office setting.

Reasonable Accommodations:

- ✓ Flexible work arrangements
- ✓ Job coaching or mentorship (but not tailored for visual impairments)
- ✓ Screen reader-compatible software and websites (LMS is compatible, though unintentionally so)
- ✓ Accessible work environment (e.g., ramps, tactile paving, accessible restrooms) - The respondent specifically mentioned "Ramps" being available, which falls under this broader category.

Qualifications / Training Needed:

- Minimum: Bachelor's degree in Education.
- Required within 2 years of employment: Professional Teaching License (LET - Licensure Examination for Professional Teachers).
- Encouraged for promotion/salary increase: Attending seminars or pursuing a Master's degree.

Average Salary Range:

- ₱16,000 to ₱20,000 (monthly, depending on institution and qualifications).

Additional Insights:

For visually impaired individuals aspiring to be Senior High School Teachers, the advice emphasizes flexibility, open-mindedness, and readiness to face challenges. It is crucial to develop emotional resilience to navigate potential biases or setbacks, learning to "move on without holding grudges" if issues cannot be corrected. This allows one to stay productive and focused in the field. The role's success is deeply intertwined with effective instruction, meticulous organization, and leveraging technology, even when formal accessibility accommodations are not fully in place. The expressed need for comprehensive Braille resources and truly accessible digital documents highlights systemic areas for improvement to fully support visually impaired educators, ensuring that the school environment is truly inclusive.

Senior Manpower Development Officer

Job Summary / Description:

The Senior Manpower Development Officer functions as a Vocational Training Supervisor, overseeing the operations of a vocational training section, particularly for persons with disabilities. This career, regular position involves providing technical assistance and supervision to a team of Manpower Development Officers and administrative staff. Key

responsibilities include leading and conducting assigned training activities, convening and presiding over regular section meetings, and ensuring proper documentation of meeting minutes. The officer is accountable for the timely submission of monthly and quarterly section reports to the Training Center Superintendent and for reviewing various documents such as client evaluation reports and individual training designs for vocational courses. This role often includes a designation to oversee the center's operations in the absence of higher-ranking officials, encompassing administrative duties like signing transportation requests, gate passes, and daily time records (DTRs), and drafting official communications.

Skills Required:

Top 5 Hard Skills:

1. **Administrative & Organizational Skills:** Essential for overseeing section operations, managing staff, maintaining documentation, and ensuring efficient workflow, including the timely submission of reports.
2. **Writing & Editing:** Critical for preparing comprehensive reports (monthly, quarterly), proposals, meeting minutes, technical inputs on training designs, evaluation reports, and official communications.
3. **Computer Literacy:** Fundamental for encoding data, creating presentations (e.g., PowerPoint), preparing proposals, drafting communications, and generally performing office tasks efficiently, particularly for a technical or supervisory position.
4. **Instructional/Teaching Skills:** Important for leading training activities, acting as a resource speaker, and effectively explaining complex topics like disability rights or the UNCRPD to various audiences.
5. **Technical Review & Input:** Ability to review complex documents such as evaluation reports and training designs, providing constructive and technically sound feedback.

Top 5 Soft Skills:

1. **Effective Communication:** Paramount for presiding over meetings, providing clear technical assistance, drafting formal communications, and interacting professionally with staff, superiors, and external agencies.
2. **Emotional Intelligence:** Essential for managing one's own behavior and understanding the attitudes and behaviors of others, crucial for maintaining harmonious working relationships and avoiding conflict in a government setting.
3. **Confidence & Self-Esteem:** Vital for a supervisor in a public sector environment, enabling the officer to lead a team, represent the section, pursue career advancement, and maintain professionalism.
4. **Interpersonal Skills:** Necessary for building rapport, collaborating effectively with diverse colleagues, managing staff interactions, and engaging with clients and external partners.
5. **Problem-Solving Skills:** Important for identifying operational challenges, addressing staff or client issues, and developing practical solutions to ensure the smooth functioning of the vocational training section.

Tools or Technology Used:

- Computers and laptops
- Screen reader software (e.g., JAWS, NVDA - often personally procured by the employee)
- Standard office software (e.g., Microsoft Word, Excel, PowerPoint) for reports, proposals, and presentations
- Email and messaging platforms for communication and file sharing
- Document management systems (for handling evaluation reports, training designs, etc.)
- Government internal communication and documentation systems

Work Environment:

- Office-based (Government Office) setting, typically a vocational rehabilitation or training center. This is a career, regular position with specific qualification standards.

Reasonable Accommodations:

- Often Provided/Available (by the employer):
- Accessible digital documents (staff often provide files in accessible formats like via email or Messenger for review).
- Flexible work arrangements (allowed, if necessary, especially during crises like pandemics or extreme heat, or based on Civil Service issuance on Alternative Work Arrangement).
- Workplace modifications (e.g., tactile markings, railings, ramps, handrails, Braille signage, Braille materials, Braille printer; building is one-story with accessible features).
- Orientation and mobility support (provided by a licensed OM instructor on staff).
- Job coaching and mentorship (formal training for coaching/mentoring provided).
- Human support (e.g., staff assistance for non-accessible formats, verbal descriptions).
- Often self-provided or lacking institutional provision (but ideal):
- Assistive technology (e.g., licensed screen reader software like JAWS – often personally purchased; NVDA (free) may be provided).
- Screen reader-compatible websites (often not provided).

Qualifications / Training Needed:

- Educational Background: A Bachelor's Degree in any field (e.g., education, social work, psychology). A Master's degree or units are an advantage for career progression.
- Work Experience: At least 3 years of related experience, particularly in supervising or team leading roles. This "related experience" must be relevant to the position applied for, such as previous experience as a Social Welfare Officer.

- **Training:** At least 16 hours of relevant training, primarily in supervisory skills.
- **Eligibility:** Second-level Civil Service professional eligibility is required. This can be obtained through passing the Civil Service Professional Exam or by being a board/bar passer (e.g., Licensed Social Worker under RA 1080).

Average Salary Range:

• For a Senior Manpower Development Officer (likely Salary Grade 18 or 19 depending on specific classification) in the Philippine government, the basic monthly salary can be around ₱51,380, with a gross monthly income of ₱53,380 (including standard allowances for regular employees). This is for a regular, career position.

Additional Insights:

This role is a testament to the capacity of persons with visual impairments to excel in supervisory and administrative positions within the government. Success hinges on a strong foundation in both hard and soft skills, particularly computer literacy, communication, and emotional intelligence. While some accommodations are provided by the employer, the role highlights the ongoing need for broader systemic changes in government agencies regarding the provision of assistive technologies and a deeper level of sensitivity and inclusive hiring policies for promotion opportunities. The officer's adherence to professional standards and integrity serves as a powerful example within public service. Self-confidence and continuous self-improvement are crucial for visually impaired individuals aiming for similar career paths.

Senior Rapid Deep Learning Prototypist

Job Summary / Description:

As a Senior Rapid Deep Learning Prototypist at ARIA Research Vision via Sound, this role is centered on accelerating the innovation cycle for spatial computing and AI

solutions for individuals with vision disabilities. The prototypist rapidly ideates, designs, builds, and iterates on proof-of-concept prototypes for new AI-powered features and applications within the VR eyeglasses. This involves aggressively exploring and integrating the latest, often experimental, technologies in Machine Learning, Deep Learning, generative AI, and Natural Language Understanding/Processing (NLU/NLP). A core function is the agile development of functional applications and tools for internal testing and collaboration with clinical research partners (e.g., University of Sydney). The prototypist leverages AI-assisted coding tools and explores novel applications like programmatic 3D CGI animation to quickly bring new ideas to life.

