



United States
Department of Energy
National Nuclear Security Administration
International Nuclear Security

**INFCIRC/908 International Practitioner
Workshop for Insider Threat Mitigation at
Nuclear & Radiological Facilities**

Small Group Discussion - Pre-Employee Vetting



INS International
Nuclear Security
Reducing Risk of Nuclear Terrorism

Objectives

1. Discussion on the process used for Pre-Employment Vetting for your assigned facility type.
2. Discussion of INFCIRC 908 Focus Group Questions.
3. Brief readout to larger group of discussion results.

Pre-Employee Vetting (Pre-hire)

The most effective way to reduce the number of potential malicious insiders is to identify individuals of concern before hiring decisions are made.

Depending on the State, screening measures help assess an individual's honesty, judgment, and reliability before access, authority, or knowledge is granted.

- Consider the most important attributes that might be used to make an accurate initial trustworthiness determination as well as how and where to obtain the information about those attributes.
- The INS Insider Threat Mitigation Program Facility Implementation Handbook can be used as a reference for measures
- Please use the exercise worksheet handout to capture your discussions on the measures selected providing as much of the requested information as possible
- A moderator will work with each small group to provide answers to any questions needed to help with the discussion
- Select a spokesperson and be prepared to provide the larger group with information on the measures your group selected