

GLOBAL SCREENING 101:

The Differences Between Domestic & International Searches

As the world becomes smaller, due in large part though technology, interviewing candidates for your organization who have lived and worked abroad is becoming more common. Before embarking with an international criminal background or verification search, it's vital to understand the differences between a domestic search and a global search.

CRIMINAL BACKGROUND SEARCHES

Domestic:

1. County Courts are primary source of information
2. It is common to utilize multi-jurisdictions for searches
3. Rich "supply chain" network able to support various levels of searches
4. Clear distinction of address-based county level search for local & state; multi-jurisdictional database for national searches
5. Searches typically go back 7 years
6. Conviction levels are Felony and Misdemeanor
7. Federal convictions are separate from state and local
8. Sealed records are uncommon
9. Ordering requirements are minimal
10. Turnaround times are typically less than 2 days; some are instant
11. Permissible purpose is consent

Global:

1. Primary sources for information vary: Courts, Ministry, and Police
2. Multi-jurisdictional searches are rare, with exceptions of Japan & Philippines
3. "Supply chain" network growing, but not nearly as common or robust
4. Scope of search can be local, national, or a combination
5. Searches may go back only 5 years, or as far back as data exists to subject's 18th birthday
6. Some countries have higher and lower levels of convictions, or no distinction
7. Federal convictions can be separate, with regular convictions, or no distinction
8. Spent record regimes (like sealed records) are common
9. Ordering requirements vary from minimal to very complex
10. Turnaround times can be 2 days, are often 5 days, or can be weeks
11. Permissible purpose will vary; can be very limited

VERIFICATION SEARCHES

Domestic:

1. Sources include third party databases, schools, and employers
2. Ordering requirements are minimal
3. Verifications conducted in English
4. Call and re-contact schedule consistent
5. Turnaround times are typically a few days; some databases return instant results

Global:

1. Most sources are employers or schools, but third party databases are very rare
2. Ordering requirements can be onerous
3. Verifications done in local language
4. Call and re-contact schedule needs to be localized
5. Turnaround times can vary and are heavily influenced by holidays and vacations

INTERNATIONAL SCREENING SIMPLIFIED

Our international screening service provides criminal history and employment and education verifications across more than 200 countries and territories. IntelliCorp will research the varying requirements and restrictions of the pertinent nations to determine the information required to conduct a background search. We have the experience of working closely with researchers across the globe and the knowledge of country-specific regulations and practices to deliver comprehensive results.

- Verify a candidate's experience around the globe
- Deliver consistent hiring practices for all candidates
- Reduce liability with our legal compliance features

CONTACT US

For more information about IntelliCorp's international screening service, please contact via phone or email:

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