

KEEPING OUT THE UNWANTED

Background screening has become a fairly standard practice in the mature economies, but Asia Pacific has seen a significant rise in adoption rates only in recent times.

That stems from the fact there has been a surge of employees forging their educational or work qualifications, even at the senior leadership level, making employers aware the cost of a bad hire is too high to leave to chance.

Research shows that 82% of organisations currently perform some sort of background checks, with the objective of improving the overall efficiency of the recruitment process. Most commonly, employers deploy criminal searches as part of their screening practices, while identity verification and past employment verification follow closely behind.

The growing incidences of false and fraudulent information in candidate applications has increased the need for the type of robust background checking only specialists can provide.

In addition to leaving a company open to embarrassment, being fooled by false candidate credentials can allow fraudsters into the organisation where they can do untold damage.

The winners and finalists of the Best



Background Screening Provider category demonstrates excellence in protecting employers from unscrupulous candidates. You can be assured of a stronger recruitment and selection process for your organisation if you are working with one of the five organisations on this year's list. ▼

BEST BACKGROUND SCREENING PROVIDERS

GOLD	HireRight
SILVER	First Advantage
BRONZE	RISQ Group
FINALISTS	Blue Umbrella
	Capita

Finalists are listed in alphabetical order.

V GOLD

HireRight

Having served its Asia Pacific clients remotely for about eight years, HireRight opened its regional headquarters in Singapore in 2014, signifying its commitment to growing its operations in the region.

It set the wheels turning by growing its staff strength to provide a customised service to its clients in the region. This renewed focus on the region has resulted in a substantial increase in HireRight's APAC staff strength and year-on-year revenue.

A majority of HireRight's clients are multinationals in industries such as financial services, technology, and manufacturing, representing a majority of the *Fortune* 100. It has retained almost all its client base in Asia Pacific and added a few other major players across industries.

This year, HireRight launched its first website specifically for Asia Pacific – a portal where customers in the region can get product and service updates. Another key feature setting HireRight apart is its automated online background screening portal which allows professionals to order the types of checks they need easily and quickly.

In the past year, this gold winner has launched a significantly improved version of its online

background screening portal for candidates – the next generation applicant centre. A first-of-its-kind in the industry, it guides candidates step by step through the background checking process, enabling them to supply additional information, view the status in real-time as verifications are completed, and ask any questions directly to HireRight, alleviating the HR professional's role.

This system was launched in beta version in mid-2015 and has been tested by some of HireRight's major clients, with very favourable feedback. The product is expected to be launched officially and made available to customers at the end of this year.

Being a rapidly growing company means an abundance of opportunities for HireRight's staff to play a role in building the business.

The company's performance measurement and rewards system recognises staff's positive contributions to its success. In addition, HireRight's leadership has prioritised creating a culture where employees feel engaged and valued, and where global internal surveys are conducted to get feedback on the type of organisation they want HireRight to be.

