

# WorkTrybe

## improves recruitment

## efficiency with Referoo



WorkTrybe is an innovative firm that believes in the magic of connecting people and organisations. They curate talent to help organisations achieve HR and recruitment outcomes. The business augments HR resources for companies with a range of services, including outsourced HR.

After twenty-five years working for multinational organisations, WorkTrybe Founder and CEO, Kylie Saunders, took the leap into her own firm during the pandemic. With her extensive experience in recruitment and HR, Kylie knew she needed the right tech setup and automations in place from the outset. That way, WorkTrybe could invest time in the human interactions that really matter.

High up on Kylie's list was a reference-checking solution. "Because I've been in the industry for such a long time, automating references was really on my agenda as part of our tech stack capability. I know first-hand how challenging it can be to get time in people's diaries. Even when you schedule a phone call, the referee needs time to think about the questions to give you a detailed, quality reference," Kylie said.

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**I am very familiar with the costs of doing manual reference checks too. For me, it was a MUST-HAVE to go and look for an online solution.**

Kylie says that streamlining reference checking was also important to her because it aligns with the WorkTrybe ethos. "We are all about simplifying the process for our clients and candidates, and a user intuitive reference-checking process really supports that."

With her extensive experience in the field, Kylie was familiar with the players in the space, and she approached a number of them. "I was really looking for a partner who would help us achieve our business goals, not just a tech solution," she explains.



For Kylie, Referoo's practical approach, providing her with a sandbox environment where she could test the product with her team, was a huge benefit.



(Referoo Director) Neil was just fantastic. He clearly understood that whatever tech I choose as a business owner has to not only save time and money, it has to be the right solution for my team, my clients and my candidates to really add value. He gave me the chance to trial it with my team, and ultimately, they gave me fantastic feedback that the system was so easy to use and integrated seamlessly with our ATS.

WorkTrybe proceeded with an implementation of Referoo across the business in late 2020. This experience was one Kylie describes as seamless. "It was really simple from a setup and implementation perspective – it all just worked."

Alongside faster and easier reference checking, one additional feature that WorkTrybe has tested is Referoo's fraud detection.

The WorkTrybe team was hiring for an outsourced role in the US, when Referoo detected that the applicant and referee IP addresses were one and the same.

"It was quick and identified a potential risk in the hire. Referoo was able to flag this with us immediately. Regardless of being a virtual team and working in the US, we were able to have honest conversations and mitigate the risk for the client. This was a good outcome; it's critical to be informed if a reference may not be entirely genuine."

The partnership with Referoo has helped WorkTrybe to make life simple for its clients – the very thing Kylie set out to achieve. "It is so easy for everyone to use, and all the feedback has just been fantastic. It was a MUST-HAVE for us."

Kylie has goals to grow her own business significantly and says partners like Referoo are invaluable on her journey.



WorkTrybe is still in its early days, but it has huge potential to grow, and to do this successfully we need strong partnerships. I love the support that comes from working with businesses like Referoo that take a real partnership approach. These are the relationships that deliver real outcomes that are meaningful. There's a huge amount of value in that for businesses of any size.