



SPECIALISTERNE

Passion for details



# Neurodiversity & Employment (Autism, Dyspraxia, Dyslexia, ADHD, similar challenges)

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# What is Specialisterne Ireland

- Established in 2013 by Peter Brabazon CEO
- Became aware of unemployment gap among individuals with autism
- Specialisterne Ireland is specialist recruitment consultancy for neurodivergent graduates.
- We match neurodivergent graduates to jobs with our Partner companies.

# Our Logo - The Dandelion. The “Dandelion Philosophy.”

- Dandelion... Weed or Herb?
- A dandelion is a weed in an environment where it is not welcomed. If the dandelion is in an environment where it is welcomed, valued, and nurtured, it is a herb.
- A person of ability in the wrong place  
**Unemployed!**
- A person of ability who is valued and nurtured  
**Employed!**

*“The value of what you see depends on who you are.”<sup>1</sup>*



# Specialisterne Ireland Interview Skills Programme

## What we do for students

- Diagnosis of autism, dyspraxia, dyslexia, ADHD or similar challenges.
- Referred from University Placement Office or Disability Service.
- SPI operates in 13 campuses across the country supporting neurodivergent individuals to prepare for placement interviews and opportunities on graduation.

# CV Review

- CV review
- Edited to meet professional standards
- Cover letter review and tailor to roles (as needed)



# Interview skills programme

- 6-8 weeks
- Free of charge
- We work to support you to identify the best parts of your education & work experience.
- Support you to communicate this experience in an interview setting.
- Prepare competency based interview content based on your specific experience & skillset
- Mock interviews



# What we do for Graduates

## The Specialisterne Process

- SPI will support graduates to apply for opportunities in their area of interest
- Where possible, a neurodiverse friendly interviews for an open position in one of our 40 partner companies
- Buddy and/or Mentor identified in company
- Specialisterne provides ongoing support in the form of meetings with candidate, supervisors and buddy
- Specialisterne team available to assist in the event of any issue arising (e.g., working from home during Covid)



# Specialisterne Ireland Partners

- **Employers**



- **Colleges**



- **Other Charities and Organisations**



# Reasonable Accommodations

- Not costly
- Quiet time at lunch
- Clear language
- Clear expectations



**Any  
questions?**

