

Employment Fraud Red Flags Checklist

Signals to Watch for Before, During, and After Hiring

01 Before the Interview

Identity & Digital Presence

- Candidate has a consistent and established online presence
- LinkedIn profile history aligns with claimed experience
- Profile creation date matches career timeline
- Resume details align across platforms and applications
- Email address appears legitimate and consistent with identity

Resume & Portfolio Review

- Resume does not mirror the job description too closely
- Work history follows a realistic progression
- Portfolio examples appear original and attributable
- "About me" or summary sections are not duplicated across applicants

Verification Signals

- Contact information is stable and verifiable
- No unusual use of VoIP or anonymous communication methods
- Profile images appear authentic and unaltered

02 During the Interview

Behavioral Indicators

- Candidate can explain prior work clearly and in detail
- Responses feel adaptive rather than scripted
- Candidate handles unexpected questions comfortably
- Communication style remains consistent throughout the interview process

Remote Interview Indicators

- Candidate participates normally on video
- No repeated technical disruptions preventing verification
- No signs of external coaching or assisted responses

Identity Consistency

- Candidate appearance and voice align with prior interactions
- Background details remain consistent across conversations

03 After Hiring

Onboarding & Logistics

- Shipping and onboarding information remain consistent
- Payroll or banking details do not change unexpectedly
- Access requests align with job responsibilities

System & Access Activity

- No unauthorized remote access software detected
- Access patterns align with expected role behavior
- No unusual attempts to bypass standard processes

Team & Performance Signals

- Performance aligns with demonstrated interview capability
- Employee participates consistently in meetings and collaboration
- Communication and engagement patterns appear normal



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 →