



Paul Bergin

Know your staff

The threat from within...

Covering:

- An understanding of the rise in threat from within.
- Organised Crime interest in your staff and systems.
- Spotting the signs.
- Responding with some practical responses.

Understanding the rise....

- Every case had an element of corruption – it is an integral part to how organised crime operate.
- Economic Times.
- Constant Change
- Tipping point is reached through weight of a number of factors. Start small and grow.
- Organised crime need them

Organised Crime is interested in your staff and systems!

- Looking to recruit within and from without to target any weakness in your system.
- Friends and family.
- Social Media.
- Social Contact – “honey-trap”.
- Social locations – pubs and gyms

Potential Sources.

- IDENTIFY PERSONS OF INTEREST
- ESTABLISH CONTACT POINTS
- IDENTIFY MOTIVATION
- BUILD RAPPORT (IF POSSIBLE)
- PLAN AND CONDUCT AN APPROACH
- MAKE THE PITCH

Elements



ACCESS

FORMS

VISUAL

AURAL

DOCUMENTARY

TECHNICAL

DEGREES

DIRECT

PERIPHERAL

EYES AND EARS

TYPES

CURRENT

POTENTIAL

HISTORICAL

MOTIVATING FACTORS

POSITIVE

- PRINCIPLE
- CONSCIENCE
- IDEALISM
- CONVICTION

NEGATIVE

- HATRED
- REVENGE
- JEALOUSY
- GUILT
- DISILLUSIONMENT
- BLACKMAIL
- PRESSURE

PERSONAL

- BOREDOM
- INTEREST
- CURIOSITY
- FASCINATION
- RESPECT
- GRATITUDE
- OBLIGATION
- RECIPROCITY
- CHARACTER WEAKNESS

CHARACTER WEAKNESS

- LONELINESS
- INADEQUACY
- EGOTISM
- INSECURITY
- DEPRESSION
- FEAR

CONTACT

WHAT IS THE POC ?

What do they need to know?

- HOME AND WORK ADDRESS
- FAMILY AND FRIENDS ADDRESSES
- VEHICLE DETAILS
- HAUNTS
- ROUTES TO AND FROM THE ABOVE
- ROUTINES
- ANY OTHER ADDITIONAL INFO

Contact

TYPES OF APPROACH

- COLD CALL
-
- INTRODUCTION
- CULTIVATION

LIKELY REACTION

- REJECTION
- THANKS BUT NO THANKS
- NO RESPONSE
- WHY SHOULD I ?
- YES !!

WHAT KEEPS A SOURCE WORKING

- MONEY/GREED
- EXCITEMENT
- ENJOYMENT
- SATISFACTION
- FRIENDSHIP
- HABIT
- SENSE OF IMPORTANCE

How can we protect ourselves?

Risk Management

- Protective measures.
- Systems Audit.
- Access.
- Profile.

Risk Management

- Protective measures.
- Systems Audit.
- Access.
- Profile.

Pre-recruitment Vetting

- Applicants / candidates
- Applications / CV's
- Background enquiries [Vetting]

Some Practical Lessons

- Better intelligence and coordination.
- Pre employment vetting and ensure employment contracts reflect some of your tactics.
- Whistle blower – get one or brush it up. Invest some time. Secure and clear communication of Board & Senior managers buy in. Managed Services.
- Look at new tactics... forensics, covert investigation, integrity testing, but nail the problem.

Some Practical Lessons

- Undertake systems audit , but believe them and act.
- Improve manager training and understanding, but do not let them investigate!
- Look at how you can target harden your systems.
- Consider criminal prosecution, civil recovery and other options, but ensure your investigation has nailed it.
- Create a perception internal corruption will not be tolerated even the smallest thing.