

CASE STUDY

How Aldi Streamlined Background Screening Processes
Using Verifile's Centralised Screening Solution



KEY OUTCOMES



Transformed fragmented screening into unified national oversight, moving from individual store management to centralised control.



Eliminated administrative burden for recruiters by removing contract management, order placement and invoicing from store-level operations.



Created a model of best practice for large-scale organisations with unified screening policies delivering greater consistency.



Enhanced candidate experience through faster, more consistent background check processes nationwide.



OVERVIEW

Aldi is one of the UK's leading discount grocery retailers, operating over 1000 stores across the country. As an innovative business experiencing rapid growth, every aspect of its operation is designed with continuous improvement in mind.

Faced with inefficient background screening processes that varied across individual stores and distribution centres, Aldi needed to centralise their approach to ensure consistency, reduce administrative burden, and improve their recruitment timelines while maintaining rigorous standards.

We spoke to **Kelly Stokes, Aldi HR Director**, to learn how this transformation revolutionised their recruitment workflow.



Verifile's years of working with us as a trusted supplier and partner meant that they understood both our business and the brief we were working towards.



Kelly Stokes, Aldi HR Director

CHALLENGE

To create a consistent, centralised approach to background screening

Aldi's background screening process lacked consistency and efficiency. Since 2007, background checks had been ordered by individual business units, with no single, consistent approach or process. This decentralised system meant:

Individual stores and distribution centres were responsible for managing their own contracts with Verifile, placing new orders, setting up users on the system and paying invoices. This approach created a significant administrative burden for recruiters and meant the central HR function had insufficient oversight of what was happening at a national level.

The inconsistent approach was increasing the time it took to hire people and creating complexity that impacted the candidate experience. Without centralised oversight, Aldi couldn't effectively monitor or optimise their screening processes across the organisation.



SOLUTION

A unified background screening solution

Key features included:



STREAMLINED VERIFICATION PROCESSES

Simplified workflows that eliminate manual contract handling, order placement, and invoicing at individual stores.



STANDARDISED POLICY IMPLEMENTATION

Consistent procedures rolled out across the entire UK portfolio, ensuring uniform approaches nationwide.



UNIFIED CONTRACT MANAGEMENT

A single contract managed by the central HR team, replacing fragmented store-level agreements across 1000+ locations.



RESULTS

Transforming recruitment processes, enhancing efficiency, and optimising resources

Verifile's centralised background screening solution delivered significant improvements:



ESTABLISHED CENTRALISED, EFFICIENT BACKGROUND SCREENING

Individual stores retain responsibility for their checks, but the central team now has complete oversight of the whole process, enabling better consistency and control.



REDUCED ADMINISTRATIVE BURDEN FOR RECRUITERS

Eliminated the need for stores to manage individual contracts, place orders, set up users, and handle invoicing, allowing recruiters to focus on core recruitment activities.



IMPROVED CANDIDATE EXPERIENCE

A unified screening policy delivers greater consistency, reducing complexity and improving the overall candidate experience with faster processing times.



ENHANCED OPERATIONAL VISIBILITY

The central HR team now has a complete national overview of recruitment screening, enabling better decision-making and process optimisation.



STRENGTHENED PARTNERSHIP

Verifile's years of working with Aldi as a trusted supplier meant they understood both the business and the brief, leading to a solution perfectly tailored to Aldi's needs.



SCALABLE BEST PRACTICE MODEL

Created a model of best practice for an organisation of Aldi's size and ambition, with unified screening policies that can adapt as the business continues to grow.



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Aldi now has a model of best practice for an organisation of this size and ambition; a unified screening policy that's delivering greater consistency, reducing complexity and improving the candidate experience.

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Rachel Felton,

Senior Customer Success Manager
Verifile



Accurate data. Meaningful relationships.

READY TO STREAMLINE YOUR SCREENING PROCESS?

Let us help you transform your HR operations.

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