



Lithe People

What Is Lithe People?

Lithe People is the People practice of Lithe Transformation. A recruitment consultancy in its truest sense, we take the principles of the Agile Manifesto and adapt them to the recruitment environment.

We Focus On Customers

Primary of those is involving the customer right from the start, and keeping them involved all the way through the campaign process. We use agile tools like Jira and Trello to keep communication open with our clients at all times.

OKR Performance

Equally important is the idea that the only measure of our performance is filled jobs. That's our OKR and the one we deliver against.

Why Lithe People?

However, in the 21st century, how we get there is just as important to our clients and candidates. Our values and commitments drive our operations:

- Clarity and openness throughout our process
- Diversity monitoring of all YOUR applicants
- Consultancy, support, and advice - we're here to help
- Agility is in our DNA
- Candidate experience and protecting your employer's brand
- Candidate reach
- Technical expertise

Clarity & Openness

Client Focus

From the start, Lithe People has put the client at the centre of its processes and selected a sophisticated suite of tools and tech to facilitate the most open recruitment service on the market.

Deep Understanding

At the root of everything is taking a full job spec, including not only the job details and person spec, but also a full understanding of your EVP, details of where the successful candidate's career may lead, and how they can grow personally as well as professionally within your organisation.

The difference is that as a client, this is where your involvement in the process starts, not stops. The next step is to produce a job ad designed to maximise the number of applications, not minimise it.

The Right People

We'll give way more space to you as a company, what the job gives to the candidate, and other reasons why passive candidates would apply...and less to the list of technical requirements. We believe it's our job to get as many applications from the "right" people as possible, and then select the ones who best match our client's requirements technically and culturally.

Utilising AI

One of the tools we use is an AI note-taker. More of this later, but one of the uses is to ask technical questions (supplied by the hiring manager) during our screening interviews, and the note-taker records the candidate's answers.

The transcript can then be submitted along with the CV, so the hiring manager can make interview decisions based on answers to live situations, rather than simply a piece of paper. This could even reduce the number of interview stages. We can also use AI to generate technical questions if you do not wish to supply them.

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Collaboration tools

We use collaboration tools like Trello boards, to which you have full access, and can invite other stakeholders in the business. The boards will give a real-time snapshot of the progress of your campaign: all our ads and proactive sourcing activities, candidates we have in play, interview notes, details of submissions and interviews, and a space for you to give feedback and make any changes.

Do your current recruitment partners do this?

Diversity

As active recruiters, Lithe is committed to diversity, not only as employers but also as suppliers of recruitment services. We've identified a real disconnect in the agency recruitment model, and so we've produced a market-disrupting feature of our service to address it.

As employers, most or all of our clients will monitor the diversity of their direct applicants, usually through anonymous surveys sent out on or after an application is made. Candidates sent by recruitment partners in clients' hiring processes can obviously be added to those figures. But what about the agency applications you don't see? We're very conscious that there are still applications to YOUR jobs, and although it's Lithe who's carried out the sourcing, we believe that it's your right as a client to make sure that together we're doing our utmost to support diversity.

EDI Surveys

So Lithe People now sends out anonymous diversity surveys to ALL its applicants, via our ATS. (Actually, we changed our ATS supplier to achieve this, such is our commitment). These responses are recorded and broken down per job. If you hire for that job through Lithe (or engage us on an exclusive or retained basis), the full DE&I breakdown of all applicants for that job is made available to you, as part of the service.



Phase 2

Phase 2 of this to come next year is the ability for us to send out your own diversity surveys, so the figures can simply be uploaded into your own monitoring system.

But it doesn't stop with monitoring. We're currently engaging with organisations such as Pride and Black Girls In Tech to help us use our data to improve our outreach to minorities and eliminate any unconscious discrimination.

Do your current recruitment partners do this?

Consultancy: Support & Advice

How to define "consultancy"? To us, consultancy is all about a partnership to support our clients in achieving positive outcomes. A positive outcome can be a successfully filled job. But equally, it can be the passing on of knowledge or a shared experience from other similar situations.

Want to know the best job board to advertise a sales role in Azerbaijan? Why not drop us an email to ask? If we don't know, we don't know. But we might just have filled such a role a few months ago and can point you in the right direction. Need some advice on the finer points of IR35? We might have had a similar situation with a contractor before, so we can share that experience.

We don't expect a paycheck every time we answer the phone. But if you're one of our clients, you have full access to our expertise and experience.



