



(THE LUMERY)

A Marketing & Technology Consultancy.

Selection Information Pack

2023

Hello & welcome.

This deck is purely focused on the selection process.

It won't tell you everything.

You should also take a look at our [Employee Value Proposition](#) pack, so you can find out all about why The Lumery is *the* place to be.



Our recruitment team

Australia



Shelley White

Shelley is a registered psychologist and currently manages the recruitment and onboarding process for The Lumery in Australia. She loves building genuine relationships with everyone she works with and has a keen interest in creating fair systems at work for all.



Dr Mel Irons

Mel is the Director of Organisational Development for The Lumery and a registered psychologist. She has a genuine passion for others to succeed and derives immense satisfaction from helping other achieve high-level, sustainable and measurable outcomes.

India



Amita Patil

Amita has over 15 years of diverse experience in the JAVA/J2EE domain, project management, team leading, and coordination. In her present position, she works as a Senior Talent Acquisition Specialist at The Lumery, bringing the proper set of talent to the company. Her technical knowledge and interpersonal skills enable her to create effective initiatives to improve the recruitment and retention process through employee engagement.



Adarsh Dhananjayadas

Adarsh has over 15 years of Techno functional experience in Digital Marketing Technology. He has experience working in multiple roles spanning marketing advisory, execution, technical delivery & program management. Adarsh currently leads the India operations and recruitment for The Lumery.

**Get to know
us a little better.**





[▶ Watch Now](#)



We are delighted to invite you to watch some videos of our Lumes, to have a peek under the hood.

Here's our first with our very own Jessica Tekin, and we're adding more all the time to our [YouTube Channel](#).

New Lumes who have joined us have said that watching these videos helped them get a great understanding of our culture before they started. Enjoy!

 Watch Now

Our Values.

We... >

We (are better together)



We (are better together)

Sounds like...



The Beatles
Come together

No one person makes The Lumery. Like all good teams, the secret of our success is our people. You. Us. Our clients. Even Joe and Jane Public. Ok, keep that secret under your hat. But yes, our success is all down to the people around you - they may not look it - especially on a Monday morning but each and every one one is a rockstar in their own right. Which is why you'll fit right in.

We're a band of experts with specialist skills across all of Marketing & Technology combined with surfing, cooking, singing, compiling Spotify playlists, tap-dancing, yodeling... our skills are as infinite as we want them to be.

But whilst we are a group of unique, stunningly awesome and talented individuals with different personalities, interests and skills, we share the same values and mission and a desire to be the best in class.

We (stay curious)



We (stay curious)

Sounds like...



Red Hot Chilli Peppers
Can't stop

Work is a bit of a dirty word. We don't actually regard what we do as work... it's more like we explore. All the time, which is great. Exploring helps us discover new things. Exploring is exciting, it means we're pushing the dial and nudging things forward. It means we're taking leaps and running a million miles a moment.

We ask questions. Then look for answers. We're not afraid of challenging and innovating.

We all have a yearning for learning - a need for speed, and that's something that never goes away. If we don't know something, we put our hand up... get a group together, huddle, bounce brain cells around and see what other answers we can find. As the old saying goes, 'there's always more than one way to crack an egg'.

Experimentation is play. We like play. Play gives us our edge. Keep playing.

We... >

We (give a shit)

We... >

We (give a shit)

Sounds like...



Toto
Africa

Ok, yes... it does sound like a cliché, but we care. If we didn't, all of this would mean nothing. Empathy goes a million miles here, so... be nice. Considerate, thoughtful and transparent. Care for your team, clients and end consumers. Think about the impact we have on broader society. Think beyond us.

Give a shit. Give 2 shits. In fact, give a bazillion shits.

We (love our work)

(TL)



We (love our work)

Sounds like...



Fatboy Slim
Praise You

We take pride in it. Especially when it's meaningful. And that defines our work ethic. We love seeing things through until we're bursting with pride to tell the world what we've accomplished. That's not to say we're show offs, we're not. It's just that great work inspires even greater work. It's a momentum sort of thing.

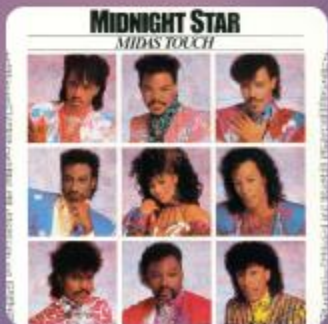
We... >

We (make magic happen)



We (make magic happen)

Sounds like...



