

SENIOR EMPLOYEE SCREENING - FALSIFIED RECORDS

CLIENT

One of the largest procurement agencies in Asia.

CASE OVERVIEW

The client had hired an individual in the position of Senior Merchandiser. He understood work-flow well and comprehended business relationships with buyers and sellers with ease. His job profile also required him to coordinate with vendors, negotiating the terms and ensuring that the products made by them were thoroughly quality checked before getting dispatched.

However, after three months of joining, anonymous allegations appeared regarding his associations with a vendor. Additionally, the client received complaints regarding possible approval of inferior quality goods by the individual.

THE CHALLENGE

Alea was engaged by the client to assist in the investigation of employee's interactions with vendor and any ambiguous dealings. In addition to fraud, the client was concerned about the reputational damage with the ultimate buyer. The challenge was to investigate without tipping off the employee or the vendor.

THE PROCESS

Alea consulted the client and used proprietary methods to probe into the business relations and connections of the employee. The firm conducted discreet interviews at the vendor. Alea also reviewed similar business dealings with other suppliers to ensure there were no additional issues.

Alea's in-house team conducted a comprehensive background check on the employee. It used the latest CV of the employee to identify any possible gaps in the employment background, education history, criminal records, social media presence, and previous credentials without alerting the individual concerned.

THE FINDINGS

- Fraudulent dealings: Alea confirmed no such dealings were taking place.
- Undisclosed information: **During the research, Alea established that the employee had previously set up a trading company, which he did not disclose in any documents or interviews with the client's HR team. This information directly affected the credibility of that individual.**
- Resume verification: While checking the employee's CV with the earlier versions, Alea spotted inconsistencies, most prominent of which was an omission of previous employment with the same vendor that the individual was managing in the current position. This was a clear conflict of interest.

OUTCOME

Although Alea started with an investigating of alleged fraud, it turned out to be a case of non-disclosure of previous employment and interests for which the employee was terminated.