

# Jane Bithell

Head of Diversity Recruitment (Associate Director)

## About Method

Method Recruitment Group offers a unique service proposition to counteract the challenges and gaps that our clients are facing, including lack of transparency, recruiters overpromising, and under-delivering or by being transactional in nature.

Method provides Technology, Finance, Sales and Marketing recruitment, dealing with startup businesses through to SME / Enterprise organisations with a long-term mindset to deliver above expectations.



## About Jane

Jane is the Diversity Manager at Method Recruitment group. With more than **15 years of talent acquisition, diversity recruitment and D&I expertise** in the Australian market, she has a reputation of creating **innovative sourcing strategies** which support the delivery of corporate goals.

Her experience in global recruitment agencies and internal executive recruitment has honed her capability to recruit senior roles across a range of disciplines. Jane has a track record of securing diverse talent for senior roles in positions where there is typically low representation.

Jane **advocates for all pillars of diversity** and is driven to find inclusive workplaces where they can bring their whole-self to work and thrive. Jane is motivated to move the gender diversity dial by **actively supporting women** to progress with their careers and smash glass ceilings. She is authentic and customer focused, building long term relationships and networks by cultivating talent communities of diversity in Leadership and Tech.

Outside of work Jane enjoys spending time with her family particularly her two daughters who drive her need to influence Australian workplaces to be **more equitable and inclusive for future generations**.

## Why Method



Specialist Approach  
(No Advertising)



Transparent Process



Quality Focus



Reduced Time



Community Focused

## Mission

Go beyond, be creative and exceed all expectations.

## Vision

To elevate the reputation of the recruitment industry.

## Specialisation

Diversity Recruitment  
Executive Search  
Talent Mapping  
Diversity Talent Communities  
D&I Strategy and Advisory

### nbn™ - Data Science

5 positions filled  
5 weeks for average time to fill from brief

#### Challenge

The data Scientist team at nbn was 100% male and the General Manager realised this was limiting the team's ability to innovate and problem solve along with it being detrimental to the team's engagement and culture. The recruitment team did not have the capability to recruit in this new space and the shortlists for new vacancies were 100% male.

#### Solution

The recruitment team contacted Jane Bithell from the D&I team to recruit the roles. Jane used a variety of creative sourcing methods which included talent mapping, search and a communication strategy which focused on EVP.

**5 Female Data analysts** were recruited into the vacancies with talent communities maintained for future opportunities.

## Case Study

## Testimonials

*"Jane is a sensational leader who exceeds on everything she does and is always pushing the boundaries to do or achieve something better. I worked with Jane on both diversity and also on hiring some senior managers in to nbn and I was always incredibly impressed with approach, support and the way she challenged my thinking. I would strongly recommend Jane if these are skills you are looking for."*

**Brendan Donohoe**  
EGM Business Sales - nbn™ Australia

*"I joined nbn in 2015 and Jane Bithell was assigned to my business group as the Senior Talent Acquisition Partner. Jane was responsible for the end to end recruitment of all of the roles in my team and was able to recruit a high volume of key finance roles plus highly technical roles focused on business change. Jane provided an exceptional level of service consistently. Jane has an very strong work ethic and never failed to deliver quality outcomes to deadline. She is a strong communicator with excellent stakeholder engagement skills and a genuine desire to provide a first class candidate experience. Recently Jane has been pivotal in recruiting a senior leadership team as my roles evolved. Jane has a really great style and a superb business partner"*

**Ross Elsted**  
Executive General Manager - Corporate Finance at NBN Co Limited

*"Jane is a highly competent and committed colleague with a strong focus on results, particularly in the field of recruitment (which is where I first met her). She has extensive knowledge in the area of diversity and inclusion, but more impressively, she absolutely believes in it. Jane has a unique ability to evaluate and assess what is possible given the constraints of business capability and capacity, which often highlights her powerful influencing skills. Janes is incredibly resilient and remains focused on strategic outcomes. She thrives in challenging and fast paced environments, particularly when she's on a mission to find the right candidate. Jane is a hidden gem!"*

**Jay Lawrence**  
Network Customer Experience Transformation - nbn™ Australia

*"I worked with Jane Bithell for my recent job with NBN Co. She kept me constantly updated throughout the long process and found her highly professional and very friendly at the same time. Jane brilliantly managed to work in the best interest of both the recruiting company as well as the talent seeking new opportunity. I truly felt that she understood both my interests and the role and matched them both perfectly. She is definitely a recruiter you want on your side!"*

**Anitha Sundaramurthy**  
Senior Data Scientist - nbn™ Australia

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