



Media fact sheet: Auticon Ltd



Auticon Consultant Tom (r.) in a coaching session with Auticon Job Coach Antonia Hatzfeldt (l.) at the company's London office

About Auticon

The consulting business Auticon is the first multi-national company to exclusively employ autistic people as IT and compliance consultants, thus linking economic and social goals. Autistic consultants often have exceptional talents in logic, attention to detail, accuracy and pattern recognition. Many have a strong interest in IT, physics, mathematics and technology.

To ensure consultants can realise their full potential, Auticon provides them with qualified job coaches and project managers. Clients receive outstanding quality of work in the area of IT and compliance: during projects' conceptual and planning stages, autistic consultants add value with their talents for pattern and error detection and creative lateral thinking. During the project implementation, autistic consultants excel with their systematic cognitive style, accuracy and enhanced concentration – skills of particular value in IT quality assurance.

More than that, autistic adults benefit from employment opportunities that match their unique gifts and characteristics. Despite being highly intelligent and qualified, many find it difficult to access or maintain mainstream careers. Challenges in social interactions - such as eye and body contact, the interpretation of facial expressions, sarcasm or irony – can make it stressful to navigate everyday work interactions.



Auticon was founded in 2011 in Berlin by Dirk Müller-Remus, the father of an autistic child. The company is now run by Kurt Schöffler, an international entrepreneur in the fields of IT, energy and media. Kurt Schöffler himself is one of the original investors.

The company now employs 100 people in Germany, including 75 autistic employees. More than one third of German DAX companies turn to Auticon for projects in the areas of testing and quality management, transformation and migration, data and business intelligence, security and deep web analysis as well as compliance and reporting.

In the spring of 2016, Auticon successfully internationalised and opened offices in London and Paris. "We have demonstrated that our unique business model works on an international level and continue to receive large numbers of applications from autistic adults. I am very pleased that our first consultants in England and France now work with high-end clients," emphasises Schöffler.

Service portfolio

1. Quality management, testing and automation
2. Application development (Java, C++, C#, PHP, ABAP and many more)
3. Database development (SQL, DWH, ETL, modelling and many more)
4. Data analysis/reporting (BI, analytics, statistics etc.)
5. Security, compliance, process management, migration, added value (SAP)

Clients/industry sectors

(Companies with complex processes and data/infrastructure)

Banks, finance, telecommunications, insurance, manufacturing, trade, IT, transport, post and media.

Relevant business segments

IT, quality management, finance, controlling, risk management, software development, business development, R&D, administration and others



Autism

According to official figures by the National Autistic Society, only 16% percent of autistic adults are in mainstream employment. Many Auticon employees were long-term unemployed before starting a successful career at Auticon.

Typical strengths of autistic people

- Pattern recognition and exceptional levels of accuracy
- Attention and perseverance
- Instinctive quality awareness
- Enhanced interests in logic or systematic domains
- Absolute honesty

Typical challenges

- Unusual sensitivity to sensory input
- Communication: interpreting non-verbal signals
- Eye contact/physical proximity
- Small talk may be perceived as stressful

Benefit for customers

- High quality of work
- Improved teamwork
- Clear and factual communication
- Increased openness and diversity
- Honesty
- Genuine inclusion

‘Auticon enables me to work the way I want to work: I can fully focus on the quality of my work and don’t have to worry about any factors that may stop me from doing an excellent job.’

The best thing about working for Auticon is that I can do what I’m good at.’

Martin Neumann | Auticon – Consultant

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