



How to Choose a Background Screening Vendor



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About Certn

You don't have to settle – missing out on great candidates, errors that cause delays, information black holes, playing customer support.

Certn has the **world's easiest background checks** that integrate with where you work for seamless screening.

Building trust is important, but it doesn't have to be hard. Trusted by 20,000, including the world's biggest brands, Certn background checks are faster and easier. Certn clients reduce their time-to-hire by up to 80% and cut hiring costs by up to 50%.

Named Deloitte Canada's tenth-fastest growing company on the Technology Fast 50™ in 2023 and ranked 78th on Deloitte's North American Technology Fast 500™, Certn is revolutionizing background screening with the easiest-to-use platform, 24/7 support, and fast and compliant results from global sources.

Founded in 2016 and backed by over US \$114M in venture capital funding, including Deloitte Ventures and Export Development Canada, Certn helps businesses hire faster and manage risk, all while delivering user experiences that help them stand out.

Trusted By:



Deloitte.

Saks Fifth Avenue

WESTJET 



Background Checks 101

A background check is a look into someone's past. If that sounds ominous, it might help to know that checks are a common part of the hiring process in North America. Over 90% of employers run background checks¹. In hiring, these checks are used to verify everything from a candidate's qualifications, to employment history, to criminal history.

Depending on the laws in your area, background checks may also be used by landlords and government agencies. Landlords might screen potential tenants to assess their rental history, financial stability, and criminal history. Whereas government agencies and military organizations run checks before issuing security clearances.

In discussing why background checks are important, safety and security often comes up. It's true: screening can help you identify a history of violence, fraud, theft, or other behaviours that may post job-relevant risks. This is especially important when hiring for roles that involve financial responsibilities or access to company property.

Though, there are even more reasons why companies use checks: for SOC 2 compliance and cybersecurity, brand reputation management, and to stand out with candidates and investors.

Whatever your goals, the following page lists questions to help you assess and choose the best screening vendor.

Proper background screening gives employers **a more complete picture of who they're hiring**. It's helpful to work with screening experts who can flag legal considerations such as individual privacy laws and employment regulations.



¹. The Society for Human Resources Management. [Conducting Background Investigations and Background Checks](#). April 2019.

How to Choose a Screening Vendor

Background checks provide you with extra information to help make more informed hiring decisions and bring on people who are the best fit for your roles.

There are many exciting vendors in the market to choose from, and on the surface screening may seem similar because they offer the same basic services, but your vendor should work for you. **Below I've compiled a list of the top 10 questions to ask to determine who's the best fit for you.**

Questions to Ask Your Background Screening Vendor

- ① How quickly can I get results? Your hiring decisions are likely tied to the completion of the check, so asking about turnaround times is important. Automation can help speed things up.
- ② Do you offer real-time tracking?
- ③ What are the terms? Am I committing to a contract or is it pay-as-you-go?
- ④ What kind of customer support is available? Is there help for me and candidates?
- ⑤ Which jurisdictions are you authorized and accredited in? This is important if you plan to scale your business internationally and/or want to tap into a global talent.
- ⑥ Are domestic and international background checks available on the same platform?
No one likes multiple logins.
- ⑦ How do you stay compliant with national and international standards and how do you stay up to date with the latest industry regulations?
- ⑧ Are there mobile capabilities for clients and candidates?
- ⑨ How do you communicate with your clients and notify them of any changes?
- ⑩ Do you integrate with our HR tech stack? This is a big one. In order to help companies deliver the best candidate experience, Certn integrates with many popular hiring platforms.



Industry-Leading Background Checks

Using background checks is a strategic decision that benefits both your company's success and the well-being of your employees, customers, and clients.

By running them before onboarding new employees or as part of a continuous screening program, you can mitigate risks and liability, stay compliant, and protect client and customer interests. **If you go a step further and use Certn's online background checks, you may even find efficiencies by streamlining your hiring process.**

The experience matters.

In order to help companies deliver the best candidate experience, the Certn background check process is **online**. Plus, with features like **SMS invites**, you can get candidates to complete their checks faster and **decrease turnaround times by up to 35%**. We also integrate with leading ATS platforms so you can seamlessly add the check step into your hiring workflow. It's how we help you protect your business without slowing you down.

