

The North Korean IT Worker Defense Checklist

Seven checks that actually work because the ones in the multi-country advisory aren't iron-clad. Every warning sign in the July 2026 joint alert is *heuristic*: a signal a well-resourced adversary already knows how to defeat. These seven are *deterministic*. They verify the real human, not the artifacts a fraudster can forge.

The core shift

Traditional hiring checks evaluate **artifacts** like profiles, video feeds, IP addresses, documents, behavior. The missing ingredient is verifying the **singular human** behind them. Producing a convincing false identity is no longer expensive and time-consuming.



1. Verify the human, not the document

REPLACES: MANUAL ID CHECKS

Forged and borrowed IDs can pass a document check. Bind the person to their verified government ID with technology that prevents **injected and synthetic video**, so a real document held by the wrong person fails.



2. Prove physical location at verification

REPLACES: IP / LOCATION SIGNALS

VPNs and US-based laptop farms defeat location checks. Location Integrity™ generates a **tamper-resistant record of true location**; a proxy in Phoenix no longer covers for an operator working from Pyongyang.



3. Confirm same-person continuity

REPLACES: CANDIDATE AMBIGUITY

Operators use a proxy to do the interview while someone else does the job. Verify it is the **same human across interview, offer, and onboarding**, closing the hand-off gap entirely.



4. Don't rely on human judgment of video

REPLACES: "SPOT THE DEEPPAKE"

People cannot reliably detect manipulated or artificially generated video feeds. Verification must be **systematic, not eyeball-based**, since your interviewer is not a fraud detector.



5. Treat AI-polished profiles as noise

REPLACES: LANGUAGE FLAGS

The multi-country advisory flags awkward phrasing, then concedes operators use AI translation to sound native. **Profile and language quality is not a signal**. Reorient your resources to more effective signals.



6. Make background checks verify the person

AUGMENTS: BACKGROUND CHECK

Stolen, valid identities pass through background checks, because background which checks *information*, not the person presenting it. **Bind a verified identity document to a verified human** at the point of hire.



7. Embed verification in the ATS/HRIS

REPLACES: BEHAVIOR FLAGS

Unusual hours and payment-detail changes are only visible *after* a fraudster is already inside your perimeter. Make identity verification **automatic at every hiring stage**, not a one-time check that happens too late.

Stop North Korean IT workers **before they're hired**.

Nametag embeds into your ATS/HRIS to verify every candidate is a real, legitimate, and consistent person across interviews, hiring, and onboarding.

[REQUEST A DEMO →](#)