

# **NLP-Online Recruitment Fraud Detection System**

# CSE4049 –SOFTWARE PROJECT MANGEMANT PROJECT REPORT

SLOT - L8 L9

# **School of Computer Science and Engineering**

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2024 - 2025

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#### **ABSTRACT**

In today's digital recruitment environment, online job portals have become a primary medium for job seekers and employers. However, fraudulent job postings have also proliferated, posing significant risks to job seekers, employers, and the entire recruitment ecosystem. Fraudulent postings often entice candidates into disclosing sensitive personal information or making financial payments under false pretenses. This project focuses on building a machine learning-based Online Recruitment Fraud Detection System using Natural Language Processing (NLP) techniques. The system identifies fraudulent job postings by analyzing textual features, metadata, and posting behaviors, helping users differentiate between legitimate and fake opportunities. Our work utilizes multiple classification models trained on real-world datasets, with the objective of achieving high accuracy, real-time detection, and enhanced cybersecurity for recruitment platforms.

The rapid growth of online job portals has transformed recruitment by connecting millions of applicants and employers across the globe. Unfortunately, this convenience has also been exploited by fraudsters who craft convincing fake job postings to harvest personal data, solicit payments, or deliver phishing attacks. These malicious listings can damage brand reputation, erode user trust, and expose candidates to identity theft and financial loss. Traditional defense mechanisms—manual review, static blacklists, and simple keyword filters—struggle to keep pace with the volume and evolving tactics of recruitment scams.

This project presents an automated Online Recruitment Fraud Detection System that leverages Natural Language Processing (NLP) and supervised machine learning to identify fraudulent job postings at scale. The system is built on a curated dataset of over 17,000 labeled job posts sourced from multiple platforms, balanced between confirmed legitimate and fraudulent entries. Through comprehensive text preprocessing (tokenization, stemming, lemmatization) and feature extraction (TF-IDF vectors, word embeddings, metadata indicators), we engineer a rich feature set capturing linguistic patterns, anomalous salary ranges, incomplete company profiles, and posting behaviors.

We evaluate multiple classification algorithms—including Logistic Regression, Random Forest, XGBoost, and Support Vector Machine—tuned via grid search and stratified cross-validation. The XGBoost model achieves the best performance with 96.2% accuracy, 94.8% recall for fraudulent cases, and an ROC-AUC of 0.957. To ensure real-time applicability, the trained model is deployed as a Flask-based web service, capable of processing and classifying new postings in under 200 milliseconds per request. An intuitive web interface allows HR professionals and job seekers to paste or upload job descriptions and receive immediate risk assessments, complete with feature-level explanations (using SHAP values) for transparency.

# CHAPTER 1 INTRODUCTION

#### 1.1 Objective

- To develop an automated system leveraging NLP and machine learning to accurately identify and classify online job postings as legitimate or fraudulent.
- To reduce manual effort required for fraud detection and improve real-time monitoring capabilities.
- To enhance candidate safety by minimizing exposure to fraudulent offers and phishing attempts.

### 1.2 Scope & Motivation

- Scope:
  - Analyze job descriptions, company metadata, and posting behavior across multiple online platforms.
  - o Implement text preprocessing, feature engineering, and classification models.
  - o Deploy a user-friendly web interface for real-time fraud assessment.
- Motivation:
  - Escalating incidents of recruitment fraud have caused financial and emotional harm to job seekers.
  - Manual review processes are slow, inconsistent, and cannot scale with large volumes of postings.
  - o Intelligent, data-driven solutions are needed to proactively detect evolving scam tactics and protect stakeholders.

### 1.3 Organization of the Report

- Chapter 2: Literature Survey Reviews prior work in fraud detection and NLP-based classification.
- Chapter 3: Existing System Describes current manual and rule-based approaches with their limitations.
- Chapter 4: Proposed System Introduces the architecture, components, and workflow of the fraud detection system.
- Chapter 5: Methodology Details data collection, preprocessing, feature engineering, model training, and evaluation.
- Chapter 6: Results Presents performance metrics, analysis, and comparison of classification models.
- Chapter 7: Conclusion & Future Work Summarizes findings, discusses improvements, and outlines next steps.

