

HR Personnel

Anthony's profile

Anthony has a good profile, who is somewhat overqualified for the function he is currently in. Anthony was one of many candidates for this job, but somehow was able to convince the hiring committee that he was best fit for the job. He didn't come from the same sector, but has good credentials. During the recruitment process Anthony had a social attitude and was very open to everyone.

Once hired, he was first delivering and achieving his potential and working in the technical areas of the facility. However, his good performance did not last for long. We have no concrete information on this family situation. After about 8 months, a new job was proposed to Anthony, which is more suitable for his credentials and higher salary (but is more in administrative buildings with less access to the technical areas), the person declined the new position and his behavior and output started to change. He is very quiet and seems very tired lately, but you seem to see him everywhere you go. He is always walking around in different areas of the facility.

General information you know about Anthony

He is somewhat overqualified for the function. He was hired because there was a possible job opening at "the right" level, which he was made aware of. Anthony has a partner and 1 child who is still a minor.

Possible red flag you have personally noticed personally

The new position was presented with a higher salary to Anthony but he declined. No reasons were given.

Discussion points:

- What do you think of this piece of information;
- What could it mean : insider adversary/ not an insider adversary;
- Would you do something and how would you react;
- What could be the outcome if you DO something;
- What could be the outcome if you DON'T DO something;
- Who would you talk to, to have more information;
- What actions might have prevented Anthony to be in this position (pre employment, vetting,...)?
- Why would you react or not?

Security Department

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General information you know about Anthony

He is following security protocols but does not have a proactive attitude.

Possible red flag you have personally noticed personally

One day there was an incident with a co-worker. Anthony was witness of this incident, but he did not want to come forward in order to help the investigation.

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Direct Colleague

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General information you know about Anthony

He is very reserved on his private life. Don't even know if there is a partner/kids.

Possible red flag you have personally noticed personally

He has no social connection with any of his colleagues.

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Line Manager/Direct supervisor

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General information you know about Anthony

He is working long hours (comes in early), including working from home during weekends and access to digital files.

Possible red flag you have personally noticed personally

The output of this work is not showing whilst according to HR he should be overqualified for the job.

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Security Guard

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General information you know about Anthony

Anthony's profile does not ring a bell.

Possible red flag you have personally noticed personally

Anthony stays under the radar.

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Colleague from a different department

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General information you know about Anthony

This colleague from this department saw Anthony twice in his section, we don't know why he was there.

Possible red flag you have personally noticed personally

The colleague didn't know the individual had access to that part and is not sure he is supposed to have access.

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