

CONFIDENTIAL BACKGROUND  
SCREENING REPORT



Candidate's Name	Eric Muchiri Gachanja
SOW NO.	3004
Screening Package	EABL STANDARD PACKAGE

Report Status	Final Report
Position Hired	EABL
Reference NO.	EABL- RQ-1626438684165-2RQA



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Names	GACHANJA ERIC MUCHIRI
ID No.	23694405
Date of Birth	1/30/1985 12:00:00 AM
Gender	MALE

COMMENTS

The candidate is a Kenyan citizen and is of legal employment age, his identity details i.e. names, date of birth and I.D No. concur with the records at the registrar of persons as authenticated against the Integrated Population Registration System Database.

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EDUCATION

DESCRIPTION		DETAILS PROVIDED	DETAILS VERIFIED	MATCH	NO MATCH
	Institution Name	UNIVERSITY OF NAIROBI	UNIVERSITY OF NAIROBI	✓	
	Years	7 SEPTEMBER 2007	07/September/2007	✓	
HIGHEST EDUCATION	Course	BACHELOR OF SCIENCE	BACHELOR OF SCIENCE	✓	
	Specialization	INDUSTRIAL CHEMISTRY	INDUSTRIAL CHEMISTRY	✓	
	Awards	FIRST CLASS HONOURS	FIRST CLASS HONOUR	✓	

COMMENTS

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PROFESSIONAL QUALIFICATION

DESCRIPTION	BODY	REGISTRATION DATE	MEMBERSHIP NUMBER	STATUS	CERTIFICATE
Professional Membership	INSTITUTE OF INTERNAL AUDITORS KENYA (IIA KENYA)	-	1525684	NON ACTIVE	

COMMENTS

Institute of Internal Auditors confirmed that Eric Muchiri Gachanja is an inactive member

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
NOVARTIS PHARMA SERVICES INC	Organization	NOVARTIS PHARMA SERVICES INC	Organization	NOVARTIS PHARMA SERVICES INC	✓	
	Years	AUG 2016 - AUG 2018	Years	19/July/2021	✓	
	Position	COMPLIANCE HEAD -ENGLISH EAST AFRICA	Position	COMPLIANCE HEAD	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	MUTUAL SEPARATION		✓

COMMENTS

Novartis Pharma Services Inc.

Leah Heho, Head-People & Organization EA confirmed that Eric Gachanja Muchiri worked as a Compliance Head on a full-time basis from August 2016 to August 2018. His separation was mutual

Eric returned the company assigned work tools and he did not owe the company any money

Leah would recommend Eric for rehire

Duties and Responsibilities

- ✓ The Compliance was an interface between Regional Compliance and the country organization (East Africa) to communicate and implement global guidance and policies.
- ✓ The role was responsible for establishing, embedding, and enforcing compliance standards, aligned with both local requirements and companywide policies. It was achieved by conducting regular reviews of the process documentation in the assigned territories to ensure the documented processes were being followed

Level of Supervision Required

- ✓ He required little to low supervision

Contributions to the organization or any outstanding achievements

- ✓ Championed harmonization of policies and rollout of Global compliance policies at local level

Candidate’s response to stressful situation & working within deadlines

- ✓ Stickler for deadlines, however, could be flustered when deadlines were missed

Relationship with Peers, Managers and Customers

- ✓ Good working relationship except for stressful situations, e.g., when deadlines were missed, he felt let down

Candidate’s overall performance and job knowledge compared to others in the job

- ✓ Results and performance driven, above average performer (met & exceeded) and well knowledgeable in his area of expertise

Any Promotions

- ✓ No

Candidate’s strengths

- ✓ Good technical skills and good at meeting deadlines;
- ✓ Systematic precise thinker and worker who tends to follow procedures in both personal and business life
- ✓ Hard working, tried to anticipate and pre-empt troublesome situations;
- ✓ Intelligent and high learning agility

Candidate’s areas of improvement

- ✓ Could be impatient for results; Perfectionist; listening

Any disciplinary cases

- ✓ No

Description of the candidate in relation to;

Trustworthiness	Honest; but needs to be consistent in collaboration
Dependability/ reliability	Delivered on objectives and priorities
Taking Initiative	Self-driven, self-starter
Communication skills (Verbal/ written)	Straight talker; confident
Time management	Organized, good planner
Ability to make sound and timely decisions	Decisive, but may sometimes be reactive pushing back
Adaptability to change	Agile, but may be rigid with processes
Professionalism	Subject matter expert; experienced; knew his work

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## EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
COCA-COLA CENTRAL, EAST & WEST AFRICA	Organization	COCA-COLA CENTRAL, EAST & WEST AFRICA	Organization	COCA-COLA CENTRAL, EAST & WEST AFRICA	✓	
	Years	DEC 2014 - JUL 2016	Years	19/July/2021	✓	
	Position	CONTROLS & COMPLIANCE ANALYST	Position	CONTROLS & COMPLIANCE ANALYST CENTRAL EAST & WEST AFRICA	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	NOT PROVIDED BY THE EMPLOYER	✓	

