



ReferenceInConfidence: Jenson Solutions

The Client

Jenson Solutions specialises in providing financial direction to small and medium sized businesses. Based in the City of London, the firm was founded in 2001 by Paul Jenkinson and since then has become a diverse team with a common goal – to provide expert and considered finance resources to SMEs.

Whether it's Interim Finance Directors, Part-Time Finance Directors, Non-Executive Directors or Financial Controllers, Jenson Solutions provides business with the right financial expertise when it is required, offering a cost-effective alternative to employing a full-time finance team.

The Challenge

As a successful firm frequently making new hires, Jenson Solutions was keen to explore solutions that enabled them to save time on their recruitment process. Executive Assistant Vicky Powell explained, "Prior to using **ReferenceInConfidence**, we needed to send out letters, chase up references and then review them together, which was quite a long-winded process." Anything that would simplify this process and provide more consistency was going to be well-received, as during a recruitment drive, the firm makes approximately one new hire a month.

Key Objectives

- To increase productivity in recruiting new candidates
- To establish a more succinct reference process
- To ensure consistency between references

The Solution

After a short trial period with the system, Jenson Solutions soon concluded that **ReferenceInConfidence** was ideal for their requirements. "**ReferenceInConfidence** is easy to use – the onus is on the candidate to chase up and supply the information and then you receive an overall response back from all four referees," Vicky explained.

The firm made full use of the system's ability to customise questions, tailoring these to best suit the types of candidates they receive. With most new hires being finance directors, Jenson Solutions were able to ensure consistency in the questions they were asking.

“**ReferenceInConfidence** makes our life a lot easier because we're not having to chase up individual referees”



Jenson Solutions is an experienced team of finance professionals providing a variety of services to a number of clients, ranging in size from start-ups through to fully listed companies quoted on the London Stock Exchange and NASDAQ.

Jenson Solutions' team of professionals has a wealth of experience across a number of sectors, enabling them to provide an efficient service and bring relevant experience to most organisations to support their strategic requirements.

Jenson Funding Partners which was launched by Jenson Solutions in 2012 also use **ReferenceInConfidence**. Jenson Funding Partners runs a successful SEIS & EIS Fund for start-ups.

Jenson Solutions services continues to expand and can be found throughout the UK.

The Results

In providing a less-time consuming procedure for gathering references, **ReferenceInConfidence** has given more time for Jenson Solutions to focus on the rest of the recruitment process. "It makes our life a lot easier because we're not having to chase up individual referees," Vicky explained.

The online system makes it easy for referees to complete a candidate's reference, which has resulted in higher completion rates. The detailed, yet uncomplicated online questionnaire offers referees a more straightforward means of providing a reference, whereas previously they were required to respond to a letter. Instead of a lengthy process chasing references, the online system has encouraged quicker responses.

Jenson Solutions has also benefitted from the reports which give an overall summary of four references, enabling management to take an objective view of the candidate.

“**ReferenceInConfidence** saves us a lot of time, we receive more concise feedback on the candidates and it's made the process easier for referees as well”

The Reward

Since launching **ReferenceInConfidence**, Jenson Solutions has benefitted from the increased productivity the system has unlocked for the firm. Additionally, the reward for the hiring team has been a more well-rounded view of candidates and greater consistency between them. Because **ReferenceInConfidence** takes the pressure off organisations to gather and compare references, they are appreciating a better representation of each candidate.

"ReferenceInConfidence saves us a lot of time, we receive more concise feedback on the candidates and it's made the process easier for referees as well," Vicky said.

Overall, Jenson Solutions have been enjoying a smoother recruitment process, giving the team more time to focus on welcoming new recruits to the organisation.

About ReferenceInConfidence

ReferenceInConfidence is the online referencing system enabling candid feedback from referees and helping organisations to make more informed hiring decisions.

The importance of choosing the right people for your organisation can make the hiring process a stressful time. Finding someone with the right skill level and personal fit is a challenge, and getting it wrong can be costly. A hiring mistake can devastate your culture and performance, but ReferenceInConfidence reduces that risk. With tailored questions to suit your needs and in-depth reports offering anonymous feedback, you can gain the insight you need for making the right hiring decisions.

