

Before You Hire Read
What **12 Years** of
Verification Taught Us

A Recent Case That Should Worry Every HR Team

In late 2025, a premier software firm in Bengaluru's tech corridor faced an unprecedented internal breach. What appeared to be a routine lateral hire of a Senior Architect turned into a systematic exfiltration of proprietary AI source code valued at millions.

"The gap wasn't worth the effort. It was verification."

🕒 LATE 2025

A Bengaluru software company discovered that its senior research scientist had quietly copied their entire source code to his personal email before quitting. The stolen code was valued at close to Rs 87 crore.

🕒 EARLIER

Wipro let go of 300 employees in one go for secretly working full-time for competitors — moonlighting that stayed invisible until payroll records exposed it.

🕒 TODAY

Neither company was careless. Both hired the normal way: resume, interview, gut feeling, offer letter. The gap wasn't worth the effort. It was verification.

This guide takes 15 minutes to read. It could save you a lot more than that.



Why A Good Interview Isn't Proof Of A Good Hire



A resume is a sales pitch.

An interview is a performance. Neither is built to show you the truth — both are built to show you the best version of a story.



Confidence isn't honesty.

The candidates who lie best on paper are often the most polished in person — that's usually why it worked the last time.



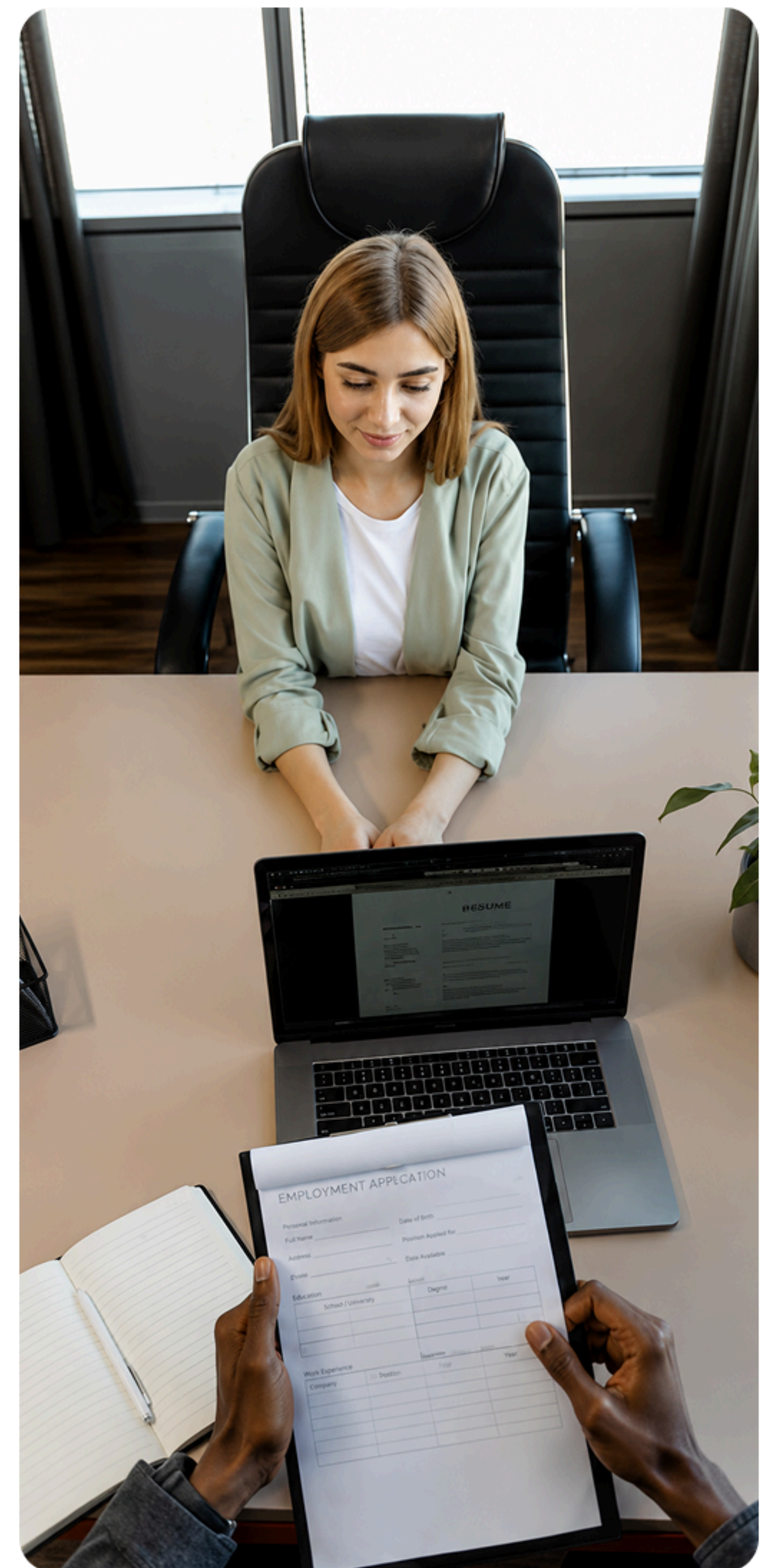
Urgency is when the worst hires get through.

Verification is the first thing skipped under deadline pressure, right when it matters most.



Small inconsistencies are rarely small.

A vague answer about a gap, a reference who sounds rehearsed, a title that doesn't match the company's size — these are threads worth pulling before the offer, not after.



