VALID8

The Truth Layer Plugin

Automated Technical Due Diligence for AI-Native Recruitment

THE AI-INFLATION CRISIS

Recruitment has an authenticity problem. Tools like ChatGPT and GitHub Copilot have democratised creation, enabling candidates to generate polished CVs, generic cover letters, populated repositories, and convincing portfolios in minutes rather than weeks.

77.6%
Misrepresented Candidates
Percentage of recruiters encountering false claims

72%
Fake Portfolios
Companies reporting AI-generated fraudulent work

$12.5B
Financial Impact
Lost to recruitment fraud in 2024 alone

1/4
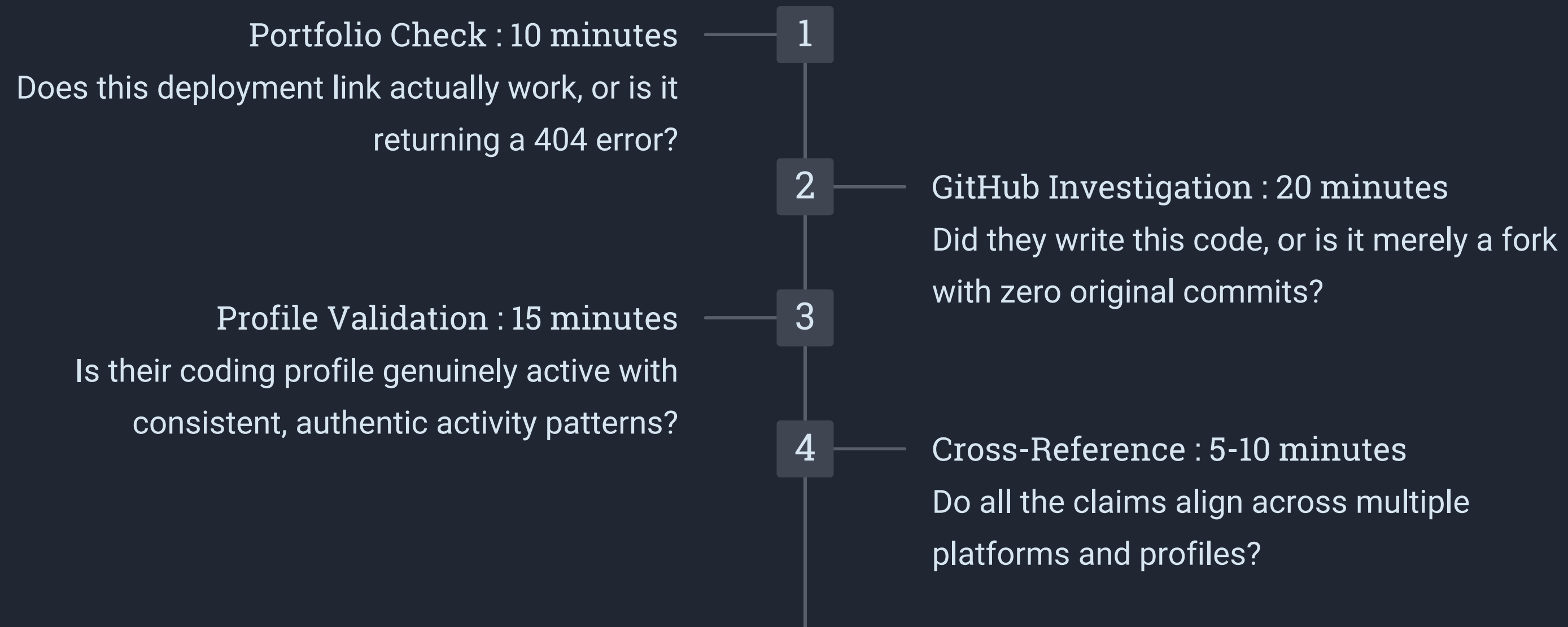### Future Projection
Candidate profiles expected to be fake by 2028 (Gartner)

The barrier to deception has collapsed. Trust is breaking down across the entire recruitment ecosystem.

THE MANUAL VERIFICATION NIGHTMARE

Recruiters face an exhausting, time-consuming process to validate even basic candidate claims. Each verification step requires manual effort, context switching, and considerable technical knowledge.

1 Portfolio Check : 10 minutes
Does this deployment link actually work, or is it returning a 404 error?

2 GitHub Investigation : 20 minutes
Did they write this code, or is it merely a fork with zero original commits?

3 Profile Validation : 15 minutes
Is their coding profile genuinely active with consistent, authentic activity patterns?

4 Cross-Reference : 5-10 minutes
Do all the claims align across multiple platforms and profiles?

Total time: 45+ minutes per candidate. For organisations reviewing 100 candidates, that's over 75 hours of manual clicking, verifying, and cross-referencing—a productivity bottleneck that's unsustainable at scale.

THE MISSING INFRASTRUCTURE LAYER

✓ What We Have

- **AI CV Screening** - ATS systems with keyword matching
- **Job Board Sourcing** - LinkedIn, Indeed, aggregators
- **Video Interview Tools** - HireVue, Zoom platforms
- **Skills Assessment** - Codility, HackerRank tests
- **Background Checks** - Criminal history, education verification

These tools help us find and screen candidates effectively.

