



Specialisterne is an internationally recognized leader in harnessing the talents of people on the autism spectrum and other forms of 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 13 countries worldwide. Specialisterne USA was established in 2012.

Specialisterne helps businesses access this under employed and underutilized 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 optimize on their skillset. 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 USA is a leader with a strong voice in the emerging social impact space in the US business arena.

100 thousand jobs in the USA

The objective for Specialisterne is to enable 100,000 jobs in the USA for people on the autism spectrum, and with similar barriers to employment, 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 the US employment landscape. Ask us about the Dandelion Management Model.





The Recruitment Process

1. Application

The first step in the recruitment process is for interested candidates to apply for the roles. This will involve completing an online questionnaire as well as submitting their resume to Specialisterne USA. Applicants will be shortlisted for participation in the next step based on a review of each online questionnaire and assessing the likelihood of fit for the roles for which we are recruiting.

A list of our current opportunities is available at <https://specialisterne.applytojob.com/>. If none of the current listings are of interest, we recommend completing our General Interest Employment Questionnaire available on the same page. This will allow us to alert you as soon as we are recruiting for roles in line with your interests.

2. Employment Workshop

The next step in the Specialisterne recruitment process is an Employment Workshop. It is a hands-on, task-based experience where you will work on specific projects in a relaxed setting. It is an opportunity to learn about our approach to hiring, and for us to get to know you – what motivates you, your interests and your skills.

3. Training Program

Candidates whose profiles are well suited for the roles for which we are recruiting will be invited to participate in a three-week paid assessment and training program on the employer's site. It will include business acumen training, real-life projects, as well as training relevant to the roles and working environment.

4. Employment

Upon successful completion of the training program, an employment offer is made to the candidate. Once accepted, the individuals will transition into their positions at the organization. Specialisterne USA will provide support where necessary, which may include modifications to the work environment. A job coach will work with the recruit and their manager to facilitate a comfortable integration and long-term success in the new role.