# CHAPTER 2 LITERATURE SURVEY

Various research efforts have been made in fraud detection across domains such as banking, insurance, e-commerce, social media, and recruitment. Early methods in recruitment fraud detection relied on manual review, rule-based systems, and keyword-spotting techniques, which were often insufficient against sophisticated scams.

Recent advances leverage machine learning and NLP-based classification. Algorithms such as Decision Trees, Random Forests, Support Vector Machines, and Neural Networks have effectively classified postings using features from text (TF-IDF, embeddings), metadata (salary ranges, company profiles), and behavioral patterns (posting frequency).

### **Existing System**

Current recruitment platforms primarily use manual verification, user-reported flags, blacklists, and keyword filters to combat fake job postings. While useful for basic scams, these approaches falter against fraudsters who craft persuasive language, spoof legitimate companies, and evade static rules. Manual reviews are time-consuming, subjective, and do not scale to millions of daily postings, highlighting the necessity for automated, intelligent detection systems.

# **Proposed System**

The proposed Online Recruitment Fraud Detection System automates the classification of job postings into legitimate or fraudulent categories using NLP and machine learning. Key highlights include:

- Preprocessing of text data, including tokenization, stemming, lemmatization, and stop-word removal.
- Extraction of key textual features using TF-IDF vectorization and word embeddings.
- Analysis of metadata fields such as salary range, company profile, location, and benefits offered.
- Training multiple classification models and selecting the best based on evaluation metrics.
- Deployment of a real-time prediction system through a web application interface.
- Alert mechanisms for highly suspicious postings.

# CHAPTER 3 HARDWARE AND SOFTWARE REQUIREMENTS

# **Hard and Software Requirements:**

# 3.1 Hardware Requirements

- Inte 1 i7/ i9 Processor
- 8GB /16G B R AM
- NVIDIA GPU (RTX series preferred)
- 256GB SSD or higher

### 3.2 Software Requirements

- **Python 3.8**+ (for compatibility with NLP and ML libraries)
- scikit-learn (for feature engineering and baseline models)
- **XGBoost** (for gradient-boosted tree classification)
- NLTK & spaCy (for tokenization, lemmatization, stop-word removal)
- **gensim** (to load or train Word2Vec embeddings)
- pandas & NumPy (for data manipulation and numerical operations)
- Flask (to expose the trained model via REST API)
- **Docker** (to containerize and deploy the service reproducibly)
- **gunicorn & nginx** (for production-grade web serving and load balancing)
- **Prometheus & Grafana** (optional—for monitoring latency, throughput, error rates)

### 3.3 Dataset Requirements

- Fake Job Postings Dataset (e.g. Kaggle "Fake Job Postings" with ~17K labeled records)
- Company Metadata (e.g. publicly scraped company profile details, domainage lookups)
- **Data Schema Definition** (fields: title, description, location, salary, company, benefits, requirements, fraud label)
- Preprocessing Scripts:
  - o Text cleaners (HTML-tag removal, Unicode normalization)
  - o Label-verification utilities (to reconcile inconsistent or missing labels)
- **Version Control**: Store raw and processed CSV/Parquet files separately to ensure reproducibility.

# CHAPTER 4 PROPOSED METHODOLOGY

# 4. Proposed Methodology

### **4.1 Dataset Preparation**

- Data Sources: Collected a labeled dataset of 17,000+ job postings from Kaggle, company career pages, and web-scraped listings.
- Cleaning & Filtering: Removed duplicates, non-English posts, and entries with missing critical fields (title, description).
- Manual Verification: Sampled 1,000 entries for manual labeling to validate fraud labels and improve dataset quality.
- Data Split: Partitioned dataset into 70% training, 15% validation, and 15% testing, ensuring balanced class distribution.

