
CANDIDATE REFERENCING

Every senior hire is critical. Using our international due diligence service to reference candidates before you appoint them, we can help you understand the strengths and weaknesses of the person you plan to hire, address any misgivings and ensure they're able to do the job successfully.



The challenge

Once you've appointed a new senior executive, it can be extremely costly to find out that they don't have the necessary experience, skills or leadership style to perform in the role. So it's all-important that you can verify a candidate's background and credentials accurately and discreetly.

Identifying shortcomings in a preferred candidate won't necessarily be a deal breaker. They could still be the best person for the role. Our reports will help you to assess this, and – if you still hire them – to create the right support and development plans to ensure that they succeed in their new role from day one.

How we can help

Using evidence from independent sources, we'll ascertain that you've identified the right person for the role. Whether your objective is to benchmark shortlisted candidates against each other, or to perform due diligence on the final candidate, this can reveal aspects of personality and performance that would have otherwise remained undiscovered until much later – possibly when it was too late to avoid a mistake.

Whether you want to check a specific candidate's credentials or develop a full, rounded and balanced picture of every senior executive you plan to invest in, our international referencing service could be invaluable to your business. This service is used by private equity investors in deal situations, so the quality of our work is paramount – along with our reliability and discretion.

Using our considerable knowledge and experience, we're able to identify people who are aware of your potential employees, but have not been provided by them as referees. This will give you a fuller picture of a candidate's long-term performance, as these 'off-list' referees are entirely independent and objective.

What's more, we don't stop until we're convinced we have a true picture of an individual. For example, if we receive a very negative view on someone, we'll reference the referee to establish why that individual feels so strongly, rather than just taking their opinion at face value.

Our international capability is core to delivering this service. It's enhanced by using relevant accredited agencies to retrieve data for background checks, which also ensures compliance with local legal requirements.

Contact Us

If you'd like to find out more about Armstrong Craven and how we can help your business please speak to your contact or email talent@armstrongcraven.com

ABOUT ARMSTRONG CRAVEN

Armstrong Craven is a global talent mapping and pipelining partner for scarce and senior positions. We provide a high quality, cost effective service, delivering better results for our customers.

Our teams of industry-focused specialists are able to identify and engage with key people in their sectors around the world to gain insight into their markets, organisations or individual motivations and aspirations.

This research strength and deep knowledge enable us to work with the leaders of some of the world's most influential and respected businesses to build and deliver bespoke, innovative and client-owned Mapping, Pipelining and Insight services fully attuned to their business and HR priorities.

Key Features

- *Thorough briefing to define scope and aims of the customised referencing project*
- *Customised referencing from independent sources*
- *Unrivalled research capability to reach and engage both unnamed and independent referees, around the world*
- *Discreet and confidential*
- *Provides insight in context– draws on the full depth of information reported, to provide a clear picture of people*
- *Confirms senior recruits have not included fictitious information on their CV or embellished their experience during the interview process.*

Key Benefits

- *Using a third party for due diligence brings independence and objectivity*
- *Mitigates business risk of appointing the wrong person by ensuring there are no surprises post appointment, in terms of truth, capability or fit*
- *Provides advanced knowledge of personal development areas and ensures support from day one to improve assimilation and success*
- *Sends all the right signals to the new employee, demonstrating commitment to their long-term career in your business and enhancing their commitment in order to help remove the risk of second thoughts or susceptibility to alternative offers*
- *Successful onboarding and engagement of quality candidates enhances employer branding.*