poor background checking processes
can cost you good candidates

When it comes to your recruitment processes, you put significant time and resource into designing and implementing a great candidate journey. This candidate journey has an important impact on the perception that a candidate has on the business they are looking to join.

With the employment landscape constantly changing, the battle for talent is fierce so can you afford to be giving the candidate a negative perception of the process or your business?

A recent survey has shown that more than a third of employers (38%) have seen candidates turn down a job because they had a negative experience with their background check. Equally as concerning is that of the HR managers who conduct background checks fewer than half (44%) have tested their background check experience themselves.

giant

a reflection on the business

Having that bad experience will undoubtedly affect a candidates perception of your business. The survey confirms this - 56% candidates think less of a company if they have a poor experience with its HR technology.

It is imperative that your background checking procedures are an integral part of the process. When using external suppliers they must fit within your process and give a positive experience to the candidate. This is crucial as 21% of employers who have lost candidates that had accepted a job offer said it was because background screening took too long, and 20% said it was because a candidate had a poor experience with background screening.

what can you do to improve the process

partner with the best - make sure your screening provider can work within your processes and deliver the standards you expect. They should be an expert with decades of experience who not only understands the compliance requirements, but can also call on knowledge of industry best practice.

speed of delivery - the longer it takes the more likely you are to lose that great candidate.

test the candidate experience - you should go through the process yourselves to ensure it has the feel you expect and identify areas for change or improvement.

giant

At **giant** we are passionate about your worker's journey so we provide the technology and industry knowledge you need to bring them on board efficiently and compliantly.

When it comes to employee screening, we know that one size doesn't fit all, so we tailor our system and processes to match your individual requirements.

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.

giant

about **giant**

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.

📞 01245 379 079

hello@giantgroup.com
www.giantgroup.com/screening