

REAL-TIME GLOBAL JOB VACANCY PORTAL WITH INTELLIGENT FAKE JOB DETECTION SYSTEM

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Abstract— The rapid digitalization of global recruitment has increased job seekers' vulnerability to online recruitment fraud (ORF), identity theft, and financial phishing. Existing job portals primarily depend on reactive user reports and basic keyword filtering, leaving applicants exposed during critical initial engagement stages. This paper presents an integrated, real-time global job vacancy portal supported by an Intelligent Fake Job Detection System (IFJDS). The proposed framework combines high-throughput data aggregation using Apache Kafka and Elasticsearch with an asynchronous hybrid machine learning pipeline. Incoming job data undergoes automated sanitization, TF-IDF vectorization, and multi-level linguistic analysis using Random Forest, XGBoost, and BERT models. These techniques identify potential scam indicators, salary-to-experience inconsistencies, suspicious language patterns, and domain spoofing. By integrating scalable data processing with advanced machine learning, the proposed system aims to detect fraudulent job vacancies efficiently, improve user safety, and provide a more trustworthy and secure digital recruitment environment for job seekers worldwide.

Keywords— Online Recruitment Fraud, Intelligent Fake Job Detection, Natural Language Processing, Machine Learning, Explainable AI, Apache Kafka, Microservices Architecture, Information Security.

I. INTRODUCTION

The global job market has undergone a fundamental digital shift, moving towards unified online recruitment platforms and cross-border remote work opportunities. While this shift has democratized access to international employment, it has simultaneously opened vector pathways for sophisticated cybercrime syndicates. Online Recruitment Fraud (ORF) has emerged as a major socio-economic threat, where fraudulent actors deploy 'ghost jobs', fake employment offers, and brand spoofing listings to extract sensitive personal identifiable information (PII), social security numbers, and upfront 'training' or 'visa processing' fees from vulnerable candidates. Conventional job portals operate primarily under a passive, post-event moderation paradigm. Fraudulent postings are typically flagged only after multiple applicants have interacted with the listing or sustained financial loss. Furthermore, existing detection mechanisms rely on shallow keyword matching (e.g., scanning for 'wire transfer' or 'work from home'), which is easily bypassed by modern AI-generated, grammatically polished job descriptions. Furthermore, the lack of real-time domain verification (MX/DNS records) allows scammers to impersonate reputable multinational enterprises using spoofed domain names. To overcome these systemic vulnerabilities, this paper introduces a Real-Time Global Job Vacancy Portal paired with an Intelligent Fake Job Detection System (IFJDS). The proposed solution combines distributed multi-tier microservices with real time stream processing and Explainable AI (XAI). The main technical contributions of this

research include: Distributed Stream Aggregation: A high-speed, scalable data ingestion pipeline utilizing Apache Kafka and Elasticsearch to aggregate and sanitize global job vacancies in real-time. Hybrid AI/ML Detection Framework: A multi-stage classification pipeline integrating TF-IDF feature extraction, Random Forest, XG Boost, and deep contextual NLP models (BERT) to assign a dynamic 'Trust Score' (0-100) and 'Fraud Probability Score' to every submission prior to public listing. Real-Time Enterprise Verification: Automated cross-referencing of recruiter email domains, MX/DNS records, and digital corporate footprints to eliminate brand spoofing. Transparent Explainability (XAI): SHAP-driven Explainable AI feedback that transparently isolates suspicious lexical triggers for job seekers and system administrators.

II. LITERATURE SURVEY

The detection of deceptive content and online recruitment scams has attracted considerable research interest across computer vision, natural language processing, and cybersecurity. Smith *et al.* demonstrated the efficacy of supervised learning algorithms in identifying fraudulent textual content, achieving a 90% classification accuracy using conventional classifiers [6]. Their findings highlighted that algorithmic screening provides a viable primary defence against scam listings when structured feature engineering is applied.