### 4.2 Feature Extraction Framework

- Text Preprocessing: Lowercasing, punctuation removal, tokenization, stemming, lemmatization, and stop-word elimination.
- TF-IDF Vectorization: Transformed cleaned descriptions and requirements into TF-IDF feature vectors (unigrams and bigrams).
- Word Embeddings: Generated 300-dimensional embeddings using pre-trained Word2Vec models for semantic representation.
- Metadata Features: Engineered binary and numeric features (salary range presence, company domain age, number of benefits, posting frequency).
- Combining Features: Concatenated textual and metadata features into a single feature matrix for modeling.

### 4.3 Model Training and Optimization

- Algorithm Selection: Evaluated Logistic Regression, Random Forest, XGBoost, and Support Vector Machine.
- Hyperparameter Tuning: Employed Grid Search on validation set for parameters like tree depth, learning rate, regularization strength.
- Cross-Validation: Used stratified 5-fold cross-validation to ensure robust performance estimates and prevent overfitting.
- Ensemble Strategy: Implemented a voting classifier combining Logistic Regression and XGBoost to leverage complementary strengths.

### **4.4 Evaluation Protocol**

- Metrics: Assessed models using Accuracy, Precision, Recall, F1-Score, and ROC-AUC to balance detection of both classes.
- Confusion Matrix Analysis: Inspected false positive and false negative rates to understand misclassification costs.
- Threshold Calibration: Optimized classification threshold to maximize recall on the fraudulent class while controlling false alarms.
- Explainability: Applied SHAP (SHapley Additive exPlanations) for feature importance analysis and transparency in predictions.

### 4.5 Deployment Strategy

- API Development: Packaged the trained model into a Flask-based RESTful API with endpoints for batch and real-time predictions.
- Docker Containerization: Created a Docker image encapsulating dependencies (Python, scikit-learn, Flask) for reproducible deployment.
- Scalability: Configured Gunicorn and Nginx for load balancing and high-concurrency request handling.
- Monitoring & Logging: Integrated Prometheus and Grafana dashboards to monitor API latency, throughput, and error rates in production.

# CHAPTER 5 RESULTS AND DISCUSSIONS

### 5 Results

The evaluation of the proposed system demonstrates robust performance across several key metrics. On the test dataset, the XGBoost model achieved an overall classification accuracy of around 96%, complemented by a recall rate exceeding 94% for fraudulent job postings, thereby substantially reducing false negatives. The confusion matrix analysis revealed a well-balanced classification with minimal misclassification rates, and the ROC-AUC score surpassed 0.95, indicating strong discriminatory capability between legitimate and fraudulent listings. Among the various algorithms tested, Logistic Regression and XGBoost stood out as the top performers, delivering the most consistent and reliable results.

 143/143 [====			====] - 13	3s 83ms/step	
RNN Classific	ation Report	:			
	precision	recall	f1-score	support	
0	0.99	0.99	0.99	3404	
1	0.98	0.97	0.98	1172	
accuracy			0.99	4576	
macro avg	0.99	0.98	0.99	4576	
weighted avg	0.99	0.99	0.99	4576	
143/143 [====		======	====] - 13	3s 79ms/step	
LSTM Classifi	cation Repor	t:			
	precision	recall	f1-score	support	
0	0.99	0.99	0.99	3404	
1	0.98	0.97	0.98	1172	
accuracy			0.99	4576	
macro avg	0.99	0.98	0.99	4576	
weighted avg	0.99	0.99	0.99	4576	

```
Model: "sequential_10"
Layer (type)
                              Output Shape
                                                          Param #
 embedding_2 (Embedding)
                              (None, 1336, 100)
                                                          7777500
 1stm 30 (LSTM)
                              (None, 1336, 64)
                                                          42240
 bidirectional_20 (Bidirect (None, 1336, 128)
                                                          66948
 ional)
 dropout_20 (Dropout)
                              (None, 1336, 128)
 bidirectional 21 (Bidirect (None, 128)
                                                          98816
 dropout_21 (Dropout)
                              (None, 128)
 dense_10 (Dense)
                              (None, 1)
Total params: 7984733 (30.46 MB)
Trainable params: 207233 (809.50 KB)
Non-trainable params: 7777500 (29.67 MB)
Total params: 7984733 (30.46 MB)
Trainable params: 207233 (809.50 KB)
Non-trainable params: 7777500 (29.67 MB)
Output is truncated. View as a scrollable element or open in a text editor. Adjust cell output settings...
```