Skills Required:

Top 5 Hard Skills:

1. **Rapid Prototyping & Iteration:** Demonstrated ability to quickly translate conceptual ideas into working prototypes, employing agile methodologies and efficient development practices.
2. **Generative AI Development & Prompt Engineering:** Expertise in utilizing and experimenting with generative AI models for various applications (e.g., content generation, image synthesis, programmatic animation) and mastering the art of crafting effective prompts.
3. **AI-Assisted Programming:** Proficiency in leveraging AI-powered coding tools (e.g., GitHub Copilot, AI IDEs) to accelerate development, explore novel programming paradigms, and optimize code.
4. **Web/Application Development:** Skills in building front-end and back-end components for applications and tools, especially for research data visualization or user interaction.
5. **Technical Research & Experimentation:** Strong capability to research, evaluate, and integrate bleeding-edge, often experimental, technologies and open-source models into functional prototypes.

Top 5 Soft Skills:

1. **Adaptability & Flexibility:** Exceptional ability to thrive in a dynamic, experimental environment, quickly pivot to new technologies, and adjust to evolving research goals.
2. **Innovation & Creativity:** A strong drive to explore unconventional solutions, generate novel ideas, and translate complex AI concepts into intuitive and effective prototypes.
3. **Problem-Solving (Iterative):** Skill in identifying bottlenecks in prototype development and quickly implementing creative, often temporary, solutions to move forward and gather feedback.
4. **Collaboration & Communication:** Effective communication with research partners and internal teams to understand requirements, convey technical possibilities, and integrate feedback.
5. **Independence & Self-Motivation:** High degree of autonomy in driving personal projects, learning new tools, and pushing the boundaries of what's possible with nascent technologies.

Tools or Technology Used:

- AI tools for coding (e.g., DeepSeek, GPT-4.5/O1)
- Generative AI models and platforms
- Rapid application development (RAD) frameworks
- Programming languages (e.g., Python, JavaScript)
- 3D printing technology for hardware prototypes
- Version control systems (Git)
- Proprietary AI tools (e.g., Luma, Liberty, Uniform, Mama, Alpha, Kling, .gpt, ffmpeg) for experimental applications
- Microsoft Office Suite, Google Suite

Work Environment:

- Hybrid (combination of office and remote work) environment, fostering both independent exploration and collaborative prototyping.

Reasonable Accommodations:

- Assistive technology (e.g., screen reader, Braille display, magnification software)
- Accessible digital documents (e.g., screen reader-friendly, Braille, or large print formats)
- Flexible work arrangements (e.g., remote work, flexible hours, deadline extensions for experimental phases)
- Workplace modifications (e.g., adjustable lighting, noise reduction, ergonomic desk setup)
- Orientation and mobility support (e.g., guide assistance in navigating the workspace during office days or lab visits)
- Screen reader-compatible development environments (IDEs) and prompt engineering interfaces
- Keyboard shortcuts and voice command options for software navigation
- Audio cues for development feedback and system alerts
- Automated captions or transcription tools for meetings and collaborative sessions
- Accessible physical work environment (e.g., ramps, tactile paving, accessible restrooms)

Qualifications / Training Needed:

- Educational Background: A Bachelor's degree in Computer Science, Data Science, or a related technical field is common, but practical experience and a strong portfolio of innovative prototypes are highly valued.
- Experience: 5+ years of experience in AI/ML development, with a specific focus on rapid prototyping, experimentation, and integrating new technologies. Proven track record in hackathons, competitions, or personal projects showcasing creative problem-solving with AI.
- Technical Background: Solid programming skills and hands-on experience with generative AI, deep learning frameworks, and a curiosity for emerging technologies.
- Continuous Learning: A fervent passion for continuous learning, self-education through reading, online courses, and hands-on experimentation with novel AI applications.

Average Salary Range:

- ₱80,000 to ₱200,000 and above

Additional Insights:

This role is for an innovative individual who thrives on the frontier of AI and spatial computing. The ability to quickly build and test concepts is paramount in a fast-evolving field.

Leveraging one's own lived experience with visual impairment provides an invaluable user-centric perspective, directly informing the design and development of truly impactful accessibility solutions. The role demands continuous self-education and a strong drive to experiment with new AI paradigms to create accessible technologies.

Senior Writer (Freelance - Horror Stories for YouTube)

Job Summary / Description:

As a Freelance Senior Writer, this role is centered on creating engaging horror stories specifically for a YouTube channel. Beyond core writing responsibilities, the Senior Writer actively assists with brainstorming, editing, and other team management tasks alongside co-senior writers. This position demands a strong grasp of Tagalog scriptwriting, the ability to produce high-quality narrative content, and the leadership skills to guide junior writers in honing their craft for optimal channel performance.

Skills Required:

Top 5 Hard Skills:

1. Scriptwriting (Tagalog - Horror Genre): The core skill, focusing on crafting compelling horror narratives specifically for video (YouTube) scripts, demanding a strong grasp of the Tagalog language.
2. Writing/Editing: Essential for producing high-quality, engaging stories, refining content, and ensuring adherence to

specific formats for YouTube. This also includes editing the work of junior writers.

3. Computer Literacy (Microsoft Office, Google Suite, etc.): Necessary for writing and managing scripts, collaborating on documents, and utilizing various digital tools for content creation and team management.

4. Content Strategy/SEO Basics: A background in SEO and content writing is helpful for suggesting insights on how to improve YouTube channel performance and identify audience preferences.

5. Teaching/Instructional Skills: Crucial for guiding and mentoring junior writers, providing constructive feedback, and training them on necessary writing techniques and channel requirements.

Top 5 Soft Skills:

1. Effective Communication: Vital for internal team discussions, collaborating with voice actors and editors, conveying creative ideas, and providing constructive feedback to junior writers.

2. Leadership Skills: Essential for driving the writing team, taking initiative, and confidently guiding junior writers, especially as one of the senior members.

3. Problem-Solving Skills: Critical for identifying compelling stories that resonate with the audience, analyzing trends, and navigating creative challenges in content creation.

4. Adaptability and Flexibility: Necessary for writing stories that align with audience preference or trending topics, even if they aren't personally favored, and for adjusting to changing content requirements.

5. Independence and Self-Management: Important for managing personal story production, meeting deadlines, and contributing effectively to the team without constant direct supervision.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader like NVDA, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Keyboard Shortcuts and Voice Command Options
- Microsoft Office Suite (e.g., Word, Excel)
- Google Suite (e.g., Docs, Sheets)
- Communication and collaboration platforms (implied by team-based work)
- (Desired) Mechanical keyboard

Work Environment:

- Work-from-home / remote work, offering significant flexibility.

Reasonable Accommodations:

This role is highly suited for visually impaired individuals, with current setups already proving effective:

- Assistive Technology: The use of a PC with an NVDA screen reader is explicitly noted as sufficient, demonstrating strong compatibility. Other tools like Braille displays or magnification software could also be used.
- Accessible Digital Documents: Ensures that all scripts, brainstorming notes, and team management documents are in screen reader-friendly formats.
- Flexible Work Arrangements: Remote work, flexible hours, and deadline extensions are inherent to a freelance setup, accommodating individual work styles.

Qualifications / Training Needed:

- Nothing specific formally required.
- Strong grasp of Tagalog scriptwriting.
- Willingness to learn (training provided for those with no prior scriptwriting background).
- Experience in other writing jobs (e.g., SEO, content writing, creative writing) is beneficial.
- Quality writing samples are essential.

Average Salary Range:

- ₱16,000 to ₱20,000 (monthly, as a freelance income).

