

# Stacy Zapar's Top Tips on Candidate Fraud Defense

Founder, Tenfold & Fraud Squad

## 1 Spread Authentication Across the Funnel

- **Stop splitting the funnel horizontally** – the old model of attraction, then assessment, then authentication no longer works; all three need to happen at every stage.
- **Assess for intent early** – many applicants don't even know or care about your job, so check for genuine interest throughout, not just skills.
- **Verify skills claims continuously** – resumes have become noise, so build in ways to confirm real experience and credentials at every touchpoint.
- **Authenticate the person, not just the resume** – someone can be a verified real person while a completely different person shows up to interview or work.

## 2 Add Smart, Asymmetric Friction

- **Make friction invisible to good candidates** – the best deterrents are seamless for real applicants but a heavy lift for fraudsters.
- **Plant small tripwires** – one company added a fake requirement ("experience with flux capacitors") to a job post and caught the 40% of applicants who claimed to have it.
- **Ask what only a real person would know instantly** – if someone has to look up their own phone number or email, that's a strong signal something's off.
- **Lead with transparency** – being upfront about in-person interviews or onboarding requirements is itself a deterrent that scares off bad actors before they apply.

## 3 Screen Smarter, Not Longer

- **Run a 5-10 minute pre-screen before committing 30** – frame it as a general "get to know you" chat rather than a role-specific interview to filter fast.
- **Bank the time savings** – cutting a handful of screens down each week can free up a full extra day a month on your calendar.
- **Stack your signals** – one red flag isn't proof, but a good interviewer keeps probing and documenting until the signals add up to a real decision.
- **Treat great interviewing as your last line of defense** – once someone is deep in your process, skilled questioning is often the only thing standing between you and a fraudulent hire.

## 4 Get Organized as an Industry

- **Don't fight fraud alone** – Stacy built Fraud Squad, a free, verified community, because discussing tactics on public platforms tips off the bad actors too.
- **Document the patterns** – her "Might Be Fake" resource catalogs real examples of deepfake interviews, fake candidates, and impersonation attempts to learn from.
- **Curate pipelines, don't police them** – aim for curation, not accusation; excessive suspicion creates bias and erodes trust with genuine candidates.
- **Pair tools with training** – fraud detection software helps, but it's not a fix on its own; combine any tool with human education and process design.



You don't have to run faster than the bear. You just have to run faster than your buddy.

– Stacy Zapar, Founder, Tenfold & Fraud Squad