✗ What's Missing

- **Portfolio Verification** Are the links even functioning?
- **Live Deployment Validation** Is the site actually operational?
- **Code Authorship Proof** Did they write this or fork it?
- **Activity Pattern Analysis** Real developer or fabricated profile?
- **Evidence Capture** — Screenshot proof of all claims

We have no automated way to verify reality.

📝 Between 'finding candidates' and 'hiring them' lies a black hole where recruiters waste hours verifying basic facts that should be automatically validated.

INTRODUCING VALID8

A zero-click verification agent that lives inside recruitment dashboards, acting as your autonomous background investigator—visiting and validating every link in real-time.

Zero-Click Verification
Recruiters never leave the dashboard. No manual clicking through broken links or suspicious repositories. Automated background investigation handles everything.

Deterministic Proof
Real evidence with screenshots and HTTP response codes—not AI guesses. "Site returns 404" versus "might be fake". Concrete, verifiable facts.

Trust Score System
Visual green/yellow/red indicators. 85-100: Verified ✓ | 60-84: Review | 0-59: Critical red flags

90x
Faster verification: from 45 minutes to 30 seconds per candidate

THE VERIFICATION WORKFLOW

Four automated steps transform profile viewing into verified truth all happening invisibly in the background whilst recruiters focus on evaluating talent.

01

Trigger Activation

Recruiter views candidate profile in the dashboard.Uploads Resume to Valid8

02

URL Extraction

Plugin intelligently scans profile DOM to extract all relevant URLs: GitHub/GitLab repositories, live deployment links, coding platform profiles, and portfolio sites.

03

Autonomous Investigation

Playwright headless browser visits each link as a real user would loading dynamic React/Vue applications, handling JavaScript, and navigating complex single-page applications.
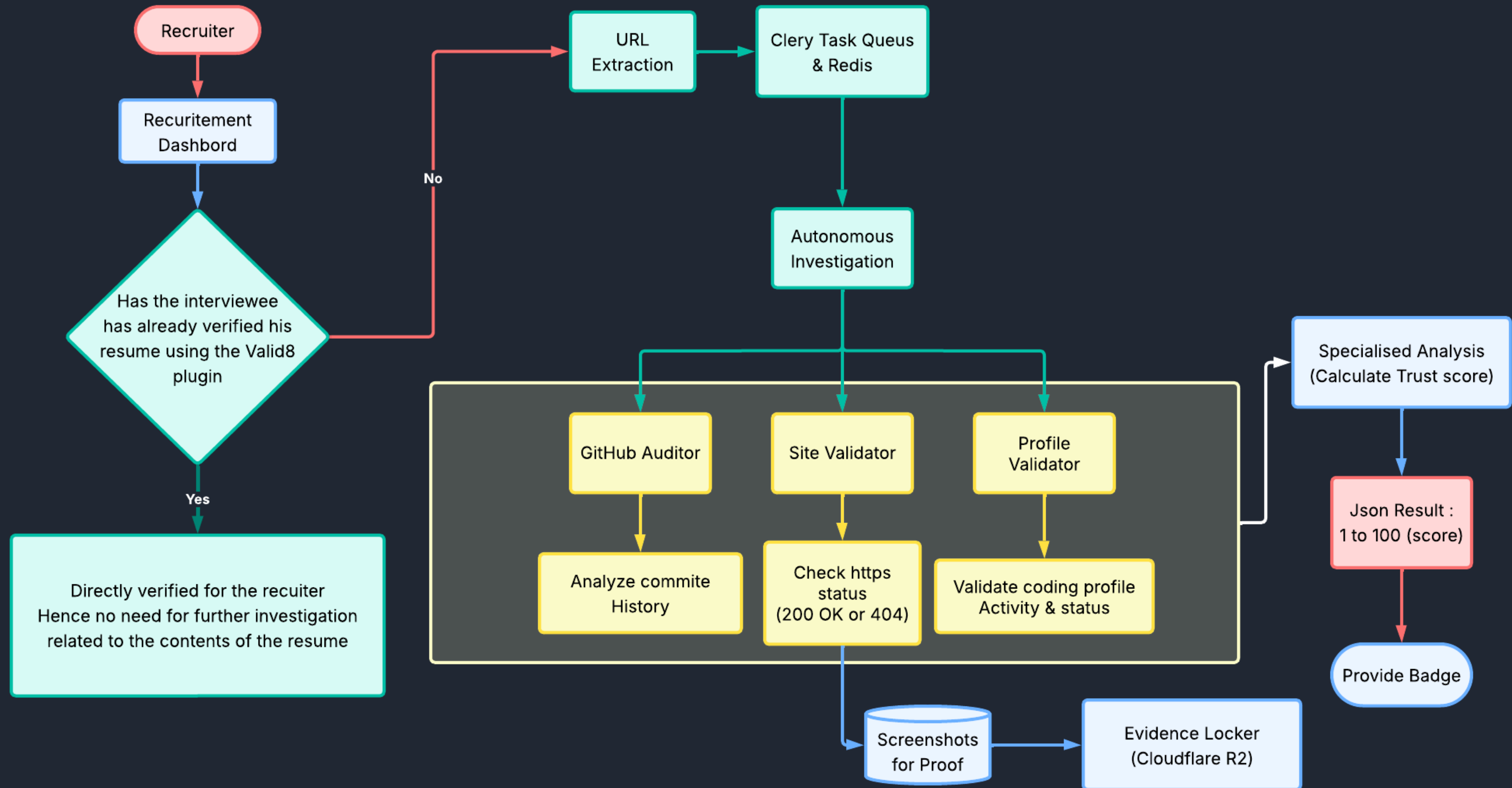
04

