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# 10 ways to identify fake Clinical Research Associate candidates:

1. **Verify their credentials:** Before hiring a CRA, it's essential to verify their credentials, including their education, experience, and certification. You can contact the universities or institutions where the candidate claims to have studied or worked and verify the information provided.
2. **No digital footprint:** The candidate does not have have a social media profile (ie. LinkedIn, Instagram, Facebook)
3. **Check their references:** Speak to their references to confirm their work history and performance.
4. **Look for gaps in employment:** If a candidate has gaps in their employment history or inconsistencies in their resume, it could be a red flag.
5. **The candidate's jobs include a lot of self-employment or consulting:** Anyone can be a "consultant." It doesn't mean they have a lot of jobs/customers.

6. **The resume is too perfect:** Means, the candidate has zero employment gaps. In a volatile industry like clinical research, it is very odd to have a perfect resume no matter how great you are.
7. **Observe their behavior:** During the interview process, observe the candidate's behavior, attitude, and communication skills. If they are unable to answer basic questions related to clinical research or appear unsure about their answers, it could be a sign of fake credentials.
8. **Fake CRAs are dumb:** They have multiple, different, resumes floating around on job boards. Cross-check their resume to others on file or on other platforms and look for uniformity.
9. **Verify their membership with professional organizations:** Check to see if the candidate is a member of any such organizations and confirm their membership status with the organization. This can help to validate their credentials and demonstrate their commitment to the profession.
10. **Use a reputable recruiting agency:** If you're unsure about a candidate's credentials, consider using a reputable recruiting agency specializing in clinical research such as [Virb.io](https://virb.io). Virb and other agencies have the expertise to identify and verify the credentials of potential candidates.

Overall, it's essential to be diligent when hiring a CRA to ensure that you're working with qualified and trustworthy professionals.