Three Hiring Risks Companies Are Facing Right Now



The moonlighter

Employees holding multiple full-time roles simultaneously. Beyond the obvious decline in productivity, this creates severe conflicts of interest and exposes sensitive corporate data across competing infrastructure.



The Silent Exit

Candidates who maintain active employment status while onboarding at a new firm. This overlapping period often involves the unauthorized extraction of IP as a "parting gift" before their formal resignation.



Reference Fraud

The rise of synthetic professional identities and coordinated reference services. Sophisticated networks now provide falsified employment histories that pass basic verification but fail deep behavioral audit.



The 6 Background Checks Every Hire Should Go Through



Identity Verification

Confirm the government ID actually matches the name, photo, and details on the application. Most teams photocopy the ID and file it without verifying it; a mismatched spelling or date of birth is often the first sign something else needs a closer look.



Reference Fraud

Confirm the address independently rather than trusting what's typed on the form. A verified address also makes every later check police verification, court records accurate, and it's often the first place a false or borrowed identity shows up.



Education Verification

Confirm the degree, years attended, and grade directly with the institution not from the certificate the candidate hands over. Fake or "instant" degrees from unaccredited institutes are common enough that this one extra day of checking is worth it.



Employment History Verification

Call the previous employer's HR directly and confirm the dates, designation, and reason for leaving even when a relieving letter is provided. Letters can be genuine but outdated, or occasionally fabricated. This is also where inflated titles and stretched dates usually surface.



Reference Checks Done Properly

Insist on at least one direct former manager, contacted independently rather than through a number the candidate supplies. Ask what they'd want the candidate to improve, or how they handled a tough moment, not "would you recommend them." Vague, rehearsed answers are worth noting.



Criminal Record Check

Check across every city the candidate has lived and worked in, not just their current address specially for roles with physical access, cash handling, or contact with vulnerable groups. Use it to inform the decision, not to override judgment automatically.

Most bad hires fail at least one of these six and it's almost never the one HR expected.

Matching The Depth Of Checking To The Role's Risk

Matching effort to risk keeps this fast instead of bureaucratic. The right question isn't seniority — [it's what does this person have access to?](#)

Low Risk

No data or financial access, no public-facing trust (entry-level support, interns without system access).

Identity + address + employment verification. Same-week turnaround is realistic here.

Medium Risk

Customer-facing roles, some data or asset access, mid-management, field staff.

Add education verification and a real reference check, plus a criminal record check. This is the tier most companies under-invest in. It feels “routine,” but it's where moonlighting and inflated experience claims show up most often.

High Risk

Finance, leadership, compliance, healthcare, IT admin access, or anyone touching sensitive data or vulnerable people.

Run all six checks no exceptions for referrals, urgency, or seniority. This is where a wrong hire costs the most and where thorough checking is cheapest compared to what it protects.

A quick gut-check: if this person left tomorrow with everything they currently have access to, how much would it cost you? That answer tells you the tier — not their job title.

Two Interview Questions HR Teams Should Be Asking

“Walk Me Through A Specific Problem You Solved At Your Last Job — Start To Finish.

Real experience holds up under detail. Fabricated experience gets vague fast.

“What Would Your Last Manager Say You Needed To Improve?

Ask this to the candidate and their reference. If the answers don't roughly match, it's worth a second look not a rejection, just a conversation.

What Should HR Do When Verification Finds A Red Flag?

One of the biggest misconceptions about background verification is that every discrepancy automatically disqualifies a candidate. In reality, verification is designed to support informed decision-making not automatic rejection. The most effective HR teams assess findings based on the level of risk they present.

● Low-Risk Findings

Minor spelling differences, outdated addresses, short employment gaps that can be reasonably explained, or administrative documentation errors. These typically require clarification rather than concern.

● Moderate-Risk Findings

Employment dates that differ significantly from the resume, missing educational documentation, unverifiable salary information, or inconsistent reference feedback. These deserve additional investigation, often discussion with the candidate and supporting evidence, before a final hiring decision.

● High-Risk Findings

Forged educational qualifications, identity mismatches, fabricated employment history, concealed criminal records, fraudulent documentation, or evidence of deliberate misrepresentation. These represent significant organizational risks and should be escalated according to company policy and evaluated carefully before proceeding.

Background verification should never replace professional judgment. Instead, it provides HR teams with verified information that enables consistent, evidence-based hiring decisions.

How Hiring Is Changing - And Why Verification Matters More Than Ever

Hiring has changed dramatically over the last few years. Remote work, AI-generated resumes, faster recruitment, and candidates applying across multiple locations have made hiring more efficient — but also more complex.

Today's HR teams aren't just evaluating skills and experience. They're also managing risks related to identity, employment history, dual employment, compliance, and data security.

As organizations continue to hire faster and at larger scales, verification is becoming a standard part of making informed hiring decisions rather than just a final administrative step.

The future of hiring isn't about conducting more background checks. It's about conducting the right checks at the right time — helping organizations hire with greater confidence while protecting their people, data, and reputation.

ABOUT US

About Fullscan

Fullscan partners with HR teams across banking, IT, healthcare, retail, and logistics on identity, address, education, employment, and criminal record checks — backed by AI-driven workflows and real-time tracking across thousands of pin codes in India.



Identity



Address



Education



Employment



Criminal



Beyond Facts

If your hiring process needs
a faster, more reliable verification
partner, we're glad to help.



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