

## **WHAT MAKES A GOOD BACKGROUND SCREENING PROVIDER?**

### **1. Do they have the right experience?**

To ensure you implement a robust and capable background screening process, it is important that your provider has experience of working with similar organisations, both in terms of size and industry sector. It is also important that the provider has a full understanding of current legislation, so that compliance is assured when they are delivering their services to you, as screening can be complicated at the best of times.

### **2. What level of client and candidate support to they provide?**

This is a critical component for your chosen screening provider and will essentially underpin the success of your entire background screening process. It is becoming increasingly difficult to find the very best candidates, so it is imperative that you work with the very best to help screen those candidates. Candidates who go through a well structured onboarding process have a much higher likelihood of staying with the company for a longer period. There are several key questions that you shouldn't be fearful of asking potential providers – Do they have a team of experienced vetting officers that will help implement and manage your company screening process? What access do they have to government sourced databases that will verify the information whenever possible? How easy is it for their screening platform to be integrated with your existing software making the screening process as seamless as possible? Having answers to these questions can go a long way to helping you decide on whether the provider meets your requirements.

### **3. Does the provider meet your requirements?**

Your candidates will be starting jobs at your company having come from various backgrounds. It is essential that your provider can check this detail and not leave any gaps in the screening process. Having a provider that can tailor your recruitment screening process to suit different levels of job seniority and meet all the needs of the business is key. Furthermore, how your provider handles the data supplied by the candidate in relation to the screening requests of the company is just as important. Your chosen provider should be able to clearly demonstrate they have taken all necessary steps to be GDPR compliant.

### **4. How secure is the data?**

You should expect the very best from your chosen screening partner and with GDPR, you should be able to trust them implicitly. The financial implications of non-compliance can be very damaging both with regards to the reputational damage and the ability to attract the very best candidates. Your chosen screening provider should have ISO27001 which is internationally recognised as a standard for data security.