Additional Insights:

For aspiring writers, especially those with visual impairments, the fundamental advice is to "Master the elementary lessons on Filipino and English," emphasizing the importance of strong grammatical foundations. Equally crucial is to "Read, read, read and listen, listen, listen to as much stories as possible," to develop a rich understanding of narrative. The ability to work in a team, accept constructive feedback, and remain flexible in creative output are key for professional growth. This role demonstrates that talent, dedication, and the right tools can pave a successful path in specialized content creation, even with visual impairment. The minimal need for additional accessibility tools beyond a screen reader is a testament to the digital-first nature of this role.

Social Media Affiliate

Job Summary / Description:

A Social Media Affiliate is a content creator and digital marketer who partners with brands and product owners to promote various products through video content on the TikTok platform. The core responsibility involves creating engaging video content that features products, provides descriptions, and explains their personal benefits, often after personally trying the product. Affiliates are responsible for embedding direct links to product stores or owners within their videos. Earnings are commission-based, with a percentage received for every successful sale originating from their unique affiliate link. This role requires continuous analysis of product performance and market trends, proactive content creation, and a strong understanding of digital marketing principles. It is a work-from-home, independent role that demands self-motivation and vigilance against fraudulent collaborations.

Skills Required:

Top 5 Hard Skills:

1. **Video Content Creation & Editing:** Proficiency in planning, shooting, and editing short-form video content suitable for TikTok, including adding text, effects, and music.
2. **Digital Marketing & Product Promotion:** Understanding of strategies to effectively showcase products, highlight their benefits, and drive sales through compelling visual and verbal communication.
3. **Writing & Scripting:** Ability to craft concise and persuasive scripts for promotional videos, often adhering to brand guidelines while maintaining an authentic voice.
4. **Basic Financial & Sales Tracking:** Essential for monitoring product sales, analyzing commission earnings, identifying top-performing products, and making informed decisions on future promotions.
5. **Computer Literacy & Platform Navigation:** Competence in utilizing TikTok's platform features, uploading videos, linking products, and navigating various digital tools, even with screen reader limitations.

Top 5 Soft Skills:

1. **Diligence & Perseverance:** Crucial for consistently uploading content, continuously researching products, and overcoming periods of unpredictable income.
2. **Proactiveness & Initiative:** The ability to independently source products, identify market trends, and actively seek out new collaboration opportunities.
3. **Critical Thinking & Fraud Detection:** Essential for evaluating potential collaborations, identifying legitimate brand owners, and safeguarding against scams or unfair commission practices.
4. **Self-Confidence & Presentability:** Important for appearing authentically and persuasively in videos, building trust with the audience, and representing products effectively.

5. Adaptability & Trend Analysis: Ability to quickly understand and capitalize on trending products, content styles, and platform features to maximize reach and sales.

Tools or Technology Used:

- Smartphone or camera for video recording
- TikTok application/platform
- Video editing software (often built into TikTok or third-party apps)
- Internet access
- Personal computer/laptop for broader market research
- Screen reader software (if applicable, for navigating digital interfaces)

Work Environment:

The TikTok Affiliate operates in a completely work-from-home environment, offering significant flexibility in terms of schedule and location. The workspace needs to be organized and suitable for video recording, with attention to lighting and presentation.

Reasonable Accommodations:

- Often self-provided:
- Accessible smartphone/computer setup (e.g., using built-in accessibility features like screen magnifiers, voice control, or personal screen reader software).
- Adjusted lighting and organized filming area to compensate for visual impairments.
- Personal methods for script preparation and memorization.
- Reliance on platforms having good inherent accessibility features for screen reader users (though limitations may exist).
- Flexible schedule to manage content creation and personal needs.

Qualifications / Training Needed:

- No formal educational requirements are typically specified.
- TikTok-specific requirements:

- Minimum of 600 followers to access the affiliate program.
- Must be at least 18 years old.
- Identity verification (KYC - Know Your Customer): Requires submission of various IDs and a TIN (Tax Identification Number) for tax deduction purposes.
- Follower milestones may need to be unlocked to access full program features.

Average Salary Range:

• Income for a TikTok Affiliate is commission-based and highly unpredictable. It varies significantly depending on the volume of sales generated. Commissions can range, for example, from 10% per product sold. There is no fixed monthly salary, as earnings fluctuate daily based on purchases.

Additional Insights:

Becoming a successful Social Media Affiliate requires more than just creating videos; it demands a "deepest why" – a strong intrinsic motivation beyond mere hype. The role emphasizes the importance of market research to identify in-demand products, proactive content creation, and meticulous vigilance against potential scams or fraudulent collaborations. Diligence and perseverance are crucial, as earnings are not guaranteed and require consistent effort. For individuals with visual impairments, adapting to platform accessibility limitations and refining personal strategies for content production are key to thriving in this dynamic and competitive digital marketing space.

Social Media Content Creator

Job Summary / Description:

A Social Media Content Creator specializes in producing and disseminating original video content across various platforms, with a particular focus on raising awareness about specific topics, such as living with visual impairment. This role involves conceptualizing, filming, and editing videos that authentically

showcase daily life, challenges, and achievements (e.g., as a visually impaired woman, mother, wife, and student). The creator aims to educate and inspire audiences by demonstrating independence and the effective use of technological tools. Key responsibilities include planning content calendars, engaging with viewers (e.g., answering questions, responding to comments), managing live streams, and analyzing audience feedback to refine content strategy. While not a formally recognized profession with traditional qualifications, success is measured by engagement, reach, and the ability to generate income through platform monetization.

Skills Required:

Top 5 Hard Skills:

1. **Video Production & Editing:** Proficiency in planning, shooting, and editing video content suitable for social media platforms, including basic editing software, lighting, and sound considerations.
2. **Computer Literacy & Platform Navigation:** Competence in using computers and smartphones to upload content, manage profiles, interact with platform features, and leverage accessibility tools (e.g., screen readers) despite potential compatibility issues.
3. **Content Planning & Blueprinting:** Ability to develop a consistent content strategy, plan video topics, and maintain a regular posting schedule to engage the audience and align with platform algorithms.
4. **Instructional & Informative Communication:** Skill in clearly explaining concepts, providing tips, and sharing personal experiences in an engaging and understandable manner to educate viewers.
5. **Basic Analytical Skills:** Capacity to interpret viewer engagement (e.g., comments, questions) to understand audience needs and refine content themes.

Top 5 Soft Skills:

1. **Confidence & Self-Esteem:** Crucial for appearing authentically in videos, engaging with diverse audiences, and handling potential criticism or negative comments from viewers.
2. **Independence & Self-Management:** Essential for planning, creating, and uploading content autonomously, including effective time management to ensure consistent presence on platforms.
3. **Emotional Intelligence & Resilience:** The ability to understand and manage one's own emotions, particularly in response to online feedback, and to maintain a positive and professional demeanor.
4. **Effective Communication (Audience Engagement):** Skill in interacting with viewers, answering questions, and responding to comments in a way that builds community and fosters positive engagement.
5. **Goal-Oriented & Perseverance:** A strong drive to achieve specific objectives (e.g., raising awareness) and the ability to push through challenges or moments of burnout to maintain consistency.

Tools or Technology Used:

- Smartphone or camera for video recording
- Computer or laptop for content editing and uploading
- Social media platforms (e.g., TikTok, YouTube, Instagram)
- Video editing applications (often built-in to platforms or third-party apps)
- Screen reader software (if applicable, for navigating digital interfaces)
- Lighting equipment (for indoor filming)
- Personal mobility aids (e.g., white cane for outdoor videos)

Work Environment:

A Social Media Content Creator typically works from a flexible, work-from-home environment, often filming both indoor (e.g., sit-down videos at home) and outdoor content depending on

the topic. The nature of the work allows for a high degree of self-management and independence.

