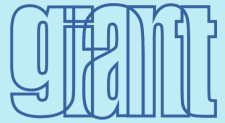


Finding the right employee screening partner  
for your business & candidates.



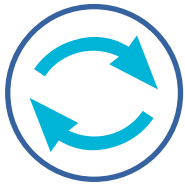
# finding the right employee screening partner for your business & candidates



## time to change your employee screening provider?

Choosing the right provider for your employee screening process is vital to every business. The onboarding and screening journey impacts the time to hire, cost of recruitment, brand image and the candidate experience. Employers invest a great deal of time and resource into recruiting the best talent for their business therefore place a significant amount of trust in the provider completing their candidates' screening checks.

When the relationship with your provider works exactly how you want it the onboarding team and candidates are happy. This is the way it should be. The problem is when it's not working and the impact on the business becomes intolerable. Everyone involved experiences the frustration so that inevitable time will arrive to source a new partner and make the necessary changes.



### making the decision to change

When the time comes to make the change it's always a big decision because you know what you don't want, it's all about what do we need now? Ensuring your new screening partner will avoid all the pitfalls of the previous provider is obvious but how do you know for sure? Interactive system demonstrations will help you understand if the new solution can be configured exactly how you want. Understanding what's involved step by step from the user and candidate is crucial so take the opportunity to explore how it works in detail from both sides.

During the demonstration, discuss all the checks required for your specific roles or industry regulations are available with your new provider and they have the relevant experience and expertise on offer. When you have the confidence in the new providers technology, screening packages, and user experience, the next step is speaking to their customers. This part of the decision process is often overlooked yet offers significant insight prior to committing.



### always ask for client testimonials

First impressions of your business are critical and therefore should be positive. The candidates become the screening partners customers during the process and should be treated with professionalism and courtesy. The screening partner is an extension of your brand so creating a positive experience for every candidate is so important. Unfortunately, far too many employee screening services aren't user friendly and offer little or no support during the process which candidates find frustrating. Not a great impression for any candidate going through the onboarding journey and certainly not a positive experience.

Avoid this by speaking to existing clients with first-hand experience of the solution, user, and candidate journey. Understanding how good the customer and candidate support really is speaks volumes and only existing clients will know this for sure. Several client case studies should be made available if your new provider is confident in their service. Existing clients will always tell it "How it is" and offer that reassurance you are making the right choice for your business and your candidates.

# finding the right employee screening partner for your business & candidates



## need help sourcing the right partner?

Working with any screening provider or onboarding process that simply is not working for your business or candidates is incredibly frustrating and completely avoidable.

If your business is considering a change of provider and exploring new options or simply looking to outsource for the first time please get in touch. Client testimonials and case studies are available via the **giant** screening website to offer further insight into how we have helped our customers achieve the right solution. Working with a trusted outsourced partner will save time, reduce cost, and deliver the best possible user and candidate experience so please reach out for any help.

## 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 would like more information please contact our employee background checking consultant Paul Burdett: [Paul.Burdett@giantgroup.com](mailto:Paul.Burdett@giantgroup.com)