

Session # 3 The Gray Area

You are the insider threat director at a biomedical facility that produces compounds from recipes provided by medical clients.

Security refers the case of an employee who has been very vocal about a controversial compound recently produced by the company

He says if it were up to him, he will never let that poison see the light of day. He is a specialist who is one of the best technicians your company employs. He is very integral to your company, and he produces other compounds for your company's clients.

While your company can replace him on this production line, it will be hard for others to do the work of his caliber.

The CEO asks you to interview him to determine if he's a threat to the production line.

Which indicators does he display?

- a. Access attributes (privileged users, access to proprietary information, leadership, etc.).
- b. Professional lifecycle and performance (complaints, substandard work, disgruntled employee, unauthorized absence, etc.).
- c. Foreign Considerations (Foreign government interests, foreign assets, receiving benefits from foreign nation).
- d. Security and compliance history (security/compliance violations, non-compliance, negligence, misuse of privileges, etc.).
- e. Technical activity (violating acceptable user policy, anomalies in data usage or exfiltration, unusual data access request, etc.).
- f. Criminal, violent, or abusive behavior (threats to employees or company, criminal activity, sexual assault, or harassment).
- g. Substance abuse issues (drinking on the job, illegal substance use, drug test failure).
- h. Financial considerations (debt suddenly is cleared up, unexplained affluence after long periods of debt, financial crimes, etc.).
- i. Judgement and Character Issues (falsifying employment information or data, anti-social and compulsive behavior, endorsing workplace violence or abuse, past lack of candor).

How do you approach him?

What type of interview style will you use? How many others would you bring to the interview? Who would you pick to join you?