Midnight Star
Midas Touch

Magic happens everywhere. Around a meeting table. At home. On the bus. In the shower. Next to the beer fridge. But the most important part of any spell binding is... well, you. We reckon you, yes, you might create some magic that changes the world. We also kinda promise that.

Around you are some of the most amazingly, beautifully talented people you will ever get to meet.

Folk who will share everything they know from brand to data to... the recipe for the best banana bread you'll ever eat.

Lumery magic happens when we collaborate. Shoot the breeze. Imagine 'what if'. Then make it happen. That's the beauty of magic. Get involved. Be inquisitive. Ask questions. Have fun. Bring some pixie dust.

We... >

We (are lumes first)



We... >

We (are lumes first)

Sounds like...



Four Tops
Reach out I'll be there

If there was any rule that was written in stone, it would be this. Lumes First. It's a simple one really. Be honest and respectful to one another. Have each other's back.

Jump on grenades if necessary. Give love out and it will come back. Collaborate. Help each other achieve greatness. And never play the 'huhhh... I'm tooooooooo busy' card.

We Respect, Respect.

are better together

stay curious

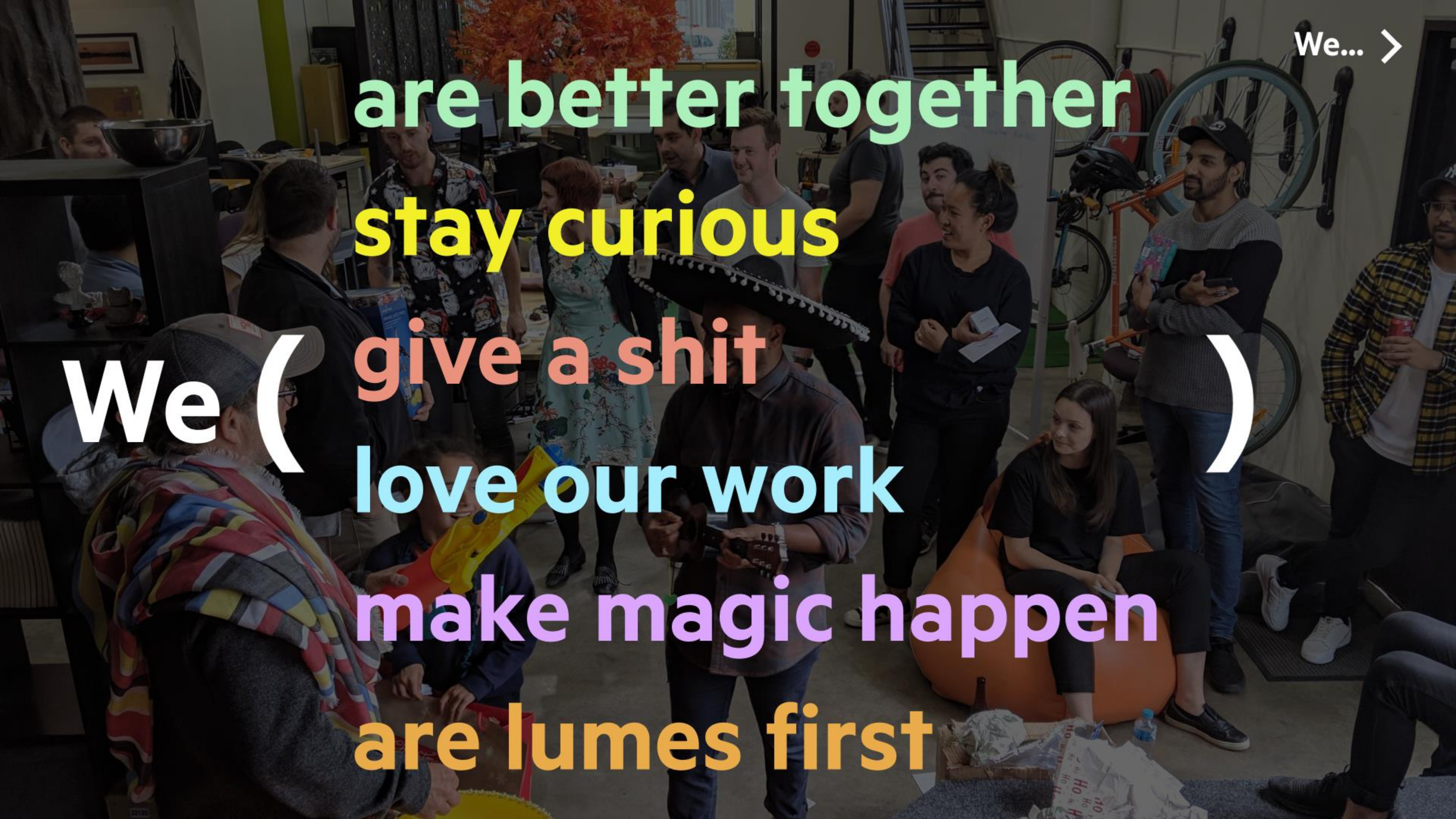
give a shit

love our work

make magic happen

are lumes first

We (



Our Capability Framework

You might find it useful to look at this, so you can see what we really care about and nurture in our leaders.

It's the matrix of 25 attributes (leadership capabilities) we really value at The Lumery — the 'human skills'; the leadership skills.

We use this in lots of ways; as part of our Probation process, our goal-setting and coaching conversations, and in our giving and receiving feedback mechanisms and our commitment to high performance.

Our Leadership Capability Framework

EXISTING LEADERS	Vision and Purpose	Psychological Safety	Decision Making	Ability to Influence	Personal Resilience
	Enabling and Inspiring Others	Results Orientation	Business Acumen	Executive Partner	Openness to Change
EMERGING LEADERS	Approachable	Concern for Excellence	Effective Communication	Customer Focus	Accountability
	Providing and Receiving Feedback	Meeting Participation	Creativity and Innovation	Team Building	Willingness to Learn
ALL LUMES	Collaboration	Managing Work	Inquisitive Mind	Integrity	Courage
	PEOPLE MANAGEMENT	ACTIVITIES MANAGEMENT	INFORMATION MANAGEMENT	RELATIONSHIP MANAGEMENT	SELF MANAGEMENT

The selection process

