XREF

Before you hire, check with **Xref**

What is Xref?

Xref is an online reference checking tool that is trusted by businesses all over the world to empower great hiring decisions. It offers a fast, simple and secure alternative to traditional, manual methods of reference checking, while delivering greater value and assurance than other tech-based solutions.

Simple & convenient for everyone

For employers and recruiters

Reference checks take just 30 seconds to request and are returned within, on average, 24 hours.

For candidates

The reference checking stage of the recruitment journey is no longer a "black hole" as candidates are kept up to speed with progress throughout.
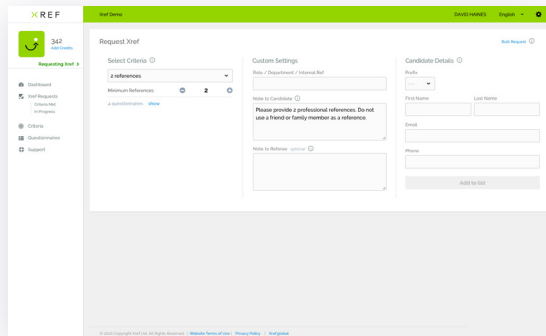
For reference providers

References can be completed at a time and on the device that best suits them.

How does it work?

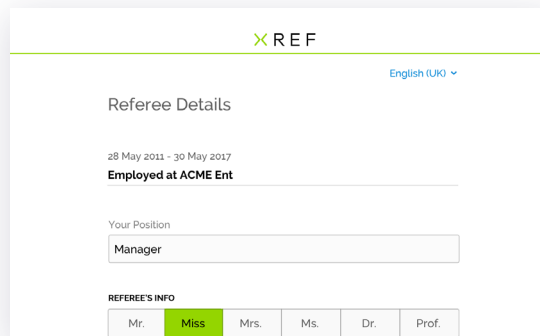Conducting a reference with Xref is a simple, three-step process:

— 01

A 30-second request
The Xref journey starts when you enter the details of your candidate into the Xref platform.

— 02

The candidate provides details
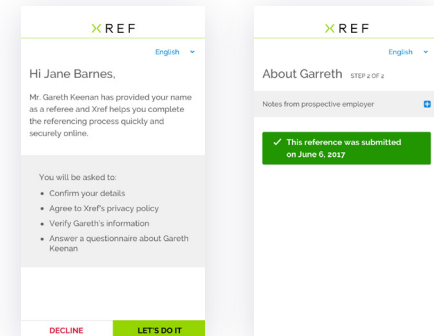This initial request triggers an email to the candidate, asking them to provide details of their reference contacts.

— 03

References provide their feedback
References receive an email linking to the Xref platform and asking them to provide their feedback online, against a set of questions defined by you.

After all three steps have been completed, your reference reports are immediately returned.