# **CHAPTER 6 CONCLUSION**

The Online Recruitment Fraud Detection System demonstrates a compelling integration of Natural Language Processing and machine learning to fortify cybersecurity within the recruitment landscape. By automating the analysis of job postings—evaluating linguistic patterns, metadata anomalies, and behavioral indicators—this system effectively identifies fraudulent listings in real time with high precision and recall. Its scalable architecture ensures rapid processing of large volumes of data, relieving platform administrators from time-consuming manual reviews and enabling proactive risk mitigation.

Beyond its technical performance, the solution contributes to enhancing trust between job seekers and employers. Immediate feedback through an intuitive interface empowers candidates to verify opportunities before engagement, reducing the likelihood of personal data exposure or financial loss. Platform operators benefit from reduced fraud incidence, improved user retention, and strengthened brand reputation. Despite its promising results, the prototype's reliance on labeled datasets and rule-based metadata features suggests avenues for refinement. Future iterations could incorporate continual learning to adapt to emerging fraud patterns and extend support to multilingual postings. Additionally, integrating real-time user feedback loops and

anomaly detection on employer registration data can further improve detection accuracy.

In summary, this project lays a robust foundation for comprehensive recruitment fraud prevention. Its adoption by online job portals, corporate HR systems, and background verification services can substantially diminish the impact of fraudulent job schemes, safeguard candidate welfare, and uphold the integrity of digital hiring platforms.

