



**Adway** Executive Search Ltd  
**Associates**

## ABSTRACT – JUSTINE ASPEY

### ARE RISK AND ANALYTICAL LEADERS MAXIMIZING THE NEURODIVERSE TALENT POOL?

#### Basic premise:

As businesses constantly strive to improve on their operational and financial performance in an increasingly data led environment; the need to employ individuals who approach problems from different angles is even greater in order to achieve improved business performance.

#### Presentation will cover:

- What is neurodiversity? Explore definition(s) including ADHD, Autism etc
- What skills and competencies do roles in Risk and Analytics typically require?
- Are there certain personal characteristics that are displayed more prominently in Risk than other functions
  - The above can be drilled down further e.g. Modelling versus Portfolio Management
- What Talent opportunities does the neurodiverse talent pool present to Risk Functions?
- Does your recruitment process lend itself to attract neurodiverse people?
- Once hired do you provide neurodiverse hires with the best platform to success?
- Do you have the culture and leadership in place to encourage neurodiversity?

#### Justine Aspey profile:

BA (Hons) CPE, Law

Experienced Risk recruitment practitioner with over 25 years + experience of working with Senior Risk and Business Leaders within Banking, Financial Services and Consultancies to identify key and specialist Risk hires across the full risk spectrum.