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preparing for a background check during COVID-19

As the economy slowly starts to tick and businesses begin to re-open, it's inevitable that companies will begin to hire. In this article we discuss the methods behind background checks as well as how to prepare for them.

so what is a background check?

They're not designed to try and catch you out but used to make sure you're the right fit for the company you are applying to. Information is gathered from various sources such as courts, schools, referees and previous employers which all provide information about yourself.

Unfortunately, there isn't a special folder with your name on that holds all of your information so they're not as quick as you may think! Other factors which can lengthen the process are down to how much work history you have and what information your prospective employer wants to check. For example, if you've lived at many different addresses and had many previous jobs then this will affect the time a background check will take.

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how to prepare for a background check

Don't be alarmed if your potential employer mentions running a background check, it's a good sign! If a company is willing to take the time in learning more about yourself then you're one step closer to being hired!

In 2020 most companies will perform background checks so it's always good to be prepared. If you're proactive and already have what they're asking for then the process will be far more efficient AND it looks good from the employers perspective.

below we've listed what you can prepare for:

- have your documents ready; ID, national insurance number, proof of your right to work (e.g. passport), employment history, address history, education.

- are there employment gaps? Be ready to be questioned about the gaps in your employment history and give reasons for the gaps.

- what's on your social media? Don't get caught out by posting content on the internet which doesn't reflect your best self. Imagine not getting the job you want because of something you shared on social media.

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Since 1992 **giant** have provided specialist, end to end workforce management software and support services to large and small recruitment agencies, internationally.

We invest heavily in our cloud-based software which ranges from candidate sourcing and onboarding through to timesheet management, billing and payroll. Our support services include candidate screening, employment solutions and legislative risk management; whilst at our specialist division, **giant finance+**, we provide tailored funding, software and support services for start-up to medium sized recruitment agencies.

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.

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