

# Firms hire detectives to go beyond resumé checks

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**I**N March this year, city-based Corporate Intelligence Services was assigned the task of finding out details of a person slated to be appointed the director of a well known steel company. The agency came up with the facts that were shocking. The senior professional it seems was taking up the assignment on the wishes of his current company so that he could pass on vital business information

to it regarding their arch rival.

This was not the first time the agency was tracking down the records of senior executives. "It's become common in the corporate world to hire professionals to check out their senior level appointees," says proprietor Rajesh Pandey, who is into this business for two decades.

"It's easy to cross-check educational, financial and other credentials. But when it comes to finding out the candidate's habits, the relationship he shared with his col-

## Information sought

- Reason for leaving previous organisation
- Relationship status
- Habits, temperament
- Relationship with colleagues, seniors
- Police record

leagues and seniors, places he visits, people he meets often and so on, we have to play our cards cautiously," says Pandey.

Utpal Choudhury, co-owner of Global Detective talks about a similar instance where after ap-



pointing an applicant on the top-most position, the company received an anonymous letter, saying the person has underworld connections and planned to get the owner kidnapped. The detective agency worked on the case for 20

days and found that not only the things mentioned in the letter were true but also that the appointee had been fired from his previous company. "Since people appointed on key positions are the decision makers, it becomes imperative for the companies to track their records," says Choudhury.

Though most in the corporates world are aware that this practice is growing, not everyone approves of it. "I don't think it is the right thing to do. In case of any doubt, a company can evoke its right to ter-

minate the contract of the employee, instead of hiring a detective, says Kishor Bhalero, senior vice-president, HR, Persistent Systems.

Others feel reference check should be employed rather than detectives. "Hiring a senior person is a lengthy process and involves multiple meetings and interviews with the candidate. We thoroughly check the credentials but strictly through reference agencies," says Deepak Nathani, COO, Cybage Software.