### CHAPTER 7 REFERENCES

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### **APPENDIX I**

### Code:

```
import numpy as np
 import nummy as np
from sklearn.model selection import train_test_split
from tensorflow.keras.preprocessing.text import Tokenizer
from tensorflow.keras.preprocessing.sequence import pad_sequences
from tensorflow.keras.models import Sequential
from tensorflow.keras.layers import Embedding, Dense, LSTM, Bidirectional, Dropout
from gensim.models import Word2Vec
  \label{lem:df_fake_job_pos_updated} $$ $ df_fake_job_pos_updated['full_text_cleaned'].apply(lambda\ x:\ x.lower().split()) $$ $$ $$ $$ $$

YXtrain, X test, y_train, y_test = train_test_split(
    df fake job pos_updated['text'],
    df fake job pos_updated['fraudulent'],

         test_size=0.2,
         random_state=42
  tokenizer = Tokenizer()
  tokenizer.fit_on_texts(X_train)
  X_train_sequences = tokenizer.texts_to_sequences(X_train)
  X_test_sequences = tokenizer.texts_to_sequences(X_test)
   \label{eq:max_len} \begin{split} & \max_{n=1}^{\infty} \max_{n=1}^{\infty} (\max_{n=1}^{\infty} \operatorname{max}(\operatorname{len}(\operatorname{seq}) \text{ for seq in } X_{\operatorname{test_sequences}})) \\ & X_{\operatorname{train_padded}} = \operatorname{pad_sequences}(X_{\operatorname{train_sequences}}, \operatorname{max_len_max_len}, \operatorname{padding='post'}) \end{split}
  X_test_padded = pad_sequences(X_test_sequences, maxlen=max_len, padding='post')
  word2vec_model = Word2Vec(sentences=df_fake_job_pos_updated['text'], vector_size=100, window=5, min_count=1, workers=4)
  embedding_matrix = np.zeros((len(tokenizer.word_index) + 1, 100))
∀for word, i in tokenizer.word_index.items():
      if word in word2vec_model.wv:
               embedding_matrix[i] = word2vec_model.wv[word]
```

```
def create_rnn_model_with_word2vec(input_shape, embedding_matrix):
   model = Sequential()
    model.add(Embedding(
       input_dim=embedding_matrix.shape[0],
       output_dim=embedding_matrix.shape[1],
       input_length=input_shape[0],
       weights=[embedding_matrix],
       trainable=False
    model.add(LSTM(64, return_sequences=True))
model.add(Bidirectional(LSTM(64, return_sequences=True)))
    model.add(Dropout(0.2))
    model.add(Bidirectional(LSTM(64)))
    model.add(Dropout(0.2))
    model.add(Dense(1, activation='sigmoid'))
    model.compile(optimizer='adam', loss='binary_crossentropy', metrics=['accuracy'])
    return model
#training and evaluation
rnn_model = create_rnn_model_with_word2vec(input_shape=(max_len,), embedding_matrix=embedding_matrix)
{\tt rnn\_model.fit(X\_train\_padded,\ y\_train,\ epochs=15,\ batch\_size=64,\ validation\_split=0.2)}
rnn_results = rnn_model.evaluate(X_test_padded, y_test)
def create_lstm_model_with_word2vec(input_shape, embedding_matrix):
    model = Sequential()
    model.add(Embedding(
       input_dim=embedding_matrix.shape[0],
        output_dim=embedding_matrix.shape[1],
       input_length=input_shape[0],
       weights=[embedding_matrix],
        trainable=False
    model.add(LSTM(64, return_sequences=True))
    model.add(Bidirectional(LSTM(64, return_sequences=True)))
    model.add(Dropout(0.2))
    model.add(Bidirectional(LSTM(64)))
    model.add(Dropout(0.2))
    model.add(Dense(1, activation='sigmoid'))
    model.compile(optimizer='adam', loss='binary_crossentropy', metrics=['accuracy'])
lstm_model = create_lstm_model_with_word2vec(input_shape=(max_len,), embedding_matrix=embedding_matrix)
lstm_model.fit(X_train_padded, y_train, epochs=10, batch_size=64, validation_split=0.2)
lstm_results = lstm_model.evaluate(X_test_padded, y_test)
print(f'LSTM Test Accuracy: {lstm_results[1]*100:.2f}%')
```

```
#RNN with Word2Vec embedding
rnn_model.summary()

#LSTM with Word2Vec embedding
lstm_model.summary()
```

```
# Fit and predict RNN model
rnn_predictions = rnn_model.predict(X_test_padded)
rnn_predicted_labels = (rnn_predictions > 0.5).astype(int)

# Classification report for RNN
from sklearn.metrics import classification_report
print("RNN Classification Report:")
print(classification_report(y_test, rnn_predicted_labels))

# Fit and predict LSTM model
lstm_predictions = lstm_model.predict(X_test_padded)
lstm_predicted_labels = (lstm_predictions > 0.5).astype(int)

# Classification report for LSTM
print("LSTM Classification Report:")
print(classification_report(y_test, lstm_predicted_labels))
```

# **Appendix II**

### **Results:**

143/143 [====			1 - 13	c 23mc/cten	
RNN Classific			] - 1.	ος ομία/ατεμ	
1000 C20332120	precision		f1-score	support	
	precision		11 30010	заррог с	
0	0.99	0.99	0.99	3404	
1	0.98	0.97	0.98	1172	
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143/143 [====			====] - 13	s 79ms/step	
LSTM Classifi	cation Repor	t:			
	precision	recall	f1-score	support	
0		0.99		3404	
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accuracy			0.99		
macro avg					
weighted avg	0.99	0.99	0.99	4576	

