

Identity verification for remote hiring

Remote hiring: an HR game-changer

In today's competitive job market, securing right talent hires is a priority for all industries. Remote hiring is a growing trend. By opening up roles to remote applicants, employers expand their talent pool globally and reach a more diverse set of job applicants, bringing their knowledge and experience.

Remote hiring may also be the first step of remote working, benefiting both employers and employees, in terms of efficiency, cost reduction, satisfaction and sustainability.

In order to attract top talents and improve new-hire retention, companies need to provide positive and modern digital onboarding processes, while protecting themselves from possible data breaches.

Remote hiring and digital identity verification solutions offer multiple use cases for enterprises:

» Remote interviews

Remote hiring interviews conducted over a video or telephone call.

» ID document verification

Verify the validity of a document required for the position, such as a valid driver's license for a motorist's role.

» Candidate verification

Ensure that the individual who joins the organization is the same person who was interviewed – especially if recruitment and joining teams are different.

» Remote work validation

Verify employees who are hired and work remotely, identify multiple profiles inducing ghost workers, double-dippers and inactive staff members.

» Background checks

Employers can leverage digital identity for background and third-party checks to look into fraud and criminal records.

Key facts



151%

Increase of remote job openings, since 2018¹.



73%

of all teams will have remote employees by 2028².



25 days

Average reduction in hiring time when using a remote hiring solution³.



0.52%

cost of recruitment fraud as a percentage of revenue⁴.

¹Thinknum - ²Techrepublic

³The Society for Human Resource Management (SHRM)

⁴Crowe

Establishing trust

Running efficient and reliable candidate verification is crucial for businesses, who need to be absolutely certain of who they are hiring. This will build trust among the company, its employees, and its customers and will also:

- › Protect the interests of the company, secure its assets and prevent fraud
- › Improve reliability and efficiency with automated and Machine Learning-based ID checks rather than manual verifications
- › Comply with relevant legal requirements, depending on the geography, the industry and the job role
- › Mitigate recruitment bias
- › Offer a great recruitment experience

A secure and convenient method of identifying and authenticating the candidate during recruitment is central to each of these needs.

Verification such as biometric user verification and background checks can solve the critical challenges in remote hiring.



Trusted digital identities

In a highly competitive market, finding the right talent is a key challenge for recruiters. Remote hiring opens access to a much deeper talent pool. It also provides recruiters with more flexibility in terms of managing the volume of candidates. However remote hiring comes with many identity challenges:

» Fighting against identity fraud

As identity theft is widespread, being certain that the candidate interviewing for a position is who they claim to be is crucial for any business.

» Mitigating internal risks

If employees are deceptive about their identity, they are more likely to engage in activities aiming to defraud, mis-appropriate property, or circumvent the policies of a company.

Employees hired remotely using fake identities, can be a cause for lower quality of work, productivity losses and increased financial losses.

» Attracting and retaining the best talents

The onboarding experience is a crucial first impression for your new hires, especially millennials and digital natives.

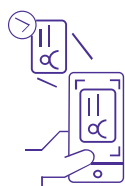
» Enhancing efficiency and reliability

By decreasing paperwork and the risk of manual entry data error, digital onboarding enables Human Resources to focus on their core mission.

To overcome these challenges, recruiters must ensure that remote hiring is not only digital and scalable but also secure and reliable.

Identity verification solutions

Designing a secure, compliant, and seamless identity verification solution involves a variety of different means such as:



ID documents

Candidates use their smartphone to capture their ID document. The data is then verified for authenticity with a trusted third-party or a root of trust.



Selfie

Candidates use their smartphone to capture a selfie and perform a liveness detection test. The selfie is compared with the portrait from the ID document and optionally with a root of trust to provide the highest level of assurance.



Fingerprints

Smartphone cameras can be used to capture and verify user fingerprints in a contactless and non-intrusive manner.



Video KYC

A live video chat between candidates and recruiters can provide a more interactive, guided way to capture and verify a candidate's identity.



AML/CFT compliance checks

Candidate information can be screened against external watch lists.

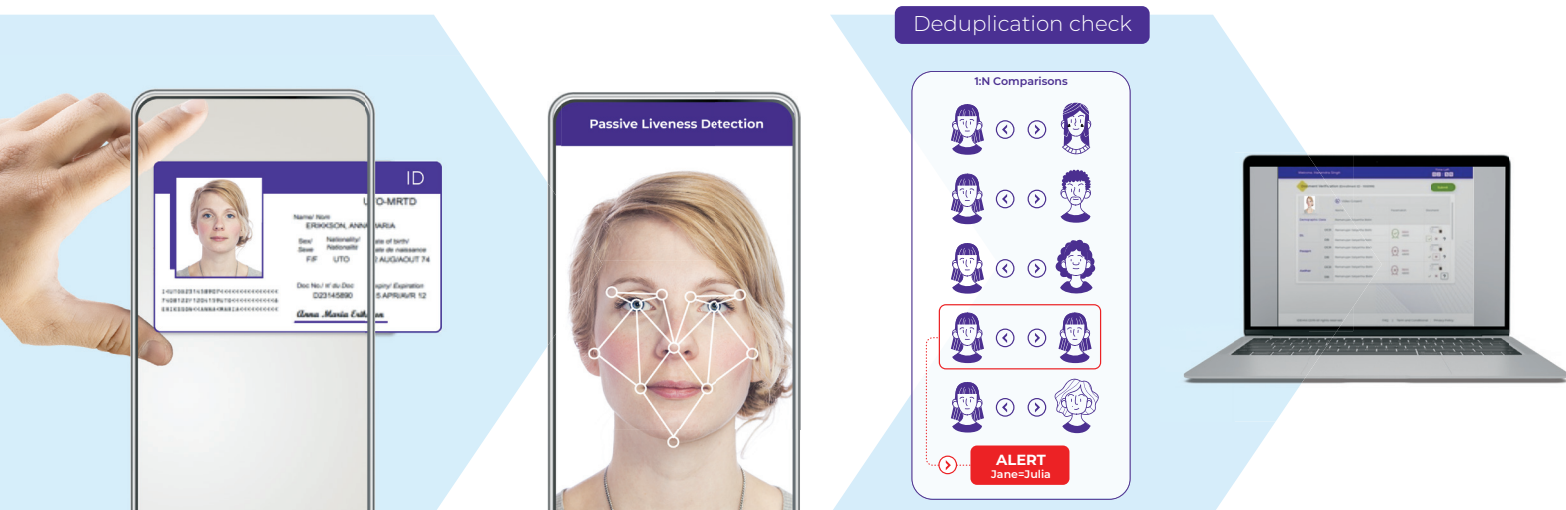


Third-party database checks

User data can be cross-checked and enriched with additional ID attributes, by connecting to third-party services.

Use case

Remote ID proofing of job applicant



Remote document capture & verification

Candidate scans documents using their smartphone camera. The alphanumeric info and photo are extracted, and document authenticity is verified.

Identity verification liveness check and video chat

Candidate selfie is checked for liveness and compared against the ID document portrait.

Deduplication checks

Candidate identity can be matched against recruiter's database to prevent multiple account creation by the same person, leading to ghost working and double dipping.

3rd party screening and manual adjudication

Automated background checks are performed according to job type (with manual adjudication service).