



Building better human resource with market leading screening service provider



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No one can disagree that the success of any company heavily depends on its employees. While hiring new employees' companies can be walking a tightrope. It is critical to hire the best candidates to ensure business success.

In any business, recruiters are the gatekeepers when hiring new staff. They make the hiring decision based on all the information collected during the recruitment process. The amount of data provided during the process may be overwhelming when the recruiters have other tasks in their daily work pipeline. Combined with new challenges caused to HR processes because of COVID-19, today recruiters have a harder job than usual. According to a recent study, 68% of HR professionals faced challenges in conducting background verifications because of the restrictions in place. Because of these new challenges, background checking remains a key component to ensure business safety. These checks help the employer make a more informed hiring decision.

According to a study, most employers conduct basic background checks but may not be using them to improve hiring outcomes. Companies usually are involved in multiple tasks, where completing pre-employment screening checks is a task often overlooked, but utterly necessary. Moreover, maintaining an error-free process is not always manually possible. In the changing times, with business dynamics evolving every day, going forward it would be difficult for companies to even conduct basic screening checks manually without any trouble; therefore, it is practical to understand the benefits of technology-driven background checking. Using a third party to carry out these checks is going to eliminate the risk of unconscious bias or any discriminatory dilemma. We are happy to own the fact that **giant** is the UK's fastest-growing screening company. At **giant**, we are here to provide you with our fully managed screening solution made to fit your company's needs.

Here are a few keyways **giant** screening background checks can help you hire better:

1. Accurate hiring decisions

The important thing for employers is to realise that screening and background checks vary from role to role. For instance, if your company is looking for a finance specialist, then reference checks from previous employers and universities will add to the credibility of the candidate. Now you would argue that if a degree is a basic requirement for the role, then why do you as employers need to get it validated. The reason is that more than 40% of the candidates disclosed that they have lied about something on their CVs, and it is better to be safe than sorry. So, these reference checks and vetting of candidates will ensure long-term and accurate hiring decisions.



2. Reduce hiring bias

Many firms today practice diversity and inclusion. However, in-house background checks can at times result in unconscious hiring bias which may lead to unrepresented groups being screened out. Using a third-party screening service provider can eliminate the risk of bias. We at giant screening ensure a fair, consistent screening process where all the hiring decisions are based on candidate information and records.

3. Efficient time to hire

Background checks should support the recruitment process, not delay it. Given the significant investment companies make in their recruitment process it's imperative that you don't lose that candidate to a competitor because the process is taking too long. At **giant**, we have developed a process to ensure that the time to hire is not negatively impacted by the screening process.

4. Positive candidate experience

Offering a great candidate experience throughout the screening process **giant** helps you to become an employer of choice. Too often the screening process can be cumbersome and lead to a negative experience for the candidate. At **giant**, we work hard to ensure that this isn't the case and continue the excellent work that you do in ensuring a candidate's first onboarding experience.

Hiring practices are rapidly changing, and companies must adapt to new practices to ensure complete success. With the high risk of reputational damage and fraud, companies must use background checks to their advantage. These checks are more important than ever to build a quality workforce.

At **giant** screening, we offer you the very best technology and operational support to deliver pre-employment screening and background checking. We ensure the candidate experience is positive, your business is protected and the time to hire is simply right.

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