

What are the benefits of outsourcing employee referencing?



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In the modern ever-changing world of recruitment, it has never been more vital to conduct employee reference checks. This stage of the onboarding process will always help you find the best people for your organisation when it's done well. One of the most common frustrations is chasing employment reference checks takes a significant amount of time and resources, and in some situations, references don't come back at all. This leaves your business open to unnecessary risks which can be avoided with the right approach.

Outsourcing to a specialist like **giant** screening prevents you from having to chase candidates, referees and ensures your HR team obtains a fully validated reference history every time. The innovative referencing service we provide delivers a technology-led candidate journey to make the onboarding process as positive as possible. Compliance will always be one of the main reasons employers perform employee screening checks however, what are the other benefits of outsourcing to a trusted partner?



time & resources saved

Our system is simple to use for all your pre-employment checks, you can request references with a simple click of a button via our online solution, that's all it takes. The system notifies the candidate with a branded client email that the secure online application is ready for completion. We complete all the work on your behalf from this stage to validate the candidate's information. This process increases the efficiency of your HR or recruitment teams and saves a huge amount of time and resources.

Our market-leading technology is supported by our expert client support agents, complete the results of the references and provide a final detailed report to your HR or recruitment team. You can relax knowing that references have been obtained and independently verified by our agents with no gaps in employment or missing information. Outsourcing to giant will make your employment decisions more efficient and informed whilst saving a vast amount of time.



faster onboarding journey

On average we complete all references within 6.9 days! Many in-house manual references can take up to 4-6 weeks and often aren't completed or provided at all. Our industry-leading user-friendly technology helps referees and candidates provide the relevant information in one simple application. We follow up with candidates and referees via email, real-time chat, or phone to complete references swiftly and efficiently.

Every reference is quality checked and validated through to completion as quickly as possible. Our unique technology utilises DocuSign during the consent process which improves the candidate journey, removes administration, and ensures the fastest completion time possible. The consent document and completed reference history are available in a full report which can be accessed in the system or downloaded securely by a designated user.

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verification of results

Screening candidates requires precision, and even the most experienced HR department can experience human error and fail to follow up on incorrect or false results. Statistics demonstrate that candidates will provide inaccurate or incomplete employment history often containing unexplained gaps. Verifying this information has never been more crucial to remove the risk of inappropriate or bad hires into your business.

A trusted screening company can guarantee accuracy in its reporting. At giant, we have dedicated specialist teams who validate all the reference history provided and investigate further where necessary using our referencing database, expertise, and our market-leading technology. Our specialist teams provide assurance and guarantee the person providing the reference is authorised and suitable to do so.



tailor-made screening

Every business is unique and understandably has different screening requirements. Our service is tailor-made for each client, we can do as little or as much of the process as you want. We provide a full range of UK & International employee screening services and clients only pay for the checks requested. Our easy-to-use online solution supports HR and recruitment teams by removing the common frustrations associated with screening to achieve their ideal process.

Our services also include the option to process bulk volumes if you have a large recruitment project or annual re-screening campaign. We have the resources in place to complete multiple screening applications quickly and remove all the unnecessary administration. Whether you are outsourcing for the first time or changing your existing screening provider giant can help build the tailor-made solution that fits your business.



peace of mind

Protecting your organisation from taking on a dishonest candidate that could put your reputation and your company at risk has never been easier to avoid. Specialist screening companies have the expertise, access to data, and knowledge of the key legislation surrounding screening and employment. They can guarantee that screening is always carried out professionally and in line with current screening regulations.

Deciding to outsource offers the opportunity to focus on that which you do best, while reducing your administrative and legal burdens, bringing on new employees quicker, and focusing on the core values of your business. Outsourcing to a trusted screening company like giant will always provide peace of mind that all your employees have been accurately screened leaving you free to concentrate on other critical areas.

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about giant

Since 1992 giant have provided specialist, end-to-end workforce management software and support services for organisations of all sizes globally. When it comes to screening and onboarding your candidates, you need a fast and flexible solution, so you don't lose talent, this is why companies outsource to giant. We are passionate about your candidate's journey, therefore, provide the technology and industry knowledge you need to bring them onboard efficiently and compliantly.

We know one size doesn't fit all, so we tailor our system and processes to match your requirements. You can relax knowing your data is safe with us. Our commitment to compliance protects your business from risk and our rigorous international security standard ISO 27001 ensures that your data is GDPR secure.

contact us

If you'd like to discuss your current screening processes or organised a demo of our system, [click here](#) to arrange a time to speak to our employee background checking consultant Paul Burdett.