

auticon

Another perspective

Company profile

The IT service provider auticon, headquartered in Munich, is the first company in Germany and multiple other international locations to exclusively employ people on the autism spectrum as IT consultants, combining economic and social goals. Autistic employees often have special talents in logic, attention to detail and pattern recognition. Many have a pronounced interest in IT, physics, mathematics and technology and are therefore ideally suited for the technological challenges of the present and the future (e.g. Internet of Things, Big Data, Artificial Intelligence, etc.). Although autistic people often have outstanding skills and a very good education, only about 15 percent are integrated into the first labor market. At auticon, this problem is being tackled by a special business model: The company hires autistic IT consultants and integrates them in various customer projects.

Job coaches provide advice and practical support



In order for auticon consultants to be able to fulfill their full potential, auticon provides qualified job coaches and project managers, to guide both consultants and client employees on inclusive workplaces. In this way, customers receive outstanding quality work in the IT sector: in the ideation and concept phase, consultants strengthen the customer's project team through their pattern and error recognition and their high innovative strength; in the implementation phase, they stand out with their systematic approach, attention to detail and ability to concentrate – qualities that are particularly valuable in IT quality assurance.

At auticon, consultants are offered a career rather than just a job. Despite their high professional competence, they often face challenges inherent with interpersonal interactions such as eye and body contact, dealing with facial expressions and nuances, unclear communication, selection of stimuli which can make it difficult to deal with and cooperate with other people.

“auticon gave me the chance of working the way I want: with a 100 % focus on quality. I can concentrate on the things I am really good at and love to do.”

Around 200 employees in Europe and the USA

The company has grown to employ around 200 people worldwide (Germany, England, France, Switzerland, Italy, USA and Canada), more than 150 of whom are on the autism spectrum. More than a third of companies listed in German leading share index DAX entrust auticon with their IT projects in the fields of Quality Assurance & Testing, Analytics, Software Development & Migration as well as Compliance & Reporting. The company was founded in 2011 by Dirk Müller-Remus, who recognized the lack of professional perspectives of people in the autism spectrum through his autistic son. Within a few years, the company has become an internationally successful group, run by IT entrepreneur Kurt Schöffner as CEO. The international success encourages the vision of auticon to roll out this unique business concept worldwide and to create even more careers for people on the autism spectrum.

„By integrating autistic colleagues into customer projects, auticon is changing the perception of autism in society. Autistic people with their special perspective provide neurodiversity in teams and these teams demonstrably perform better“, Kurt Schöffner explains.

Prominent investors with sustainable commitment

The company was able to win prominent supporters for its further growth. The investors include Ananda Impact Ventures, which focuses on social and sustainable projects, venture capitalists yabeo, Susanne and Felix Porsche and Stephen Brenninkmeijer (C&A). Virgin founder Sir Richard Branson has also been part of the investor team since the company entered the UK market in 2016. Other well-known supporters, including Ferd Social Entrepreneurs of Norway and Alexander Andre de la Porte (Rockmelon), have been won for the launch in the USA. The social task of promoting neurodiversity in companies and the unique business model convinced the investors.

Service portfolio auticon:

- ⊙ Quality Assurance & Testing
- ⊙ Analytics
- ⊙ Software Development & Migration
- ⊙ Compliance & Reporting

Clients/branches:

Companies with complex processes and data/infrastructure:

- ⊙ Banks
- ⊙ Finance
- ⊙ Automotive
- ⊙ Telecommunications
- ⊙ Insurance
- ⊙ Industry
- ⊙ Trade
- ⊙ IT
- ⊙ Traffic
- ⊙ Media
- ⊙ Entertainment



**Autism
is not a
system error,
but another
operating system.**

Consulting areas

- ⊙ IT
- ⊙ Quality Management
- ⊙ Finance
- ⊙ Controlling
- ⊙ Risk Management
- ⊙ Software Development, Business Development, R&D
- ⊙ Administration and others

Autism

Only 15 percent of autistic people are employed in the first labor market. Before their employment at auticon, almost all employees in the autism spectrum were looking for work or in early retirement. All in all, it is assumed that every 68th person has a characteristic on the autism spectrum.

Autistic strengths

- ⊙ Pattern recognition
- ⊙ Attention to detail
- ⊙ Sustainable concentration
- ⊙ Lateral thinking
- ⊙ Fast pace of work
- ⊙ Factual work style
- ⊙ Genuine awareness for quality
- ⊙ Uncompromised honesty

Typical challenges

- ⊙ High sensitivity
- ⊙ Communication: Low understanding of non-verbal signals
- ⊙ Hardly any eye-contact
- ⊙ Overstrained by small-talk

Benefits for clients

- ⊙ High quality work
- ⊙ Improved teamwork
- ⊙ Clear and factual communication
- ⊙ More openness, diversity and candour
- ⊙ „Practiced“ inclusion



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