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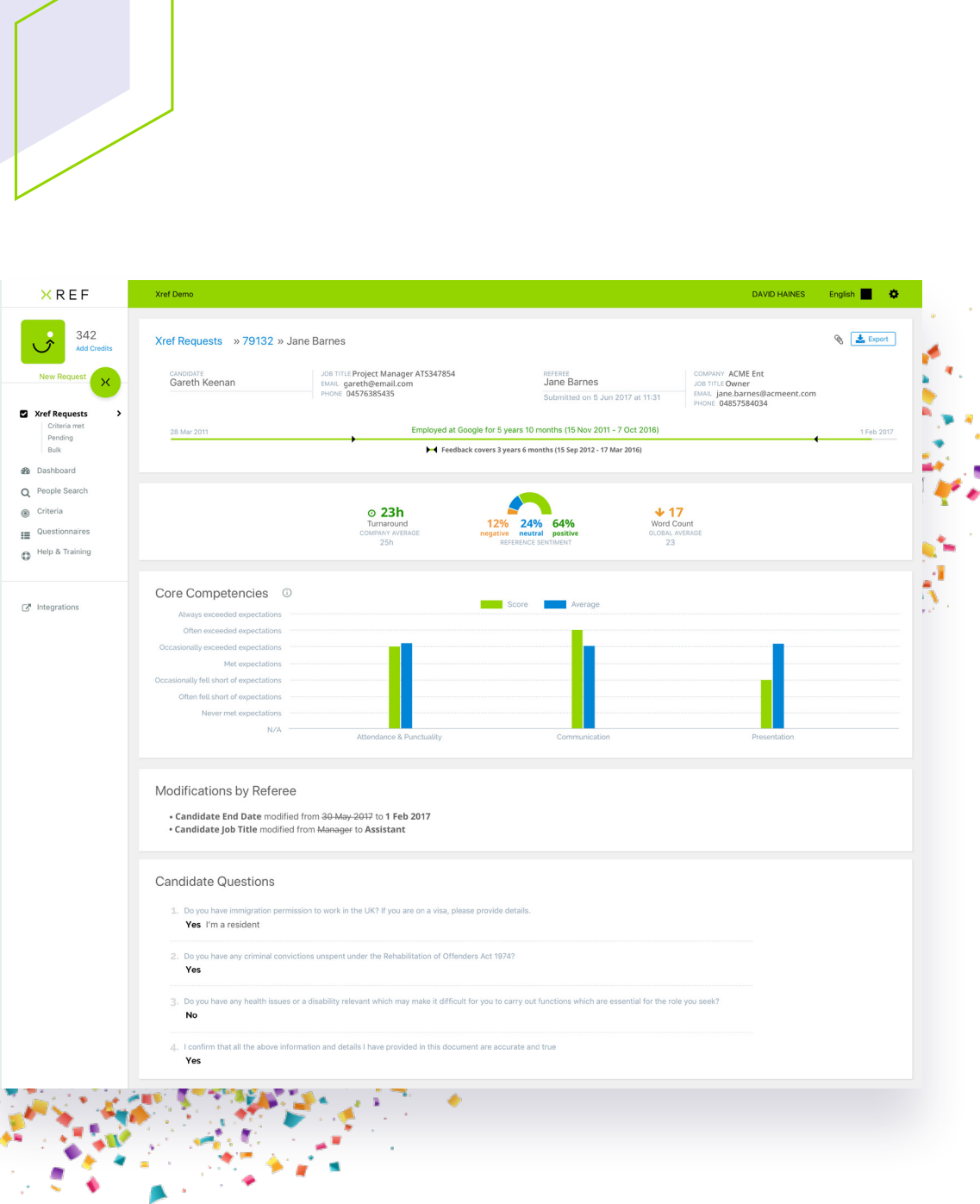
What makes Xref different?

Time-saving & efficiency

Xref minimises delays in recruitment caused by manual processes, creating a smooth, fast experience for everyone.

Compliance & governance

Xref is ISO 27001 certified, offering globally compliant data collection and storage.
It meets all regulatory requirements, to ensure every candidate is assessed fairly.

Value & trust

Xref is trusted by more than 1,200 businesses globally, with reliable tech, dedicated account managers and local support.

Fraud detection

Xref detected more than 7,000 cases of potential fraud in one year. Our unique algorithm monitors for unusual activity during and raises a red flag for any potential fraud.

Relevant & valuable insights

Xref delivers relevant data analytics with tailored and comparable insights, perfect for candidate benchmarking.

What else can I do with Xref?

Identity Verification
Xref-owned, RapidID, enables you to verify candidates' ID using just your smartphone, by securely matching ID documentation to real-time data sources and generating an instant verdict.

Background checks
Xref is integrated with some of the world's leading online background checking platforms, allowing you to ensure you are gathering relevant background details for every new hire.

Create custom reference templates
Our free Template Builder tool offers you the opportunity to build a reference template that can be added to your account, using best-practice, compliant questions.

Build compliant pipelines
With Xref's People Search tool, securely store the contact details of references who have provided explicit consent to be contacted as a potential candidate or about their hiring needs.

Streamline your recruitment
Xref also integrates with the world's leading ATS platforms, so you can easily add automated reference checking to your existing recruitment workflow.

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Why do businesses <u>love</u> using Xref?

Improved time-to-hire

"Xref takes on average, five days out of our recruiting process. It allows our recruiters to spend more time building hiring manager relationships."
— Hudson RPO

Better candidate and reference experience

"Xref has made the reference checking process so quick and easy for our candidates and for their referees."
—Lion

Secure data management

"We also enjoy the assurance that we are complying with data privacy regulations, a risk we hadn't sufficiently acknowledged when referencing in the past."
—APG&Co

Confident hiring decisions

"We would not have actively sought out fraudulent activity during the reference checking phase before, it would really just have been down to luck if we identified anything suspicious."
— Michael Hill

How do I get **started?**

You can be up and running on Xref in 24 hours.

Get in touch for more information or to book a tailored demo with one of our awesome team in your local region.

GET IN TOUCH