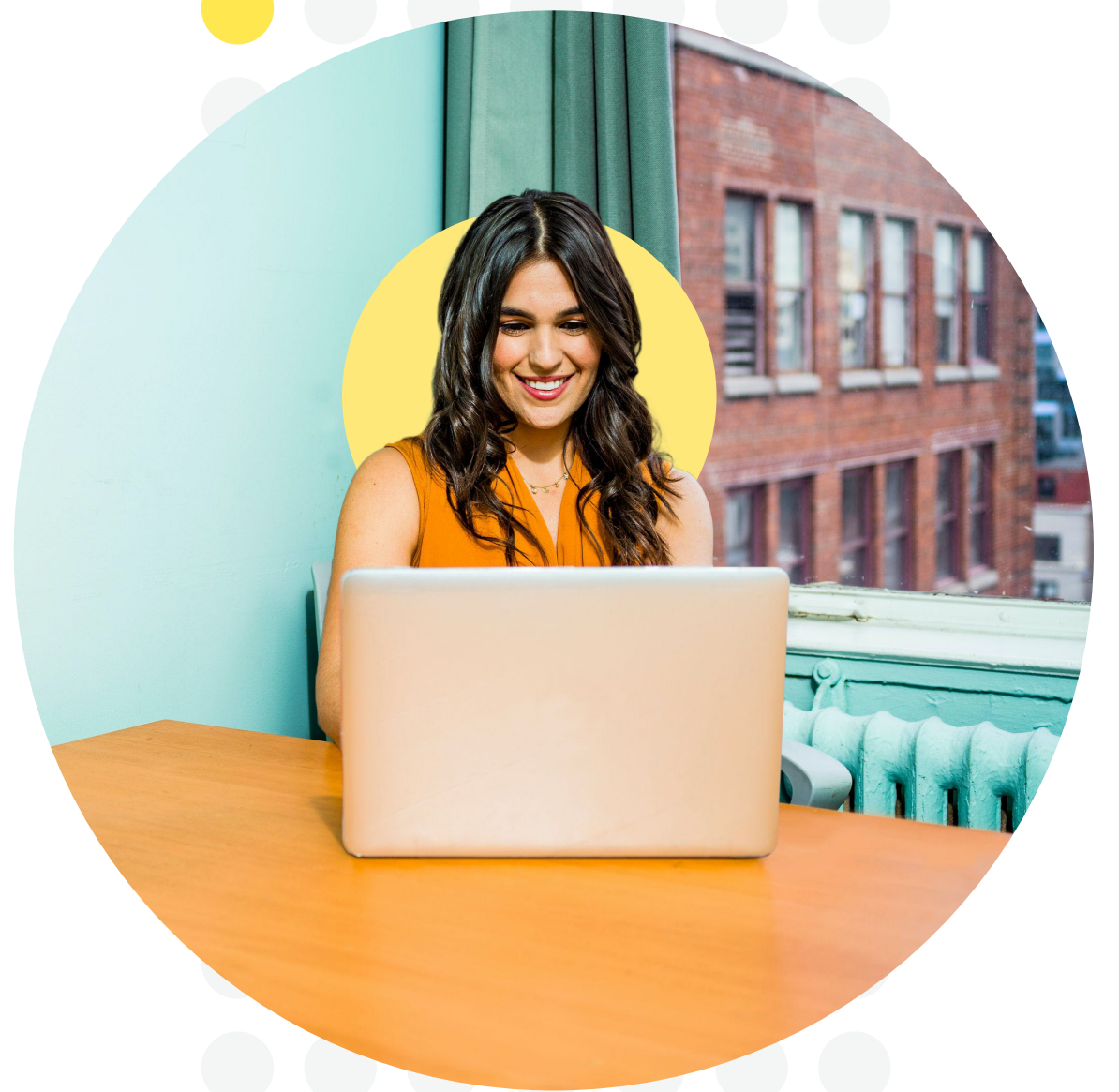


Why wait? Talk to one of our screening experts to start using the world's easiest background checks today.



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[Contact Us](#)



About Certn

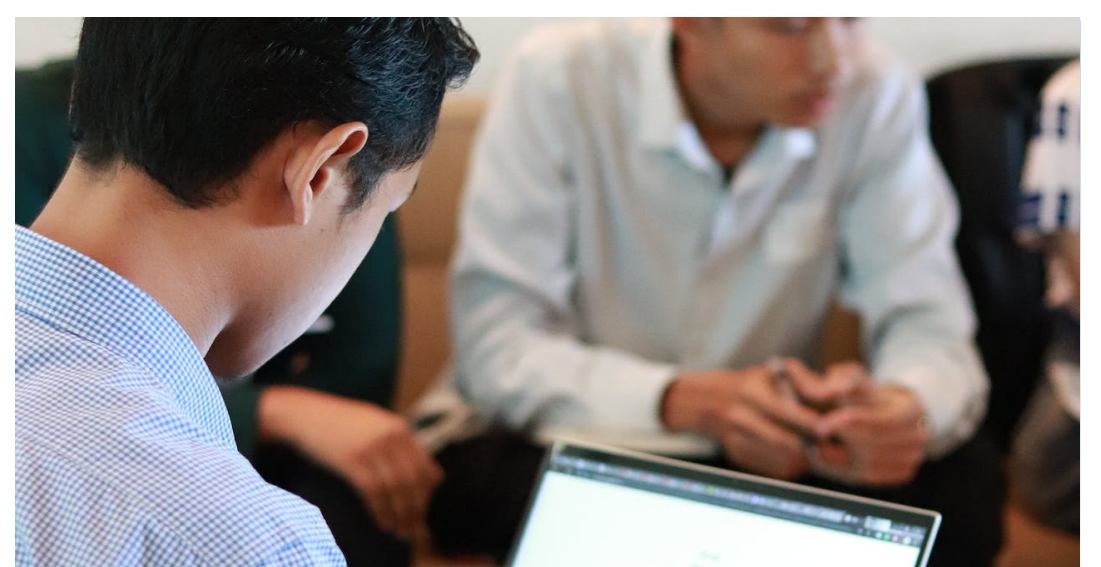
You don't have to settle for how it's always been done. Certn is revolutionizing background screening with the easiest-to-use platform, 24/7 support, and fast and compliant results from global sources.

Trusted by 20,000, including some of the world's biggest brands, Certn runs over two million checks a year and delivers faster and easier experiences for everyone. Certn's experts set the standard for quality in the industry and serve as advisors to trade organizations and government committees.

Why wait? Learn more at: certn.co.



Choosing the Best Background Screening Vendor: What to Ask



Click [this link](#) for the blog post.



The world's easiest background checks.