

CONFIDENTIAL BACKGROUND
SCREENING REPORT



Candidate's Name	JOHN NYAMBURA	Report Status	Final Report
SOW NO.	3019	Position Hired	EABL
Screening Package	EABL STANDARD PACKAGE	Reference NO.	EABL-RQ-1627914789692-ZMGB



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Names	NYAMBURA JOHN WAWERU
ID No.	26444568
Date of Birth	9/5/1988 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
HIGHEST EDUCATION	Institution Name	MAKERERE UNIVERSITY	MAKERERE UNIVERSITY	✓	
	Years	29 JANUARY 2014	29/January/2014	✓	
	Course	BACHELOR OF SCIENCE	BACHELOR OF SCIENCE	✓	
	Specialization	BUSINESS STATISTICS	BUSINESS STATISTICS	✓	
	Awards	SECOND CLASS HONOURS (LOWER DIVISION)	SECOND CLASS HONOURS (LOWER DIVISION)	✓	

COMMENTS

Alfred Masikye Namoah, Academic Registrar confirmed that Nyambura John Waweru; date of birth 5th September 1988 attended and successfully completed courses leading to the award of the degree of Bachelor of Science in Business Statistics. He was awarded the degree of Bachelor of Science in Business Statistics on 29th January 2014 with a Second-Class Honours (Lower Division)

The academic certificate presented by the candidate was confirmed to be genuine and was issued by the institution

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PROFESSIONAL QUALIFICATION

DESCRIPTION	BODY	REGISTRATION DATE	MEMBERSHIP NUMBER	STATUS	CERTIFICATE
Professional Membership	N/A	N/A	N/A	NON ACTIVE	

COMMENTS

John Waweru Nyambura appears not to have a professional membership as per his resume

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
SHEERLOGIC MANAGEMENT CONSULTANT LIMITED	Organization	SHEERLOGIC MANAGEMENT CONSULTANT LIMITED	Organization	SHEERLOGIC MANAGEMENT CONSULTANT LIMITED	✓	
	Years	JUL 2018 - TO DATE	Years	JUL 2018 - 31ST JUL 2021		✓
	Position	TRADE DEVELOPMENT REPRESENTATIVE	Position	TRADE DEVELOPMENT REPRESENTATIVE	✓	
	Reason for Leaving	CURRENTLY EMPLOYED AT THE COMPANY	Reason for Leaving	NOT PROVIDED BY THE EMPLOYER		✓

COMMENTS

Sheerlogic Management Consultant Limited

Erastus Musundi, Sheerlogic Site Manager -KBL confirmed that John Waweru Nyambura of identity number 26444568 worked as a Trade Development Representative from July 2018 to 31st July 2021

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
SLATER & WHITTAKER LIMITED	Organization	SLATER & WHITTAKER LIMITED	Organization	SLATER & WHITTAKER LIMITED	✓	
	Years	JAN 2017 - AUG 2017	Years	JAN 2017 - AUG 2017	✓	
	Position	SALES REPRESENTATIVE	Position	SALES REPRESENTATIVE	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	RESIGNATION		✓

COMMENTS

Slater & Whittaker Limited

Magina Ndiga, Sales Supervisor confirmed that John Waweru Nyambura worked as a Sales Representative on a full-time basis from January 2017 to August 2017 when he resigned after he got a better offer

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

Magina would recommend John to be rehired noting that he was a person he would want to work with again

Duties and Responsibilities

- ✓ He was handling country and Sports Club,
- ✓ His duties included listing, brand expansion, Activations and Collections.

Level of supervision

- ✓ He required little to low supervision

Candidate’s contribution to the organization or any outstanding achievements

- ✓ He managed to re-Lisit (get Back) customers who had stopped dealing with Slater.
- ✓ He managed to maintain and improve business relationship with Customers.
- ✓ He made sure that Customers account payment were up to date.

Candidate’s response to stressful situation & working within deadlines

- ✓ He was structured and time conscious and he always worked with deadlines so that he could meet his targets.

