

## Support Services Mitigate Recruitment Risk



### Our Client

A leading international technology organisation providing a wide range of back office software and database functionality for the recruitment and human resource industries. Through offices in the USA and UK, they service a client base spanning six continents.

### Challenge

The client wanted to expand their UK team.

The client had decided to manage the recruitment internally, however they required a number of support services to ensure the success of the programme.

It was imperative that the resource was recruited in short timeframes, due to continued growth.

### Solution

A support services specialist reviewed the clients recruitment process and advised on the best support services to ensure success and adherence to UK legislation.

Extensive and rigorous verification checks were undertaken on those candidates expressing an interest in employment. The checks comprised:

- Media searches
- Employment reference
- Identity check
- Adverse financial check
- Basic criminal records check
- 5 year occupational history check
- Professional / Technical membership check
- Personal reference check
- Education reference check

Use the information to support the decision making process and reduce the risks associated with employing new people.

Ensure that the recruitment exercise is compliant with UK legislation and the requirements of the clients US parent company.

### Results

The verification checks mitigated potential issues regarding a number of candidates whose background checks identified areas of concern.

The detailed verification reports provided assurance to both the UK and US teams regarding the candidates who were recruited.

‘From start to finish, Linea Group were extremely professional and knowledgeable. Their support ensured the success of our programme. We have on many occasions and will continue to recommended them to our clients.’

**Principal Engineer**