

Security Vetting Interview

What Is a Security Vetting Interview?

Security-sensitive roles or projects require that we know and can trust the individuals involved. A well-conducted Security Vetting Interview is a crucial prerequisite for an accurate assessment of a person. Information such as a CV, extracts from public registers, and financial records provide a background. But only a meeting between individuals can create an in-depth understanding of a person's place in life and their way of thinking. This is necessary to gain an understanding of possible vulnerabilities to observe and address.

The objective of a Security Vetting Interview (Swedish: "Säkerhetsprövningsintervju") is to assess whether a person can be assumed to be reliable from a security perspective, loyal to interests that must be protected, and to identify possible vulnerabilities that could potentially be exploited to gain access to sensitive information or operations.

It is important to stress that the objective is twofold: to protect the organization and to protect the individual from being exposed to possibly harmful situations. This is why the interview is a unique type of conversation – like no other – that requires time, space, knowledge, and mutual respect.

Truesec Human Threat Intelligence (HTI) focuses on people. Truesec's technical expertise combined with our expertise in HTI offers a comprehensive 360-degree view and provides customers with holistic support in their cybersecurity work.



Predict



Prevent



Detect



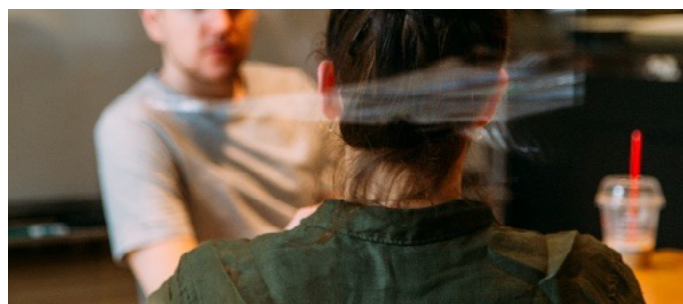
Respond



Recover

Real-world observation:

- Trends indicate that nation states and criminal organizations exploit human vulnerabilities to access systems and information using human intelligence and social engineering.
- The threat posed by insiders is frequently reported to be one of the most significant factors in cases of successful data exfiltration.
- The consequences of a successful insider threat can take a variety of forms, including data breach, fraud, theft of trade secrets or intellectual property, and sabotage.



About Us

As a global cybersecurity company, we're proud to be at the forefront of protecting organizations and our society against cyber threats. Our purpose has been clear since day one: Creating safety and sustainability in a digital world by preventing cyber breach and minimizing impact. We never cease to challenge and reinvent ourselves to help defend your most valuable data assets every day.

TRUESEC

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The Truesec Promise

We always strive for the best results for our customers.
That is a Truesec promise.

What We All Should Do

Understand how and why insider incidents occur. Employees are rarely disloyal from the start when they're first hired. They usually don't join organizations with the intent to do harm. This is typically something that occurs later on, usually due to personal or work-related stressors.

Understand motives and personal incentives. Most individuals have some type of motive. They may want more money or feel that they've been overlooked by management and deserve better. However, that doesn't mean that most people would betray their employer or country. Most of us have a moral compass that would never allow us to cross that boundary, however much we would appreciate some extra cash or dislike changes at work.

It is important to identify:

- Those without (or with a very different) moral compass.
- Those who have developed key vulnerabilities along their life path which could be exploited through extortion against the individual's will.

Who It's For

Everyone who has assets to protect:

- When you manage sensitive information, assets, and knowledge and want to reduce the risks associated with insiders, fraud, theft, and other threats in the workplace.
- When you are subject to the Protective Security Act and must vet people that will be placed in a role at a security clearance level.

Some perspectives covered in a Security Vetting Interview:

- Current life situation, personal background, family life, finances, and "friction of life" thus far.
- Previous education, training, employment, etc., including private and professional travels, connections, and places of interest from a security standpoint.
- "Way of thinking", approaches to ethical aspects of everyday life, loyalty, and responsibility, etc., including security culture and awareness.

