BACKGROUND SCREENING
PROCESS FLOWCHART

Vacancy Identified

Job Description Formulated
Applications Open

Applications Received

Conduct Initial Screening

Does the applicant meet the minimum requirements?

N → Application Unsuccessful

Y → Consider applicable legal, regulatory & organisational requirements to determine the order for subsequent activities

Consider other stages of the pre-employment process (e.g. conduct interview/testing)

Conduct Background Vetting

Is the information provided by the applicant during the process confirmed as accurate?

Y → Does the applicant meet the criteria for further consideration?

N → Application Unsuccessful

Does the applicant meet the criteria for further consideration?
N → Application Unsuccessful

Continue with other aspects of the pre-employment process

N → Does the role require additional background investigations?

Y → **Conduct Background Investigations**

Does the applicant meet the criteria for further consideration?
Y → Continue with other aspects
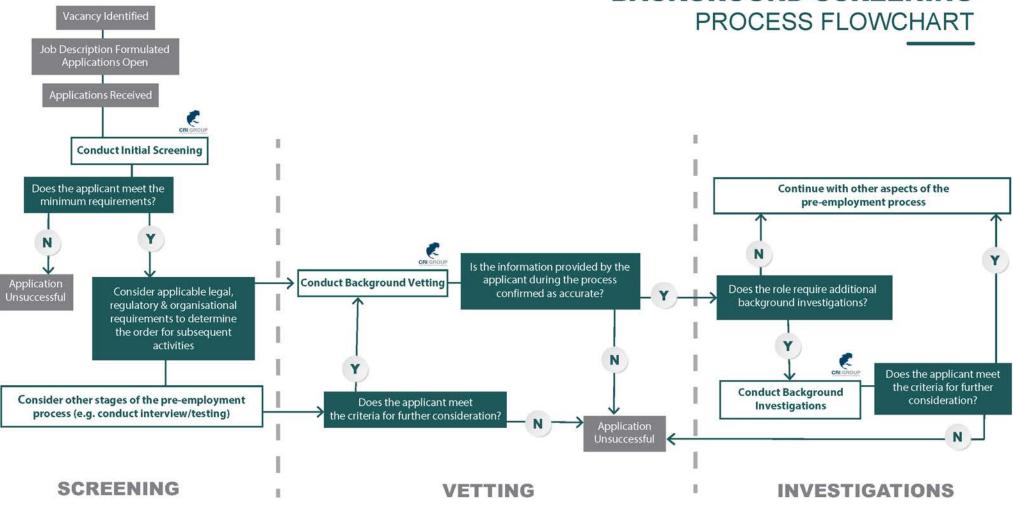**N** → Application Unsuccessful

SCREENING

VETTING

INVESTIGATIONS

CRI GROUP : the stage where CRI® can help you with the background screening process