## Successful selection?

The process of selecting new staff ends with an applicant being employed. However, you should use e.g. a 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.

Each company should consider the security aspect of selecting staff as an important element of a comprehensive security concept.

Contact us and make an appointment for confidential sensitisation talks.
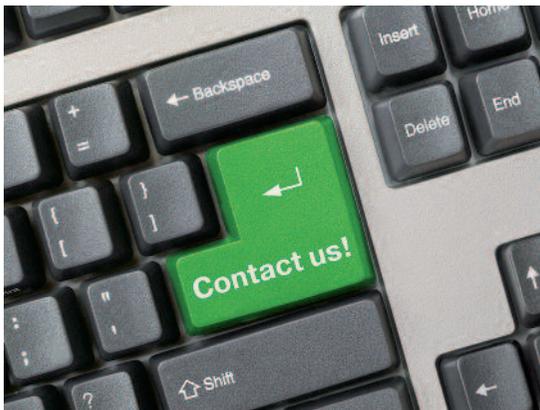
Your contacts

www.verfassungsschutz.de

www.verfassungsschutz-bw.de

www.verfassungsschutz.bayern.de

www.verfassungsschutz-berlin.de

www.verfassungsschutz.brandenburg.de

www.verfassungsschutz.bremen.de

www.hamburg.de/verfassungsschutz

www.verfassungsschutz.hessen.de

www.verfassungsschutz-mv.de

www.verfassungsschutz.niedersachsen.de

www.mik.nrw.de/verfassungsschutz

www.verfassungsschutz.rlp.de

www.saarland.de/verfassungsschutz.htm

www.verfassungsschutz.sachsen.de

www.mi.sachsen-anhalt.de/verfassungsschutz

www.verfassungsschutz.schleswig-holstein.de

www.thueringen.de/de/verfassungsschutz

Protection of the Constitution

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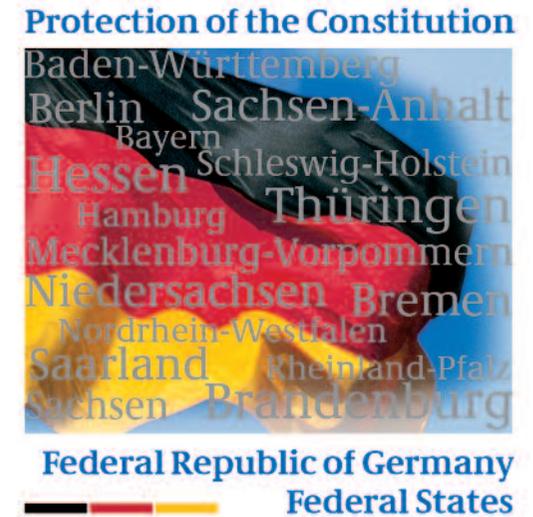
Staff selection
–
An aspect of
corporate security

Loyalty as the basis of existence

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.

You have the corresponding access and know best the procedures and weak points of your business.

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

Their loyalty is of existential importance to companies.

A security-oriented staff selection and a strict observance of modern management principles are efficient means of a preventive protection of expertise.

Security-related 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. In this regard, we exemplarily recommend the following:

- Is the applicant able to provide certified documents proving all data given in his/her CV?
- Is the applicant able to provide a sound explanation for a gap in his/her CV?
- Is the application almost perfect? Watch out, since candidates may submit falsified documents. Only later will the discrepancy be apparent due to lacking skills.
- Is the applicant significantly overqualified?
- Are there regular contacts with/trips to countries representing particular security risks?
- Does the applicant offer sensitive information of his previous employer? This points to disloyalty that could also affect your own business in the future.
- What information do you get from reference persons (employers, fellow students, etc.)?

Benefit from the possibilities of modern personnel diagnostics while also making use of external sources of information.

In the case of applicants from countries representing particular security risks, indications of a CV influenced by intelligence-related activities can be relevant, too.

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

Please do not hesitate to contact the Offices for the Protection of the Constitution in case you notice any peculiarities.