



Richard J. Stelling

ACCESSIBILITY ENGINEER · DEVELOPER · TECHNICAL LEADER

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01 Summary

Senior software engineer with deep iOS, macOS and Swift experience, including work at Apple (<https://www.apple.com>), bringing strong technical judgement across product, platform, accessibility and developer tooling. Experienced in building, reviewing, debugging and shipping commercial and in-house software, embedding accessibility into the software development lifecycle, creating internal tooling, and mentoring engineers. AI-assisted development is a daily part of how I work, using LLMs to accelerate code review, generate test fixtures, draft documentation, and prototype tooling, applied pragmatically and not as a substitute for engineering judgement. Passionate about inclusive design, developer experience, and bridging technical and human perspectives.

02 Experience

Apple Inc. (<https://www.apple.com>) — macOS Senior Accessibility Lead

May 2021 – Present · Remote / London, UK

Leading [accessibility](https://www.apple.com/accessibility/) initiatives across IS&T's macOS applications, providing code-level guidance, mentorship, and strategic direction. Manage the native function of Apple's internal Accessibility Center of Excellence.

RESPONSIBILITIES

- Partner with design, QA, and engineering teams to embed accessibility into all stages of development.
- Mentor and support the career development of early-career engineers and team members across multiple geographies.
- Manage accessibility efforts across multiple macOS, iOS and emerging platform applications and frameworks.
- Develop automated and AI-assisted testing tools, reusable components, and best-practice guidance.
- Contribute to the creation and ongoing maintenance of internal accessibility and AI standards.
- Lead and deliver training, driving cross-functional collaboration with SWE, HI, and People teams.
- Present at internal Accessibility Summits and [WWDC](https://developer.apple.com/wwdc/) Accessibility Labs.

KEY ACHIEVEMENTS

- Created and launched the Accessibility Excellence Award to recognise best practices across teams.
 - Designed and delivered internal training (e.g. *Keyboard Interaction*, *Dyslexia Tools in Apple Platforms*).
 - Drove adoption of accessibility reviews and audits as part of the engineering process.
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Apple Inc. (<https://www.apple.com>) — **iOS Accessibility Engineer (Contractor)**

June 2020 – May 2021 · Remote

Specialist contractor providing accessibility consulting and engineering for internal iOS applications.

RESPONSIBILITIES

- Audited iOS applications for accessibility issues, including VoiceOver, Dynamic Type, and colour contrast.
- Advised engineering teams on accessible design patterns and code-level solutions.
- Supported automation efforts and prototype testing for early accessibility tooling.

KEY ACHIEVEMENTS

- Introduced structured accessibility testing processes that became internal standards.
- Delivered code examples and reusable accessibility components for iOS developers.

WH Smith / Lionheart Applications Ltd. (<https://www.whsmith.co.uk>) — **Mobile Team Lead**

2018 – 2020

- Led cross-platform teams across iOS, Android, and RESTful backend services.
- Delivered projects for major clients including Funky Pigeon (<https://www.funkypigeon.com>).

Naim Audio Ltd. (<https://www.naimaudio.com>) — **Mobile & UI Developer**

2015 – 2018

- Worked on high-end audio systems and companion apps.
 - Designed and built iOS and iPad applications that integrated directly with real-time audio systems, leveraging a range of inter-process communication and XPC mechanisms to coordinate with audio engines and hardware services.
 - Built iOS apps integrated with hardware products; focused on UI, automation, and QA tooling.
 - Collaborated with firmware and audio engineering teams to deliver responsive, low-latency control surfaces for streaming and playback.
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Nyx Digital & earlier ventures — Co-Founder / Director of Technology

2007 – 2011

- Founded mobile-first agencies; led product design, development, client delivery, and infrastructure.
 - Built early mobile CRM systems.
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Freelance & Agency Projects — Lead Developer / iOS Consultant

From 2005

- Contracts for brands such as MasterCard (<https://www.mastercard.com>), Domino's Pizza (<https://www.dominos.co.uk>), Red Bull (<https://www.redbull.com>), Nike (<https://www.nike.com>), and Club Connect (<http://clubconnectapp.co.uk>), and startups like Spuddy.
- Roles included UI/UX, architecture, testing, and team management.

03 **Education**

Diploma in Software Engineering

University of Central Lancashire (<https://www.uclan.ac.uk>) · 2000 – 2004

— Twice awarded a Student Scholarship to attend Apple WWDC (<https://developer.apple.com/wwdc/>) (San Francisco).

04 Selected Projects & Open Source

Giftcast (<https://u.giftcast.app>)

Web app for curating and gifting personalised podcast playlists — hand-pick episodes from any show and share via a single link that works in Apple Podcasts, Overcast, Pocket Casts, and any other player.

Gnomes in the Forest (<https://richardstelling.com/gnomes-in-the-forest/>)

Browser-based turn-based puzzle game in which the player guides gnomes through a forest, using tree shadows to evade an advancing light source and gather every gnome around the same tree before they are frozen.

Suitcase (<https://github.com/Impedimenta/Suitcase>)

macOS SwiftUI tool for instantly deploying UI for command-line utilities.

Hostess.swift (<https://github.com/Impedimenta/Hostess.swift>)

Swift implementation of `NSHost` for iOS / macOS / tvOS.

DaemonSeed1973 (<https://github.com/DaemonSeed1973>)

Personal GitHub for experiments, prototypes, and earlier projects.

Shipped app highlights include [Funky Pigeon](https://www.funkypigeon.com) (<https://www.funkypigeon.com>), [Naim](https://www.naimaudio.com) (<https://www.naimaudio.com>), Qkr! with MasterPass, [Domino's Pizza](https://www.dominos.co.uk) (<https://www.dominos.co.uk>), rara.com, and vouchercloud.

05 Technical Skills

LANGUAGES

Swift

Objective-C

C

C++

JavaScript

Shell

FRAMEWORKS

SwiftUI

UIKit

AppKit

Core ML

CloudKit

StoreKit

XPC

TOOLS

Xcode

Git

Jenkins

Firebase

- AI
- Daily use of Claude (<https://claude.ai>) (incl. Claude Code) and OpenAI (<https://openai.com>) models
 - Familiarity with Gemini (<https://deepmind.google/technologies/gemini/>)
 - LLM-assisted development, prompt design, integrating foundation models into internal accessibility tooling
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SPECIALTIES

- Accessibility APIs
 - Apple ecosystem
 - iOS / macOS / visionOS development
 - Prototyping
 - Internal tooling
 - Mentorship
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06 Additional

- Presenter at internal Accessibility Summits and WWDC (<https://developer.apple.com/wwdc/>) Accessibility Labs.
- Contributor and organiser of internal AI summits and hackathons.
- References available on request.