

Freelance talent networks

Before your next recruitment campaign

From the field note "[Translation vendor management: vet linguists fairly and catch bot claims](#)".

The short version

- ◇ Translation vendor management breaks in two places, vetting and dispatch, and bots, fraud and AI-hiring rules now hit both.
- ◇ Score tests deterministically first, and send only the ambiguous middle to an AI judge that must give a rationale code.
- ◇ Let machines recommend and people decide: the scorer cannot reject anyone, and answer keys stay out of the web app's reach.
- ◇ An atomic claim stops double assignment, not bots, so also flag fast or headless claims for review.
- ◇ Duplicate signals should flag, never block, with a cap so one agency phone number cannot flood a recruiter's screen.

The checklist

- ☐ Score tests against verified gold work, not a reviewer's memory.
- ☐ Normalize first, then measure with a metric that fits the task.
- ☐ Send only the ambiguous middle to an AI judge, identity stripped, rationale required.
- ☐ Make a named person record every rejection, enforced in the database.
- ☐ Keep answer keys in tables your web app's role cannot read.
- ☐ Claim jobs with one conditional update, never read-then-write.
- ☐ Stamp availability in the database and log time-to-claim.
- ☐ Flag duplicates and fast claims for review; don't auto-block.

Want a second pair of eyes on your answers?

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