BCT
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WHITE PAPER

THE RISE OF THE SYNTHETIC CANDIDATE

THE AI & LIVE INTERVIEW APPROACH TO SECURE HIRING

In this whitepaper, we explore the rise of the synthetic candidate and how combining AI with live interviews is shaping the future of secure, bias-free, and data-driven hiring.

www.bct-corp.com

Whitepaper: The Rise of the Synthetic Candidate - Our AI & Live Interview Approach to Secure Hiring

Executive Summary:

Recruiters have long faced the challenge of embellished résumés, but in 2025, the issue has evolved into a more sophisticated threat: synthetic candidates. Armed with fabricated credentials, AI-generated materials, and even deepfake technology, these candidates are infiltrating the hiring process across industries, particularly in IT. This new wave of fraud has significant consequences, from wasted onboarding costs to critical security vulnerabilities.

This paper explores the rise of synthetic candidates, how the IT industry is impacted, and the proactive measures that companies can implement to secure their hiring pipelines. BCT, a leader in recruiting, has developed a multi-layered approach, leveraging both AI-driven technology and live, face-to-face interviews to ensure only qualified candidates are selected for roles.

Introduction: The New Age of Talent Fraud

In the evolving world of IT recruitment, the rise of AI-driven fraud has introduced a new wave of challenges. What once appeared as minor issues—embellished résumés and unverifiable credentials—have escalated into a critical business problem. Fraudulent candidates now use AI to create polished resumes and application materials or even employ deep-fake technology to simulate in-person interactions, all to secure high-paying positions.

This paper delves into the implications of synthetic candidates on the hiring process, outlines the steps organizations must take to detect and prevent fraud, and demonstrates how BCT's innovative approach can safeguard businesses against this growing threat.

BCT's Approach to Identifying Synthetic Candidates

At BCT, we've been at the forefront of identifying and combating synthetic candidates. Between May 2023 and April 2025, we conducted nearly 600 candidate ID verifications to assess the legitimacy of applicants within our recruitment processes.

Our robust screening methods, as well as utilizing TurboCheck (Fraud Detection Software for Recruiting) have been instrumental in uncovering fraudulent activity early.

BCT - Tools, Processes and the Results

Tools:

TurboCheck is a leading fraud detection software that employs advanced techniques to verify candidate identities. It analyzes email and phone data, identifying patterns and inconsistencies that signal potential fraud.

Processes:

Not all candidates are subjected to the verification process, but any applicant who raises suspicions during our live, face-to-face interviews undergoes thorough vetting via TurboCheck. This ensures that our clients receive only the most qualified, trustworthy professionals, saving them time and resources in the hiring process.

Results:

Of the 567 candidates vetted since May 2023, 222 were approved and verified, 94 required further investigation, and 251 were flagged as suspicious, accounting for over 44% of the candidates processed. The scale of this issue highlights the need for rigorous screening and verification measures. Even a single fraudulent candidate slipping through could result in significant operational costs, security risks, and wasted resources.

The Facts

TOTAL CANDIDATES PLACED IN TURBOCHECK (MAY 2023-APRIL 2025)

567

CANDIDATES APPROVED & VERIFIED

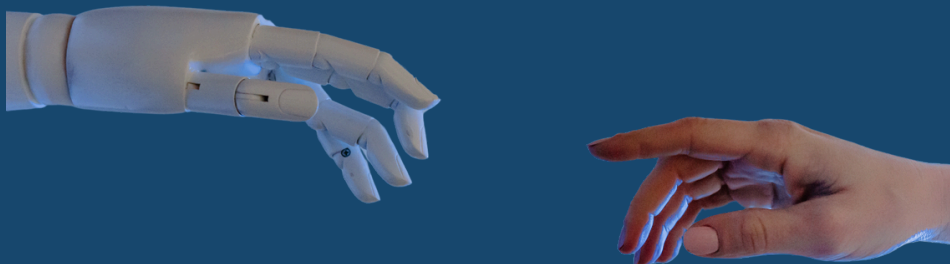**222**

CANDIDATES REQUIRING FURTHER INVESTIGATION

94

CANDIDATES FLAGGED AS SUSPICIOUS/FAKE

251

CANDIDATES FLAGGED (% OF THE TOTAL)

44%

The Growing Threat of Synthetic Candidates in IT Recruitment

The increasing sophistication of AI tools and the expansion of remote hiring have combined to create an environment ripe for exploitation. Fraudulent candidates can now use AI to generate polished resumes, simulate technical skills, and even participate in video interviews with deepfake technology. This evolving threat necessitates advanced solutions to protect organizations from making costly mistakes.

How IT Recruiting Firms Can Spot & Prevent Fraudulent Candidates

- **Strengthening Screening Processes**

In today's digital age, recruiters must go beyond traditional résumés and LinkedIn profiles. Cross-referencing employment history with public project repositories, peer-reviewed contributions, and online portfolios like GitHub have become essential.

Red Flags:

o Generic job descriptions without detailed project specifics

o Claims of expertise with no real-world application examples

o Unexplained short tenures at prestigious companies

- **Making Live Assessments the Norm**

Real-time assessments are one of the most effective methods to identify fraudulent candidates. Live coding sessions, problem-solving exercises, and situational tests reveal not only technical skill but also how candidates think under pressure.

Red Flags:

o Visible reliance on external help or scripted responses

o Difficulty solving problems consistent with their claimed experience level

o Inability to articulate thought processes or provide concrete examples

- **Leveraging AI-powered verification**

In response to AI-driven fraud, recruiters must deploy advanced AI tools to validate candidates. By using biometrics and behavioral analytics, recruiters can assess whether a candidate is genuinely who they claim to be.

Red Flags:

o Robotic or pre-recorded responses

o Audio/video quality that suggests the use of deepfakes or masking technology

o Mismatched backgrounds or environments during video interviews

- **Avoiding Disposable Contact Information**

Fake candidates often use disposable emails, VOIP phone numbers, or masked contact information to remain anonymous. Advanced verification tools help uncover these discrepancies.

Red Flags:

o Contact details linked to unverifiable sources

o Inconsistent contact information across different applications

o Absence of a digital footprint or social presence

The Future of IT Hiring: Trust, But Verify

As AI-driven fraud continues to evolve, IT recruiters must remain vigilant and proactive in their hiring processes. Neglecting robust verification measures leaves organizations vulnerable to costly mistakes, from wasted resources to severe security breaches.

In 2025 and beyond, recruiting IT professionals is no longer just about identifying top talent. It's about safeguarding the integrity of your organization by detecting and preventing fraud before it incurs substantial costs. With a combination of AI-powered tools and live, face-to-face interviews, BCT ensures that only legitimate, highly skilled candidates are selected for our clients.

By partnering with BCT, organizations can streamline their hiring process, eliminate the risks of fraudulent candidates, and focus on building a stronger, more secure workforce. Let us help you hire with confidence and protect your organization from the hidden dangers of synthetic candidates.

About BCT

At Business Centric Technology (BCT), we specialize in providing high-quality, pre-vetted IT talent through various services, including Staff Augmentation, Retained Executive Searches, and Recruiter on Demand. With our cutting-edge fraud detection tools and comprehensive screening processes, we help businesses find the right professionals while mitigating the risks associated with talent fraud. Trust us to be your partner in secure, effective hiring.

For more information, visit www.bct-corp.com or contact us at (972) 267-7950.

WANT TO LEARN MORE?

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