



VERIHIRE: OPEN-SOURCE INTELLIGENCE (OSINT) PLATFORM FOR MALAYSIAN BUSINESS OWNERS

VERIHIRE

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FYP 2 | BCS

ELEVATING INNOVATING, DEFINING CAREER

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ABSTRACT

Resume fraud has become an escalating issue, a study showed that over 50% of applicants misrepresent their qualifications (S. Aggarwal, 2024), contributing to significant financial and reputational risks for employers. Existing Applicant Tracking Systems (ATS) focus primarily on keyword matching and lack the capability to validate claims against real-world data. To address this, we conducted a comparative analysis of ten existing background screening platforms and identified gaps in existing platforms, which often lack a user-friendly interface, immutable logging, and the capability to perform deeper background checks. As a result, we developed VeriHire, a web-based OSINT platform tailored for Malaysian HR professionals, featuring public information gathering, role-based access and activity logging. Our contribution provides HR departments with an additional layer of ethical, real-time screening to reduce the risk of hiring unqualified or fraudulent candidates.

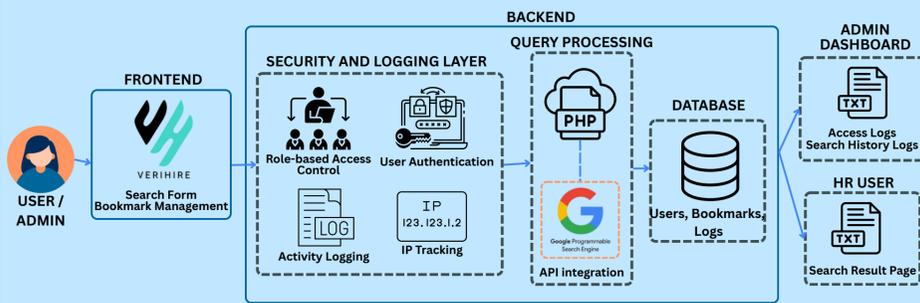
OBJECTIVES

- To develop a user-friendly, web-based platform that integrates Open-Source Intelligence (OSINT) for ethical and effective background screening, tailored to the needs of Malaysian HR professionals.
- To support HR practitioners in validating job applicants' credentials and claims using publicly available data sources.
- To implement a secure platform incorporating immutable logging mechanisms while ensuring compliance with GDPR regulations

PROBLEM STATEMENT

- Many HR departments still rely on manual screening methods that often fail to detect false or exaggerated information in resumes.
- Studies show that over 50% of applicants misrepresent their credentials, contributing to at least \$17,000 in annual losses due to resume fraud (S. Aggarwal, 2024).
- Existing platforms lack features like immutable activity logs and real-time OSINT-based verification, increasing the risk of untraceable misuse and unreliable hiring decisions.

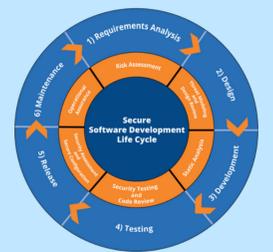
SYSTEM ARCHITECTURE



LITERATURE REVIEW

Platform / Feature	VeriHire	Webmi	Webpage	Checkr	TalentVie	checkr
Search Engine Capability	✓	✓	✓	manually	✗	✗
Match Count Display	✓	✓	✗	✗	✗	✗
Bookmark Candidate	✓	✗	✗	✗	✗	✓
Keyword Filtering	✓	✓	✗	manually	NA	NA
History Monitoring	✓	✗	✗	✗	✗	✓
Immutable Log	✓	✗	✗	✗	✗	✗
RBAC Access Control	✓	✗	✗	✗	✗	✓
GDPR Compliant	✓	✗	partially	user-dependent	✓	✓
User Friendly Interface	✓	✓	✓	✗	NA	NA
Built for HR	✓	✗	✗	✗	✓	✓
Free	✓	✓	✗	limited	✗	✗
Criminal Record	✗	✗	✗	✗	✓	✓
Email Lookup	✗	✗	✓	✓	✗	✗