Reasonable Accommodations:

- Often self-provided or informal arrangements:
- Assistive technology (e.g., personal screen reader software; reliance on platform's screen reader compatibility).
- Flexible schedule to accommodate personal needs and filming logistics.
- Adaptation of filming environment (e.g., organized space, controlled lighting) to suit visual impairment.
- Reliance on personal strategies for navigating outdoor filming locations (e.g., with a guide if needed).
- Using built-in accessibility features on devices and platforms (e.g., zoom, voice control).
- Platform-dependent:
- Continuous maintenance of screen reader compatibility by social media platforms is crucial, as updates can disrupt accessibility.

Qualifications / Training Needed:

- No formal educational requirements or specific certifications are generally needed to become a content creator.
- Skills: Strong interest in social media, a unique personal story or niche, and a willingness to learn video production and online engagement techniques. Prior experience watching content creation tutorials is beneficial.
- Continuous Learning: A proactive approach to learning about platform algorithms, trending content, and effective engagement strategies.

Average Salary Range:

- Income for a content creator is highly variable and not fixed, primarily generated through platform monetization (e.g., livestreaming revenue, ad shares). For a creator just starting out and being consistent, estimated monthly income can range

from ₱4,000 to ₱5,000. Earnings fluctuate based on engagement and monetization strategies.

Additional Insights:

Content creation offers a powerful avenue for individuals with visual impairments to share their experiences, raise awareness, and build a community. It demands significant diligence, self-management, and resilience to navigate the unpredictable nature of online engagement and potential negativity. Success in this field requires a "deepest why" – a clear, strong motivation beyond just the desire for fame or income. Planning content, prioritizing tasks, and managing emotions are crucial for long-term sustainability and effectiveness in this dynamic digital landscape.

Social Media Manager (Inventory Specialist)

Job Summary / Description:

The Social Media Manager (Inventory Specialist) works as an online contractor, typically through platforms like Upwork, for clients involved in social media marketing and dropshipping. Key responsibilities include managing client social media accounts, ensuring ads are complete with appropriate captions and images, and scheduling posts correctly. This role also involves inventory-related tasks and requires proficiency in social media management tools. The position is primarily back-office, focusing on timely submissions and updates, and demands strong organizational skills to manage content flow and client expectations.

Skills Required:

Top 5 Hard Skills:

1. **Social Media Management Tool Proficiency:** Expertise in using platforms like Promo Republic and Hootsuite to manage and schedule posts, ensuring ads are properly published.

2. **Computer Literacy (with Screen Reader Proficiency - e.g., NVDA):** Fundamental for navigating websites, using online tools, and managing digital assets efficiently, especially for a totally blind individual.
3. **Writing & Editing (for Captions):** Essential for creating engaging and accurate captions for social media posts, often refined in spreadsheet formats.
4. **Online Collaboration / Influencer Search:** Involves actively seeking and coordinating with online influencers for marketing initiatives.
5. **Administrative Skills:** Necessary for backend tasks such as submitting work, scheduling posts, and providing regular updates on content completion.

Top 5 Soft Skills:

1. **Adaptability and Flexibility:** Crucial for managing variable work hours, meeting strict deadlines, and being willing to request manual time to complete tasks, especially when client needs are sudden.
2. **Work Etiquette / Professionalism:** Important for consistently meeting deadlines, ensuring tasks are completed promptly, and maintaining a professional relationship with the contractor.
3. **Communication (English Fluency):** Essential for clear interaction with the contractor, understanding instructions, and effectively conveying brand messages through written content.
4. **Patience (in Collaboration):** Key for navigating potential miscommunications or unclear instructions from contractors, ensuring tasks are redone patiently without escalating conflicts.
5. **Time Management:** Vital for juggling multiple tasks and responsibilities (including potentially other jobs) to ensure all scheduling and posting deadlines are met.

Tools or Technology Used:

- Social media management platforms (e.g., Promo Republic, Hootsuite)
- Spreadsheet software (e.g., Google Sheets)
- Screen reader (e.g., NVDA, optimized with mechanical keyboard)
- Image reading apps (e.g., Be My Eyes for inaccessible images)
- Computer (Windows OS)

Work Environment:

- Completely online (work from home)
- Freelance/contractor setup (via platforms like Upwork)
- Typically for foreign companies (e.g., U.S.-based)

Reasonable Accommodations:

- Existing:
- Screen reader (NVDA) for navigation and document creation.
- Accessible digital documents (personal creation, though some website icons are problematic).
- Flexible work arrangements are inherent to the freelance model, allowing for adjustment to client bookings.
- Utilizes external apps (e.g., Be My Eyes) for reading inaccessible image content.

Qualifications & Training Needed:

- Educational Background: No specific formal educational requirement mentioned; qualification is often based on demonstrated work experience.
- Relevant Experience: Previous experience in data entry, web research, or as a team leader assistant, particularly with metrics showing efficiency and accuracy, is highly valuable.

Average Salary Range:

- Per hour: Varies, typically \$7 to \$10 per hour.
- Income depends on hours completed weekly, sometimes with a cap (e.g., 20 hours max at \$7/hour). Opportunities for extra work by requesting manual time.

Additional Insights:

This online role is highly suitable for visually impaired individuals, including those who are totally blind, showcasing how digital proficiency and meticulous organization lead to success. For job seekers, it's crucial to be highly organized and familiarize yourself with tasks before starting work to maintain efficiency and avoid reinforcing negative stereotypes. Mastering keyboard shortcuts and practicing keyboard techniques is a significant advantage. Timeliness and adherence to deadlines are paramount. Do not be afraid to ask questions when unfamiliar with a task, as errors in social media management are public. For employers, this role demonstrates the value of providing flexible online opportunities and supporting visually impaired professionals who, with the right tools and strategies, can deliver high-quality, accurate social media content and administrative support.

Software Engineer

Job Summary / Description:

As a Software Engineer in the private sector, this role is primarily responsible for designing and maintaining backend applications and the associated IT infrastructure. The engineer actively utilizes programming languages such as Go and PHP and possesses a strong understanding of Amazon Web Services (AWS) for provisioning IT infrastructure. This position requires translating solutions to complex problems into maintainable code and collaborating effectively with various teams to ensure system functionality and performance.

Skills Required:

Top 5 Hard Skills:

1. Programming/Coding (Go, PHP): This is a core component of the role, requiring the ability to write maintainable code for backend applications.

2. **Backend Development:** Involves designing and maintaining the server-side logic and databases that power applications.
3. **IT Infrastructure Provisioning & Management (AWS):** Requires knowledge of Amazon Web Services to provision and maintain the underlying IT infrastructure for backend applications.
4. **Data Entry or Database Management (e.g., MySQL, Microsoft SQL Server):** Essential for provisioning and maintaining digital databases upon which applications depend.
5. **Computer Literacy (Microsoft Office, Google Suite, etc.):** Required for preparing presentations, documentation, and general navigation of work tools.

Top 5 Soft Skills:

1. **Problem-Solving Skills:** This is the core function of a Software Engineer: looking for solutions to problems and translating those solutions into code.
2. **Effective Communication:** Crucial for conveying technical thoughts clearly to diverse audiences (e.g., marketing vs. technical teams), ensuring understanding regardless of technical jargon.
3. **Teamwork and Collaboration:** Essential for working effectively with colleagues, contributing to shared goals, and integrating work seamlessly within a development process.
4. **Leadership Skills:** Required for taking initiative on specific tasks and stepping up to get the job done directly, rather than waiting for others.
5. **Adaptability and Continuous Learning:** Implicitly required in a field where technology (programming languages, cloud platforms) constantly evolves, necessitating a desire to learn new concepts.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Keyboard Shortcuts and Voice Command Options

- Programming Languages: Go, PHP
- Cloud Platforms: Amazon Web Services (AWS)
- Databases: MySQL, Microsoft SQL Server (and others)
- Development Environments (IDEs, text editors)
- Version Control Systems (e.g., Git)
- Microsoft Office Suite (for documentation and presentations)
- Google Suite (for collaboration and documentation)
- Communication tools (e.g., chat applications, video conferencing)

Work Environment:

- Primarily Work-from-home / remote work, offering significant flexibility.

