

Pre-Employment Screening & Background Check



Verity's Pre-Employment Screening & Background Check is a complete service aimed to help employers identify the right candidates while mitigating employment risks.

Pre-Employment Screening Benefits

Better Candidates Equals a Better Workforce

By utilizing proper pre-employment screening, you will hire more qualified candidates, which ultimately lead to increased quality of employees, higher productivity, and reduce turnover.

Avoid Long Term Costs

By screening for properly qualified candidates at an early stage, you can prevent potential problems such as poor work performance and unethical behaviors, which leads to inefficiency, lost time and money invested in the individual, and going through the costly process again.

Promote a Safe Working Environment

Collecting detailed information such as past records and character of potential candidate early in the recruiting process can help minimize possibilities of workplace violence or unethical activities.

Maintain Trust and Good Reputation

Companies should not underestimate the damages one unqualified employee can do to the workforce. By making the right hire, you can avoid negative impact to employee morale, maintain trust within the organization, and uphold a good reputation.

Our Service Includes:

- Verification of educational qualifications
- Confirmation of employment history, position, salary, and reason for leaving
- Research records to identify business interests and conflict of interests

Choose the Right Partner

Well-Rounded Profile

We go above and beyond the candidate's curriculum vitae to search for hidden facts. This includes employment gaps, previous part time or other full time positions not listed, and character checks to provide a full view of the profile.

Detailed Background Check

We provide detailed background checks to ensure the candidate is who he/she claims to be. We will verify the candidate's credentials and background, find out if he/she have previous records that may put the organization at risk.

Prevent Interference of Candidate Selection

With the use of an external service provider, you can avoid any conflict of interest with the candidate, your company, and the recruitment agency assisting with the selection process.

Additional Searches and Information

Aside from contacting the candidate's previous employers and referees, we go as far as locating people who may know the candidate in order to learn his/her personal and professional reputation, work performance, lifestyle, and ethics.

- Telephone enquiries directly with the candidate's referees
- Involvement in legal proceedings
- Internet and media search

Top 10 Lies Told by Job Candidates

Recruiting the right candidate has become more difficult in today's global economy with a growing mobile workforce. Alarming statistics shows an estimated 50% of job applicants lie to enhance their credentials. It is more important than ever for companies to ensure accuracy and honesty before hiring a potential candidate at an early stage.

By implementing proper pre-employment screening, employers can save time, cost, and energy in the long term addressing unqualified employees. And in some cases, avoid putting the company at risk.

Employers should beware of discrepancies of a candidate's work and education history. The following are some strategies candidates use to enhance or falsify their curriculum vitae:

1. Salary package

Candidates may increase their previous salary, stock option, or discretionary bonus, for a higher compensation package.

2. Change dates to hide gaps

Candidates may lie to cover career gaps in their employment history to avoid explanations to employers.

3. Academic qualification

Candidates may have taken certain courses and claim to have a degree to appear more qualified. Some candidates even go as far as forging a diploma.

4. Job title or designation

Candidates may exaggerate about their previous position or duties to get a better title or compensation package.

5. Reasons for leaving

A candidate may make up a positive reason for leaving, when in reality he/she left the company in bad terms, or was even fired from previous company due to poor work performance.

6. Responsibilities and role

A candidate may claim additional duties or claim a local role to be a regional role in previous position.

7. Work experience

Candidates may include more experiences than they really have in order to join at a senior level or to negotiate a higher package.

8. Size of department

Candidates may overstate the size of previous department or number of subordinates to seem more qualified for a top management role they apply for.

9. Business interests

Certain candidates may have a relationship or business interest with competitors which employers are not aware of.

10. Language fluency

A candidate may state fluency in a language when he/she can only speak but not write in order to mislead the employer for extra language skill.

To learn more about Verity's Pre-Employment Screening & Background Check services, call us at (852) 2581 9696 or email to info@verity.com.hk