

# Darubini Screening International Company Limited



## COMPANY PROFILE

[www.darubiniscreening.com](http://www.darubiniscreening.com)





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# Why conduct background checks?

## Statistics show that:



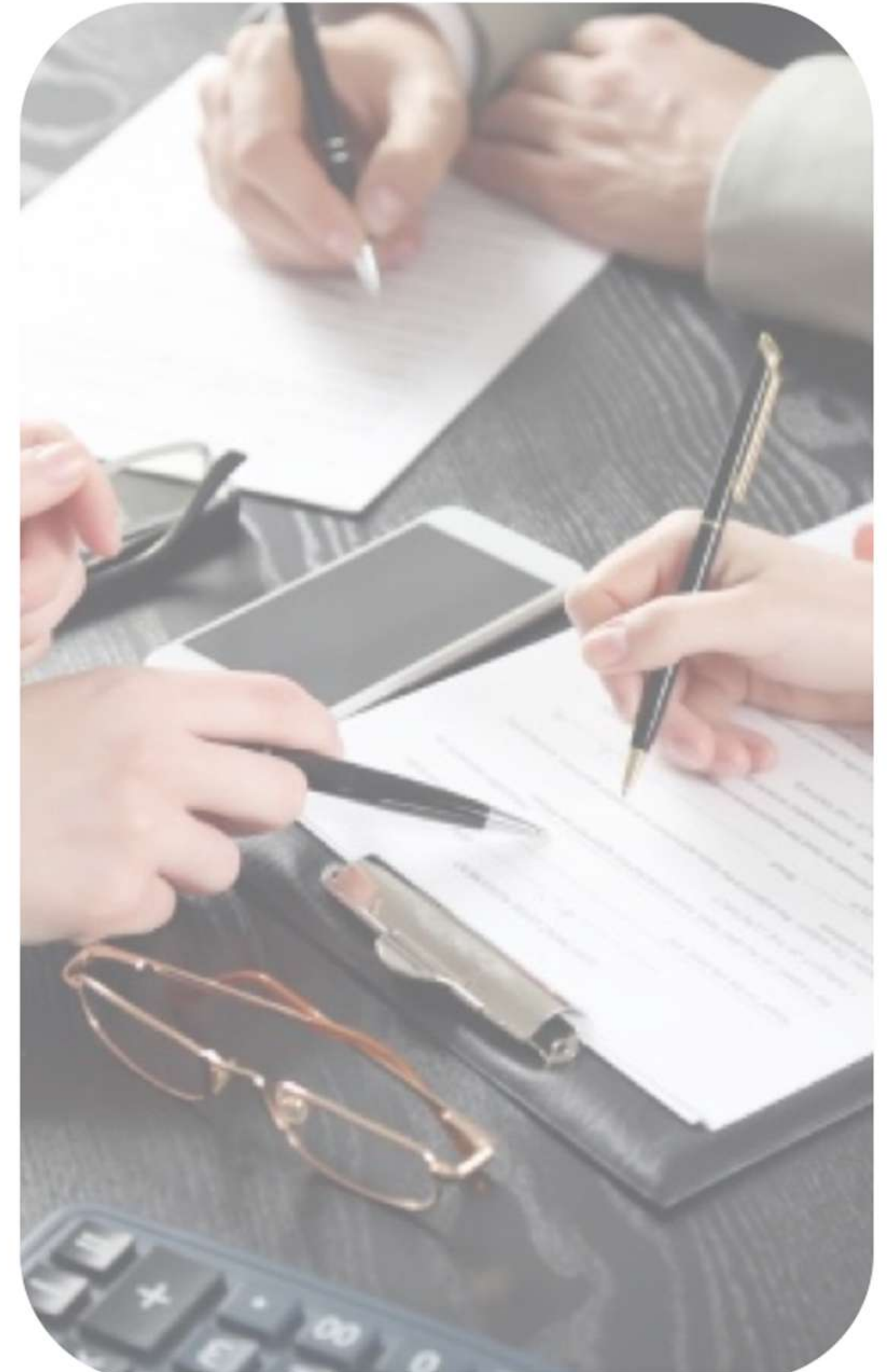
Companies have hired a candidate with false details which has led to losses.



HR Managers frequently experience cases of misrepresentation on CVs from prospective job applicants.



