

Job Hunting Scams

Phishing Follow-Up

February 14, 2022

Summary

Following up on our initial factsheet on phishing, TMASF Connects has researched and developed a factsheet on employer and employee best practices in a remote hiring world.

It also features a follow-up interview with local jobseeker, Michael D., with your user-submitted questions on his phishing experiences. [CLICK HERE](#) to see the video series! For a transcript of the follow-up Q&A, please see pages 2 and 3.

Best Practices for Remote Hiring

Hiring has clearly changed since the early days of COVID. [Inc.](#) discusses common remote hiring trends like performing job searches outside of your locale, emphasizing hybrid or remote work models, and reorganizing teams to continue succeeding in a remote work environment.

However, how do you keep your organization safe when hiring someone remotely? While video interviews remain a core element in remote hiring, having an alternate set of interview questions for remote workers might be beneficial. Sources like [Monster](#) recommend getting your teams involved in the hiring process and extending the interview process. Due to the restricted capabilities of a distant or virtual communication, this allows for both parties to provide the extra exposure to the other's personality and company culture.

New Hires in the Remote World

The onboarding process for remote workers may be drastically different than that of a traditional worker. Especially if this is your first job into your career after finishing college or completing a training program and, or your first foray back into the workplace during COVID, make sure your experiences when getting hired coincide with the following:

- Your expectations are set and your role within the organization is defined
- You are introduced to colleagues and supervisors
- You are asked for feedback, comments, or questions
- You feel included

For More Information

The Federal Trade Commission has articles on how to identify and protect yourself from [phishing scams](#) as well as [job scams](#). Many job source providers such as [LinkedIn](#) and [Glassdoor](#) also have their own unique ways of filtering out and allowing users to report suspicious job listings or individuals.

If you suspect that fraudulent activity is in progress, you can report it [HERE](#) or by calling the FTC at 1-877-382-4357. If you believe you have been a victim of fraud, put your credit on fraud alert by contacting [one of the national credit bureaus](#).

Phishing with Michael

Q & A

Responses may have been paraphrased. Uses of the terms “T” and “my” below refer to Michael.

01

What job platforms did the scammers use to approach you?

Both my phishing experiences were through Indeed. None of my experiences were through LinkedIn, Glassdoor, or direct recruiting.



02

How much information do you provide on your resume when applying for positions? Full name? Email? Phone numbers? Addresses? References with contact information?

I provide my home address, email, and phone number. With remote working, it may not be necessary to include a home address, but I do want to provide enough information to begin a conversation with potential employers.



Do you think you provided any information that made you a more attractive target for these scams?

03

I don't think I put any more information than what's necessary to apply for a job. If anything, my income level may be a factor in me being a target for phishing scams.



Were the scammers posing as legitimate companies or were they reaching out on behalf of spoof companies?

04

I had experiences with both. One company had a website with an international headquarters so it was difficult to verify since it might have been a big company with a large budget as opposed to a smaller agency that couldn't afford an extensive website. It's tough to distinguish especially if the company you're applying to is international.

05

Anecdotally, have you heard any other stories of these scams happening to other people? If so, did you notice a trend between posing as legitimate companies or reaching out on behalf of spoof companies?

I have not heard of this happening to anyone else that I know. People I've told my story to are just as shocked upon learning about these sorts of scams.



06

In your experience, how common is it to supply your own equipment for a position?

As a freelance video editor, it is very common to be on-site with my own equipment (e.g. laptop, video editing software) at a company to download necessary files and work off of their server, which may be difficult to do in purely virtual settings. However, full time positions have provided equipment for me.



Do you have any tips or advice on how to be more aware of these phishing scams?

I would recommend research and due diligence. Take some time before applying and look into the company, look at their website and online presence, and if you are communicating with recruiters, look them up on LinkedIn as well as the company they work for. If it's just some random person, it's probably not legitimate and you don't want to be giving them all your personal information.

07

In your opinion, what is the single most important thing that can be done to protect information while looking for a job?

Be cautious with your information, you don't need to give everything away all at once. When you know you've gotten the job and they're ready to hire you, they'll send you official forms and documentation, so just provide enough information for them to contact you initially. Hopefully if the interview goes well and you're hired, then you can start providing them with your personal information.



08

How has this affected your psyche in terms of job hunting?

It was rough and heartbreaking. You hear stories of people getting excited about an interview which they felt went well but then they don't get the job or get ghosted. When you do hear that you got hired, especially in my case, I got lost in the excitement and thought it was real. I did not think that someone could possibly be trying to deceive me. However, I just had to keep going and keep applying. Sure enough, I did get an interview elsewhere, and it did go well, and I did end up getting hired, which wouldn't have happened if I had just given up. I'm 100% sure that the current company that hired me is not a scam, and I don't believe that every job out there is trying to scam you either.

09

