



DARUBINI

SCREENING INTERNATIONAL COMPANY

FACILITATING SAFE RECRUITMENT DECISIONS



INTRODUCTION

Efficient recruitment can be the foundation of many benefits to a company. Your recruitment process matters because it can supplement your company's efforts in realizing its organizational goals. That is where Darubini Screening International Company comes in. Darubini was incorporated with the purpose to make life easier for employers by alleviating the security pain involved in recruitment. Our objective is to support organizations make safer recruitment decisions based upon facts that can only be obtained from a properly conducted Security Vetting and Screening exercise. We provide you with programmes that help minimize the risk of making unbecoming recruitment decisions; which if unchecked, could lead to fraud, dishonesty or misconduct and cause damage to your brand, reputation and financial standing.

At Darubini, we get commissioned to perform Vetting and Screening Services for candidates, pre-employment and during employment by our recruitment agents, companies as well as individuals. We exercise this with professionalism, due diligence, integrity and confidentiality.

We have a wealth of experience in developing and implementing background checks and security clearance procedures for companies operating in both the private and public sectors. Our industry experts take you through the screening requirements and recommend the best options for your organization. You will be provided with clear and concise descriptions of the employment screening package components, associated delivery timelines and costs. We genuinely value our customers and believe in great team work thus, maintain regular contact with you through our account management programme, meetings and structured service reviews.

Our Vision:

A Global leader of excellence in Vetting and Screening Services of all employers.

Our Mission:

We exist to provide high quality Vetting and Screening Services to Employers who are our esteemed clients. We commit to deliver memorable experiences to our Clients, a great environment that fosters growth to our employees, a good return to our shareholders, keep our obligation to the authorities and operate responsibly while supporting the community.

Our Core Values:

Integrity: We are honest and deliver what we promise.

Excellence: We are consistent and reliable in delivering exceptional services.

Team work: We are team players that commit to deliver team goals. We are flexible, cooperative and show compassion to others.

Professionalism: We are ethical, courteous and civil in our conduct. We ensure that we deliver skillful and competent operations and interactions.

Confidentiality: Our clients' information is always confidential ensuring that no third parties obtain that set confidential information.

Why conduct background checks?

Statistics show that:

- Companies have hired a candidate with false details which has led to losses
- HR managers frequently experience cases of misrepresentation on CVs from prospective job applicants
- High proportion of illegal immigrants use false documents to gain employment

Need for continuous screening

Screening does not stop with an employment application. We recommend a proactive approach as continuous Vetting & Screening in-job is required to pick up any changes in lifestyle, affluence or the acquisition of criminal records post-employment. This process is as critical to the welfare and success of a company as is pre-employment screening.



What we do for you:

We tailor-make these checks to suit your needs, depending on your organization.

✚ Investigations	✓
✚ ID Checks	✓
✚ Academic Qualifications Check	✓
✚ Professional Qualifications / Membership Check	✓
✚ Personal Reference Verification	✓
✚ Employment Reference Qualification	✓
✚ Credit Reference Check	✓
✚ Criminal Record Check	✓
✚ Ethics and Anti-Corruption Checks	✓
✚ Driving License, PSV, Motor Vehicle Search / Inspection Check	✓
✚ Fingerprints and Photo Comparison	✓
✚ Tenant Screening	✓
✚ Drug Screening	✓
✚ Medical Examination	✓
✚ Company Due Diligence	✓
✚ Bankruptcy Search	✓
✚ Directorship Search	✓
✚ Undeclared Links	✓
✚ Property Ownership Search	✓
✚ Social Media Search	✓

ABOUT US:

Darubini Vetting and Screening Company is comprised of a team of experts providing tailor-made Vetting and Screening Services to organizations as well as individuals.

We work closely with the Government, Forensic Experts, Law enforcement Agencies, Recruitment Agencies, Employers and Academic Institutions to execute our exercise to ensure that Vetting is delivered on time and with minimum impact to the resourcing process of the Client involved.

The Team

Director/Founder: Hadija Jama has more than 35 years of experience in Human Resource Management, formerly at CFC/Stanbic, Trade Bank and Citi Bank. She is the company's executive director. She ensures the balance of staff in terms of skills and experience for our organization. Which basically makes the recruitment process a walk in the park.

GM: Vincent Obwocha: Vincent Obwocha is an experienced Investigator who graduated with honors in Criminology and Criminal Justice System from Egerton University. He is also a distinguished member of KEPSOC and PROSAK. He has over 7 years as a Forensic Investigation expert. He is also a specialist on fraud investigation and worked as an enforcement officer for the independent electoral and boundaries commission.

HR: We are a team leader in human resources management and recruitment. And in turn we market for a strong HR for employers as well. We will help you build an effective team whatever your institution may be. We will help train you on how to effectively recruit potential employees. Our investigations are conducted with complete confidentiality and professionalism, all the while giving you the assurance that the end results will be valuable in safeguarding your human resource investment.

Security and Investigations: We emphasize in finger printing and documentation analysis. We have specially trained experts in these fields as well as detection of untruthful potential employees. We also put detailed emphasis on document analysis to avoid fraudulent documentation. We will implicitly focus on each individual client based on their market of expertise. This in turn gives us the unique ability on separating each client as an individual and not imposing security practices as a blanket whole!

We have a wonderful team that is truly committed to giving you a great and memorable experience during and after service provision. Our employees are remarkable team players who bring new ideas and strive to establish and maintain strong relationships with our clients. They also work well to give you good turnaround times that are agreed upon by both parties. At Darubini, we want our employees to be happy in their work therefore, we aim to motivate and support them through creating a sustainable and comfortable work environment. Taking care of our employees ensures their commitment in serving you better.

SOME OF OUR CLIENTELE:

Darubini Vetting and Screening Company, partners with the most reputable companies in the market. These include but are not limited to:



Aga Khan Health Services



AON | Global Network Correspondent



DIB Bank Kenya
A subsidiary of Dubai Islamic Bank



Clovers Management & Training
Consultants Ltd



Jambo Grill Restaurant



Domestic Workers

GET IN TOUCH

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