

Begbies Traynor

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Corporate Intelligence Specialists Recommend Personal Due Diligence for Potential Employees



With the New Year traditionally being one of the busiest times for recruitment, corporate intelligence experts are warning employers of the necessity of implementing personal due diligence procedures to vet potential recruits.

Specialists at BTG Intelligence, part of the Begbies Traynor Group, recommend that enhanced profiling is carried out to ensure that the information given by candidates is accurate; and that there are no skeletons in the closet which potential employers need to be aware of.

“There have been estimates that at least three in every ten CVs include untruths from overplaying current responsibilities to citing false qualifications and even claiming experience in make-believe jobs.

What's more, some candidates may have criminal records or bad credit histories which are unlikely to come to light in an interview, but could prove harmful to the business," explains Chris Taylor who leads BTG Intelligence in Leeds which specialises in corporate investigations and intelligence gathering.

"In the US, there is a long tradition of carrying out vigorous vetting of job candidates, but, surprisingly this has been much less common here. Many organisations readily concede that their staff is their greatest asset and, therefore, it seems logical to invest in screening processes to ensure that only the best candidates are hired."

He continued, "Enhanced profiling must be carried out in a professional manner by specialists. The first step is to tell the candidates that you plan to carry out some background checks; it should be a transparent process and if a candidate refuses to disclose any information, consider this a warning. Your adviser will ask all candidates to fill in a simple questionnaire and then carry out checks to ensure the validity of qualifications and employment history as well as looking at criminal records, credit ratings and litigation history. The finding may necessitate further investigations such as interviews with former colleagues or research into the candidate's lifestyle.

"The grim reality is that candidates may be 'economical with the truth' when seeking a position and cost cutting on the selection procedure could prove very costly for the business in the long term. We believe pre-employment screening processes should be a standard operating procedure for all UK employers."

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