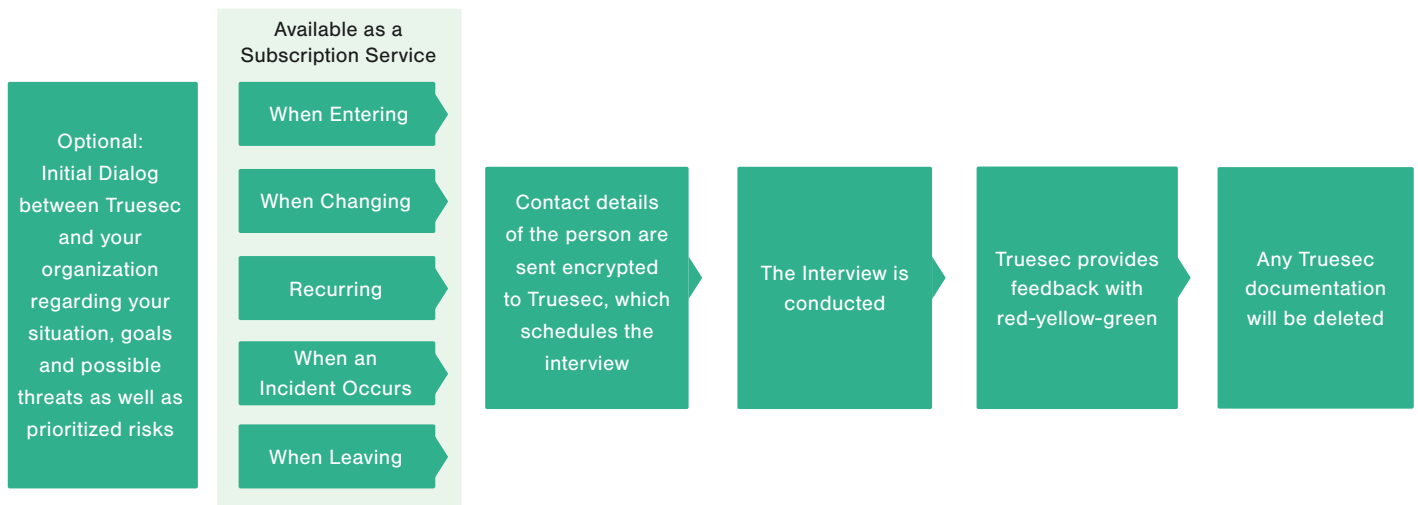
How We Do It

Our methodology for conducting Security Vetting Interviews is based on professional knowledge and extensive experience from thousands of interviews. Our interviewers have deep expertise in counterespionage and personnel security, with backgrounds in intelligence and protective security and risk management (Armed Forces, National Police Service, etc.)

The Partnership

We see our work with our customers as a partnership.

We work together to get the best results and prevent incidents.



Note: Security Vetting Interviews can be obtained per item or as a managed service wherein Truesec handles the client's employee/contractor turnover based on an annual subscription.

1. Initial Dialog (Optional)

We begin with an initial dialog in which we discuss your organization's situation and goals, potential threats, and prioritized risks, particularly for organizations subject to the Protective Security Act or those that anticipate many interviews.

2. Scheduling

We determine a time that suits all parties and schedule the interview/s.

3. Interview

The interview is conducted in a positive, conversational climate characterized by reflection and dialogue. It is essential that the interviewee feels heard and respected and that the interview is not perceived as an interrogation.

4. Feedback

Upon completion of the interview, we provide the results of the risk assessment, which will be categorized as follows: Green (no relevant findings to discuss), Yellow (findings that require discussion), or Red (findings of a more complex nature that require discussion).

Our task is to gather information, make assessments, and subsequently provide recommendations. Therefore, you will typically not receive a lengthy report that requires you to have the necessary knowledge to interpret the content yourself. Instead, we will use our expertise and experience gathered over many years of conducting thousands of interviews, and our in-depth understanding of the threat actors and how they act, to communicate a conclusion to you. This conclusion will describe whether a person can be assumed to be reliable from a security perspective, loyal to interests requiring protection or whether any identified vulnerabilities could potentially be exploited to gain access to sensitive information or operations.

Our conclusion will consist of a recommendation for the next step(s) with the individual. The extent of the conclusion varies and depends on several factors and, ultimately, on our agreement. We will provide a text brief to complement our recommendation in applicable cases and upon request. Any findings that warrant further discussion will be communicated to designated contact persons within your organization.

5. Documentation

In accordance with our way of working and applicable legislation, no information pertaining to completed interviews is stored within Truesec HTI. The information handled before and during the interview and in connection with reporting will be destroyed after reporting to the client has been concluded.

If You Are Under Attack, Call Truesec

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When To Conduct a Security Vetting Interview

- When a new individual seeks employment or a contract.
- When a (known) individual changes roles in the organization or enters a project with a higher security profile.
- On a regular and recurring basis throughout the employee's or contractor's time with the organization, out of consideration for the colleague's well-being while preemptively identifying changes in their life situation.
- When something out of the ordinary happens, an incident, or when you suspect that information has been lost, and you need to follow the data through those who handled it.
- When an employee or contractor leaves the organization with all the knowledge and experience that has been gained.



How Do You Begin to Benefit From Security Vetting Interviews?

You start by talking to your Truesec customer contact, or any of our experts. Together you will begin the journey to protect your organization's sensitive information and assets.

By conducting security vetting interviews, you will increase your capability to predict and manage risks, minimizing your exposure to cybersecurity incidents and similar threats.

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