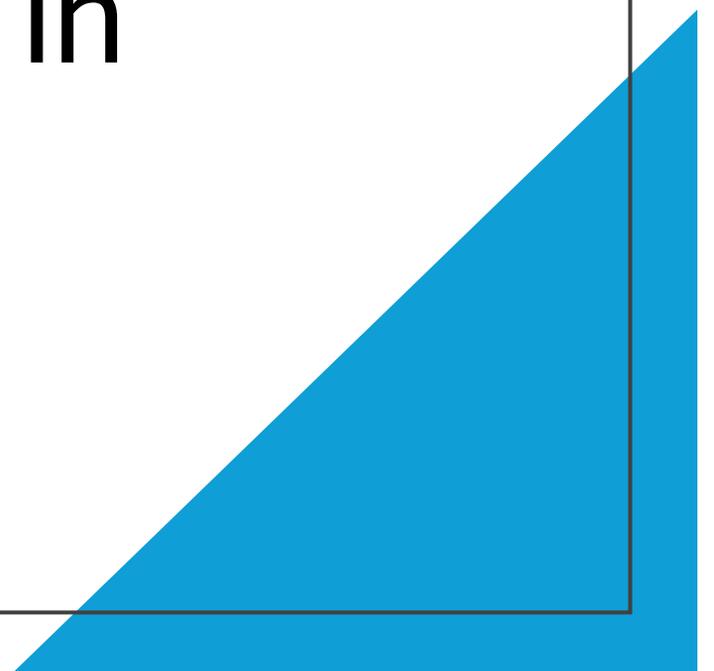


Practical application of trustworthiness screening in regulated industries

Andrew Kilbride



Why do trustworthiness screening?

Deter - The existence of a screening process may discourage bad actors from applying, knowing they will face checks.

Detect - Structured checks identify red flags that would otherwise go unnoticed in a simple interview process

Deny - Concerns identified through screening allow for risk-based decisions to deny access to sensitive roles, materials and facilities.

UK Baseline Personnel Security Standard (BPSS)

- Identity Verification
- Right to Work
- Employment verification
- Criminal record check

Is the candidate who they say they are?



How this reduces insider risk?

Some people may not be who they claim to be

The 'anchor' for all other checks



Challenges?

Traditionally time consuming

Increased risk of false documents due to AI



How is technology helping?

Identity Document Validation Technology (IDVT)

AI powered document authenticity scoring

Identity

Does that candidate have the correct right to work?



How this reduces insider risk?

Illegal workers may be more susceptible to coercion or blackmail by threat actors.



Challenges?

Remote workforce impacting manual checks

High quality fraudulent documents



How is technology helping?

IDVT

Home Office Share Codes

Right to Work

Identity

Can we verify recent employment activity?



How this reduces insider risk?

Confirms recent activity is real + consistent



Challenges?

Delays

False references

Gaps



How is technology helping?

HMRC direct verification

Open Banking

Employment History

Right to Work

Identity

Does the candidate have a criminal history?



How this reduces insider risk?

Convictions may indicate a pattern of behaviour.

Vulnerability to exploitation



Challenges

No automatic international checks

Employment law restrictions



How is technology helping?

Digital criminal record checks

Criminality

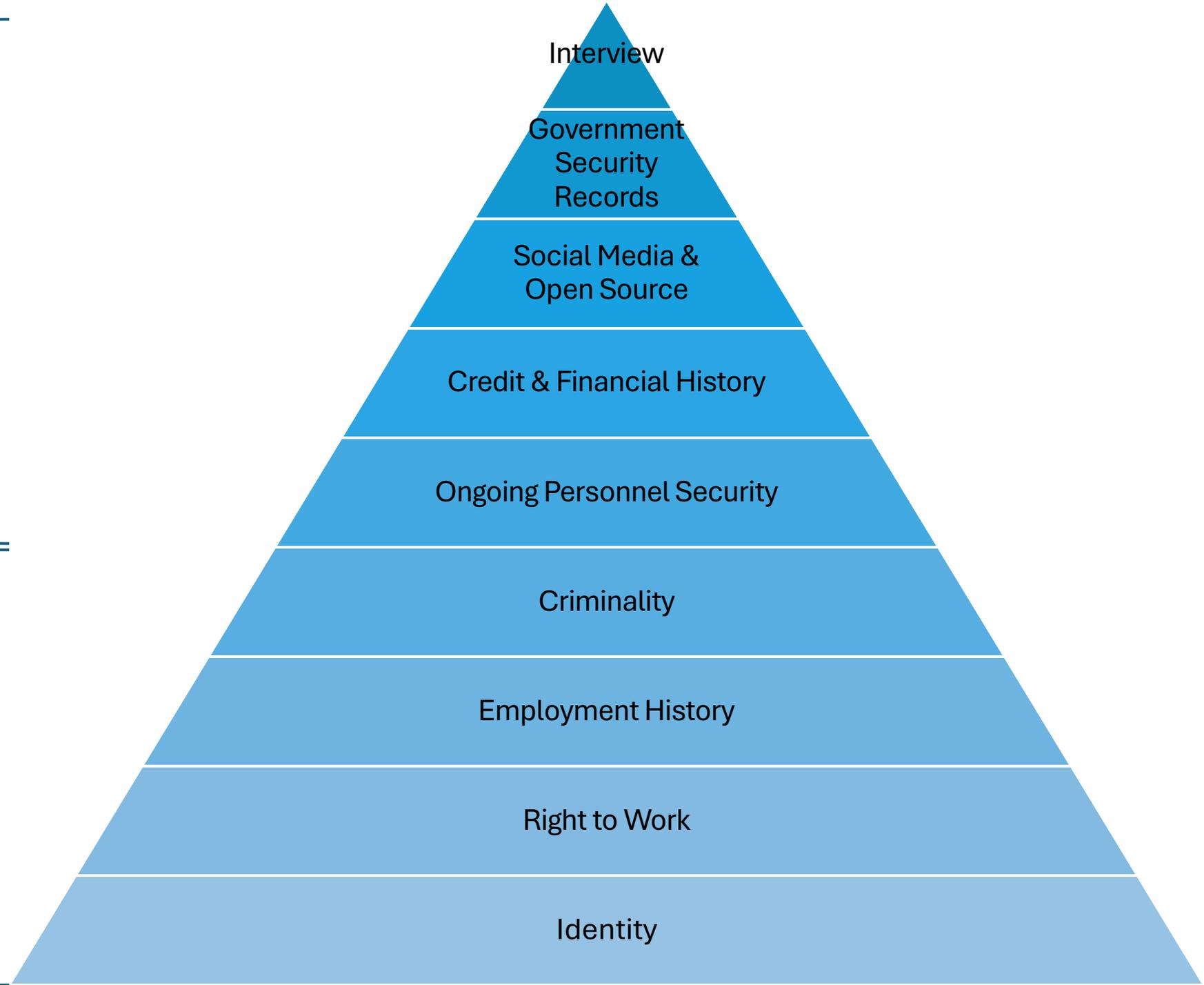
Employment History

Right to Work

Identity

Above BPSS

BPSS



Key Takeaways



1. BPSS is four interlocking checks



2. More than box-ticking.



3. Technology is transforming speed and accuracy.



4. Pre-employment screening is a snapshot in time.

Exercise – Who would you hire?

You work for an engineering company operating in remote locations. You are recruiting a new driver who will be responsible for transporting equipment, including radiological sources, to these sites. You have two candidates going through trustworthiness screening.

CANDIDATE ONE - has a criminal history for driving under the influence of alcohol (DUI).

CANDIDATE TWO - has a criminal history related to theft.

Thank You

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