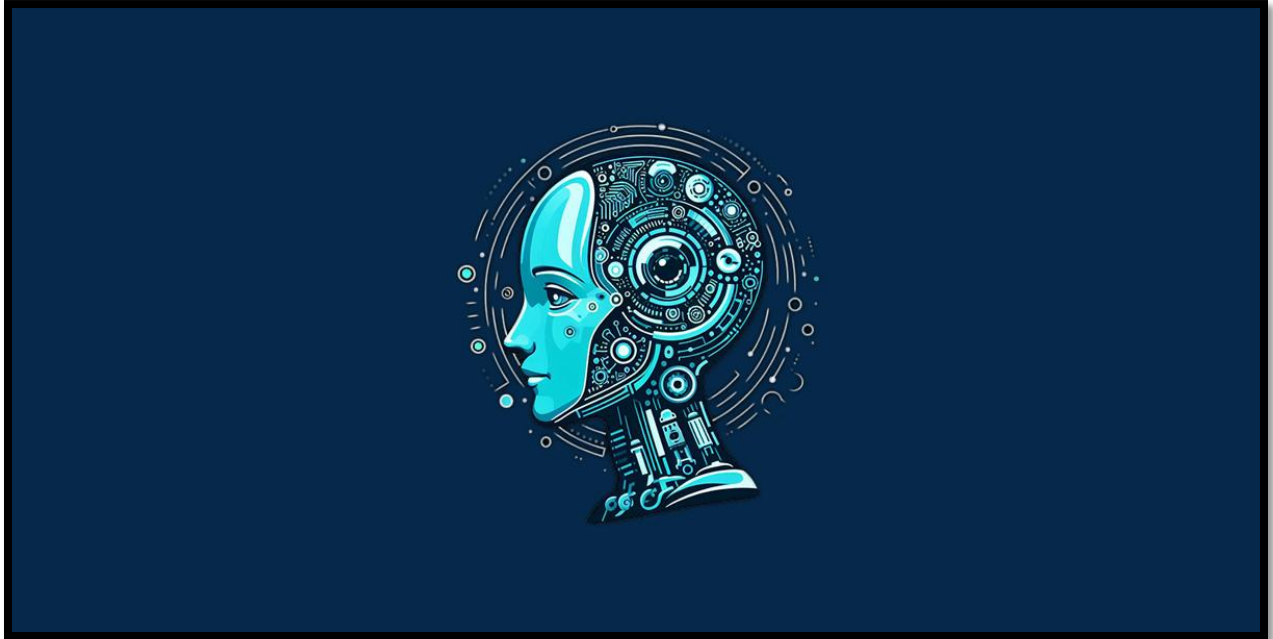


# Finding Out the Truth: Reference Checks & AI Privacy

## How Renard International Best Represent You & Our Clients

In today's hiring market, speed matters; but accuracy, compliance, and trust matter *even more*.



Many employers are tempted to conduct their own background checks by searching online records or relying on people-search websites. While this may initially seem convenient (it saves you the hassle and time), it can easily produce incomplete, outdated, or even completely inaccurate information. Maybe even false information! **Did you know almost 50% of data on LinkedIn are out of date or incomplete unintentionally or intentionally?** That, in turn, can lead to poor hiring decisions, compliance risks, and missed opportunities to secure quality talent.

A proper background check is more than a quick online search. Employment history, educational credentials, certifications, and more all require careful and close verification. Informal screening methods often fail to give a complete picture, and employers may end up relying on information that is either misleading or impossible to validate. **In hiring, that is a dangerous shortcut that we should all be wary of.**

Even more importantly, at the same time, artificial intelligence and automation are reshaping recruitment itself. This isn't mind-boggling news, but few industries are as close to this shift as HR and talent acquisition. Recruiters are not only using these technologies—they are also seeing firsthand where they help and where they fail, but they specifically fail to mention how and where *a human touch still matters most*.

One of the clearest examples of this is candidate communication. According to the notes shared, **61% of recruiting job seekers say not hearing back after applying is their number one pain point**. Another major frustration is **not hearing back from employers at all**, followed by **lack of feedback after interviews**, as well as **long or unclear hiring timelines and time-consuming application processes**.

In other words, one of the biggest weaknesses in hiring today is silence...

At Renard International, we believe silence should *never* define the candidate experience. We aim to respond to every legitimate inquiry within 24 hours whenever possible. Candidates deserve acknowledgement, clarity, and respectful and reciprocated communication throughout the recruitment process.

Transparency is another area where modern hiring still falls short. **54% of candidates say they were not clearly informed that AI was being used in the hiring process**. Technology can improve efficiency, but when people are unaware of how decisions are being supported—or filtered—trust erodes. Ethics matter, and transparency matters just as much.

Data privacy and fairness are now among the top concerns for both employers and candidates. Information must be protected in secure, tamper-proof, virus-protected systems, and AI tools must be used carefully to reduce bias rather than reinforce it. Human oversight remains essential.

There is also growing concern around misuse of AI by candidates themselves. **71% of HR managers say they are worried about AI-assisted candidate fraud**. This concern is *very* real. As tools become more sophisticated, it becomes easier for candidates to embellish, automate, or misrepresent parts of their background.

Still, AI does offer clear advantages when used properly. **69% of HR managers say AI helps reduce manual work and accelerate hiring timelines**. Candidates see some benefit as well, with **29% saying automation improves speed and communication**. Used responsibly, AI *can* support background check reporting, interview summaries, and resume screening...but these tools should assist recruiters—and NEVER replace professional judgement.

Our approach at Renard International is balanced—as all things should be. We do not over-automate simply for the sake of speed; we review resumes carefully, often using client-specific written templates, and only advance candidates for detailed review once they are shortlisted for the role in question. Interviews are scheduled as thoughtfully as possible, taking into account time zones, busy schedules, and the realities of international recruitment. Technology helps us move efficiently, but people remain at the centre of the process.

The real issue is not whether AI belongs in recruitment. It already does. The question is how to use it responsibly.

DIY background checks and unchecked automation may appear efficient on the surface, but they can undermine fairness, trust, and hiring quality. The best recruitment process is one that combines efficiency with transparency, verification with empathy, and innovation with human accountability. **And, at Renard International, we do just that.**

Review our Newsletter and 2025/26 International Salary Surveys at [www.renardnewsletter.com](http://www.renardnewsletter.com)



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