

Life Sciences

Background Screening and Identity Verification

Life sciences organizations — pharma, biotech, and CROs — hire globally for high-trust roles where speed and compliance are critical. First Advantage's Life Sciences Center of Excellence (COE) offers fast and secure screening across borders, helping you to onboard top talent quickly and confidently to keep research and innovation moving forward.

Screen Globally, Hire Confidently

- Global Screening**
Conduct background checks in 200+ countries with localized workflows.
- Regulatory Checks**
Screen for FDA debarments, sanctions, and export control risks.
- Intellectual Property Protection**
Safeguard sensitive work through integrity checks, media reviews, and social screening.
- Digital Credentialing**
Verify blockchain-based credentials and identity wallets for smarter hiring.

Why First Advantage?

We help life sciences firms hire top talent quickly with support to stay in compliance and protect intellectual property.

- Trusted by Top 50 pharma and biotech firms
- Secure, global infrastructure
- Expertise in scientific and regulatory hiring



Delivering Real Outcomes for Life Sciences¹

90% of U.S. criminal screens close on Day 1

500% growth in identity-first customer adoption since 2022

90% of education verifications completed by Day 3

24,000 drug test sites across the U.S.

"We went from a patchwork of vendors to a single, Service Level Agreement-driven process. Now our average background check in APAC completes in 2 to 3 days instead of 2 to 3 weeks."

— Head of Talent Acquisition, Global Biotech Company

Healthcare Hiring Solutions

✓ Drug and Occupational Health Screening

Get consistent coverage wherever you operate with fast and expansive drug tests and occupational health screenings that draw from over 24,000 test sites nationwide.ⁱ

✓ Fingerprinting

As approved contractors with the FBI, AHCA, and NMLS, our national network is equipped to capture and submit electronic fingerprints using digital technology, delivering turnaround times of less than 24 hours.

✓ Global Background Checks

With thorough background checks conducted in over 200 countries and territories, supported by regional experts, you can confidently move candidates forward.

✓ Clinical Concierge

Tailored to the unique program requirements of healthcare organizations, we coordinate candidate services end-to-end, reducing turnaround times from 16 days to as little as 4 to 7 days.

✓ Identity Verification

Use identity first services, available ahead of background screening or at other points in time, to help verify identity and detect potential fraudulent activity.

✓ Criminal Background Checks

Access fast, consistent results for background checks and a view of a candidate's history so you can hire with confidence.

Seamless Integrations

Streamline hiring productivity with screening that connects directly to the HR tools you already use.



dayforce

PageUp

UKG

symplr

icims



JAZZHR | LEVER | JOBVITE
employ

ORACLE | Partner

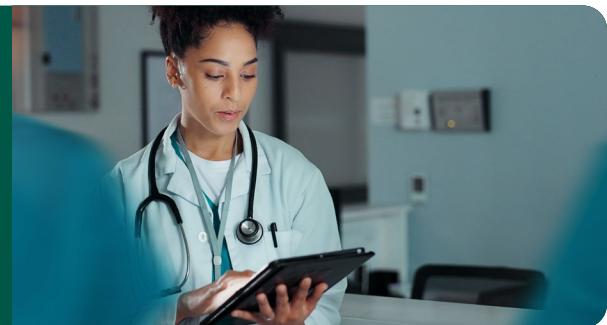
PARADOX

SAP SuccessFactors

Get Started Today

We'll help you hire and start workers sooner while mitigating risk and maintaining compliance.

Contact us →



ⁱ First Advantage, as of 12/31/2024. Note: Not all services are available at all locations.

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