Reasonable Accommodations:

This role is "100% doable" for visually impaired individuals with the right tools and mindset:

- Assistive Technology: Including screen readers, Braille displays, and magnification software, which are fundamental for coding, navigating development environments, and interacting with IT infrastructure.
- Accessible Digital Documents: Ensuring all codebases, documentation, and design specifications are in screen reader-friendly formats.
- Flexible Work Arrangements: Remote work, flexible hours, and deadline extensions are inherent benefits of the role, supporting a conducive work environment.
- Job Coaching or Mentorship: Employer-provided training or peer mentoring can provide guidance, especially when learning new programming languages or cloud services.
- Screen Reader-Compatible Software and Websites: Crucial for all development tools, cloud consoles, and internal systems.
- Keyboard Shortcuts and Voice Command Options: Maximizing efficiency and navigation without reliance on visual interfaces.

- **Advocacy for Tool Improvement:** Acknowledging and wishing for improved accessibility features in "certain third-party software" demonstrates the ongoing need for universal design in development tools.

Qualifications / Training Needed:

- No formal degree is strictly required; the job is skill-based. A degree can be a good foundation but is often considered a bonus.
- Learning concepts outside of a formal degree is common:
- Attending good bootcamps that teach relevant programming and engineering concepts.
- Self-learning is highly valued.
- Certifications for Cloud Computing (Optional but beneficial): Relevant certifications from cloud providers (e.g., AWS Cloud Architect certificate, Microsoft Azure, Google Cloud Platform) can specialize one's career path.

Average Salary Range:

- Fresh Graduate: ₱ 25,000 to ₱ 28,000 (monthly)
- 2+ Years Experience: Can potentially cross PHP 60,000 - PHP 70,000 (monthly), indicating significant salary growth with experience.

Additional Insights:

A career as a Software Engineer is "100% doable" for visually impaired individuals, requiring primarily the will, determination, and desire to learn. Success in this field is driven by continuous skill development and the ability to adapt to new technologies. The role thrives on problem-solving and requires the ability to communicate complex technical details clearly to diverse audiences. While certain third-party software may lack ideal accessibility, the core work is highly amenable to assistive technologies, making it a viable and rewarding career path in the tech industry.

Sourcing Associate

Job Summary / Description:

As a Sourcing Associate within a private sector HR department, this role is vital for the recruitment process. Responsibilities include conducting interviews with applicants, designating them to specific accounts based on their communication skills or qualifications, and posting job advertisements on social media. The associate also provides coaching to applicants when needed and manages communication by sending emails to address inquiries from hired candidates. This position requires a blend of interpersonal, organizational, and technical skills to ensure a smooth and efficient hiring process.

Skills Required:

Top 5 Hard Skills:

1. **Computer Literacy (Microsoft Office, Google Suite, ATS):** Essential for navigating Applicant Tracking Systems (ATS) to streamline hiring, managing digital documents, and preparing reports.
2. **Interviewing & Assessment:** Crucial for conducting effective interviews, assessing candidate qualifications and communication skills, and matching them to appropriate roles.
3. **Writing/Editing:** Important for crafting clear and professional job ads for social media, composing emails to address inquiries, and maintaining accurate documentation.
4. **Administrative/Organizational Skills:** Vital for maintaining organized records of applicants, tracking employee performance metrics (implicitly), and managing recruitment schedules.
5. **Customer Service Skills:** Necessary for effectively communicating with applicants and hired candidates, addressing their inquiries, and ensuring a positive experience throughout the hiring process.

Top 5 Soft Skills:

1. **Effective Communication:** Paramount for conducting smooth interviews, making candidates comfortable, accurately assessing qualifications, and addressing inquiries clearly and professionally via email.
2. **Interpersonal Skills:** Crucial for building rapport with applicants, fostering a comfortable interview environment, and facilitating open communication.
3. **Adaptability and Flexibility:** Essential for handling last-minute schedule changes, urgent hiring needs, and unexpected challenges without disrupting workflow.
4. **Problem-Solving Skills:** Necessary for addressing concerns from both applicants and employees, clarifying job expectations, or resolving inquiries about hiring processes.
5. **Empathy:** Key to putting oneself in applicants' shoes, understanding their challenges, and providing proper guidance and support during the hiring process.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Keyboard Shortcuts and Voice Command Options
- Applicant Tracking Systems (ATS)
- Social Media Platforms (for job postings)
- Email clients
- Microsoft Office Suite (e.g., Word, Excel for data management and reports)
- Google Suite (e.g., Docs, Sheets)
- Company-specific programs/portals for HR tasks

Work Environment:

- Work-from-home / remote work, offering flexibility.

Reasonable Accommodations:

This role can be effectively performed by visually impaired professionals, given appropriate technological and environmental support:

- **Assistive Technology:** Including screen readers (with enhanced program-specific support), Braille displays, and magnification software for navigating company systems, conducting interviews, and managing communications.
- **Accessible Digital Documents:** Ensuring screen reader-friendly formats for resumes, job descriptions, internal forms, and email communications.
- **Flexible Work Arrangements:** Remote work, flexible hours, and deadline extensions, which are already part of the work environment.
- **Job Coaching or Mentorship:** Employer-provided training or peer mentoring can assist with mastering company-specific tools and processes.
- **Human Support:** The potential need for a scribe, assistant, or reader for specific tasks like photocopying, physical resume reading, or using inaccessible scanners in an office setting.
- **Enhanced Screen Reader Support:** A strong desire for a screen reader that provides comprehensive support for specific company programs beyond just reading text.
- **Assistive Tools for Office Tasks:** Request for technologies to aid with photocopying, reading physical resumes, and accessible scanning in the office setting.

Qualifications / Training Needed:

- College graduate or a two-year course graduate with at least six months of work experience.
- Strong willingness to learn and adapt to company-specific tools and systems.

Average Salary Range:

- ₱11,000 to ₱15,000 (monthly).

Additional Insights:

Working as a Sourcing Associate as a visually impaired professional requires a strong willingness to learn and adapt to company-specific tools and systems, especially when encountering inaccessible portals or information. Creativity is

essential in finding alternative solutions to complete tasks effectively and maintain productivity. Beyond technical skills, friendly and approachable qualities are vital for making applicants comfortable during interviews, encouraging open communication. Empathy is key, enabling the associate to provide proper guidance and support to applicants facing challenges. By cultivating these skills and staying adaptable, one can not only succeed but also make a significant positive impact on others in the recruitment process.

Special Needs Education Teacher

Job Summary / Description:

As a Special Needs Education Teacher in the public sector (Department of Education), this role is dedicated to providing individualized instruction and comprehensive support to students with special needs, particularly those with visual impairments. The teacher is responsible for adapting the curriculum, creating suitable learning materials in accessible formats (Braille, audio, large print, digital), and fostering a supportive learning environment. Key responsibilities include developing and implementing Individualized Education Plans (IEPs), teaching specialized skills such as Braille reading and writing, abacus use, orientation and mobility (O&M), and assistive device utilization. The role also involves training students in assistive technology (screen readers, magnification software, tactile graphics), collaborating with other professionals, and monitoring student progress, including fostering leisure activities for self-esteem and self-determination.

Skills Required:

Top 5 Hard Skills:

1. Specialized Instructional Skills (Braille, Abacus, O&M, Assistive Tech): This is paramount, encompassing the ability to teach Braille reading/writing, abacus use, orientation and

mobility, and training students in specific assistive devices like screen readers and magnification software.

