

Tips to Avoid Fraudulent Job Postings

Scammers are increasingly using fraudulent job posting to steal information, money, and even identities from unsuspecting job seekers.

To help avoid fraudulent job postings, ask yourself these questions:

- ✓ **Did you apply for this job?** Fake job ads are often unsolicited offers including unsolicited messages, texts, and emails.
- ✓ **How did they get your contact information or know you might be a good fit for this job?** They might reach out to you as a result of a resume you've posted on a job site such as indeed or LinkedIn or might come in the form of a direct text, or email.
- ✓ **Does it look like a mass message that went out to a lot of people?** Fraudsters cast the wide net. They are just hoping that someone will not recognize that they are fraudulent.
- ✓ **Are they offering a lot of money and telling you that no, or very little, experience is needed?** If it looks too good to be true, it probably is!
- ✓ **What are the duties for the job?** Scams often do not provide a full job description or job details and may contain grammatical/spelling errors; a job posting should be written to attract the best applicants.
- ✓ **Does the email address look legitimate?** Fraudulent job postings will often be missing a corporate logo and/or come from an unprofessional email address like Yahoo or Hotmail. Some may be more difficult to detect by making a slight change to a legitimate address in hopes it will not be noticed.
- ✓ **Did they ask you to interview for this position or request your resume, or references?** Scammers will often not go through this process; however, there have been reports of more sophisticated scams that did incorporate these steps into their scam.
- ✓ **Were you asked for your personal information, such as your Social Insurance Number or a copy of your identification, credit card, or bank account information?** Identity theft is a common outcome of job scams, as scammers often steal job seekers' personal information to open bank accounts to further their fraud. Normally, this type of information is not needed until later during the background check process.
- ✓ **Are you required to pay to get the job or were you asked to purchase equipment or deposit/transfer money to unknown companies or individuals from your personal account?** Scammers will often ask you to spend or deposit money and send it to them, claiming it is necessary for the job. You should not be asked to pay for equipment or start-up fees when beginning a new job.
- ✓ **Is there a sense of urgency or are you being pressured?** A company should never push you into accepting a job offer immediately.

Think critically and do your research: look outside the posting, ask questions, guard your personal information, and do not be afraid to say "NO!"

If you would like to speak with a Career Advisor, you can contact Academic & Career Services at advising@uwinnipeg.ca.