

# Neurodiversity as a strength: how NGIS innovates from inclusive recruitment practices

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## SUMMARY

NGIS is a global leader in the geospatial industry, providing consulting services and solutions to address complex challenges. Recently, four young neurodivergent geospatial data analysts transitioned their employment from a not-for-profit social enterprise, Australian Spatial Analytics (ASA), after they were provided on-the-job training in a supportive environment. ASA has been recognised internationally for showing how neurodiversity in the workplace can happen in any industry. These talented people sought a work environment that embraced their unique strengths and provided opportunities for growth. NGIS's commitment to inclusivity resonated with them throughout the interview process, which they found refreshingly positive as it focused on their abilities and achievements. As part of this process, ASA provided shortlisted candidates with aligned skills and prepared them for the interview process, clearly outlining each step. ASA also provided NGIS with support, including neurodiversity in the workplace training. Since joining NGIS, these data analysts have consistently impressed with their work ethic, dedication, and innovative problem-solving skills. Their contributions have demonstrably enhanced NGIS's geospatial data analysis capabilities and provided immense value to their clients. As NGIS onboarded four analysts at once, they supported each other, further reducing anxiety as they started their new career journey together. This successful recruitment and integration of these talented young analysts serves as a blueprint for other organisations seeking to leverage the power of a diverse workforce. NGIS's experience demonstrates that inclusivity is not just the right thing to do but also a smart business decision that can enhance innovation and productivity. This presentation highlights the potential for any organisation within the geospatial profession to benefit from embracing neurodiversity. The key learnings from this presentation include:

- The benefits of a neurodiverse workforce in the geospatial industry
- Strategies for creating a welcoming and inclusive work environment for neurodivergent employees
- The positive impact of neurodiversity on innovation and problem-solving.

By following NGIS's lead and embracing neurodiversity,

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organisations across the geospatial industry can unlock a wealth of untapped talent and position themselves for continued success in the ever-evolving geospatial landscape. □

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