

Optimizing the Pre-Employment Process and Reducing Bias

Background

[Servicio Integral de Seguridad](#) (SISSA) was founded to address the growing need for reliable protection of high-value assets. Over the years, it's become a key player in the securities transport and security sector. SISSA specializes in transporting valuables and providing security services for high-value goods. In an industry where trust and accuracy are crucial, SISSA stands out for its unwavering commitment to excellence and customer safety, consistently setting high standards in transport and security solutions.



"VerifEye helped us improve objectivity and speed in pre-employment, select better candidates, and reduce errors. Reducing biases ensured data-driven decisions. Remote assessment expanded access to diverse candidates."

– Jorge Araiza
HR Manager

Previous Challenges

SISSA faced several significant challenges. The process of monitoring candidates for critical roles was subjective, relying heavily on the evaluator's interpretation, which could lead to bias or errors. Ensuring that employees followed security protocols and internal regulations from the start of the selection process was complicated and often inconsistent. Additionally, evaluating candidates in remote locations was difficult because the pre-employment process required in-person interactions, limiting the pool of potential candidates.

Implementation of VerifEye

To tackle these issues, SISSA implemented the mobile truth verification app [VerifEye](#) into its hiring process. VerifEye tests can be self-administered anywhere in about 10 minutes in most languages.

Results

SISSA immediately realized several notable benefits by implementing VerifEye, including:

- **Streamlined hiring process** – Since a VerifEye test only takes 10 minutes and the results are immediate, the hiring process time was substantially reduced — along with company resources.
- **Unbiased pre-employment screenings** – The integration of VerifEye ensured all hiring decisions were based on objective data rather than subjective judgment. This shift led to more accurate and reliable hiring, with employees better suited to the specific demands of their roles in security and valuables transportation. The reduced risk of hiring errors played a critical role in maintaining SISSA's high security standards from the outset.
- **Reduced Operational Risks** – By ensuring only the most qualified candidates were selected, SISSA experienced a reduction in operational risks associated with unqualified hires. This improvement contributed to smoother operations and fewer security breaches, aligning with SISSA's mission to protect high-value assets.
- **Expanded job candidate pool** – The ability to assess candidates remotely allowed SISSA to tap into a more diverse and geographically dispersed talent pool. This expansion not only increased the quality of hires but also introduced a variety of perspectives and experiences to the company, which is essential for innovation and problem-solving in high-stakes environments.

The implementation of VerifEye transformed SISSA's pre-employment process, making it significantly more efficient, accurate and unbiased. These advancements have fortified SISSA's position as a leader in the transport and security industry, enabling the company to continue setting new standards in the protection of high-value assets.