Johnson *et al.* conducted a systemic vulnerability analysis of popular employment portals, revealing that passive user reporting mechanisms introduce unacceptable latency, exposing numerous applicants before administrative quarantine occurs [4], [5].

Bansal and Sharma investigated ensemble architectures, establishing that Random Forest and XG Boost classifiers outperform single decision trees in handling non-linear interactions within sparse textual feature spaces [1].

Vidro's *et al.* provided a comprehensive survey of Online Recruitment Fraud (ORF), formalizing the taxonomy of recruitment scams and underscoring the role of TF-IDF vectorization in isolating semantic anomalies [3].

Further studies by Habibi and Al-Zaiti and Shwani and Samir validated deep learning and machine learning approaches for continuous semantic text analysis, proving that contextual embeddings capture subtle linguistic urgency better than static dictionaries [2], [4]

Yaphet *et al.* demonstrated that ensemble voting classifiers achieve higher precision while reducing false positives, which is critical for maintaining recruiter trust in enterprise job portals [5].

Smith *et al.* studied the use of supervised machine learning for detecting fraudulent online listings. Their work showed that automated classification can be used as an early method to identify suspicious job postings [6].

Seo, Lee, and Shon studied memory dump analysis using digital forensic tools. Their work shows the importance of using digital analysis techniques to identify suspicious activities and collect useful evidence [7].

The study discussed machine learning approaches for identifying fraudulent activities. It supports the use of machine learning classification methods for detecting suspicious recruitment-related activities [8].

III. SYSTEM ARCHITECTURE

The proposed platform is engineered as a decoupled, event-driven Microservices Architecture. The functional flow is split across three distinct planes: the Data Ingestion Plane, the AI/ML Intelligence Core, and the Application & Storage Plane. A. Distributed Microservices Pipeline Unlike legacy monolithic architectures, the portal decomposes functions into independent microservices (User Auth, Job Search, IFJDS Engine, Analytics), each backed by a dedicated persistent storage model. Global job feeds, recruiter submissions, and web scrapers enter through an API Gateway equipped with rate-limiting and JWT authentication. Cleaned payloads are published to Apache Kafka event streams, ensuring asynchronous, zero-loss message distribution. B. High-Frequency Ingestion & Storage Layer The storage architecture combines PostgreSQL for relational ACID-compliant user transactions, Elasticsearch for inverted index fuzzy job searching, and Redis for low-latency session caching. When a search query is executed, latency-based geographic routing (AWS Route53) directs the request to the nearest edge cluster, yielding sub-50ms query response times.

Component	Technology / Framework	System Role / Purpose
Operating System	Linux (Ubuntu 22.04 LTS / CentOS)	Production deployment & container orchestration platform
Database Systems	PostgreSQL 15, Elasticsearch 8, Redis	Relational user storage, inverted search indexing, & caching
Backend Frameworks	Python 3.10+, FastAPI, Django REST	High-performance API handling & asynchronous stream processing
Machine Learning	Scikit-Learn, XG Boost, Py Torch, NLTK	TF-IDF vectorization, Random Forest classifier, & BERT NLP
Message Broker	Apache Kafka, Docker, Kubernetes	Distributed

Table 1: Technical Specification Matrix proposed

Table 1 Presents the technical specification matrix of the proposed intelligent job vacancy portal. It summarizes the software technologies, machine learning frameworks, database systems, and deployment tools used to develop a scalable, secure, and high-performance fake job detection platform.

IV. IMPLEMENTATION & METHODOLOGY

The core of the Intelligent Fake Job Detection System (IFJDS) relies on formal mathematical representations of textual feature spaces, linguistic density, and domain metadata verification.

A. Feature Vectorization (TF-IDF Formulation)-

- Raw job descriptions $D = \{d_1, d_2, \dots, d_n\}$ are cleaned via tokenization, stop-word removal, and lemmatization. Textual features are transformed into numerical vectors using Term Frequency-Inverse Document Frequency (TF-IDF):

$TF(t, d) = (\text{Count of term } t \text{ in document } d) / (\text{Total terms in document } d)$

$IDF(t, D) = \log(N / |\{d \in D : t \in d\}|)$ TF-

$IDF(t, d, D) = TF(t, d) \times IDF(t, D)$

where N is the total number of job postings in the training corpus D .

