FOR FEDERAL HIRING AND SECURITY LEADERS

AI screening that survives independent review.

In July, the FBI confirmed a DPRK remote IT worker had been working for the federal government. QuantumRecruit screens every application for fraudulent submission and AI-generated content before the first interview is scheduled, and returns the evidence behind every flag. **A month later, OPM told agencies they can use AI for exactly this kind of screening, on one condition: an official has to be able to review the reasoning behind it.**

THE POLICY OPENING

On **August 28, 2026**, OPM issued guidance concluding that AI used to evaluate applicants and to perform pre-offer quality control **generally does not meet the high-impact standard**. OPM's stated reasoning: when an agency official independently reviews the supporting data, evaluates the decisional logic, and adopts the AI-assisted work product, the output does not serve as the principal basis for the decision. OPM further told agencies **not to wait** for forthcoming AI features in USAJOBS, USA Staffing, and USA Hire. OMB M-25-21 still presumes pre-employment screening is high-impact, so each agency must make and **document its own determination** to its Chief AI Officer. That documentation is only possible if the tool shows its work.

REQUIREMENT 01

Supporting data the official reviews

Every candidate returns discrete scores across skills, education, and experience, with the résumé evidence each score was drawn from. Nothing is a bare number.

REQUIREMENT 02

Decisional logic the official evaluates

Structured rationale accompanies every signal: why a candidate ranked where they did, why a fraud tier was assigned, what drove an authenticity rating.

REQUIREMENT 03

Work product the official adopts

QuantumRecruit ranks and flags. It never auto-rejects, auto-advances, or issues a determination. The HR specialist or hiring manager decides, and owns it.

A tool that returns a score and no reasoning cannot survive that test.

The memo is not permission to do less analysis. It is a standard for what the analysis has to show.

THREE CAPABILITIES, ONE PASS

1 **Fraudulent Résumé Detection**

Proprietary models cross-reference behavioral and structural patterns against an integrated set of public and licensed private data sources, identifying high-risk candidates before they advance to hiring-manager review.

OUTPUT: LOW / MEDIUM / HIGH RISK TIER WITH RATIONALE

2 **AI Detection & Quality Scoring**

Models trained on authentic and AI-generated résumé corpora separate documents written start to finish by a model from human work refined with AI. Enhanced is not disqualifying. Generated is a stronger signal for review.

OUTPUT: GENERATED / ENHANCED / AUTHENTIC

3 **Candidate Matching & Ranking**

Natural language processing evaluates each résumé against the position description and produces a ranked candidate list in minutes rather than days, concentrating reviewer time on the top decile of qualified candidates.

OUTPUT: RANKED SHORTLIST WITH DISCRETE SCORES

WHERE FRAUD DETECTION EARNS ITS PLACE

Fraudulent hiring is no longer a private-sector problem.

FRAUDULENT APPLICATION ACTIVITY

On July 28, 2026, the FBI confirmed a DPRK remote IT worker had been working for the federal government.

$800M
Revenue Treasury attributes to these schemes in 2024 alone.

309
U.S. businesses defrauded by a single facilitator using 68 stolen identities.

1,800+
Suspected operatives Amazon stopped from joining since April 2024.

6
Governments issuing joint advisories, in a July 31, 2026 alert.

A 2026 prosecution involved **ITAR-controlled defense contractor data** tied to artificial intelligence technologies. Export-controlled material moved because a hiring process failed. The 2026 joint alert lists AI-manipulated video as a red flag and, unlike the FBI's 2025 guidance, offers no technique for catching it live. **The interview is where this gets confirmed. It is rarely where it gets caught.**

WHERE EACH CONTROL ACTUALLY FIRES

STEP 1 · INTAKE
Application received
QuantumRecruit screens here. Fraud tier and authenticity rating returned before anyone is scheduled.

STEP 2
Video interview
Confirms a person is present. A person was present, and the alert no longer offers a way to spot the fake.

STEP 3
Background check
Validates an identity. The identity was real. It was stolen from someone else.

STEP 4
Reference check
Validates a history. The history was constructed for the purpose.

STEP 5 · TOO LATE
Device issued
Endpoint detection fires on the malware. By then the badge is already active.

Every control that failed in these cases was a control that ran late. The application arrives first, from every candidate, before any commitment is made, and in most hiring processes nobody examines it for authenticity at all. **Résumé authenticity is a document integrity question before it is an employment determination about a person**, which makes it the narrowest and lowest-risk place for an agency to put AI to work.

A TECKPERT INNOVATION

Two decades of talent acquisition expertise, applied to AI.

TECKpert is a Florida-based digital transformation firm with deep expertise in technology talent acquisition for **private enterprise and federal, state, and local government agencies**. QuantumRecruit is a direct extension of that expertise.

UNIVERSITY RESEARCH PARTNERSHIP

Developed in collaboration with university AI researchers.

QuantumRecruit's models are developed and refined alongside **university researchers in natural language processing and applied artificial intelligence**, under an active research partnership. Many entrants in this category are thin interfaces over general-purpose language models. **Ours are trained and tuned, not merely wrapped.**

DEPLOYMENT

API-first REST platform, or standalone console for teams without engineering support. Multi-tenant SaaS on AWS; single-tenant and government-region configurations available on request.

SECURITY

TLS 1.2+ in transit, AES-256 at rest, multi-factor authentication, audit logging, API-key access control, isolated per-tenant data storage, custom AI training on agency role data.

ACQUISITION

TECKpert LLC is an **SBA 8(a) participant** and GSA MAS holder (47QTCA24D006V). QuantumRecruit is available to agencies through **8(a) sole-source award**.
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Sources. OPM memorandum on AI in the federal hiring process, Aug. 28, 2026 (Dir. Scott Kupor), and OMB M-25-21. FBI Dep. Asst. Dir. Todd Hemmen, Digital Government Institute conference, Washington, D.C., July 28, 2026, per Federal News Network. U.S. Treasury designation, Mar. 12, 2026. DOJ, *United States v. Chapman*, July 24, 2025, and 2026 facilitator sentencings. Amazon CSO, Dec. 2025. FBI IC3 joint advisory, July 31, 2026, and IC3 PSA I-072325-4, July 23, 2025. KnowBe4 incident account, July 2024. Full analysis: quantumrecruit.io/articles/the-fake-employee-economy.

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