Employment Fraud Red Flags Checklist

Signals to Watch for Before, During, and After Hiring

01 Before the Interview

Identity & Digital Presence

- ☐ Candidate does not have a consistent or established online presence
- ☐ LinkedIn profile history does not align with claimed experience
- ☐ Profile creation date appears inconsistent with career timeline
- ☐ Resume details conflict across platforms, applications, or public records
- ☐ Email address appears newly created, unusual, or inconsistent with identity

Resume & Portfolio Review

- ☐ Resume closely mirrors the job description with minimal personalization
- ☐ Work history contains unrealistic promotions, overlapping roles, or unexplained gaps
- ☐ Portfolio examples cannot be verified or attributed to the candidate
- ☐ "About Me" or summary sections appear copied from other applicants or online sources

Verification Signals

- ☐ Contact information changes frequently or cannot be verified
- ☐ Use of VoIP numbers, anonymous email accounts, or unusual communication methods
- ☐ Profile images appear AI-generated, heavily edited, stock-based, or inconsistent across platforms

02 During the Interview

Behavioral Indicators

- ☐ Candidate struggles to explain prior work in detail
- ☐ Responses appear scripted, generic, or overly rehearsed
- ☐ Candidate cannot adapt to unexpected follow-up questions
- ☐ Communication style changes significantly between interviews

Remote Interview Indicators

- ☐ Candidate repeatedly refuses video participation
- ☐ Repeated technical disruptions prevent identity verification
- ☐ Signs of external coaching, prompting, or assisted responses

Identity Consistency

- ☐ Candidate appearance, voice, or communication style differs significantly from prior interactions
- ☐ Background details change unexpectedly or appear intentionally obscured between conversations

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03 After Hiring

Onboarding & Logistics

- ☐ Shipping addresses change unexpectedly or do not align with candidate information
- ☐ Payroll or banking details are modified shortly after onboarding without clear explanation
- ☐ Access requests exceed job responsibilities or occur earlier than expected

System & Access Activity

- ☐ Unauthorized remote access software detected on company-issued devices
- ☐ Access patterns occur outside expected locations, hours, or job functions
- ☐ Attempts to bypass standard onboarding, security, or approval processes

Team & Performance Signals

- ☐ Job performance does not align with demonstrated interview capability
- ☐ Employee frequently avoids meetings, cameras, or direct collaboration
- ☐ Communication and engagement patterns become inconsistent, evasive, or difficult to verify

When to Escalate for Additional Review

Additional investigation may be warranted when:

- multiple inconsistencies appear together
- identity details conflict across platforms
- interview performance does not align with experience claims
- onboarding or access behavior deviates from expectations

A single signal may not indicate fraud. A pattern of signals deserves closer attention.

Traditional hiring checks were not designed for modern employment fraud.

Investigate Hiring Risks with Nisos →

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