



About

Hiscox is a global specialist insurer, with 31 offices in 14 countries, a diverse portfolio of businesses and products and over 100 years' experience in the industry. Hiring strong, qualified team members globally is a top priority.

Industry: Insurance

Location: Essex, GB

Employees: 501-1,000

Key Highlights

- Fast turnaround times through Sterling Talent Solutions ensure that quality candidates are hired at a quicker rate.
- By outsourcing referencing and Disclosure and Barring Service relationship maintenance, HR administrators can focus on new and current employees.

Business Challenges

Screening candidates and conducting referencing in-house was challenging for Hiscox HR administrators from both a time and resource perspective. They spent a significant amount of time chasing references and maintaining relationships with the Disclosure and Barring Service (DBS). They had particular difficulty retrieving academic references around university holidays. Hiscox asked candidates to bring in their qualifying certificates to make up for this gap, but some candidates were unable to retrieve the documents which caused delays. It became clear that there must be a more efficient long-term solution for the company to conduct employment references.

Solution

After considering many screening vendors, Hiscox chose Sterling Talent Solutions to conduct referencing and take over relationships with DBS on its behalf. Now, after selecting a final candidate for a position, an Hiscox HR administrator logs in to Sterling's easy-to-use portal to update the candidate's profile and upload the candidate's CV. Sterling takes it from there, contacting the candidate to complete the details, retrieving the candidate's references, and emailing the final report to Hiscox. The HR administrator can sign in at any time to check the status of a screening.

Results

Sterling improved screening consistencies and eliminated candidate involvement by gaining academic references directly from the source. With Sterling, screening turnaround times greatly improved over in-house screenings.

About Sterling

Sterling Talent Solutions, the world's largest background screening provider, provides hiring peace of mind by delivering a simpler, smarter background screening experience for employers worldwide. Our comprehensive suite of background screening solutions deliver accurate, reliable results and tools to maintain compliance throughout the hiring cycle. Visit us at www.sterlingtalentsolutions.co.uk.