How the candidate related with others (Customers, co-workers and supervisors)

- ✓ He was friendly, team player and very obedient and respectful to his superiors.

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

- ✓ Above average.

Any Promotions

- ✓ No

Candidate’s strengths

- ✓ People Person,
- ✓ Good Time Keeper,
- ✓ Good Interpersonal skills,
- ✓ Good listening skills.

Candidate’s areas of improvement

- ✓ He was so focused that he missed the urgent things that came up.

Any disciplinary cases

- ✓ No

Any misconduct involving financial losses to the organization

- ✓ No

Description of the candidate in relation to;

Trustworthiness	Excellent
Dependability/ reliability	Excellent
Taking Initiative	Good
Communication skills (Verbal/ written)	Excellent
Time management	Excellent
Ability to make sound and timely decisions	Good
Adaptability to change	Good
Professionalism	Excellent

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DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
FIRST DRINKS KENYA LIMITED	Organization	FIRST DRINKS KENYA LIMITED	Organization	FIRST DRINKS KENYA LIMITED	✓	
	Years	AUG 2017 - JUN 2018	Years	NOT PROVIDED BY THE EMPLOYER		✓
	Position	AREA SALES REPRESENTATIVE	Position	SALES REPRESENTATIVE	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	AAMICABLE SEPARATION		✓

COMMENTS

First Drinks Kenya Limited

Charity Njoka, Human Resource could only confirm that John Waweru Nyambura worked as a Sales Representative. His performance was consistent and his separation from the company was amicable

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DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
GILANIS SUPERMARKET LIMITED	Organization	GILANIS SUPERMARKET LIMITED	Organization	GILANIS SUPERMARKET LIMITED	✓	
	Years	SEP 2013 - MAY 2015	Years	N/A		✓
	Position	SALES MAN	Position	N/A		✓
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	N/A		✓

COMMENTS

Gilanis Supermarket Limited

The HR at Gilanis Supermarket stated that they can only provide feedback after a certificate of service has been shared. We requested the candidate to provide the document, but he has been unresponsive. We therefore, could not validate this particular employment.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
BROADWAY GROUP OF COMPANIES LIMITED	Organization	BROADWAY GROUP OF COMPANIES LIMITED	Organization	BROADWAY GROUP OF COMPANIES LIMITED	✓	
	Years	AUG 2015 - AUG 2016	Years	AUG 2015 - AUG 2016	✓	
	Position	SALES REPRESENTATIVE	Position	SALES REPRESENTATIVE	✓	
	Reason for Leaving	NOT PROVIDED BY THE CANDIDATE	Reason for Leaving	GOT MORE GREENER PASTURES		✓

COMMENTS

Broadway Group of Companies

George Mathenge, Sales Manager confirmed that John Waweru Nyambura worked as a Sales Representative on a full-time basis from August 2015 to August 2016 when he got more greener pastures. They conducted an exit interview and cleared him

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

George would recommend John to be rehired noting that he was ready to grow and was adaptable to change

Duties, roles and responsibilities

- ✓ Opening of more depots to ensure availability
- ✓ Ensured that the route collections were done and banked

Level of supervision

- ✓ He required little to low supervision

Candidate’s contribution to the organization or any outstanding achievements

- ✓ He ensured availability across all routes
- ✓ Managed to open new routes

Candidate’s response to stressful situation & working within deadlines

- ✓ He was able to work in Nakuru alone with less supervision
- ✓ Bread selling was a bit stressful as it is perishable

How the candidate related with others (Customers, co-workers and supervisors)

- ✓ A team player and supervised a team of merchandisers

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

- ✓ Above average

Any Promotions

- ✓ No

Candidate’s strengths

- ✓ Enthusiasm
- ✓ Trustworthiness
- ✓ Determination

Candidate’s areas of improvement

- ✓ Interpersonal skills

Any disciplinary cases

- ✓ No

Description of the candidate in relation to;

Trustworthiness	Good
Dependability/ reliability	Average
Taking Initiative	Good
Communication skills (Verbal/ written)	Good
Time management	Average
Ability to make sound and timely decisions	Best
Adaptability to change	Good
Professionalism	Best

