

BiS Henderson – Candidate Verification

BiS Henderson have a proven, thorough and methodical approach to candidate verification. This approach ensures that we know what skill sets and attributes are necessary for the successful candidate to have in order to perform the role.

BiS Henderson will not present candidates for interview unless they have the necessary attributes and skills – our aim is to present a short list of the most experienced and suitable individuals for our client to choose from. We do not expect our clients to interview candidates to establish if they are able to do the job or if they have the right personality – this will have been done by BiS Henderson prior to presenting the short list of candidates.

Prior to contacting prospective candidates we prepare an initial overview of what the key essentials for the role are, and this will include:

- Relevant experience
- Location
- Personality style
- Financial package required/available

We check that the candidate meets the above criteria at our initial contact with them and will also request an up to date curriculum vitae prior to proceeding to an interview between the potential candidate and the BiS Henderson consultant. This interview establishes and reaffirms their relevant experience, knowledge, management or people skills, personality traits and style and helps us to decide whether they are a good overall fit with the clients needs.

Criteria based interview techniques further challenges their experiences and helps BiS Henderson to clarify their involvement in any given scenario. BiS Henderson are always mindful that the role needs to be right for both the candidate and the client.

Referees are discussed and contacted if necessary before the candidate is finally presented to the client. References are generally taken at second stage interview to avoid unnecessary approaches that could have a negative impact on the candidates current employment situation.