

Social Media Search

Identify Actions and Behaviours That May Present a Potential Risk

Hire Better, Manage Smarter

Social Media Search from First Advantage helps you identify the actions and behaviours of a candidate or employee who may present a potential risk to your company or create an unsafe and unwelcoming workplace. Likewise, it can also find positive attributes of candidates who may be a good fit in the culture of your company.

A Forward-thinking Tool

This search uses artificial intelligence to make your social media searches efficient and compliant. Forward-thinking companies use this tool to make smarter hiring and management decisions, as it can help you understand whether a candidate or employee will contribute to or detract from your organization's values. In today's world, reviewing a candidate's online presence before hiring is a necessary step in limiting the risk to your brand.

What Appears on a Social Media

Search Report?

- Links to all social media profiles confirmed for the candidate.
- Reasons for why the post was flagged.
- Links to all news and web items confirmed for the candidate.
- Snippets of the contents of the article.
- Indicators for any flags appearing in the article.



Our solution

combs all publicly available information on the web, including news, online forums and social media



57% of employers

have decided not to hire a candidate based on their social media profiles



43% of employers

have decided to hire or promote an individual based on their social media profiles

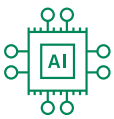
Social media searches can provide a good deal of job-related information to assist employers in making hiring decisions. While many standard background checks examine the negative, social media searches provide a more complete view that can provide a better, more well-rounded view of candidates.

Key Features and Functionality



Fully Compliant

Built to fulfil GDPR requirements to the highest standard.



Powered By Artificial Intelligence

Updated every two weeks to become smarter and quicker, with dedicated subject matter experts offering support.



Data Sources

All publicly available social media channels, including Facebook, Twitter, Instagram, YouTube, etc., along with a comprehensive news and web search.



Multilingual

Can understand any language except Asian characterbased languages.

Social Media Search is Used for:

Pre-Employment Screening

Analyse an applicant's public online and social media presence for indicators of risk, culture fit and high performance.

Post-Hire Employment Screening

We can help you avoid surprise headlines and reduce the incidence of potential corporate policy violations.