

# How to build a basic background check in Japan?

In an ideal Japanese workplace, you could rely on a candidate's integrity and there would be no need to perform background checks. But, in the *real workplace*—the one where employee-related fraud and risk can occur at all levels of the workforce—background screening is not only smart, it's essential.

## Improve your hiring decisions with background checks.

Background checks help you identify quality candidates and move them through the hiring process with improved intelligence, speed, and intention while avoiding the pitfalls of hiring unqualified individuals.

In addition to improved hiring decisions, performing background checks can help Japanese employers in several business-critical ways. This includes helping them:

- Efficiently identify and hire the most qualified and skilled workers who can quickly produce positive results for the company and its business customers.
- Retain top talent and reduce turnover by ensuring candidates are a "good fit" before hiring them.
- Mitigate physical, financial, legal, and reputational risks caused by unqualified workers or workers with anti-social behaviors who could threaten the company, its employees, and its customers.
- Differentiate the business and its brand by promoting the extra care it takes to employ a well-vetted, high-performing workforce.

**61% of non-U.S. employers**

selected "improve the quality of hires" as most important.



**56% of non-U.S. employers**

selected "protect employees and customers" as most important.



**53% of non-U.S. employers**

selected "protect company reputation" as most important.



**77% of U.S. employers**

overwhelmingly chose "protect employees, customers, etc." as their top reason.



When asked the top reasons for conducting background checks ([Global Survey](#)).

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## Work with a knowledgeable, experienced provider.

At First Advantage, we partner with employers throughout Japan and the world to create the best background checks for their businesses and their candidates. Our expert staff understands the local culture and fulfillment processes to ensure you get the most compliant and complete candidate information possible.

Organizations large and small throughout Japan rely on First Advantage for many reasons, such as:

- Localized service through our office in Tokyo and global support from our 17 locations worldwide.
- A “candidate-first” approach that facilitates smarter hiring and faster candidate onboarding.
- Trusted background check guidance based on our experience with other employers in the region.
- An all-in-one solution for domestic and international screening with a wide selection of background checks that are required in other parts of the world.
- Next-generation technology to facilitate continuous program improvement.
- Multi-lingual support to assist local hiring teams and global candidates.

## Building a “basic background check.”

A basic background check in Japan includes:

- **Anti-Social Force**
- **Education Verification**
- **Employment Verification**
- **Identity Check**

Other components can be added to this basic background check as your risk levels increase based on your industry or the position you’re filling.

- **Professional Qualifications**
- **Employment Performance**
- **Civil Litigation**
- **Bankruptcy**
- **Media Database Search**
- **Global Dataset**
- **Directorship Check**
- **Resume Check**

As a trusted background screening provider to more than **30,000 organizations around the world**, First Advantage can help you build the best background checks for your business and your candidates. If you’re ready to hire smarter and onboard faster, get in touch today.

We can help. For more information, contact First Advantage today:

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