Reference Checking

The Reference Check forms the crucial final step in any executive search and placement process. Reference checks are important for many reasons including:

¡ No matter how thorough the search and selection process has been, the candidate has been under the scrutiny of the search team for a relatively short period of time. The reference check can help confirm assumptions made about the candidate. The more senior the candidate, the more crucial it is that you have the ‘right fit’ especially if you wish the candidate to become a long-term member of your team.

¡ A potential limitation of the selection process is that the search and selection team largely form opinions as a result of responses made by the candidate. The reference check can verify those responses and investigate the ‘bigger picture’ or the context in which the candidate’s experience was gained.

¡ Areas of uncertainty raised during the interview process can be investigated.

¡ Consistency or discrepancy across views of referees can be very telling.

¡ Greater insight can be gained into how the candidate is likely to deal with certain situations or their new environment. A manager can use this information to overcome concerns about the candidate coping, and can also use it to help the candidate settle in and learn more quickly.

Hawes Partners carry out referencing rigorously and we adopt a 360 degree approach; the telephone interview is the usual method employed. We carry out the referencing activity totally independently from the search process so that a completely impartial view of the candidate is built up. If all goes well, the referencing view and the selection view should match. While there are a series of questions that are common across all of the reference checks that we carry out, there may be specific areas that you wish to probe – we will incorporate these into our questionnaire. We can, of course, help you identify the the questions that need to be asked in order to build up a reference profile that will be of most use to you.

Hawes Partners Referencing Service. Hawes Partners are able to offer this referencing service as a stand alone activity. We will apply our interview expertise to help build an independent view of your candidate whether you require a single reference or a full 360 degree service. Please contact us for more information.