

A woman with dark curly hair, wearing a green blazer over a white shirt, is raising her right hand in a meeting. She is smiling and looking towards the right. In the background, several other people are visible, including a man with a beard and a woman with glasses, all appearing to be part of the same event. The setting is a modern office or conference room with large windows.

**HR LEADERS:
THE RIGHT QUESTIONS,
ANSWERED.**

FINDING THE RIGHT TALENT CAN BE LIKE HITTING A MOVING TARGET



Hiring teams, all the way up to the CHRO, face the constant challenge of building a future-ready, cost-efficient workforce without compromising on quality, diversity, or compliance. Deploying technology at scale, without ever losing the human touch required to attract and retain the best talent, is key to ensuring a competitive edge for both today and tomorrow. Compounding this are the changing demands of both leadership teams and the global talent pool, and maintaining program accuracy and compliance standards even as partner networks diversify.

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Over the past two years, a lot of things have changed. The key changes are remote work and virtual hiring, focus on diversity, equity and inclusion, enhanced background screening of employees, increased use of technology, and privacy and data security. All of these are very important in background screening.”

CHRO, Healthcare Company

Amid this growing complexity, let us be your trusted partner. We believe great background screening is your secret weapon – not just another step in the process, but an opportunity to win.

HOW DO I HIRE FASTER, WITHOUT COMPROMISING ON ACCURACY?

When scaling a winning talent architecture, recruitment velocity is key. Customers will not wait for you to build skillsets, and the best candidates will not wait to be hired. As a result, background screening slowing you down is not an option – but nor is cutting corners. Moving fast at the expense of rigorous scrutiny can be a critical error, potentially inviting negligent hiring and creating expensive risks on many fronts.

34% of candidates assume they've been ghosted after just 1 week.¹ But, forensic analysis doesn't need to slow hiring speed. You can strike a balance that helps ensure the people you want arrive when you need them.

To help ensure you get the right talent at the right time...

- Support speed and precision in screening teams' delivery.
- Keep screening workflows as low-friction as possible.
- Refine screening processes to align with evolving hiring standards.

Getting your screening program right hinges on a host of internal and external factors like these. Navigate them with the help of HireRight's consultants in a 1:1 Strategic Blueprint session, where we will lay the groundwork for accurate, compliance-focused background screening together.

[Book your session today](#)

1. [Criteria_Candidate Experience Report: What candidates are thinking and feeling in 2024](#)

HOW CAN BACKGROUND SCREENING DRIVE COLLABORATION?

Amidst global uncertainty and complexity, teamwork has never been more important. Employees must share goals and connect strategies even if they work continents apart. HR leaders everywhere have to get the best from their talent as a team, not as individuals.

40% of talent specialists worry that too much AI in recruitment could make the process impersonal.² The human element must be in the working relationship from the word 'go'. Thorough background screening that is accountable to employer and employee satisfaction doesn't just help businesses maintain momentum – it helps them generate it.

To build teams ready to work as one...

- Build trust with clear guidance on the background screening process, easy submission of documents required, and global support.
- Demonstrate the value of screening in elevating talent quality.
- Foster cross-functional collaboration to refine screening processes.

2. Korn Ferry. [Talent Trends 2025: Progress Over Perfection](#).

“HOW CAN ACCURATE BACKGROUND SCREENING BUILD MY ORGANIZATION’S REPUTATION?”

Organizations are constantly competing for in-demand, specialist talent so it is vital that yours earns a reputation as an ethical, transparent, and considerate hirer. Your hiring function must be known to respect applicants and consider their experience. Open, communicative background screening plays a critical role in earning this reputation.

62% of candidates say they only apply for jobs that meet the majority of their Employee Value Proposition (EVP) requirements³ and that is why first impressions matter. If screening feels intrusive, onerous, or opaque, it reflects negatively on the business. If the process feels insensitive to local market norms or cultures, it hinders your ability to recruit in that market.

To help ensure screening enhances your reputation...

- Build candidate trust as a core tenet of your hiring practice with transparent screening processes.
- Position screening as a driver of fairness in hiring.
- Provide timely and respectful feedback to all applicants, regardless of outcome.

3. [Gartner, Top 5 Priorities for HR Leaders in 2025](#)

HIRING NEVER FELT SO RIGHT.

With HireRight supporting your background screening process, hiring will feel more seamless than ever.

We are here to not only help you win in the short term, but also to play the long game – to hit targets, but also to support your talent vision. Because we believe that screening done brilliantly doesn't just stop you making bad choices – it helps you avoid closing the door on the right talent for the wrong reasons.

- HireRight takes a compliance-focused, results-driven approach to accelerate turnaround times while maintaining market-leading accuracy.
- Our transparent and candidate-friendly screening experience helps create a positive hiring journey.

Hiring has never felt so right with HireRight at your back – not only for you and for your candidates, but also for your team of hiring professionals.



I focus more on quality and HireRight doesn't compromise on compliance as well. They also have a methodology that is technically innovative in nature and foolproof.”
CHRO, Technology Company

LET'S ELEVATE YOUR BACKGROUND SCREENING STRATEGY



We understand the considerations and complexities of building a background screening program that supports your talent acquisition goals.

Join us for an exclusive 1:1 Strategic Blueprint Session led by HireRight's screening experts. Together, we will:

1. Identify Challenges

Assess how accuracy-first screening supports your broader talent strategy, addressing compliance complexities, hiring speed, turnover, and evolving candidate expectations.

2. Diagnose Risks and Opportunities

Identify the specific vulnerabilities and impacts of your current screening process, and surface areas where benefits can be unlocked.

3. Design a Solution

Develop a scalable screening approach that enhances efficiency, mitigates risk, and supports informed hiring decisions.

4. Develop Strategic Blueprint

Map the implementation strategies that can help turn accurate background screening into a competitive advantage.

Uncover the business impact of accurate background screening with HireRight.

Register now

This document is for informational purposes only and should not be construed as legal, financial, or compliance advice. Statements regarding screening accuracy, hiring efficiency, and compliance risk mitigation are based on industry benchmarks and internal analysis but are not guaranteed outcomes. Employers should consult their own legal, compliance, and HR professionals when making hiring decisions.

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