EMPLOYMENT SCREENING

SOME MISTAKES CANNOT BE ERASED

Screen your new recruits before it's too late



Who you recruit can impact on every area of your business, from staff morale to operational efficiency, ultimate profitability and your company's overall reputation.

Our employment screening services provide you with an effective program that will help mitigate the risks associated with recruitment.

Employment screening offers an assurance that the person you are employing or engaging with is who they say they are, has the experience and qualifications to perform in the role they have applied for and safeguards your organisation from potential reputational risk.

WHY SCREEN?

Resumes are written by applicants to place them in the best position to be selected and include what they want you to know, not necessarily what you need to know. Some applicants may be motivated to lie, embellish or omit information to avoid declaring undesirable employment or personal histories.

A well-publicised employment screening policy sends a clear message to the market that your organisation values integrity, has a sound people risk management framework and deters dishonest individuals from applying to your organisation in the first place.

Employment screening provides an objective benchmark for your recruitment process, maximising the information available to you, and ensuring your people risks are minimised. Screening also assist you in meeting your compliance, regulatory and legal requirements.

WHY RISQ GROUP?

RISQ Group is at the forefront of operational risk management and provides screening services to some of the largest and best-known global companies. We recognise that background screening is an integral part of every organisation's people risk management framework.

We are experts in the field of people risk management and are committed to providing a service that provides you with a risk mitigation solution for your people engagement processes.

We have a strong focus on quality client and candidate experience and understand every business is different, so our solutions are flexible and can be tailored to meet your needs.

We understand the need to integrate seamlessly with your recruitment process and for accurate and timely results. Our online platform, AMY, is a user-friendly, interactive and secure platform which provides you with a complete screening solution with full integration capability.

We are committed to ensuring your screening programme provides value for money. Our team will provide you and your team screening insights and operational expertise.

WHAT LEVEL OF SCREENING DO YOU NEED?

We adopt a risk based approach and work with our clients to design the most suitable range of products for your pre and post-employment screening needs.

This approach ensures you have appropriately designed packages, ensuring your screening programme aligns with your overall business risk profile and the risk associated with each role.

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OUR PRODUCTS AND SERVICES

IDENTITY
Is your applicant who they say they are?

Identification verification: Verifies the identity of the applicant and may also be used to verify if an applicant is a resident or citizen of a country. This verification underpins all other verifications.

CREDENTIALS
Does your applicant have the qualifications and prior experience they claim to have?

Employment history verification: Verification of the quantitative details of applicant's prior employment with the human resource or payroll department of former employers.

Employment/Line manager reference: Tailored questions asked of the previous direct managers of the applicant designed to verify the applicant's past work performance, both behavioural and skill based.

Qualification verification: Verifies the authenticity of the tertiary institution the applicant attended, then the dates of attendance, the qualification awarded and the graduation date.

Professional memberships/licences verification: Verifies the membership status or licence validity of the applicant in a professional association.

INTEGRITY
Has your applicant honestly represented themselves?

Criminal history record search: Searches the records of authorised police bodies and/or court records to reveal if the applicant has a criminal history record. Availability and scope vary from jurisdiction to jurisdiction.

*Please note that where a criminal history record search is not available we recommend a **Reported criminal activity search** as the next best alternative. This search incorporates an adverse Global Media and Sanctions search.*

CV Analysis: Verifies an applicant's CV against the submitted screening form, highlighting any gaps and inconsistencies.

FINANCIAL PROBITY
Is your applicant suitable for a position of trust?

Bankruptcy: Reveals the applicant's bankruptcy history.

Credit: Reveals the applicant's credit history from an accredited reporting agency.

Civil Litigation: Reveals any processes undertaken to resolve disputes between the applicant and another party through a court system.

*Please note that depending on the classification of the country and/or region **Bankruptcy, Credit History and/or Civil Litigation** may be grouped together into one service or provided discretely or not at all.*

REPUTATIONAL
Is there anything in the applicant's past that may undermine or cause embarrassment to your company's reputation?

Business Interest/Directorship: Verifies if the applicant is, or was, a director, officeholder or shareholder of a business.

Global Media: An extensive search of global media archives over a ten-year period.

Financial Regulatory: Reveals if your candidate has been banned, disqualified or censured from involvement in the banking, finance, securities or investment sectors.

ANTI-MONEY LAUNDERING & COUNTER-TERRORISM FINANCING
Is your applicant associated with any networks which could threaten / breach your global legal compliance obligations?

Global Sanctions: A search of global compliance databases, including international sanctions, law enforcement and regulatory enforcement watch lists.

Contact RISQ Group today and discuss how our employment screening services can help you mitigate the risk associated with hiring.

Email: info@risqgroup.com

OR

Visit: www.risqgroup.com

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