Specialised Analysis

Dedicated engines analyse each platform: GitHub commit history and authorship patterns, site HTTP status and performance metrics, profile activity and legitimacy indicators.

<30s

From profile view to verified truth in under thirty seconds

Process Flow Diagram

VALID8 IN ACTION

Tale of two candidates: one authentic developer with verifiable work, one fraudulent profile with fabricated credentials. Valid8 reveals the truth instantly.

✓ The Real Developer

GitHub Repository ●250 commits over 8 months with active contribution graph. Original code, not forked. Consistent coding patterns.

Portfolio Website ●Live and responsive (1.2s load time). No console errors detected. Valid SSL certificate.

LeetCode Profile ●150 problems solved. Active within last 30 days. Contest participation verified.

✗ The Fake Candidate

GitHub Repository ●Forked repository with 0 new commits. All 50 commits made on same day. Default "Create React App" README unchanged.

Portfolio Website ●404 Not Found error. Domain not resolving. No deployment detected.

LeetCode Profile ●Profile URL returns 404 error. Username not registered on platform.

92%
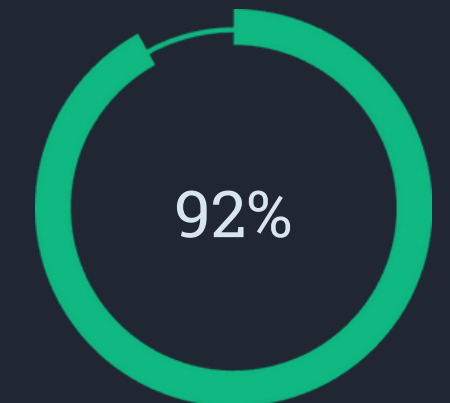
Trust Score

Highly Verified — All checks passed

15%

Trust Score

Critical Red Flags — Multiple failures

Without Valid8: 45 minutes to manually discover the fraud.

With Valid8: 25 seconds to receive conclusive evidence.

BUILT FOR SPEED, ACCURACY & SCALE

Production-ready architecture combining modern frontend frameworks with robust backend verification engines and intelligent automation systems.

Frontend Layer — The Plugin

React 18 with TypeScript, Tailwind CSS, React Query, and Shadcn/ui components. Seamless sidebar injection into existing recruitment dashboards with zero infrastructure changes required.

Backend Layer — Verification Engine

Python FastAPI with Celery task queue and Redis for distributed processing. Three specialised components: GitHub Auditor for commit analysis, Site Pinger for deployment validation, Evidence Locker for secure storage.

Automation Layer — The Ghost Visitor

Playwright headless browser handling dynamic content loading, screenshot capture, console error detection, and intelligent timeout management. Visits sites autonomously like a real user.

GitHub Auditor

Analyses commit history, detects forked repositories, verifies code authorship, and identifies suspicious bulk commit patterns.

Site Validator

Tests HTTP status codes, measures load performance, captures screenshots on failures, and handles single-page applications intelligently.

Evidence Locker

Secure Cloudflare R2 screenshot storage, timestamped audit reports, compliance-ready logs, and full GDPR compliance built-in from day one.

CHALLENGES & SOLUTIONS

Every potential obstacle identified and systematically addressed with thoughtful, production-ready solutions that prioritise ethics, accuracy, and compliance.

1

Challenge: Rate Limiting & Platform Blocks
GitHub and other platforms may throttle or block automated requests, risking service reliability.
Solution: Intelligent request queuing respects rate limits. Official APIs used where available. Smart 24-hour caching reduces redundant requests. Fallback to public data only. Ethical scraping practices throughout.

2

Challenge: False Positives
Risk of incorrectly flagging legitimate candidates with edge cases or unusual but valid profiles.
Solution: Confidence scoring system, not binary pass/fail. Human-in-the-loop review for yellow flag cases. Multiple independent verification methods. Continuous model improvement based on feedback. Transparent scoring methodology.

3

Challenge: Data Privacy & Compliance
Automated scanning raises significant privacy concerns and must comply with GDPR and regional data protection regulations.
Solution: Scans only publicly available data—no unauthorised access. Full GDPR compliance architecture. Explicit user consent required before verification. Transparent data policies published. Right to deletion fully implemented.

Every risk identified early in development. Every solution implemented and tested. Valid8 is ready for production deployment today.