## COMMENTS

### Coca-Cola

Elsie K. Muthwii, Human Resource Coordinator confirmed that Eric Muchiri Gachanja worked on a full-time basis from 1<sup>st</sup> December 2014 to 30<sup>th</sup> July 2016. His last position being that of a Controls & Compliance Analyst Central East and West Africa

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## EMPLOYEMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
NOVARTIS PHARMA SERVICES INC	COMPLIANCE HEAD	AUG 2016 - AUG 2018	MUTUAL SEPARATION
COCA-COLA CENTRAL, EAST & WEST AFRICA	CONTROLS & COMPLIANCE ANALYST CENTRAL EAST & WEST AFRICA	1ST DEC 2014 - 30TH JUL 2016	NOT PROVIDED BY THE EMPLOYER

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## GAP IDENTIFICATION AND ANALYSIS

Name	From	To	Comments
EMPLOYMENT GAP 1	AUG 2018	DEC 2018	Eric Muchiri Gachanja has an employment gap period of 4 Months; from when he left Norvatis Pharma Services in August 2018 to when he joined Janus Continental Group in December 2018. During that period, Eric confirmed that he utilized the period (03 August 2018 - 30 November 2018) to focus on finding an opportunity in internal audit which he was successful and commenced on 03 December 2018, while keeping abreast with the latest trends in this field then. In addition, He was involved in activities to start up a farming project during that period.

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CREDIT INFORMATIONCHECK

DESCRIPTION	COMMENTS			
Credit Report	2 open loan accounts 8 closed loan accounts.			
Open loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount &amp; Days</i>
STANDARD CHARTERED BANK KENYA LIMITED	PERSONAL LOANS	KES. 40,00,000	KES 38,10,000	KES 0
FULIZA M-PESA	OVERDRAFT	KES. 3,110	KES 3,110	KES 0
NIC BANK LIMITED	CREDIT CARD	KES. 0	KES 100	KES 0
Closed loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount &amp; Days</i>
STANDARD CHARTERED BANK KENYA LIMITED	CREDIT CARD	KES. 2,50,000	KES 0	KES 0
STANDARD CHARTERED BANK KENYA LIMITED	PERSONAL LOANS	KES. 43,00,000	KES 0	KES 0
STANDARD CHARTERED BANK KENYA LIMITED	PERSONAL LOANS	KES. 50,00,000	KES 0	KES 0
STANDARD CHARTERED BANK KENYA LIMITED	PERSONAL LOANS	KES. 50,00,000	KES 0	KES 0
STANDARD CHARTERED BANK KENYA LIMITED	PERSONAL LOANS	KES. 65,00,000	KES 0	KES 0
NCBA	CREDIT CARD	KES. 0	KES 0	KES 0
FULIZA M-PESA	OVERDRAFT	KES. 3,110	KES 0	KES 0

COMMENTS

As of 15<sup>th</sup> July 2021, Eric Muchiri Gachanja has 2 open loan accounts; a Personal loan from Standard Chartered Bank Kenya Limited and an overdraft from Fuliza M-Pesa with a principal amount of **KES 4,003,107**. He is currently servicing the loan with installment amount sum of **KES 113, 419** hence a total loan balance of **KES 3,814,800**.

Eric Muchiri Gachanja also has 8 closed loan accounts amounting to **KES 21,053,107** which he fully serviced apart from a Credit Card loan from NIC Bank Limited which was closed but with a balance of **KES 100** as stipulated above

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## NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
ERIC MUCHIRI GACHANJA	23694405	-	NO REPORTED OFFENSES

## COMMENTS

Eric Muchiri Gachanja of Identity Number 23694405 has been searched in the Criminal Records Office database and has no known criminal record or results of Trial as confirmed by the Directorate of Criminal Investigations on 14th July 2021

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## SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
FACEBOOK	NO ADVERSE MENTION FOUND	N/A	
TWITTER	NO ADVERSE MENTION FOUND	N/A	
LINKEDIN PROFILE	NO ADVERSE MENTION FOUND	<a href="https://ke.linkedin.com/in/eric-muchiri-2a32a631">HTTPS://KE.LINKEDIN.COM/IN/ERIC-MUCHIRI-2A32A631</a>	
GOOGLE SEARCH	NO ADVERSE MENTION FOUND	ERIC MUCHIRI GACHANJA	



## **LINKEDINPROFILE Photographic Evidence**

### **LINKEDINPROFILE Comments**

Following a thorough search using names, phone number and email address, Eric Muchiri Gachanja's LinkedIn Profile has no record of adverse information



## **GOOGLE SEARCH Photographic Evidence**

### **GOOGLE SEARCH Comments**

Following a thorough search using names, phone number and email address, Eric Muchiri Gachanja  
Google Search has no record of adverse information



## **FACEBOOK Photographic Evidence**

### **FACEBOOK Comments**

Following a thorough search using names, phone number and email address, Eric Muchiri Gachanja appears not to have a Facebook account



## **TWITTERPhotographic Evidence**

### **TWITTERComments**

Following a thorough search using names, phone number and email address, Eric Muchiri Gachanja appears not to have a Twitter account