

Paperless Background Screening + Applicant Tracking System = Success for Large Delivery Service Company

Situation

Over ten years ago, one of the world's largest express delivery services ("the Delivery Company") recognized a need to integrate their comprehensive background screening process with their existing applicant tracking system to reduce the manual labor time invested in conducting background screening and integrating it with their applicant tracking and HRIS systems.

Actions

Cisive developed a customized paperless background screening process for the Delivery Company that was fully integrated with their applicant tracking system. This integration delivered exactly what the Delivery Company wanted and needed—a reduction in time service and labor by eliminating the need for duplicate data entry. Additionally, the integration provided another major benefit by returning results back to the Delivery Company's applicant tracking system, thus creating a situation in which all applicant details were stored in one place.

Finally, Cisive customized the background reports by recruiter name and region to increase the ease of delivery of reporting data to the appropriate personnel, and also implemented an electronic invoicing process to allow for ease of distribution to the appropriate cost center for payment and reconciliation.

Results

In delivering a reduction in time and labor needed to complete the background screening process and by streamlining the overall applicant process, Cisive helped the Delivery Company stay ahead of the curve in the changing field of applicant tracking and screening. The strength of their work led the Delivery Company's parent company to form a similar partnership with Cisive several years ago, which allows Cisive to provide automated background screening services that are fully integrated with their applicant tracking system.