

# Employ Different Thinking



Specialisterne is an internationally recognized leader in harnessing the talents of people on the autism spectrum, or with other neurodivergence, providing businesses with talented employees and providing recruits with the opportunity to sustain meaningful employment. Originally founded in Denmark in 2004, Specialisterne – Danish for The Specialists – has operations in 14 countries worldwide. Specialisterne Canada was established in 2013.

Specialisterne helps businesses access this under employed talent pool, a community rich in individuals with tremendous skills and unique perspectives in science, technology, engineering, mathematics, finance, communications, arts and so much more.

## Making Business Sense

### *Employer Partnerships*

Businesses partner with Specialisterne because they recognize the business value in hiring people who think and communicate differently – an asset in problem solving, team building and innovation. The expertise Specialisterne has acquired over more than a decade is transferable, and we work closely with our partners to integrate proven practices into their operating environments.

### *Specialized Recruitment*

Specialized recruitment, on-boarding and management practices provide an effective method of assessing candidate and job fit. It creates an environment that allows new employees, existing employees and managers to be at their best and most productive. This approach removes barriers, avoids bias and leads to equal or superior outcomes compared to standard recruitment practices that are a barrier to accessible employment opportunities.

By operating with transparency about who we hire and why we hire them, Specialisterne is a leader in the emerging social impact space in Canadian business.

## 25 thousand jobs in Canada

The objective for Specialisterne is to enable 25,000 jobs in Canada for people on the autism spectrum, or with other neurodivergence, contributing to an objective of one million jobs globally.

## Want to know more?

Please contact us to learn how we can work together to make a big impact on Canada's employment landscape. Ask us about the Dandelion Management Model.



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**SPECIALISTERNE**

Passion for details



## Example Industries & Roles

### **Financial Services**

- Credit application administrator
- Credit adjudication compliance analyst
- Process analyst - Credit adjudication
- Anti-money laundering (AML) investigations analyst
- Sanctions analyst tier 2 (AML)
- Anti-money laundering systems data analyst
- Data reporting administrator
- Insurance claims administration associate
- Senior Analyst - Counterparty Credit Risk (CCR analytics)
- Senior Analyst - Model Risk Management
- Analyst - Value at Risk (VaR)
- Analyst - Capital Market Risk Management
- Analyst - Global Credit Trading P&L Attribution & Reporting
- Analyst - Metrics and Governance
- Analyst - Enterprise Risk Management (ERM)
- CMRM, Collateral Management
- Senior financial analyst
- Intermediate taxation analyst
- Business insight analyst
- Business reporting analyst
- Account processing officer
- Data reporting Administrator
- Data analyst
- Project control officer
- Senior quantitative analyst
- Risk analyst
- Project analyst
- Fraud analyst
- Portfolio Administrator

### **Health Care / Pharmacy**

- Pharmacy data specialist
- Pharmacy assistant
- Administrative assistant - Billing

### **Information Technology**

- Systems security analyst – user access control
- Governance/Compliance analyst
- Data centre operations analyst
- Database systems administration
- Software developer/engineer
- Software code compliance/audit
- Quality assurance analyst
- Policy administration analyst
- IT help desk analyst – Tier 2/3
- Processing & batch management
- IT governance / resource analyst
- Process analyst – IT systems
- Marketing data analyst
- Product support analyst
- Sales operations and reporting support analyst
- Functional tester
- IT operations analyst
- Information security analyst
- Technical data analyst
- Scrum master
- Applications Programmer
- UI/UX Designer

### **Transportation**

- Facilities auditor
- Data analyst – Cleansing & Transformation

### **Business Consulting Services**

- Project coordinator
- Program control specialist
- Project management analyst
- Project financial analyst

### **Other**

- Web developer / Marketing associate
- English/French translator
- Recruitment associate
- Accountant / Bookkeeper
- Customer service officer
- Volunteer coordinator