

## Successful selection?

After hiring new employees, you should continue your security-oriented staff management, using the probationary period as a chance to

- complete your impression of the new employee,
- verify whether the qualifications he/she has given have been fulfilled,
- establish whether there is any security-relevant odd behaviour.

Exit management: Upon termination of an employment, further aspects need to be considered. Our advice is to establish corresponding rules and measures in good time.

**Do not hesitate to contact us and make an appointment for confidential awareness talks.**



## Your points of contact in economic security



Protecting values in a concerted effort

For additional information and your local contacts' communication data, please visit the website



[www.wirtschaftsschutz.info](http://www.wirtschaftsschutz.info)

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## Domestic intelligence service



Federal Republic of Germany  
Federal States

## Economic Security

**Loyalty for increased security**

Staff selection

## Economic Security

On all company levels, staff members have professional expertise which has to be protected, and which intelligence services or competitors can only get access to with the help of these staff members.



Staff members have the corresponding access and know best the procedures and weak points of the business.

Staff members identifying themselves with the company and its objectives are a decisive factor for increased security.

Their loyalty is of existential importance to companies.

A security-oriented staff selection is an efficient means of preventively protecting expertise.

## Security-oriented staff selection

Prior to employing a new staff member, it is recommended to thoroughly check the candidate's background following the principle "authenticity-completeness-conclusiveness".

Apply strict standards not only taking into account the job profile, but also the security aspects applying to your business.

Check for leads indicating a CV influenced by intelligence-related activities, especially when dealing with candidates from countries representing particular security risks:

- Has the applicant worked with or has he/she been politically active for state agencies, research institutes or the military?
- Are there any family connections that intelligence services might use as a means of exerting pressure?
- Does the applicant have financial obligations towards state institutions?



## Filling key positions

- Insist on certified documents proving all data given in the CV
- Ask the applicant for a sound explanation for any gaps in his/her CV
- Be careful when receiving applications which fit your requirements almost perfectly, since candidates may submit falsified documents
- Verify the existence of training posts and degrees
- Are there regular contacts with/trips to countries representing particular security risks? Consult us on the matter
- Be aware that disloyalty towards previous employers could also affect your own business in the future