Hiring fraud risk

The person you interview may not be the person you hire.

Remote interviewing has become an entry point for impostors, proxy candidates and state-backed operators. One fraudulent hire is not a recruiting miss: it is credentials, sensitive-data access, a payroll relationship and potentially a sanctions event.

4 in 600

remote interviews showed indicators consistent with North Korean (DPRK) IT worker operations

imper.ai Threat Research, Q1 2026

1 in 4

candidate profiles worldwide predicted to be fake by 2028; 6% of candidates already admit to interview fraud

Gartner

~$800M

generated for the DPRK regime in 2024 by IT workers using false identities to get hired

U.S. Department of the Treasury

What we are seeing in live interviews

- **Proxy candidates:** one person interviews, a different person shows up to work.
- **Hidden operators:** remote-control tools (e.g. AnyDesk) and off-screen coaching steering the candidate in real time.
- **Masked infrastructure:** VPNs such as Astrill, multi-hop proxies and locations that don't match the CV.
- **Operator handoffs:** the face stays the same between rounds while the device, network and behaviour change.

Why it matters

- **Insider access on day one:** engineers, operations and contractor roles touch customer data, payment systems and production code.
- **Sanctions exposure:** paying a DPRK-linked worker can trigger OFAC and other sanctions issues. IEEPA civil penalties reach the greater of $377,700 or twice the transaction value, per violation.
- **Regulatory and operational resilience:** hiring controls are part of the access-control story regulators and auditors expect organizations to evidence.
- **Wasted TA capacity:** recruiter and interviewer hours spent on candidates who were never real.

> **The control gap:** background checks and ID verification confirm a document, once. They do not confirm that the *human operating the interview* is genuine, unassisted, and the same person across every round and at onboarding.

How imper.ai closes it, without changing how your recruiters work

01

Before the first live interview

Connects to your ATS and interview flow, so risk surfaces in the very first interaction.

02

Across every round

Correlates signals between interviews to catch operator handoffs and material change, producing an explainable risk score.

03

Into enrollment

Carries hiring risk into device, MFA and credential enrollment before workforce access is activated.

Sources: imper.ai Threat Research Q1 2026 (600 remote interviews; indicators included Astrill VPN, AnyDesk, multi-hop proxies and location inconsistency). Gartner candidate survey of 3,000 candidates and 2028 prediction. U.S. Treasury statements on DPRK IT worker schemes (2024 revenue). OFAC enforcement guidance on IEEPA civil penalties. Penalty figures are illustrative context, not legal advice.