

EXCELLENCE - PROFESSIONALISM - DISTINCTION



Hiring Executive Protection Specialists

A Practical Guide for Talent Acquisition Specialists



Disclaimer

The following guide is intended to be a reference tool for talent acquisition specialists, or other individuals tasked with interviewing, vetting, and hiring executive protection specialists. The recommendations mentioned in this Guide are not all inclusive. ISCG is a consulting company registered in the State of Virginia, USA. The information provided in this document does not, and is not intended to, constitute legal or otherwise regulated professional advice (for example, medical or insurance or underwriting related). ISCG makes no special representation or warranty with regards to the applicability, accuracy, or completeness of this guide or its contents herein. All information, contents, and materials are provided “AS IS” and for general informational purposes only.

Hiring executive protection talent can be a daunting task for many talent acquisition specialists, or anyone else tasked with screening and on-boarding job candidates to fill an executive protection role. In addition to conducting a comprehensive background check on the candidate which may include work, credit, criminal and social media history, the hiring entity should be well prepared with executive protection industry-specific knowledge for the interviewing phase. Understanding the basic principles which guide the protection industry, the executive protection candidates' background itself, and how to leverage both of these against the needs of the client, can lead to better hiring decisions.

What the hiring entity should keep in mind is that while many individuals with distinguished backgrounds in their previous career enter the executive protection industry, some may not have formal training in this field. In these instances, some employers may choose to hire the right fit for the company culture and, after on-boarding is complete, schedule the new hire for formal executive protection training at a private training center. Other employers may choose to only hire candidates with formal government and/or private sector executive protection training and experience. What is important to consider is that an individual aspiring to work in the executive protection industry should have formal training in this area before embarking on the responsibilities of protecting others in this capacity.

To begin with, let's take a quick look at the two core responsibilities of an executive protection specialist: the preservation of human life and keeping clients free from embarrassment. How executive protection specialists accomplish this during the course of their protective operations would require a much longer and detailed document. However, what is important to understand as a potential employer is that this is where it all begins, and your executive protection candidate should be able to articulate this very clearly, in addition to their reason/s for choosing to embark on such an endeavor. "What motivates you to potentially risk your life in defense of others?" should be at the top of the list of questions to ask the candidate.

Now we can begin to discuss the typical background of an executive protection specialist in the private sector. Please keep in mind that this is not an exhaustive list, but rather, it provides a glimpse as to the most common backgrounds of executive protection specialists entering the private security sector.

- Military Veterans (all services)
- Law Enforcement Veterans (local, state, federal)
- Secret Service (Department of Homeland Security)
- Diplomatic Security (US State Department)
- Worldwide Protective Services (The Worldwide Protective Services (WPS) program provides comprehensive protective security services to support U. S. Department of State operations around the world)
- Other Government Agencies (federal government agencies with their own internal protection programs for domestic and international duty)
- Civilians (former athletes, college graduates, EMT personnel, security officers, etc.)
- Combination

As you can see, a wide variety of individuals with very diverse backgrounds enter the executive protection industry in the private sector, and for different reasons. In order to properly vet these candidates, a holistic approach should be considered when evaluating their skill set. Below is a list of profession-specific topics an executive protection candidate should be well familiarized with. Additionally, the candidate should possess excellent communication and social skills, and be physically fit to perform their protection responsibilities under challenging security and environmental conditions.

It's important to keep in mind that while not all clients will require executive protection specialists to exercise the skills in the following pages on a daily basis, they are nonetheless instrumental skills in the development of a well-rounded protection specialist. Situations may arise, and they do arise, when the new hire may be required to not only utilize these skills, but to also teach them to others under time constraints in a domestic or international setting as part of a more complex protective assignment.

In addition, both the interviewer and the executive protection candidate should be familiar with local and state licensing requirements. Close attention should be paid to the differences between being a direct hire (W2 employee) by a corporation or family, versus working as an independent contractor or employee of a security or investigative agency.* Licensing requirements vary drastically state by state; therefore, a thorough inquiry is warranted.

We hope the recommendations in this guide can assist you, the interviewer, in formulating appropriate and relevant questions when screening executive protection specialist candidates.

