



Fiercely efficient

# recruiting across the Tasman



## About DB Breweries

Founded in 1929 in Otahuhu, Auckland DB Breweries is one of New Zealand's most recognised companies, creating quality beer, cider and RTDs. The business was run by the Coutts family for years, with one grandchild inheriting the business at 15 years old and going on to invent the continuous fermentation process. Now the business is owned by Heineken and has five sites across New Zealand and a subsidiary sales force, Drinkworks, in Australia.

**“In addition to the MOJ time reduction, we calculated that CVCheck saves our staff 1 hour and 15 minutes per new hire.”**

## The Situation

Kate O'Regan is the DB Breweries Talent Experience Manager and looks after recruitment, largely focusing on sales and supply chain hires. She explains the situation prior to partnering with CVCheck:

*“DB Breweries was processing checks manually which led to an extended recruitment time. This was largely due to the standard 12-week turnaround on Ministry of Justice checks.”*

## The Objectives

### Requirements:

- ✔ Ensure all new hires across Australia and New Zealand have been checked and cleared before commencing work.
- ✔ Reduce time to check and hire, especially the Ministry of Justice's (MOJ) 12-week check turnaround.
- ✔ Work towards a paperless recruitment process.

## The Results

- ✔ MOJ check time reduced from 12 weeks to 12 days.
- ✔ Automation of checks saved 1 hour and 15 minutes of staff time per hire.
- ✔ All new hire checks were completed before commencing employment.

DB Breweries now carries out background checks on all potential employees after the selection process and prior to employment. Kate explains:

*“MOJ checks used to take over 12 weeks, now they usually only take around 12 days. References come back even quicker than that. It has saved us so much time.”*

*“The checks are also beneficial in informing our hiring decisions. The hiring manager might follow up if they want more info, but largely they don't have to because the standard questions are enough to gain the insight we need to make a confident decision on who to hire.”*



## The Challenges

Kate explains the challenge of extended recruitment time:

*“We were spending too much time chasing candidates and then referees. The sheer volume of checks we were trying to complete was an issue.”*

The other impact on the speed of recruitment was the 12-week turnaround time for Ministry of Justice Checks, which is too long to wait before making a hire. Kate says:

*“The MOJ requirements are also very detailed, so if the application wasn't completed properly, it would be sent back for changes and the process would take even longer.”*

The HR team at DB Breweries also had a green goal to become paperless and was looking for a way to move all existing paperwork online.

## The Solution

Because CVCheck is an approved partner of the MOJ, checks carried out by CVCheck are returned faster than organisations applying themselves, or organisations using other non-approved verification service providers.

Results also are returned at a faster rate with CVCheck due to the entirely paperless process. This avoids the extended delivery time of traditional snail-mail, which is how the MOJ checks are otherwise delivered.

CVCheck has processed over 2,000 checks to date for DB Breweries for candidates from Australia, New Zealand, South Africa and Switzerland.

These checks included:

- ✔ MOJ Checks
- ✔ AFP Checks
- ✔ National Police Checks
- ✔ Streamlined Employment References
- ✔ Credit Checks
- ✔ International Qualification Checks



**CVCheck** is a leading provider of background screening services in Australia and New Zealand, conducting over 300,000 checks every year for businesses, government organisations, and individuals.

We offer checks over 190 different countries and are the main screening provider for thousands of businesses, and government organisations. We help our clients source and share verified information relevant to employment, licensing and more.

Our global screening and verification service operates through [cvcheck.com](https://cvcheck.com). It allows our customers to verify, screen and check personal and professional information. On their behalf, we can access primary and third-party information from data providers and sources such as police databases, traffic records and professional memberships.

At CVCheck, we've always had the vision of a world built on trust. When we started in 2004, we imagined a secure online platform for the safe exchange of personal and professional information in good faith. In 2006, we built it.

Since then, we've continued to develop the most technologically advanced information screening platform available.

**Get in touch with one of our experts to learn how your organisation can mitigate risk and hire with confidence knowing you have all the checks you need.**

**[Request a demo](#) to see our platform in action.**

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