MAVERICK
Technology Partners

Don't Get Duped

How to Spot (and Stop) Fake Candidates Before It's Too Late

THE DANGER OF FAKE CANDIDATES

Hiring a fake candidate can cost you more than just onboarding expenses. It can lead to:

Productivity Loss
Fake hires often underperform (or fail to show up at all), leaving gaps in delivery.

Damage To Employer Brand
A bad hire erodes internal trust and can reflect poorly on your hiring process.

Security Risks
Impersonators may gain access to sensitive systems and data.

Wasted Resources
Recruiting, interviewing, and onboarding take time—and fake candidates waste all of it.

One recruiter summed it up well on Reddit: *"We had a candidate lip-syncing during a Zoom interview while someone else answered the questions by phone."* This isn't a rare case—it's a growing pattern.

HOW TO IDENTIFY A FAKE CANDIDATE

Fortunately, the hiring community has become increasingly savvy to the warning signs.
Here are some of the most common red flags:

Resume & Application Red Flags

Inconsistent contact info
Multiple resumes from the same person with different phone numbers or emails.

Questionable job history
Roles at obscure companies or reference projects that can't be verified.

Broken or fake links
Dead personal websites, suspicious LinkedIn profiles, or portfolios that don't match the story.

Newly created LinkedIn accounts
Use the "About this Profile" tool on LinkedIn to check account age.

Behavioral Red Flags

Scripted answers
Superficial or robotic responses to basic questions.

Lip-syncing on video calls
A clear sign someone else may be feeding them answers.

Call center background noise
Multiple voices, noise, or echo suggest they may be sharing a space or an identity.

HOW WE HELP OUR CLIENTS HIRE SMARTER

Fake candidates can be clever, but hiring smarter doesn't mean hiring slower. We help you weed out fraud while continuing to bring in top talent by:

Using Multi-Touch Screening

• **Video Interviews:** We always conduct at least one live video call. Repeat it if necessary on day one.

• **Open-Ended Questions:** We avoid yes/no questions. Ask them to explain a process or describe a challenge they solved.

• **Background and Reference Checks:** We confirm employment history and ensure references are real people—not fake emails or burner numbers.

Strengthening Your Digital Vetting Process

• **Check LinkedIn Profile Creation Date:** Brand-new accounts are suspect.

• **Use Screening Tools:** Platforms like Elevator CV, which require video introductions, help verify communication and identity early.

• **AI Detectors:** We run resumes through tools like Grammarly or AI detectors to flag fully AI-generated content.

Tightening Job Descriptions and Expectations

• Be explicit in your job requirements.

• Add language around in-person or same-day video verifications.

• Include steps in the process that would be difficult for an impersonator to fake, such as take-home assignments or office visits for final interviews (where appropriate).

STAYING AHEAD OF THE SCAM GAME

As technology improves, so do the methods used by bad actors. The good news? So does the collective wisdom of hiring professionals. Platforms like r/recruiting and r/humanresources are filled with real-world examples, tips, and tools that can help you stay one step ahead.

"Interviews alone won't cut it. At Maverick, we conduct rigorous verbal and video screenings at every stage of the process– ensuring every candidate is present, prepared, and proven. It's how we stay ahead of fake candidate scams–and how we deliver talent you can trust."

– Kelli McGrath, *SVP of Recruiting and Operations*

MAVERICK IS YOUR TRUSTED TECHNOLOGY PARTNER

Hiring is hard enough without having to play detective. But with fake candidates on the rise, it's a responsibility no hiring manager can ignore.

That's why Maverick safeguards against fake candidates by looking for all of the red flags mentioned earlier, plus:

Resume Authenticity Review
We confirm the resume author and review the last modified date. Assess for potential AI-generated content using available tools and analysis.

LinkedIn & Online Presence Audit
We cross-reference the resume with the candidate's LinkedIn profile, focusing on Recommendations, Activity, and Connections to ensure alignment and authenticity.

Unscheduled Candidate Interview
We conduct off-calendar interviews to assess real-time responsiveness. This includes reference checks and a recorded video interview with our Sales team.
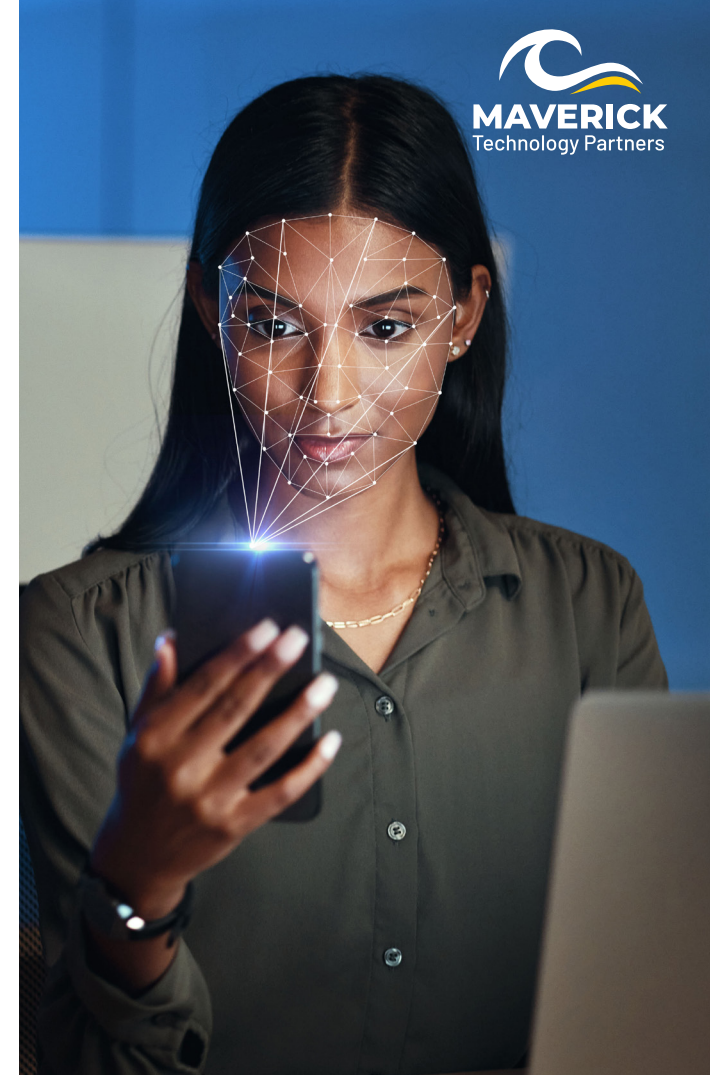
Digital Identity Verification
We validate email addresses and phone numbers for authenticity. Review social media presence for consistency with professional history.

Advanced Screening Techniques
We employ skilled recruiting methods with open-ended, behavioral-based questioning to gauge depth, adaptability, and cultural fit.

Need help navigating your next tech hire? Our team of experts is here to ensure every candidate we place is 100% verified and ready to contribute on day one.

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