**ISCG is not licensed to give tax or legal advice. You should contact an accountant and/or attorney if you have any specific questions about the tax consequences or other employment related issues (e.g., insurance coverage, worker's compensation, etc.) concerning hiring W2 employees, independent contractor, or through a third-party security or investigative agency.*

Executive Protection Specialist - Recommended Candidate Competencies

- **Profiles of Protection:** Different profiles of protection most commonly employed in the industry, along with their advantages and disadvantages.
- **Composition of an Executive Protection Detail:** Description of the most common executive protection team structures in the private sector, to include roles and responsibilities of protection personnel, with an emphasis on the position which provides direct body cover for the client/s.
- **Roles and Responsibilities of Executive Protection Specialists During Vehicular Movements:** Seating arrangements of the executive protection detail in relation to that of the principal, as it pertains to single vehicle escorts, and two and three vehicle motorcades.
- **Executive Protection Detail Walking Formations:** Fundamentals of a protective walking formation up to and including seven executive protection specialists. Managing these protective walking formations indoors and outdoors during client arrivals and departures.
- **Arrivals and Departures:** Most common norms of good practice pertaining to arrivals and departures of single vehicle escorts, and two and three vehicle motorcades.
- **Protective Surveillance:** Understanding of the theories of surveillance, counter-surveillance, protective countermeasures, and surveillance detection within the context of protective security details. Difference between protective surveillance and other protection profiles from the standpoint of protective walking formations, and mobile protection assignments.
- **Attack on Principal:** Procedures in responding to an attack against the client and/or protection detail. Responding to an attack within a venue, during a protective walking formation, or while in/or near assigned vehicles, as well as during vehicular movements.
- **Assignment Planning:** Candidate should be able to articulate the fundamentals necessary to plan, brief and execute an executive protection assignment.
- **Assignment Brief:** The candidate should be able to explain how to prepare and present an assignment brief to the protection detail, principal if necessary, as well as other supporting elements, for domestic and international assignments.
- **The Advance:** Functions and duties of the advance team or individual as a component of a protective assignment. Reactionary plans and procedures, coordination with other supporting security elements, venue advances, route selection and verification, and differences between a detailed and a last minute advance. Advance procedures during arrivals, departures and while on venue during the event.

Executive Protection Specialist - Recommended Candidate Competencies

- **Medical Training:** The candidate should have received or be ready to receive formal periods of instruction in advanced medical care. Some of the more common medical training courses in the executive protection industry are Tactical Combat Casualty Care, Tactical Emergency Casualty Care, Austere Medicine, Wilderness Medicine and CPR/AED.
- **Firearms Familiarity:** It is recommended that if the position is armed, that a certified firearms instructor with executive protection experience be contracted to participate in the interviewing process. This will assist the employer in fielding appropriate questions relevant to the position.
- **Motorcade Operations:** Responsibilities of each executive protection team member within a motorcade. Emphasis should be placed on communication between the motorcade, advance and the operations center. Driving techniques within a two and three vehicle motorcade configuration should also be discussed during the interview process. Differences between high and low profile motorcades.
- **Attack on Motorcade:** Driver and other protection personnel reactions if a motorcade were to come under attack or harassment.
- **Security Driving:** Concepts of security driving in sedans and sport utility vehicles, both armored and non-armored. Operational differences in being a driver in a single vehicle protective assignment, as opposed to one in a two vehicle and three vehicle motorcade. Key responsibilities of the driver in the vehicle transporting the client; dos and don'ts.
- **Operational Security:** Considerations as to how adherence to confidentiality and discreetness ties into operational security in the executive protection industry.
- **PAI:** The executive protection candidate should have at a minimum, a rudimentary understanding of what open source intelligence is and how employing publicly available information research tools could augment the physical security program of the client.
- **Risk Assessments:** How do risk assessments complement a protective assignment?

Executive Protection Specialist - Recommended Candidate Competencies

- **Fixed-base Operator:** Services offered by a fixed-base operator and how it ties into the executive protection cycle. Procedures typically carried out by executive protection specialists at FBOs.
- **Security and Transportation Vendor Management:** Key considerations when hiring external executive protection and transportation vendors and incorporating them into existing in-house protection assignments.
- **Interpersonal Skills and Etiquette:** A discussion should be had with the candidate pertaining to interactions with protocol specialists, personal assistants, house managers and other staff members employed by the client. How can these other staffed positions impact the executive protection role? How does a service oriented mindset fit into the protection cycle?

In conclusion, it is understandable that the amount of information in this practical guide may be overwhelming. However, it is imperative to understand that your client's personal safety may depend on the stringent hiring standards enforced by you, the talent acquisition specialist, when hiring exceptional executive protection personnel. Please do reach out to us at ISCG if you find yourself in need of assistance with this process.



EXCELLENCE - PROFESSIONALISM - DISTINCTION

ISCG International Security Consulting Group
4445 Corporation Ln.
Suite 264
Virginia Beach, VA 23462
www.iscgconsulting.com
contact@iscgconsulting.com

ISCG reserves any and all intellectual property rights herein including any registered marks, and patentable or copyrightable content. ISCG © 2024.