



About the Program

Overview

VMware's Neurodiversity Inclusion Program is a hiring initiative tailored towards individuals with autism. Here at VMware, we encourage every person to bring their authentic selves to work, and we promote an inclusive company culture. We work to make sure our application, interview and onboarding processes as well as our workplace cultures are inclusive and engaging for every individual.

Through this program, our organization looks to engage a new, talented candidate pool and harness the power of human difference.



Interview Process

Selection Process

Eligible candidates will have an initial online technical assignment to assess their skills for the position.

Next, in conjunction with [Neurodiversity in the Workplace](#), we will invite qualified candidates who passed the technical assessment to a one-week learning & emersion event at VMware's Palo Alto campus that culminates in a final in-person interview to further learn about candidate skill set.

The Neurodiversity Inclusion Program includes enablement for recruiters, hiring teams, and candidates to engage in an interview process that is inclusive of neurodiverse individuals. It also provides a recruiting and hiring process designed to remove unconscious bias.



Skills Evaluation, Hire & Onboard

Hiring Event

While on campus, candidates will have an opportunity to participate with VMware teams on informal projects and interviews. The candidate may be offered a job if there is a skills match and team fit.

If Hired

All new hires will have onboarding support as well as a professional job coach and internal VMware mentors.

If you would like to request a reasonable accommodations for any of our open roles, email careers@vmware.com for more information.



Positions Available & How to Apply?

Available Positions

During this pilot event we will be interviewing individuals for software engineering positions. To further learn about the open roles, visit our [Neurodiversity Event Job Description](#).

VMware offers accommodations for job seekers and employees who have any disabling condition under the law.

How to Apply?

To be considered for the program, email your resume as well as contact information to: neurodiversityinclusion@vmware.com.