



## Media fact sheet – 2020

auticon is a unique IT consultancy and social enterprise, which exclusively employs autistic adults as IT consultants.

Autistic adults 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 our consultants can work to their full potential, auticon provides them with qualified job coaches and line managers. Clients receive outstanding quality of work in the areas of IT and compliance; autistic adults benefit from employment opportunities that match their unique gifts and characteristics.



*Some of our London based team. Picture credit: auticon*

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### 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.

### Some of our investors and supporters

Sir Richard Branson/Virgin Group, Sir David Walker, Professor Simon Baron-Cohen, Esmee Fairbairn Foundation, Susanne & Felix Porsche, Stephen Brenninkmeijer.

### Company timeline

Founded by Dirk Müller-Remus in Berlin on 21 November 2011 with investment from the London- and Munich-based Ananda Social Venture Fund, auticon is the first enterprise that exclusively employs adults on the autism spectrum as IT consultants.

Inspiration for the company came when Mr Müller-Remus' son was diagnosed with Asperger's. Mr Müller-Remus was dismayed by the employment prospects on offer to autistic people, and decided to build a company which created long term sustainable jobs for adults on the autism spectrum.

Based on significant growth and investment in the German market, auticon expanded into the UK and France in early 2016; followed by Switzerland, USA, Italy, Australia and Canada in 2017, 2018 and 2019. auticon appointed Ray Coyle as UK CEO and Viola Sommer as UK COO in 2016 to lead the company's expansion in the UK. The company currently has offices in London and Edinburgh but operates across the country.

On 20 October 2016, auticon announced Sir Richard Branson's Virgin Group, and UK charity, Esmée Fairbairn Foundation, as new investors in auticon.

### Business growth and success

auticon currently employs more than 200 professional IT consultants across its locations, including junior consultants and some of the world's most talented developers, who have been sought after for complex projects by blue chip clients including Experian, GlaxoSmithKline, Allianz, Linklaters and Channel 4, as well as a growing number of SMEs.

The social enterprise has proven a major business success and plans to launch in further territories in 2020.

The fact that a start-up company, whose team predominantly consists of 'disabled' people, is successful, growing and profitable proves a point in itself.

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### auticon in the UK

Since its UK launch in 2016, auticon employed 50 persons in permanent contracts, including 35 autistic consultants. As client demand is rising exponentially, auticon recruits on a rolling basis and plans to employ 20 further autistic colleagues within the next 6 months. Richard Branson named auticon as one of the three companies he most admires ([The Independent, 22.6.17](#)). auticon was awarded the Social Enterprise UK 2019 award in the category – Prove it: Social Impact.

### UK Impact

- 100% of auticon employees have permanent employment contracts
- 100% of auticon consultants are on the autism spectrum
- Only 24% of consultants were in employment before auticon, but only 4% were in employment relevant to their skill level and education
- 95% of our consultants have a STEM degree
- More than half of our consultants have a postgraduate degree
- 15% of our consultants have a PhD

- ◉ Age range of auticon employees: 24-61

## UK Revenue & Growth

- ◉ We doubled the number of consultants last year and are looking to sustain a similar pattern into the future
- ◉ We turned profitable in our third operating quarter (Q2 2017) and have been self-sustaining ever since. As a social enterprise, our profit is reinvested into the growth and sustainability of the company
- ◉ Our revenue has grown by an average of 20% each quarter and we expect to sustain a similar pattern

## Plans for the UK market

auticon's main priority is a major recruitment drive. auticon invests a lot of time and energy into its recruitment process to find people with exceptional skills. The company aims to hire people who have the right technical ability, who can thrive, with optional support, in a consultancy role. Next to recruitment, auticon UK's focus over the coming months will be on securing projects for consultants in IT departments across the country and growing our presence in Scotland and Ireland.

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## auticon FAQs

### How does auticon offer sustainable employment to adults on the autism spectrum?

auticon is unique in directly employing autistic IT consultants on a permanent basis and offering its staff full support in the form of professional job coaches and IT line managers. These job coaches advise clients on creating autism-friendly work environments and support each individual consultant, as needed, to ensure they feel comfortable and are able to fulfil their potential at each new project. auticon IT line managers guide consultants from a technical angle and help consultants advance their professional development to match their individual strengths and interests.

### What skills do auticon's IT consultants offer to the IT market?

Autistic adults often have extraordinary cognitive abilities, yet many find it difficult to secure or maintain mainstream employment. At auticon, we tap into this potential. Our consultants bring a unique skillset to clients' IT projects, including pattern recognition, logic, precision, sustained concentration, and an ability to intuitively spot errors to name a few. These skills are of particular value in areas such as quality management, security, compliance and business intelligence – which is the main scope of our service portfolio. Put simply, our consultants are the very best at what they do. They work quickly and produce consistently excellent results.

### What are the benefits to working with auticon?

From a business perspective, it makes a lot of sense to work with autistic IT consultants, both for us and our clients. We've found that our consultants are not simply good, but outclass the competition to a measurable degree. Our consultants' strengths lie in different areas and skills, so we can work across a multitude of IT projects. We have developed a deep understanding of each of our consultant's capabilities and need to work closely with our clients to match those capabilities to a specific role within the project - so that we can deliver outstanding results.

Owen Clay, Linklaters Partner: "Our experience with auticon has been that any adjustments we need to make to accommodate the needs of their consultants are far outweighed by the extraordinary abilities and skills they bring to the firm."

### Autism and employment

In the UK, only 16% of autistic adults are in full time employment, despite 79% of people with autism on out of work benefits wanting to work; 43% of those who have worked have left or lost a job because of their autism [1]. 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.

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### Notes to Editor:

[1] All figures compiled by The National Autistic Society (NAS) – see <http://www.autism.org.uk/professionals/employers.aspx> and <http://www.autism.org.uk/about/what-is/myths-facts-stats.aspx>



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