



## **What are recruitment scams?**

Job scams are becoming increasingly common. Scammers are targeting individuals who are actively searching for work. They exploit job seekers by offering fake employment opportunities designed to steal personal information or trick victims into sending money. These scams can appear highly convincing, making it challenging to distinguish legitimate job offers from fraudulent ones.

In most cases, criminals pose as genuine employers or recruitment agencies to deceive job seekers and gain their trust.

### **Key Red Flags to Look Out For:**

#### **1. Fake Job Listings**

Scammers post fraudulent job adverts on recruitment websites, social media, or send them directly via email. These ads often promise unrealistic salaries or work from home roles. They may lead to phishing websites or demand upfront payments disguised as admin fees, training, or equipment costs.

#### **2. Unsolicited Job Offers**

Be cautious if you receive a job offer out of nowhere especially if you never applied. Scammers frequently reach out through WhatsApp, LinkedIn, TikTok, or SMS, offering high paying roles that require little to no experience.

#### **3. Requests for Upfront Fees**

Fraudulent recruiters may ask for registration fees, training payments, DBS/background check charges, or onboarding costs. Legitimate employers will never ask you to pay money to secure a job.

#### **4. Requests for Sensitive Personal Information**

If you are asked early in the process for bank details, passport scans, or your National Insurance number, be cautious. Scammers often use this information for identity theft or financial fraud.

#### **5. Fake Interview Processes**

Some scams involve interviews via WhatsApp or other messaging apps. During these interactions candidates may be asked to pay for software, materials, or mandatory courses before they can start the role. Genuine employers do not charge candidates to begin work.

Please note that Values & Talent would never ask a candidate for any payment. All official communication from us will only come from an email address using the **@valuestalent.com** domain for example:

**info@valuestalent.com**

**fullname@valuestalent.com**

If you ever receive a message that seems suspicious or you are unsure whether it is genuinely from us, please contact us using the verified details listed on our official website.