2. Material Adaptation & Accessibility Formatting: Crucial for creating and modifying teaching materials (textbooks, modules, exams) into accessible formats (Braille, audio, large print, digital) and assisting in tactile learning material creation.

3. Individualized Education Program (IEP) Development & Implementation: Essential for assessing students, developing tailored education plans, implementing them, and monitoring progress.

4. Computer Literacy (Microsoft Office, Google Suite, Accessible Software): Necessary for preparing digital reports, forms, and data, submitting documents online, and training students in digital literacy.

5. Writing/Editing: Required for filling out learner records and forms, preparing data and reports (often submitted digitally), and creating accessible learning materials.

Top 5 Soft Skills:

1. Effective Communication: Crucial for proficiently communicating with students, parents, colleagues, and other stakeholders, ensuring clarity in teaching and in dealing with diverse individuals.

2. Emotional Intelligence: Indispensable for understanding and responding to students' emotional states, providing encouragement, and managing classroom dynamics with empathy.

3. Adaptability and Flexibility: Essential for adjusting teaching methods to meet diverse learning needs of students with visual impairments and for responding to changing educational requirements.

4. Interpersonal Skills: Important for building rapport with students, parents, and colleagues, fostering a collaborative and supportive learning environment.

5. Professionalism & Work Etiquette: Key for maintaining high standards in teaching, documentation, and stakeholder interactions within the public sector.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Braille Embossers/Printers
- Abacus
- Orientation and Mobility Aids (e.g., long canes)
- Tactile Graphics Tools and Materials
- Accessible Educational Software
- Microsoft Office Suite (e.g., Word, Excel, PowerPoint)
- Google Suite (e.g., Docs, Sheets, Slides)
- IEP (Individualized Education Program) software/platforms
- Accessible Scanners (desired)

Work Environment:

- Primarily Fieldwork (implying working directly with students in various school settings, or community-based, mobility-intensive environments, as opposed to a fixed office).

Reasonable Accommodations:

This role highlights critical needs for accessible infrastructure and digital resources:

- Assistive Technology: Screen readers, Braille displays, and magnification software are fundamental tools for the teacher's daily tasks.
- Accessible Digital Documents: A strong preference and need for all official documents (forms, memorandums, reports, modules, assessment tools) to be provided in accessible, editable digital formats (e.g., editable Word, fillable PDFs) instead of image-based PDFs, to ensure full access and efficiency.
- Braille Materials & Tactile Markers: Braille-transcribed documents and labels, as well as tactile markers within the workplace (e.g., raised markings on equipment), are beneficial.

Accessible Work Environment: Ramps, tactile paving, accessible restrooms, and Braille signage (e.g., on office doors, elevators) are crucial for safe and independent navigation within school buildings and other work locations.

- **Flexible Work Arrangements:** Remote work, flexible hours, and deadline extensions can support the teacher's ability to manage varied tasks and potential visual fatigue.
- **Orientation and Mobility Support:** Guide assistance is beneficial for navigating diverse school layouts or community work.
- **Human Support:** The option to hire a scribe, assistant, or reader for specific tasks (e.g., interpreting complex visual reports or inaccessible materials).
- **Automated Captions/Transcription Tools:** Useful for meetings and online professional development.

Qualifications / Training Needed:

- Graduate of Education in any specialization.
- At least earned 18 units of Master's Degree major in Special Education.
- Pass the Licensure Examination for Teachers (LET).

Average Salary Range:

- ₱31,000 to ₱35,000 (monthly).

Additional Insights:

For visually impaired individuals aspiring to be Special Needs Education Teachers, the advice is to "just continue and don't stop in learning." Believing in divine plans, personal potential, and the strength of lived experience as a visually impaired person are crucial for motivation and empathy. Acquiring a degree in special education or related fields, alongside specialized training in visual impairment, builds a strong foundation. The role requires immense patience, empathy, and adaptability to meet diverse learner needs. Furthermore, there's a strong advocacy point for systemic accessibility of digital documents in the public sector, as it directly impacts the teacher's ability to perform efficiently and inclusively, ensuring that all teaching staff can stay updated and productive. This career path is deeply rewarding, enabling one to empower students with visual impairments to succeed.

Technical Working Group (TWG) Member

Job Summary / Description:

A Technical Working Group (TWG) Member for the Legal Education Board is tasked with creating Policy Standards and Guidelines (PSG) for legal education in the Philippines. This role primarily focuses on ensuring inclusive legal education, which involves extensive data gathering from law schools, students, administrators, and professors, specifically concerning disability. The member assesses the presence of students with disabilities, evaluates the openness of law schools and professors to providing reasonable accommodations, and studies infrastructure accessibility. This position requires active participation in discussions, sharing insights, and leveraging legal knowledge and personal experiences to refine policies.

Skills Required:

Top 5 Hard Skills:

1. Writing/Editing: Essential for drafting and refining Policy Standards and Guidelines for legal education.
2. Computer Literacy (Microsoft Office, Google Suite, etc.): Crucial for data gathering, accessing and processing information, and utilizing online meeting platforms like Zoom.
3. Legal Knowledge: Fundamental for understanding existing laws, constitutional principles, and international treaties related to legal education and disability rights.
4. Data Entry or Database Management: Necessary for processing survey data, analyzing responses from law schools, and managing gathered information.
5. Research Skills: Important for verifying data, understanding conflicting responses, and ensuring policy recommendations are evidence-based.

Top 5 Soft Skills:

1. Effective Communication: Vital for sharing opinions on data, discussing insights within the TWG, and contributing to policy development.

2. Confidence and Self-Esteem: Important for speaking up and presenting findings or opinions, especially as a junior member among senior colleagues.

3. Teamwork and Collaboration: Essential for working effectively with other TWG members, including senior professors and deans, to achieve common goals.

4. Adaptability and Flexibility: Needed to navigate diverse data sets, reconcile conflicting information, and adjust approaches based on new insights.

5. Problem-Solving Skills: Applied when analyzing conflicting data (e.g., discrepancies between professor and student perceptions of accommodations) to identify root causes and propose solutions.

Tools or Technology Used:

- Microsoft Office Suite
- Google Suite apps
- Zoom (for online meetings)
- Internet for data gathering and research
- Screen reader

Work Environment:

The Technical Working Group (TWG) Member for the Legal Education Board primarily works in a Work-from-home / remote work setup, with most meetings conducted online. Occasional Office-based (corporate, government, or NGO) meetings at conference rooms may occur.

Reasonable Accommodations:

- Assistive technology (e.g., screen reader, Braille display, magnification software)
- Accessible digital documents (e.g., screen reader-friendly formats)
- Flexible work arrangements (e.g., remote work)
- Tactile markers in the workplace (not consistently available at physical meeting venues)
- Orientation and mobility support (not consistently available at physical meeting venues)
- Job coaching or mentorship (mentorship is available)
- Human support (e.g., assistant or reader for specific tasks)

- Screen reader-compatible software and websites (e.g., Zoom)
- Keyboard shortcuts and voice command options
- Accessible work environment (e.g., ramps, but not consistently available for all restrooms at physical meeting venues)

Qualifications / Training Needed:

- Minimum: Must be a lawyer.
- Advocacy: Possess a strong passion for advocacy, particularly related to inclusivity.
- Knowledge: Have knowledge of various advocacies to contribute meaningfully to the TWG.
- Educational Background: Important for writing policies and standards.

Average Salary Range:

- Salary information was not provided in the interview for this specific role.

Additional Insights:

Success as a TWG member hinges on a deep passion for advocacy, especially concerning inclusivity in legal education. This role requires continuous data analysis and the ability to reconcile conflicting information, often drawing upon one's own experiences and knowledge to shape effective policies. It's crucial to be knowledgeable about various advocacies and possess the educational background necessary to draft impactful policies and standards for law schools across the Philippines.