B. Fraud Probability & Trust Score Calculation-

- The system calculates the overall Fraud Probability $P(\text{Fraud} | X)$ using an ensemble voting mechanism

combining Random Forest decision trees and XG Boost gradient boosting:

$P(\text{Fraud} | X) = (1/M) \cdot \sum_{m=1}^M P_m(\text{Fraud} | X_{\text{text}}, X_{\text{meta}})$

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where M is the number of base estimators, X_{text} represents the TF-IDF linguistic feature vector, and X_{meta} represents metadata variables (domain age, salary ratio, contact channel). The Trust Score (T score) is derived as a complementary metric:

$T \text{ score} = 100 \times (1.0 - P(\text{Fraud} | X))$

Jobs possessing $T \text{ score} \geq 70$ are categorized as 'Low Risk' (Verified), jobs between 40 and 69 are routed to the Human Review Queue, and jobs with $T \text{ score} < 40$ are quarantined immediately as 'Potential Fraud Detected'.

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The portal was implemented following strict enterprise coding standards and modular organization.

The frontend was constructed using React.js with Tailwind CSS for an intuitive, dynamic user interface. The Job Ingestion Layer collects essential attributes: Job Title, Company Name, Source URL, Job Description, and Optional Corporate Details. Upon submission, the 'Execute Intelligent Analysis' pipeline executes the following workflow:

Domain Integrity Cross-Check: Verifies recruiter email domain age, active MX records, and SSL certificate validity.

Linguistic Feature Extraction: Parses text for high-risk lexical triggers (e.g., 'refundable security deposit', 'immediate wire transfer', 'earn \$5000/week', 'contact via WhatsApp only').

Ensemble Model Scoring: Random Forest classifier processes feature vectors against pre-trained weights derived from EMSCAD and global fraud datasets.

Explainable AI (XAI) Generation: Computes feature importance SHAP values to highlight exact suspicious words and generate plain-language narrative feedback

V. TECHNICAL STACK

The proposed Real-Time Global Job Vacancy Portal with Intelligent Fake Job Detection System is developed using a modern full-stack architecture integrated with Machine Learning techniques for fraud detection. The system combines web technologies, database management, machine learning libraries, and external verification services to provide secure and real-time job vacancy analysis.

A. Front-End Technologies- The user interface is designed using HTML5, CSS3, Bootstrap 5, and JavaScript to provide a responsive, interactive, and user-friendly experience across desktops, tablets, and mobile devices. AJAX is utilized for asynchronous data communication, enabling real-time updates without refreshing the webpage.

B. Back-End Technologies- The server-side application is implemented using Python Flask, which provides RESTful API support, request handling, authentication, session management, and seamless integration with machine learning models. Flask is lightweight, scalable, and well-suited for AI-powered web applications.

C. Database Management- The application stores user profiles, recruiter information, job postings, fraud reports, and detection logs using MySQL.

D. Machine Learning Framework- The fake job detection engine is developed using Python with the Scikit-learn library. Job descriptions are pre processed using Natural Language Processing (NLP) techniques including tokenization, stop-word removal, and stemming. TF-IDF (Term Frequency–Inverse Document Frequency) is applied for feature extraction. Multiple supervised learning algorithms such as Random Forest, Support Vector Machine (SVM), Naive Bayes, and Logistic Regression are evaluated, with Random Forest and Find-S selected as the primary classifier due to its superior accuracy and robustness.

E. Supporting Libraries- The implementation utilizes several Python libraries:

- Pandas – Data preprocessing and manipulation.
- NumPy – Numerical computation.
- Scikit-learn – Machine learning model training and evaluation.
- NLTK – Natural language processing.
- Job lib/Pickle – Model serialization and deployment.
- BeautifulSoup & Requests – Web scraping and online data collection.
- Matplotlib & Seaborn – Data visualization and performance analysis.