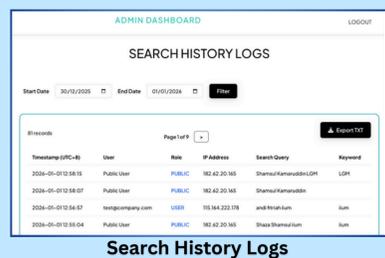
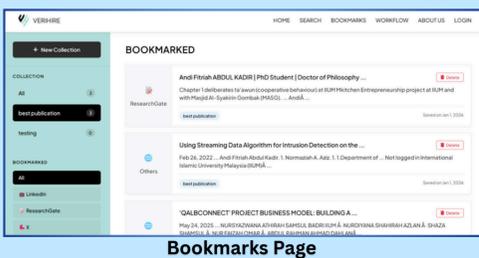
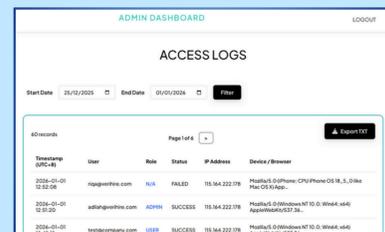
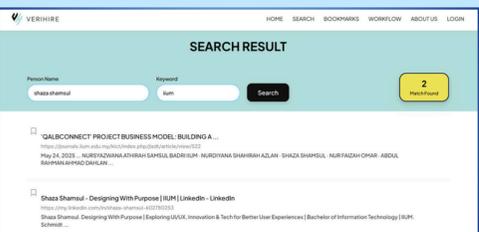
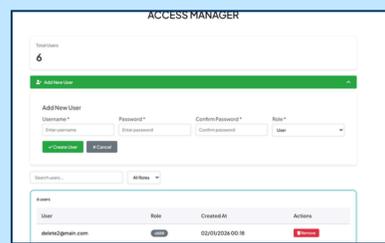
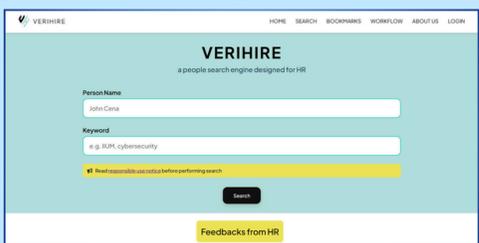
METHODOLOGY



RESULTS

USER PAGE

ADMIN PAGE



PROJECT SIGNIFICANCE

- Reduces time required for early-stage candidate screening
- Enhances confidence in candidate evaluation
- Enables controlled and ethical OSINT-based information gathering
- Minimizes business risk through structured background screening

REFERENCES

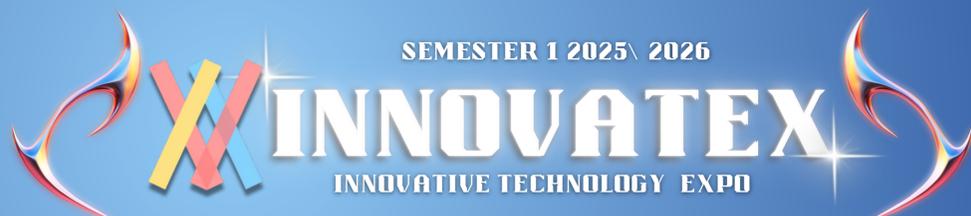
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DEVELOPMENT TOOLS

- Deployment and hosting
cPanel
- OSINT and searching
Google DORK
- Database
MySQL

FUTURE WORKS

- Implement Multi-Factor Authentication (MFA) for HR users to enhance account security and prevent unauthorized access.
- Develop an administrative dashboard with real-time alerts for multiple failed login attempts.
- Strengthen system security by implementing protections aligned with the OWASP Top 10 vulnerabilities.



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