Treatment Officer

Job Summary / Description:

A Treatment Officer works within an ambulance company (typically private sector) focusing on pre-hospital care management. This critical role involves assessing and treating

patients at their homes or at the scene of an emergency before they are transported to a hospital. Responsibilities include providing immediate medical intervention, making rapid decisions in life-and-death situations, and being proficient with all medical equipment inside the ambulance. The officer must possess strong communication skills to interact with patients and their relatives, maintain emotional composure under pressure, and continuously adapt to evolving medical techniques. This demanding role requires constant learning and carries inherent risks due to its emergency nature.

Skills Required:

Top 5 Hard Skills:

1. **Emergency Medical Techniques / Pre-hospital Care:** Essential for accurately assessing patient conditions and applying appropriate medical treatments before hospital arrival, as techniques are constantly evolving.
2. **Medical Equipment Operation:** Crucial for proficiently using devices like patient monitors, mechanical ventilators, and oxygen tanks inside the ambulance, directly impacting patient care and stability.
3. **Medical Assessment & Critical Decision-Making:** Paramount for quickly evaluating complex situations and making immediate, life-saving decisions on patient treatment and management.
4. **Communication with Patients and Relatives:** Vital for gathering necessary information, explaining procedures calmly, and providing reassurance in highly stressful medical emergencies.
5. **Continuous Learning:** A commitment to ongoing training and refresher courses is necessary to stay updated with evolving medical techniques and illnesses.

Top 5 Soft Skills:

1. **Emotional Preparedness / Resilience:** Crucial for maintaining composure and focus, avoiding panic, and

reacting rationally when patients are in critical condition or unexpected incidents occur, ensuring optimal patient care.

2. **Teamwork and Collaboration:** Essential for effective coordination with other ambulance personnel, hospitals, and external service providers, ensuring seamless patient transfer and overall operational efficiency.
3. **Adaptability and Flexibility:** Highly important for navigating the unpredictable nature of emergency services, adjusting to new medical techniques, and being prepared for demanding and high-stress scenarios.
4. **Problem-Solving Skills:** Vital for applying critical thinking to immediately identify solutions to any untoward incidents or complications that arise during patient care.
5. **Confidence and Self-Esteem:** Necessary for projecting a calm and authoritative demeanor to patients and their relatives, especially in critical situations, fostering trust and compliance.

Tools or Technology Used:

- Patient monitor
- Mechanical ventilator
- Oxygen tanks
- Various medical devices and equipment inside the ambulance

Work Environment:

- Inside an ambulance (moving vehicle)
- At emergency scenes or patient homes
- Typically private ambulance companies

Reasonable Accommodations:

- Existing:
- Job coaching or mentorship: Continues through refresher trainings and post-conference discussions after every run.
- Ideal Additional Accommodations/Improvements:

- None specific to the ambulance environment, as the individual is expected to adjust to the inherent demands of the role.

Qualifications & Training Needed:

- Educational Background:
- Minimum: Certification in Emergency Medical Response.
- Better: BS Nursing graduate or Registered Nurse.
- Specific Certifications (Speaker's example): Emergency Medical Technician (EMT), Wilderness Emergency Medical Technician (WEMT).
- Continuous Professional Development: Constant refresher trainings and post-run debriefings are essential due to the evolving nature of medical techniques and life-saving procedures.

Average Salary Range:

- Compensation is often per run (per patient transport) rather than a fixed monthly salary, though some companies may offer monthly pay.
- Can be highly variable; during peak periods (e.g., COVID), earnings could reach ₱15,000 to ₱20,000 per week due to frequent runs.
- Note: This is a high-risk profession.

Additional Insights:

The Treatment Officer role is extremely demanding and high-stakes, as it involves directly handling people's lives in emergency situations. For job seekers, particularly those with visual impairments, it is not recommended for individuals who are totally blind. However, it might be doable for those with low vision whose eyesight is "fairly good" and who possess a strong willingness to learn, manage complex situations, and adapt to constant mental and emotional challenges. This field requires significant academic rigor (a "crash course" combining nursing and medicine) and an unwavering commitment to continuous learning and emotional resilience. Individuals must adjust to the demanding nature of the role,

rather than expecting accommodations within the dynamic ambulance environment. For employers, this role highlights the need for highly skilled, emotionally robust, and continuously trained medical professionals capable of making rapid, critical decisions in unpredictable environments. All activities from setting up streams, interacting with streaming software, managing chats, and handling affiliate forms are done online.

Twitch Affiliate

Job Summary / Description:

As a Twitch Affiliate, this role involves live streaming diverse content, such as gaming, discussions, or creative activities, to an online audience. The primary objective is to engage viewers and cultivate a supportive community, as this directly influences earning potential. The position demands a consistent online presence, continuous content creation, active audience interaction, and proficient management of the technical aspects of live broadcasting. Success is contingent upon effectively attracting and retaining viewers through compelling content and clear communication.

Skills Required:

Top 3 Hard Skills:

1. **Computer Literacy:** Absolutely essential for navigating the platform and managing streaming activities.
2. **Content Creation/Broadcasting (Technical):** Involves understanding streaming software (like OBS), managing audio/video feeds, and troubleshooting technical issues during live broadcasts to ensure a smooth viewer experience.
3. **Customer Service/Audience Engagement:** Critical for responding to viewer comments, fostering a positive community, and managing audience interactions to encourage continued support.

Top 5 Soft Skills:

1. **Confidence and Self-Esteem:** Fundamental for being a streamer; building self-confidence allows one to present themselves authentically and engage an audience effectively.
2. **Effective Communication:** Vital for engaging viewers, building rapport, and explaining content clearly, which directly correlates with attracting and retaining a large audience.
3. **Adaptability and Flexibility:** Important for responding to live chat, adjusting content based on audience feedback, and navigating unexpected technical issues during a broadcast.
4. **Independence and Self-Management:** Crucial for managing streaming schedules, promoting content, and handling the entrepreneurial aspects of building a stream without external supervision.
5. **Emotional Intelligence:** Helpful in understanding audience sentiment, responding appropriately to diverse comments, and managing personal reactions during live interactions.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites (essential for Twitch platform)
- Streaming Software (e.g., OBS - with a strong desire for improved accessibility)
- Computer and Peripherals (microphone, webcam, etc.)
- Communication tools (e.g., chat overlays, voice communication)
- Social Media Platforms (for promotion)
- High-Contrast Display or Large Text Settings
- Keyboard Shortcuts and Voice Command Options

Work Environment:

- Work-from-home / remote work, offering complete flexibility in terms of location.

Reasonable Accommodations:

This role has strong potential for visually impaired individuals, but highlights specific areas for improvement:

- **Assistive Technology:** Screen readers, Braille displays, and magnification software are essential for navigating the Twitch platform, chat, and various online tools.
- **Flexible Work Arrangements:** Remote work, flexible hours, and deadline extensions are inherent to the nature of streaming, allowing for self-paced content creation.
- **Workplace Modifications:** Adjustable lighting, noise reduction, and ergonomic desk setup contribute to a comfortable and focused streaming environment.
- **Accessible Digital Documents:** Ensuring that all online forms, contracts, and platform interfaces are screen reader-friendly.
- **Crucial Software Accessibility:** A strong desire for core streaming software like OBS to become fully accessible for totally blind streamers, highlighting a current barrier.

Qualifications / Training Needed:

- None formally required.
- **Affiliate Requirements:** Must reach specific metrics: a certain number of followers, concurrent viewers, and streaming hours within a month.

Average Salary Range:

- ₱10,000 or below (monthly, highly variable and dependent on viewer support, subscriptions, and donations).