Contact

71-75 Shelton Street,
London, United Kingdom,
WC2H 9JQ
www.thinklithe.com

Lithe People

Agility Is In Our DNA

Lithe People is the People practice of Lithe Transformation, and agile business transformation consultancy. Therefore agility is very much in our DNA - it's who we are!



We've taken the 12 principles behind the Agile Manifesto, and adapted as many of them as possible to our offering to the recruitment market:



We welcome change and even give our clients a quick and effective way of communicating change through the process via our collaboration tools.



Our highest priority is to satisfy our clients through the quick delivery of quality candidates and hires.



The recruiters in our team are empowered, trusted, and given the environment and support they need to get the job done.



Qualified candidates are the primary measure of progress.



We deliver progress frequently, be that new candidates, effective campaigns, or updates activities.



Where geography prevents face-to-face meetings, Google Meet is our next go-to in terms of the most effective communication method.



At regular intervals, stakeholders in the process are invited to reflect on success to date and encouraged to put forward suggestions for improvements.

Our Goal

We believe that recruitment, just like software development and product development, can benefit from agile ways of working.

As a recruitment business, candidate experience is of ultimate importance to us. If we fail to give candidates a good experience, we won't get any applicants, and if we fail to get applicants then very quickly we won't have clients. In fact, we're so concerned about our candidates' experience throughout their journey, that we will only work with organisations whose commitment to candidate experience matches our own. (We can support your candidate experience transformation also, should you wish to draw upon our expertise).

We see ourselves as your recruitment partners, and we're determined to protect your Employer Value Proposition and brand with the same care as we protect our own.

Why We Are Different

But these are just words. Talk is cheap! Where we differentiate ourselves is in the fact that we can prove it, with every single candidate, every time we submit. Here's what our AI note-takers come in again.

It was mentioned earlier that we use AI note-takers for screening interviews and transcripts of these online meetings are submitted with CVs.

These transcripts are also your guarantees that we are representing you as an employer, and the opportunities of the role in exactly the way you want us to - to every candidate, every time.

And don't forget that those candidates are responding to a job ad that is carefully crafted in partnership with our clients that very clearly spells out your EVP, your opportunities, and why someone would want to work for you, exactly as they have specified.

Do your existing recruitment partners guarantee to protect your employer brand like this?



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LinkedIn Network

Between us at Lithe, we have tens of thousands of first-level LinkedIn contacts. So do most recruitment suppliers. What other recruitment suppliers cannot match is how Lithe engages with its network.

Because we are essentially a consultancy, we have a Digital Marketing team completely focused on promoting Lithe, our expertise, our values, and our activities. We regularly run or promote online events such as webinars relevant to us, our clients, and our network in general.

If a client comes to us to support a major hiring campaign, we're happy to run such events to promote the campaign either independently, or as part of a co-ordinated effort. We're also more than happy to promote your own campaigns directly to our network.

Do your current recruitment partners do this?

In terms of advertising, we obviously advertise your vacancies on the major boards such as LinkedIn and Indeed. However some assignments may well benefit from being advertised on market-specific boards/publications, and we're happy to tailor an advertising campaign accordingly (although extra costs may have to be passed on). But since we work in partnership this will be clarified and agreed upfront.

However, more than marketing and advertising, our strength is in our proactive sourcing. All our consultants have licences for LinkedIn Recruiter, which gives us access to hundreds of millions of contacts worldwide. They are also armed with tools to find contact details, as well as a host of communication media for direct interactions.

We're also true internationalists. Whilst we'll always work within your geographic boundaries as a first step, we're also experienced and adept at relocating candidates across geographic boundaries, can help with engaging remote candidates in other countries (or continents!), and can help/advise in gaining work permits and visas where required.

Technical Expertise

Another advantage of being part of a business transformation consultancy is that we have immediate access to a number of pure-play technical professionals, with expertise in a number of disciplines. Generally, these include:

- All things agile and digital transformation
- Software development
- Data
- Product development
- Project management
- Embedded systems (software and hardware)



MODERN
RECRUITMENT
CONSULTANCY

The Reach of Lithe

As our reach develops, so will the number and breadth of experts to whom we have access.

All the technical specialists to whom we have access are available to help out with our recruitment campaigns. They can come up with some challenging interview questions, and help us both screen and select candidates to submit. They can also have a conversation with your own hiring managers and technical experts to help us get a better understanding of your requirements.

Can your existing recruitment partners offer this?