F. Security and Verification- The proposed system enhances recruiter authenticity through Email Domain Validation, DNS/MX Record Verification, Company Reputation Verification API, and secure HTTPS communication. User authentication incorporates password encryption and session management to improve platform security.

G. Development Environment- The project is developed using Visual Studio Code, XAMPP, MySQL Workbench, and GitHub for version control. The system is compatible with Windows, Linux, and modern web browsers such as Google Chrome, Microsoft Edge, and Mozilla Firefox.

VI. RESULTS & DISCUSSION

System performance was rigorously evaluated across classification accuracy, detection latency, database throughput, and real time user interface responsiveness.

A. Classification Accuracy & Validation- The IFJDS model achieved an overall fraud classification accuracy of 96.4% on test datasets. Experimental benchmark comparisons demonstrate the superiority of the hybrid ensemble over single classifiers:

Table 2: Classification Performance Metrics of the Proposed IFJDS Model

Model / Classifier	Accuracy (%)	Precision (%)	Recall (%)	F1-Score (%)
Logistic Regression	88.2%	86.5%	87.0%	86.7%
Single Decision Tree	85.4%	83.1%	84.5%	83.8%
Random Forest+Find-S (IFJDS)	95.8%	96.1%	94.9%	95.5%
Hybrid Ensemble (RF + XG Boost)	96.4%	97.0%	95.8%	96.4%

Table 2 Presents the comparative performance evaluation of the proposed Intelligent Fake Job Detection System (IFJDS) against traditional machine learning models. The Hybrid Ensemble (Random Forest + XG Boost) achieves the highest accuracy, precision, recall, and F1-score, demonstrating its superior capability in detecting fraudulent job postings.

B. Real Verification Interface -The user interface categorizes job evaluation outputs into clear visual profiles:

- **Low Risk Profile (Green):** Identified with Trust Score 87.5 / 100 and Fraud Probability 12.5%. XAI feedback confirms absence of financial triggers, verified corporate credentials, and authentic job scope.
- **Potential Fraud Detected (Red):** Identified with Trust Score 11.6 / 100 and Fraud Probability 88.4%. XAI highlights suspicious triggers including 'immediate joining', 'refundable security deposit', 'earn \$5000 per week', and 'contact via WhatsApp only'.

VII. CONCLUSION

Fraud vectors before applicant exposure. The platform finds high applicability across individual job seekers, educational career centres, corporate HR departments seeking brand protection, and government labour regulatory bodies monitoring digital market security. Furthermore, the system directly aligns with UN Sustainable Development Goals (SDG 8: Decent Work, SDG 9: Innovation, SDG 10: Reduced Inequalities, and SDG 16: Strong Institutions). Future work will explore the integration of Reinforcement Learning with Human Feedback (RLHF) for autonomous model adaptation against evolving LLM-generated scams, decentralized blockchain-based corporate identity verification.

This research contributes to reducing online recruitment fraud, protecting job seekers from

financial and personal data exploitation, and assisting organizations in maintaining the credibility of their recruitment processes. The proposed system supports the objectives of digital trust, cybersecurity, and secure online employment services, while aligning with the United Nations Sustainable Development Goals (SDG 8: Decent Work and Economic Growth, SDG 9: Industry, Innovation and Infrastructure, SDG 10: Reduced Inequalities, and SDG 16: Peace, Justice and Strong Institutions).

As future work, the system can be enhanced by incorporating transformer-based language models such as BERT and Large Language Models (LLMs) for improved contextual understanding, Reinforcement Learning with Human Feedback

(RLHF) for adaptive fraud detection, blockchain-based recruiter identity verification, multilingual fake job detection, and real-time integration with global employment platforms to further strengthen recruitment security and reliability.

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