Additional Insights:

For aspiring visually impaired Twitch Affiliates, the most important advice is to "Just be confident," as engaging and building a community relies heavily on self-assurance and effective communication. While the role is "mostly online," a significant hurdle lies in the accessibility of third-party streaming software like OBS, making advocacy for or development of accessible alternatives crucial for totally blind streamers to fully leverage their skills and connect with a

global audience. The earning potential is directly tied to audience support, emphasizing that community engagement and compelling content are paramount.

Virtual assistant (Freelance)

Job Summary / Description:

As a Freelance Virtual Assistant, this role serves as an "extra pair of hands" for clients, providing comprehensive remote administrative and content support. Key responsibilities include writing and editing social media posts (Facebook, LinkedIn) while capturing the client's voice, researching various topics, filling in forms, and transcribing documents. The virtual assistant also handles scheduling appointments, taking notes, and assisting with conceptualization when needed. This role demands high computer literacy, strong organizational skills, and the ability to work independently to manage diverse tasks for a client.

Skills Required:

Top 5 Hard Skills:

1. **Computer Literacy (Microsoft Office, Google Suite, etc.):** A fundamental requirement for all virtual work, including posting content online, managing digital documents, and utilizing various software for administrative tasks.
2. **Writing/Editing (English & Tagalog):** Crucial for crafting engaging and grammatically correct social media posts, articles, and other written communications in both English and Tagalog, while also capturing the client's specific voice.
3. **Administrative/Organizational Skills:** Essential for scheduling appointments, managing time effectively for both the assistant and the client, organizing research findings, and keeping track of various tasks.
4. **Research Skills:** Necessary for looking up "various things" as required by the client, ensuring accurate and relevant information is gathered.

5. **Transcription Skills (Typing & Listening):** Important for converting audio or video into written documents, requiring accuracy in both listening and typing.

Top 5 Soft Skills:

1. **Independence and Self-Management:** Clients often require the virtual assistant to work independently and deliver results, necessitating strong organizational and decision-making abilities without constant supervision.
2. **Effective Communication:** Vital for understanding client needs, clarifying instructions, representing the client professionally in written and verbal interactions (e.g., emails, chats for scheduling), and ensuring clear delivery of messages.
3. **Adaptability and Flexibility:** Essential for adjusting to the client's schedule (e.g., working late) and providing timely help, as well as handling diverse and evolving tasks.
4. **Work Etiquette/Professionalism:** Crucial for maintaining a strong reputation for both the virtual assistant and the client, especially when representing the client in communications and interactions.
5. **Problem-Solving Skills:** Necessary for finding efficient ways to complete tasks, even when faced with new or unexpected requests, and for ensuring the client's needs are met effectively.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Keyboard Shortcuts and Voice Command Options
- Microsoft Office Suite (e.g., Word, Excel, PowerPoint)
- Google Suite (e.g., Docs, Sheets, Slides, Calendar, Gmail)
- Social Media Platforms (Facebook, LinkedIn)
- Communication tools (email, chat applications like Messenger, Slack, Zoom)
- Online forms/surveys
- Transcription software/tools

Work Environment:

- Work-from-home / remote work, offering maximum flexibility.

Reasonable Accommodations:

This role is highly suited for visually impaired individuals, as many necessary adaptations are already integrated into virtual work:

- Assistive Technology: Including screen readers, Braille displays, and magnification software for seamless navigation of online platforms, documents, and communication tools.
- Accessible Digital Documents: Ensuring all client materials, forms, and documents are in screen reader-friendly formats.
- Flexible Work Arrangements: Remote work, flexible hours, and deadline extensions are inherent to freelance virtual assistant roles, allowing for tailored work arrangements.

Qualifications / Training Needed:

- Minimum: Associate degree or simply being computer literate.
- Strong English and Tagalog writing skills.
- Good typing and listening skills for transcription.

Average Salary Range:

- ₱10,000 or below (monthly, highly dependent on client load, rates, and hours worked).

Additional Insights:

For aspiring visually impaired Freelance Virtual Assistants, the key advice is to "be flexible and get to know your client." Success hinges on understanding and adopting the client's voice and preferences when performing tasks on their behalf. The importance of carefulness and accountability is stressed, as one's actions directly reflect on the client's reputation. While technical skills can be learned, the ability to build and maintain a strong connection with a client is paramount, emphasizing the relational aspect of this role. This career path offers significant autonomy and the opportunity to provide valuable support to a diverse range of clients remotely.

Writer (Freelance)

Job Summary / Description:

As a Freelance Writer, this role involves creating diverse web content for various clients. Responsibilities include writing movie reviews, product reviews, listicles, and YouTube scripts. Content creation may involve leveraging AI tools or producing original, non-AI generated material. This position demands strong writing and research skills, the ability to meet client requirements, and independent management of projects to deliver high-quality web content.

Skills Required:

Top 3 Hard Skills:

1. **Writing/Editing:** This is the core skill, encompassing the ability to write diverse web content (movie reviews, product reviews, listicles, YouTube scripts) and edit for quality, clarity, and client voice. Practice is emphasized for speeding up production and ensuring quality output.
2. **Computer Literacy (Microsoft Office, Google Suite, etc.):** Essential for all aspects of the job, including using writing software, conducting online research, managing documents, and communicating with clients.
3. **Research Skills:** Crucial for gathering information to support content creation for various topics, especially for reviews and listicles.

Top 5 Soft Skills:

1. **Independence and Self-Management:** Vital for a freelance role where clients "will not be there all the time," requiring the writer to manage their own time, tasks, and deadlines effectively.
2. **Adaptability and Flexibility:** Important for handling different types of content, adapting to client feedback, and potentially incorporating AI tools into the writing process.

3. **Problem-Solving Skills:** Helps in overcoming challenges during content creation, conducting research, and ensuring project completion even when clients are not readily available.
4. **Effective Communication:** While not explicitly detailed in the hard skills, it's crucial for understanding client briefs, accepting constructive feedback, and ensuring projects align with expectations.
5. **Work Etiquette/Professionalism:** Essential for maintaining a good reputation, taking feedback constructively, and fostering positive client relationships.

Tools or Technology Used:

- Assistive Technology (e.g., screen reader, Braille display, magnification software)
- Screen Reader-Compatible Software and Websites
- Word Processors (e.g., Microsoft Word, Google Docs)
- Research Tools (e.g., web browsers, search engines)
- AI content generation tools (when applicable)

Work Environment:

- Work-from-home / remote work, offering significant autonomy and flexibility.

Reasonable Accommodations:

This role is highly compatible with the needs of visually impaired individuals, with a few key considerations:

- **Assistive Technology:** Screen readers, Braille displays, and magnification software are fundamental tools for navigating online content, writing platforms, and research materials.
- **Accessible Digital Documents:** Ensuring that all client briefs, source materials, and submission platforms are screen reader-friendly.
- **Flexible Work Arrangements:** Remote work, flexible hours, and deadline extensions are inherent to freelance work, supporting individual work rhythms.
- **Human Support:** A desire for "another individual to help me with graphics and other visual-related stuff," highlighting a

need for assistance with visual elements often associated with web content (e.g., images for blogs, video thumbnails).

Qualifications / Training Needed:

- None formally required.
- Ability to search and write effectively in English.
- A portfolio of writing samples is likely needed to secure clients.

Average Salary Range:

- ₱10,000 or below (monthly, highly variable based on client load, project rates, and output volume).

Additional Insights:

For aspiring visually impaired freelance writers, key advice includes being patient and understanding the client's point of view (emphasizing a "give and take" relationship). It's crucial to realize that "not all rejections are discrimination" and to focus on continuous improvement. While skills can be learned, building and maintaining strong client connections and understanding their perspective are paramount for long-term success. The ability to accept constructive feedback and a willingness to improve are essential for professional growth in this competitive field. This role offers creative freedom and the potential to build a diverse portfolio from a remote setting.