High proportion of illegal Immigrants use false documents to gain employment.



*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.*



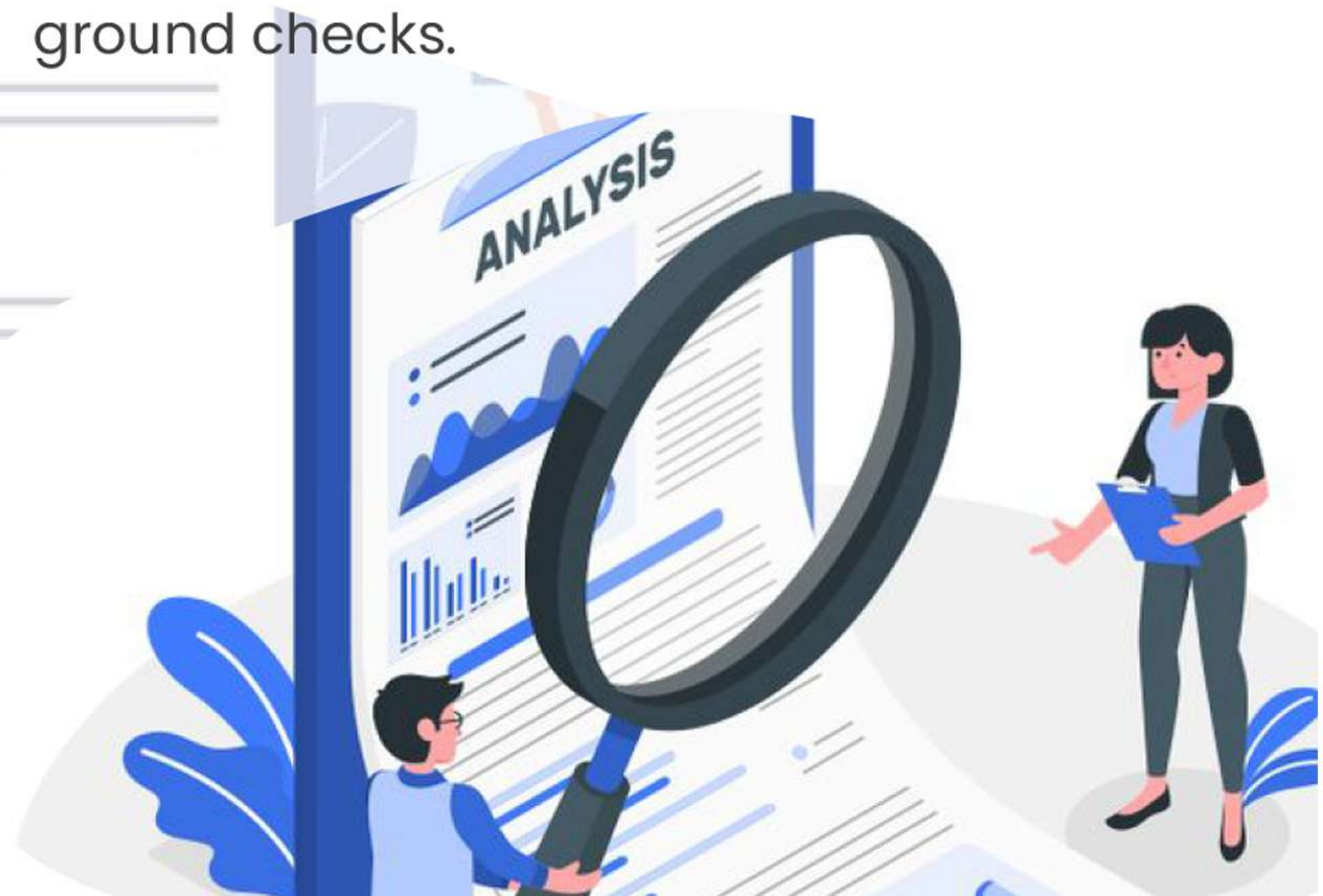
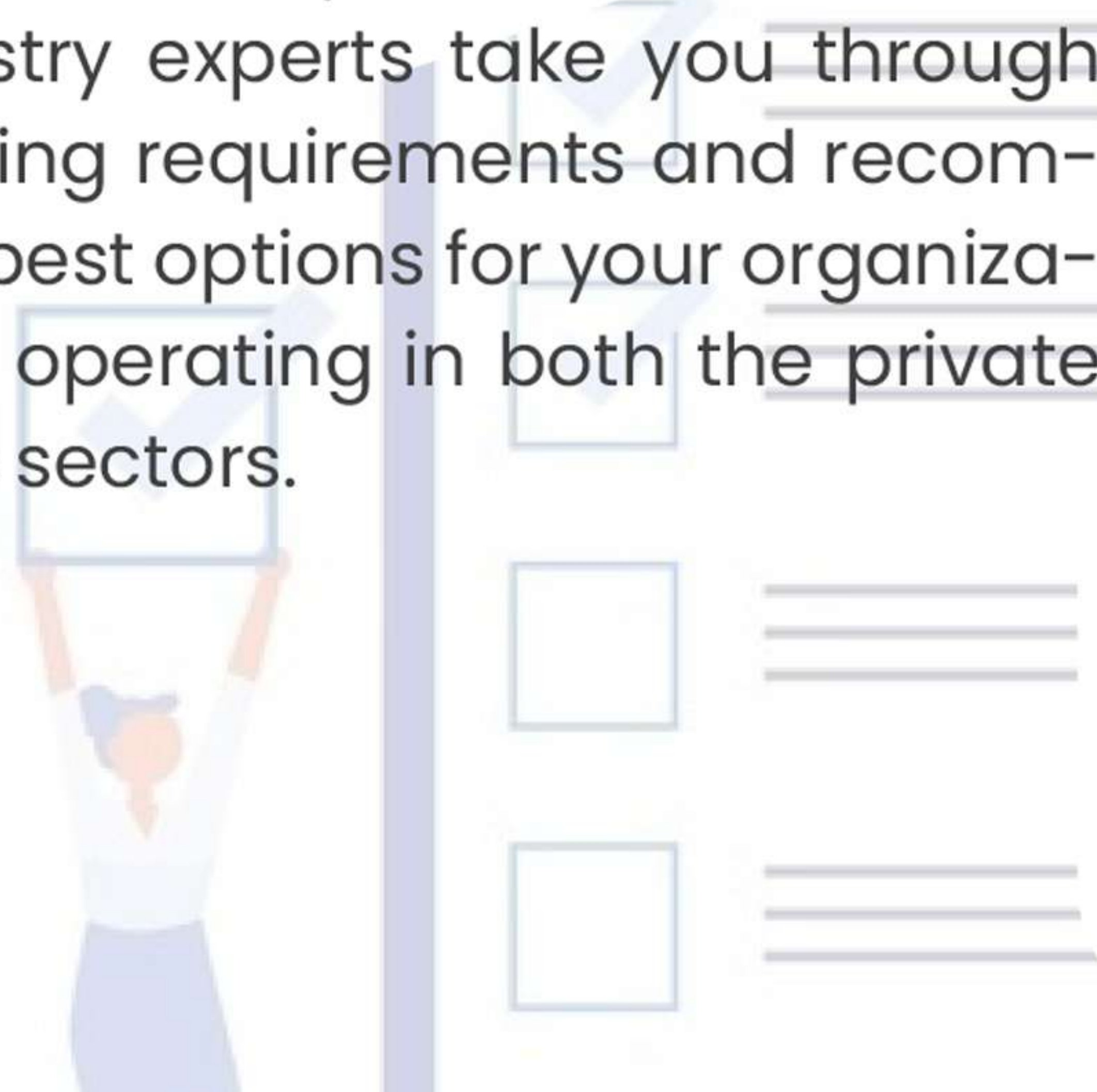
# About Company

