

Example of autism-friendly job advertisement for IT position

Job title: Junior Software Developer

Location: Remote/hybrid options available

Employment type: Full-time

About Us

We are a technology-driven company committed to creating innovative solutions while fostering an inclusive and diverse workplace. We value neurodiversity and actively support employees with autism through tailored accommodations, clear communication, and structured workflows.

Role overview

As a Junior Software Developer, you will be responsible for contributing to software design, coding, and testing tasks in a structured and supportive team environment. This role offers clearly defined tasks, predictable workflows, and a collaborative approach that values individual strengths and contributions.

Key responsibilities

- Write, test, and debug clean, efficient code under the guidance of senior developers.
- Participate in code reviews to ensure quality and consistency.
- Collaborate with team members on assigned projects, with clear goals and expectations.
- Document code and workflows following established templates.
- Communicate progress and any challenges in a clear and direct manner during team meetings.

Skills and qualifications

- Proficiency in at least one programming language (e.g., Python, Java, or C#).
- Strong attention to detail and ability to follow structured guidelines.
- Comfortable working in a focused environment with minimal distractions.
- Willingness to work within a structured framework and accept feedback constructively.
- Previous experience is not required—recent graduates or self-taught candidates are encouraged to apply.

What we offer

- Structured onboarding process with step-by-step guidance.
- Clear expectations and predictable workflows.
- Flexible work options, including remote or hybrid opportunities.
- A supportive workplace culture with a dedicated point of contact for accommodations.
- Regular breaks and quiet workspaces tailored to sensory needs.
- Opportunities for mentorship and ongoing skills development.

Application process

We understand that traditional interviews may not work for everyone. If you prefer an alternative process, such as skill-based assessments or written Q&A, please let us know. We are committed to making this process as accessible as possible.

PERSPECTIVE

How to apply:

Submit your resume and a short cover letter (optional) explaining your interest in the role. If you have specific needs or require accommodations during the application process, please email us at accommodations@[company].com.

This advertisement showcases clear communication, structured tasks, and an understanding of neurodivergent needs, ensuring an inclusive and welcoming approach for autistic candidates.