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EMPLOYMENTTENURE

EMPLOYEMENT TENURE			
Company	Position	Period	Reason for Leaving
SHEERLOGIC MANAGEMENT CONSULTANT LIMITED	TRADE DEVELOPMENT REPRESENTATIVE	JUL 2018 - 31ST JUL 2021	NOT PROVIDED BY THE EMPLOYER
SLATER & WHITTAKER LIMITED	SALES REPRESENTATIVE	JAN 2017 - AUG 2017	RESIGNATION
FIRST DRINKS KENYA LIMITED	SALES REPRESENTATIVE	NOT PROVIDED BY THE EMPLOYER	AAMICABLE SEPARATION
GILANIS SUPERMARKET LIMITED	N/A	N/A	N/A
BROADWAY GROUP OF COMPANIES LIMITED	SALES REPRESENTATIVE	AUG 2015 - AUG 2016	GOT MORE GREENER PASTURES

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GAP IDENTIFICATION AND ANALYSIS

Name	From	To	Comments
EMPLOYMENT GAP 1	MAY 2015	AUG 2015	John Nyambura has an employment gap period of 2 Months; from when he left Gilanis Supermarket in May 2015 to when he joined Broadway Group in August 2015. However, the candidate declined to address the above gap hence we could not proceed with the confirmation
EMPLOYMENT GAP 2	AUG 2016	JAN 2017	John Nyambura has an employment gap period of 5 Months; from when he left Broadway Group in August 2016 to when he joined Slater & Whittaker in January 2017. However, the candidate declined to address the above gap hence we could not proceed with the confirmation

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CREDIT INFORMATIONCHECK

DESCRIPTION	COMMENTS			
Credit Report	1 open loan accounts 1 closed loan accounts.			
Open loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount & Days</i>
Closed loan accounts				
<i>Institution</i>	Type of Loan	<i>Total Amount</i>	<i>Balance Amount</i>	<i>Amount & Days</i>
N/A	N/A	KES. 0	KES 0	KES 0
N/A	N/A	KES. 0	KES 0	KES 0

COMMENTS

As of 5th August 2021, John Waweru Nyambura does not have an open or a closed loan account as stipulated above

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NATIONAL CRIMINAL DATABASE SEARCH

NAME	IDENTITY NUMBER	POLICE CLEARANCE REFERENCE NUMBER	STATUS
JOHN WAWERU NYAMBURA	26444568		NO REPORTED OFFENSES

COMMENTS

John Waweru Nyambura of Identity Number 26444568 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 5th August 2021.

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SOCIAL MEDIA

DESCRIPTION	ADVERSE STATUS	SOCIAL MEDIA HANDLE	COMMENTS
FACEBOOK	NO ADVERSE MENTION FOUND	HTTPS://WWW.FACEBOOK.COM/VEROS.WERU	
TWITTER	NO ADVERSE MENTION FOUND	N/A	
LINKEDIN PROFILE	NO ADVERSE MENTION FOUND	HTTPS://WWW.LINKEDIN.COM/IN/JOHN-WAWERU-00713BB2/	
GOOGLE	NO ADVERSE MENTION FOUND	JOHN WAWERU NYAMBURA	

FACEBOOK Photographic Evidence

FACEBOOK Comments

Following a thorough search using names, phone number and email address, John Waweru Nyambura's Facebook account, has no record of adverse information.

LINKEDINPROFILE Photographic Evidence

LINKEDINPROFILE Comments

Following a thorough search using names, phone number and email address, John Waweru Nyambura's LinkedIn Profile has no record of adverse information.

GOOGLE Photographic Evidence

GOOGLE Comments

Following a thorough search using names, phone number and email address, John Waweru Nyambura's Google Search has no record of adverse information.

TWITTER Photographic Evidence

TWITTER Comments

Following a thorough search using names, phone number and email address, John Waweru Nyambura appears not to have a Twitter account.