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 of making 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 programs 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. Our industry experts take you through the screening requirements and recommend the best options for your organization. Companies operating in both the private and public sectors.

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 program, meetings, and structured service reviews.

## Our History

Darubini Screening Company Limited was incorporated on 19th November Two Thousand and Thirteen under the Companies Act (Cap 486), Registration Number CPR/2013/123583, and the Company was mandated to provide Background Checks and Employee Screening Services. In the year 2016, on the Twentieth Day of April, Darubini Screening Company Limited changed its name to Darubini Screening International Company Limited under the Sole Directorship of Ms. Hadija M. Jama with the Registration Number PVT/2016/010109. In this year, there were several company's system upgrades that ensured that it is equipped with the right technology for fast background checks processing. To date, the company has continued to equip itself technologically leading to its massive growth both locally and internationally making it have the best turnaround time for background checks.





# Mission & Vission

## Mission

We are dedicated to providing top-tier Vetting and Screening services to Employers who are our esteemed clients. Our goal is to create exceptional experiences for our clients, foster a thriving work environment for our employees, ensure sustainable returns for our shareholders, fulfill our obligations to regulatory authorities, and operate ethically while giving back to the community.

## Vission

To be the World's leading provider of Exceptional Vetting and Screening services, setting the standard for Trust, Accuracy, and Excellence in employer Background Verification.

## Our Core Values

**Integrity:** We uphold honesty and always deliver on our commitments.

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

**Teamwork:** We collaborate effectively, remain adaptable, and support one another in achieving shared goals.

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

**Confidentiality:** Our client's information is always confidential ensuring that no unauthorized parties can obtain the information.



# Directors Message

*“With over 30 years of experience in Human Resources, the author emphasizes the importance of background checks, employee screening, and investigative services in building trustworthy organizations and empowering employers to make informed, secure, and compliant recruitment decisions.”*





# Meet The Team

Darubini Screening International 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.

## Hadija Jama Director

Hadija Jama has more than 35 years of experience in Human Resource Management, formerly at CFC/Stanbic, Trade Bank, and Citi Bank and member of the American Society for Industrial Security (ASIS) having attended the 2015, 2017, 2018 and 2019 Conferences in Los Angeles, Dallas, Las Vegas and Chicago respectively. She attended the ASIS African Security Conference in Lagos in 2018 and in Abuja, Nigeria, in 2023. She is currently a member of the ASIS Kenyan Chapter. She is the Company Director. She ensures the balance of staff in terms of skills and experience for our Organization. This basically makes the recruitment process a walk in the park.

## George Arum Senior Investigator

George Arum is a Criminologist by profession. He holds the position of Senior Investigator. He holds a Master of Arts Degree in Criminology and Social Order from the University of Nairobi and a B.A in Criminology and Security Studies from Egerton University. He has a background in Security Consultancy and Investigations with over fifteen years of experience in Anti-illicit trade investigations in East, Central, and West Africa. Mr. Arum has undertaken investigative tasks for Samsung Kenya Limited, Hewlett Packard (HP), Epson, Canon, Glaxo Smith Kline Kenya, BBC, Caterpillar, amongst others. Mr. Arum is also a Certified Fraud Examiner and a member of the prestigious Association of Certified Fraud Examiners (ACFE) and he is also a member of the American Society for Industrial Security (ASIS). Locally, he is a member of The Professional Trainers Association of Kenya (PTAK), The Kenya Professional Society of Criminology (KEPSOC), and the Professional and Safety Association of Kenya (PROSAK). He is currently undertaking his doctoral studies at Kenyatta University.





