



*Presented at the FIB Working Week 2025,
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Neurodiversity as a strength: how NGIS innovates from inclusive recruitment practices

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Introductions



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Agenda

- NGIS: why we embraced (neuro)inclusive recruitment
- Australian Spatial Analytics: how we helped NGIS
- The Analyst Experience
- Lessons Learnt
- Benefits



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AB1

Insert relevant NGIS photo

Anthony Bianco; 2025-03-19T05:34:50.220

About NGIS



- Dedicated **Geospatial Solutions** company
- Operating since 1993 - 100% Australian Owned
- Relationship focused business built around geospatial innovation
- Work with industry leading technologies and partners
- People – Partners – Impact through Geospatial



120 + People



7 Office Locations



Our Approach to Impact



PEOPLE

Our talented and courageous people are at the heart of everything we do. They are nurtured in an environment where innovation, continuous learning and bold decision-making is celebrated. At the core of this environment lies opportunity. The opportunity to work on high-impact projects, to collaborate with like-minded people, and the opportunity to invest their time in areas they are passionate about. The work is meaningful and makes a real difference; that's why we attract the best.



PARTNERS

We recognise and celebrate the collaborative nature of our industry. Our client relationships, industry participation, and strategic partnerships are integral to our success. As a niche geospatial company, we have created strategic partnerships with leading global companies that provide the data, technology, and engagement to enable our team to deliver impactful solutions. Through these partnerships, we are able to scale and evolve the solutions we deliver.



GEOSPATIAL

Innovation is ingrained in our DNA. We're pioneers, adopting cutting edge geospatial technology that redefines industry standards. We believe that leveraging the use of geospatial is key in addressing many of the world's most significant challenges. With capabilities in Enterprise GIS, Software Engineering, Cloud Engineering and Earth Observations, we apply our geospatial expertise to deliver impact.



What do we do?



Did you know?

We've successfully delivered projects across 32 countries.

Our Services Capabilities

- Geospatial Analysis & Mapping
- Enterprise Geospatial
- Spatial Application Development
- Earth Observations
- Software Development



Our resourcing challenge

- Pipeline growth with key clients in 2024
- Geospatial skills shortages
- NGIS has a graduate program, however we needed work-ready skills
- Previous experience with ASA, and their mission
- ASA Alumni already on the NGIS team



What did we do?



Engaged with ASA

- Requested 2 x Positions
- Presented to the ASA team on the project opportunity
- Presented an overview of the NGIS business, and what working at NGIS would be like



Employment Transitions

Recruitment

Understand your skill requirements

Advertise (& Nudge!)

Shortlisting

Interview Support



Training

Neurodiversity at Work Training

Manager Coaching

On-site onboarding support



Post-Employment Support

Manager Coaching

Employee Support

Further Training



Australian Spatial Analytics: Talent Services destinations



The NGIS process



How we helped NGIS

- Advertising
- Info Session
- ASA shortlisted candidates (skills match)
- Supported Interviews
- Delivered Training

The interview experience

- ASA Shortlisted 4 Candidates
- Scheduled Interviews (2 Online, 2 In Person)
- NGIS provided interview questions ahead of time
- Conducted interviews which all went incredibly well



AB1 Insert photos of Nina and Sharni at NGIS
Anthony Bianco; 2025-03-19T05:38:44.315

The transition process & NGIS Onboarding

- Presented a business case to hire all 4 x Analysts
- 2 x Cairns-based Analysts and 2 x SEQ based
- Brought into our Graduate Program framework

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AB1 **Insert photos of Nina and Sharni at NGIS**
Anthony Bianco; 2025-03-19T05:38:44.315

Support through the transition process

- Neurodiversity Awareness Training
- Support from Transitions Coordinator
- We're planning further training modules in June
- Ad hoc Support as needed from the ASA team

AB1 Insert photos of Nina and Sharni at NGIS
Anthony Bianco; 2025-03-19T05:38:44.315

NGIS clients that Analysts are supporting

- NHVR – Digitising Pre-Approved Routes
- Powerlink Queensland – GIS & Mapping Support Requests



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Insert NGIS project pic

Anthony Bianco; 2025-03-19T05:27:34.883

Analyst Feedback

The **people-first culture** of NGIS has made the transition to a new workplace easier as my needed accommodations are not made to stand out but a natural part of the leadership team making sure every individual has what they need for long term success and growth.

When NGIS hosted its **neurodivergent information session** seeing so many of my colleagues wanting to join and learn showed me that many people were wanting to know how to better connect, work with and understand people like myself. It showed me that everyone at NGIS was contributing to making it a safe space.



What benefits are we seeing?

- Ability to meet client demand on projects
- Enthusiasm and work ethic
- Willingness to contribute and be part of our NGIS team culture
- Benefits for all our team – e.g. our quiet room
- Communication and meeting style tweaks
- Onboarding team together has been advantageous



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Anthony Bianco; 2025-03-19T05:26:35.348

What have we learnt?

Key learnings

- ASA provides an alternate 'work-ready' talent pipeline that any geospatial function can benefit from
- Guidance from ASA on inclusive practices through the interview process as well as our ways of working are benefitting everyone
- Diversity and inclusion at NGIS is key to our supportive team, values and culture – working with ASA in this way adds and enhances that and demonstrates our commitment to all our team
- We'll keep looking to ASA in the future to help us grow our team and meet client demands

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Insert NGIS pic

Anthony Bianco; 2025-03-19T05:27:34.883

The most relevant SDGs related to the presentation and theme of this session

1st relevant SDG

8 DECENT WORK AND ECONOMIC GROWTH

2nd relevant SDG

11 SUSTAINABLE CITIES AND COMMUNITIES

3rd relevant SDG

10 REDUCED INEQUALITIES

SUSTAINABLE DEVELOPMENT GOALS

International Federation of Surveyors supports the Sustainable Development Goals

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Anthony Bianco; 2025-03-24T04:51:36.440

Thank you!



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