As you are about to see, we aim to use as many different data points as possible to help create the fullest picture of you. We rely on the best knowledge we have in terms of choosing to use different data points that, when combined, give us a stronger chance of "getting it right." A glance at a CV and one interview isn't going to cut it. However, we also don't want to go overboard and make the whole process take 14 years to wade through.

We have designed our process to do our best to minimize the impact of bias on the whole shebang. For example, we have a psychometric assessment right up front, a skills assessment, and a separate cultural interview.

We also know that it's a two-way street. We want you to feel like you have plenty of opportunities to explore us as well.

Why do we do it the way we do?

Over a few weeks...

Phase 1

Screening calls – sometimes these are with the recruitment team; sometimes direct with the people leader.

Phase 2

Psychometric assessment.

Phase 3

An interview with your potential new people leader.

Phase 4

A skills/craft assessment (for most roles).

Phase 5

A cultural interview with one or more of our Lumes.

Phase 6

An interview with Rajan, our CEO (for some roles).

This is our usual process. Sometimes hiring managers choose to do things a little differently to match the role, but for the most part, this is it!

Psychometric assessment

Phase 2

What to expect.



Reach out.

You are welcome to talk to Mel about the psychometric assessment process. Call, text or email anytime - please contact Shelley or Amita for Mel's details.

We usually allow 48 hours to complete the assessments. Let us know if this won't work and we'll create a new time frame for you.

A few final tips

There are practice examples in the psychometric assessment, and they are considerably easier than the actual questions!

Just so you can be mentally prepared, the aptitude assessment can be pretty tough.

Therefore, set yourself up for success by creating good testing conditions to give yourself the best shot.



What else do you get out of it?

- You have the opportunity to be deeply curious about your own behavioral styles and strengths and get a peek under the hood to see your own horsepower!
- You can take a well-validated survey to increase your self-awareness.
- After the hiring process is complete, if you would like to, you can sit down with Shelley or Mel, both registered psychologists, to debrief on your results.
- If you land the gig and choose us, you can use the results of your assessment as part of your onboarding. This is about getting to know yourself even better, providing your people leader with a brilliant head start on knowing you, and giving us a chance to discuss your goals, aspirations, and what helps you work at your best.