## Mose Hesbon

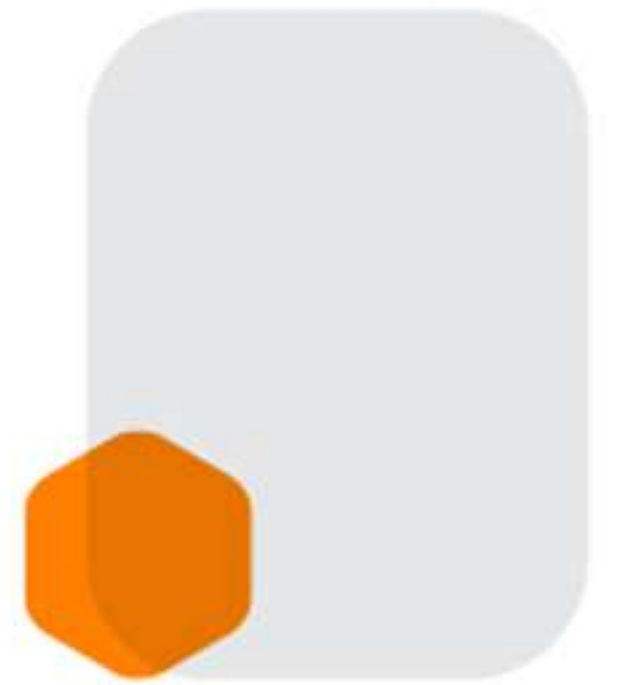
### Operations Manager



Mose Hesbon is a Criminologist by profession and a highly dynamic, results-oriented professional with a solid Background in Operations Management and Verification. As the Operations Manager at Darubini, he brings a methodical, self-driven approach to his work, always maintaining a "can-do" attitude and a strong commitment to seeing projects through to completion. He is an ambitious and responsible leader, known for cultivating a positive work environment that drives both productivity and employee satisfaction. His strong leadership abilities are reflected in his keen skills for evaluating workflows, identifying opportunities for improvement, and ensuring compliance with industry regulations. He is a firm believer in continuous improvement, he always stays up-to-date with the latest laws and best practices in the field of Background checks, making him an invaluable asset to Darubini Screening.

## Mercy Ngeru

### Assistant Operations Manager



Mercy Ngeru is an Enthusiastic, Resourceful, and Dedicated Member of Our Team, committed to ensuring client satisfaction as she navigates the complexities of background checks. A Forensic Scientist by profession, she began her career as a Forensic Analyst at Kenya Wildlife Services before joining Darubini Screening as an Assistant Verification Officer. She has since risen to the role of Assistant Operations Manager, where she leverages her expertise to enhance efficiency and accuracy in our processes. Driven by her passion for data analytics, Mercy is committed to upholding quality and precision through attention to detail, integrity, and critical thinking, ensuring that every screening process meets the highest standards.

## Jacqline Kimaru

### Assistant Verification Specialist



Jacqline Kimaru is a Forensic Scientist and a proud alumna of Alliance Girls High School. With a sharp eye for detail and strong analytical skills, she approaches every task with precision and meticulousness. While she may initially seem reserved, those who get to know her quickly discover her dynamic and engaging personality.

A Proactive Problem Solver, Jacqline excels at identifying challenges and crafting innovative solutions. As an Assistant Verification Specialist at Darubini, she has demonstrated unwavering dedication and resilience, consistently upholding the highest standards of integrity and ethics. A true team player, she thrives in collaborative environments and is committed to delivering excellence in every aspect of her work.

## Kevin Oyugi

### Assistant Verification Specialist



Kevin Oyugi is a Forensic Scientist with expertise in analytical research, Forensic investigations, and Data Integrity. His experience spans background verification, criminal investigations, and financial risk assessments. As an Assistant Verification Specialist at Darubini, Kevin is approachable, highly analytical, and astute, making him a valuable asset to the company. A perfectionist by nature, he dedicates his undivided attention to every task, ensuring it is completed with precision and accuracy. With strong problem-solving skills, Kevin excels at analyzing data, identifying discrepancies, and providing insightful solutions. His exceptional communication, teamwork, and leadership abilities enable him to collaborate effectively in corporate security, background checks, and employee screening.



# Our Service

- 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
- Global Sanctions Check
- Sexual Harassment & Child Protection Screening
- Property Ownership Search





# Security and Investigations

**01**

## Protecting Workplaces Through Smart Hiring

We emphasize in giving the best to our esteemed clients to enable them reduce internal theft and exposure to workplace violence. A common saying in HR is, "It takes not days, if not weeks, to hire someone, but it often takes years to get rid of wrong candidate". A sound background investigation helps to mitigate risk of claims of negligent hiring and costly hiring mistakes.

**02**

## Personalized Document Checks for Safer Hiring

As Darubini we 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 to serve our clients better as individuals and not impose security practices as a blanket whole!

**03**

## Empowered Team, Exceptional Service

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 turn-around 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



surgipharm™



ATHENA



SeamlessHR



HF GROUP  
Dreams Made Possible



GTBank



NOVARTIS



Strathmore  
NIVERSITY



virtualpay



SALIXDATA



Rise & Learn



sun king.



icolo.io  
A DIGITAL REALTY COMPANY



K-UNITY



Gap Recruitment  
SERVICES



DIB Bank Kenya  
A subsidiary of Dubai Islamic Bank PJSC



GulfAfricanBank  
Your Partner For Growth



KIJANI HOLDINGS  
LIMITED



APHRC  
African Population and  
Health Research Center



abc  
BANK



KTDA  
KENYA TEA DEVELOPMENT AGENCY HOLDINGS LIMITED



CIB  
THE BANK TO TRUST





## **Darubini Screenig International Company Limited**

Facilitating Safe Recruitment Decisions

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