Your first full interview

Phase 3

What to expect.

You'll have a chance to meet with your potential new people leader in an interview.

For this interview, it's a chance for the people leader to have a great conversation with you. We'll explore topics such as:

- Your background and experience
- Your expertise
- Your potential and goals
- Your overall approach, style and attitude
- How you handle different situations
- How you might go in terms of cultural add to The Lumery
- Why you'd like to join us and what you're looking for

It's also a chance for you to ask more questions about the role and our company.



What else do you get out of it?

- You get to see more about what the job really entails and if you think you'll enjoy it
- You get to ask a bunch of questions
- You get to really show us what you've got — a written CV is just a piece of paper
- You get a chance to feel good about all the awesome stuff you've done in your life as you tell it to us!

Skills assessment

Phase 4

What to expect.

We'd love to see you in action.

So, for this part of the process, we'll ask you to complete a skills assessment that is relevant to your craft, so that we can see your practical skills on a job-specific task that your new role would require.

If your role will involve a skills assessment, your people leader will reach out and tell you everything you need to know — including a briefing on what it is, what they are looking to see, and the time frame to ship it off.



What else do you get out of it?

- You get a chance to see the kind of stuff we like to do around here (in a proxy measure)
- You get a chance to show us what you've got
- You get to show us your innovative, cool, and creative ideas
- You get to play with a task that in theory, you are curious and passionate about!

Your cultural interview

Phase 5

What to expect.

In this interview, we would like to get to know you better. We will ask you some questions directly related to our values. We will also have plenty of time set aside for conversation, banter, and ridiculous, fun questions about things like blogs, movies, and books.

So, we will ask you questions that tap into themes such as:

- Giving a shit
- Being curious and inquisitive
- Being better together, looking out for your teammates, and collaborating
- Making magic happen and being passionate about your work
- What it means to be Lumes First

This is NOT a technical interview. All of that is done. You don't have to 'prove' your skills in this interview. So please, come in relaxed and ready to just show us your true self!

Of course, to prepare a little, scroll back up earlier into this pack and check out our values and think about how and why they really resonate with you (we hope they do)



What else do you get out of it?

- You can see what our culture is truly like
- You can start to see if we live up to our values
- You can ask a tonne of questions
- You'll get to meet your next Lume or two #iconic
- It's usually fun!!

Your interview with Rajan Kumar

Phase 6

What to expect.

For some roles we'll book some time with Rajan (our CEO), for you to have a conversation.

This is a chance for him to dive into some more questions for you in terms of exploring your capabilities as a key senior leader of our business and to get excited about you and what you're going to bring in terms of culture. Equally, it's a chance for you to ask any questions you have about the world of The Lumery — so you can connect with our growth strategy and vision.



What else do you get out of it?

I mean you get to hang out with Rajan

That's pretty cool

We all love that!

You get to ask him any big-picture questions you have

You get to start to build a relationship with the CEO, which is awesome for going forward.

Then what will happen?

What to expect.

In short, a decision is made, and if it's all looking good, you'll first receive a call with a verbal offer. If you accept (woo!) you'll then receive a written offer and contract.

You'll have 48 hours before the offer expires.

After that, we'll talk to you about start dates and we'll get you moving. Let the fun begin!

If it hasn't all worked out this time, we'll be sure to contact you to let you know. We don't leave any candidates hanging.





Before you start.

We will have a couple of touchpoints and connections with you between signing and starting.

For example:

- Your people manager will reach out to say hi.
- We will confirm your computer preference - Mac or PC - and get you organized for your first day.
- We will send you your laptop and any other technology you might need.
- You will receive instructions on email setup for your first day, and then you will get invites to other tools like Slack and Mavenlink (our resourcing and time tracking tool).
- We will send you your Scavenger Hunt to start on your first day - a detailed roadmap for what your first few weeks will look like to make your onboarding smooth.

Oh, and there's plenty of merch!

Thank you from your Recruitment Team here at The Lumery!



Blooper reel time!

When trying to take this photo, Shelley told a joke and no one understood it. You can see that unfold right here.



