

# Screening



– of staff and partnerships working with Danish knowledge and innovation



## INTRODUCTION

In order to protect Danish knowledge and innovation from interference by non-like-minded states, it is essential that efficient screening processes are in place for hiring new staff members or entering into new partnerships. PET has therefore developed a screening tool to support you in this work. The tool is particularly relevant for research areas that involve critical technologies and knowledge.

The screening covers four risk categories: technology risks, access risks, affiliation risks and personal/contractual risks. For each category, PET has formulated a set of questions to guide the screening process and provided links to additional resources. Although they use the word "candidate", most of the questions and links can also be used for screening of partnerships and projects in general.

PET recommends that the screening be conducted in collaboration between scientific and administrative staff.



## TECHNOLOGY RISKS

01



## ACCESS RISKS

02



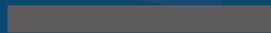
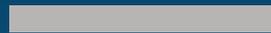
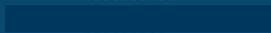
## AFFILIATION RISKS

03



## PERSONAL/CONTRACTUAL RISKS

04



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## TECHNOLOGY RISKS

01

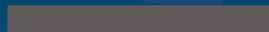
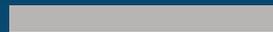
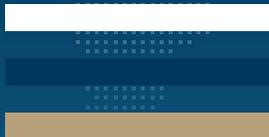
Here you will find questions that can be used to determine the criticality of the specific technology a candidate will be working with.

*We recommend that you use the linked resources when assessing the criticality of a technology.*

- 1** Is the technology subject to export control or EU/UN sanctions?
  - ▶ [CRITICAL PRODUCTS](#) (in Danish)
  - ▶ [LIST OF COMMON HIGH PRIORITY ITEMS \(EU\)](#)
  - ▶ [EU SANCTIONS MAP](#)
- 2** Will the candidate be involved in the development of or research into or in other ways be working with technologies included in the EU or NATO lists of emerging disruptive technologies (EDTs)?
  - ▶ [EDA LIST OF EDTS](#)
  - ▶ [NATO LIST OF EDTS](#)
- 3** Will the candidate be involved in the development of or research into or in other ways be working with technologies that could be used for military purposes, in connection with weapons of mass destruction or for serious human rights violations?
  - ▶ [CATCH-ALL-LISTE](#) (in Danish)

*Other relevant links concerning technology risks*

- ▶ [US EXPORT CONTROL](#) (in Danish)
- ▶ [EU CONTROL LIST OF DUAL-USE ITEMS](#)
- ▶ [EUROPEAN COMMISSION RECOMMENDATION ON CRITICAL TECHNOLOGY AREAS](#)



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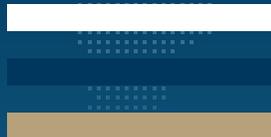
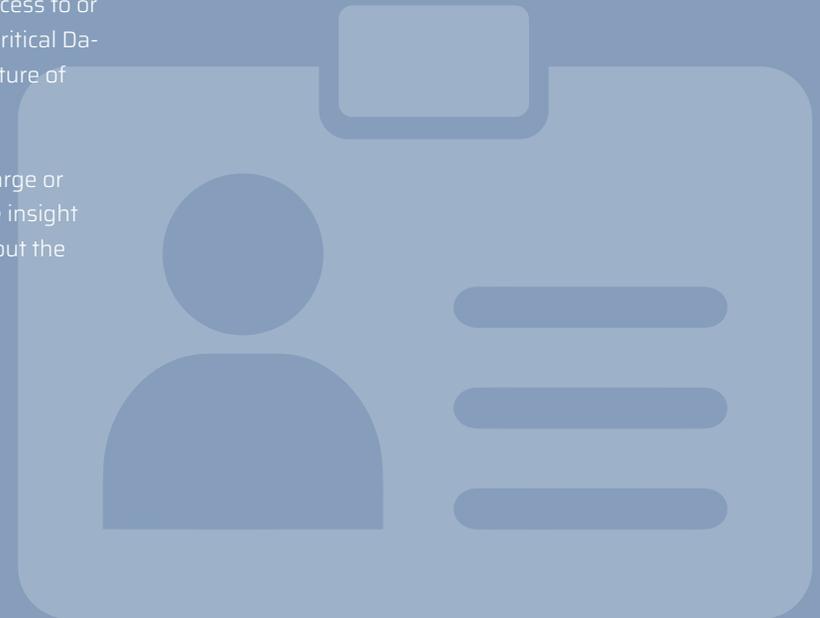


## ACCESS RISKS

02

Here you will find questions that can be used to determine the level of access to knowledge, data or facilities granted to the candidate through their employment.

- 1** Will the candidate have access to IT facilities and/or data related to technologies described under "*Technology risks*"?
- 2** Will the candidate have access to laboratory facilities or information or in other ways gain access to technologies described under "*Technology risks*"?
- 3** Will the candidate have physical access to or be able to access data concerning critical Danish infrastructure or the infrastructure of Denmark's allies?
- 4** Will the candidate have access to large or complex datasets that may provide insight into sensitive data, for example about the Danish population?



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INTRODUCTION



## AFFILIATION RISKS

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Here you will find questions that can be used to check the current and previous employments of the candidate, for example collaboration or affiliation with the military of non-like-minded states and undesirable civil actors.

*We recommend that you use the linked resources when assessing the risk related to the affiliation of the candidate.*

### 1 Is the candidate currently employed at

- a research institution known for espionage or scientific misconduct?
- a military research institution or a research institution funded by the military?

▶ [ASPI](#)

▶ [NAMED RESEARCH ORGANIZATIONS](#)

### 2 Has the candidate previously been employed at

- a research institution known for espionage or scientific misconduct?
- a military research institution or a research institution funded by the military?

▶ [ASPI](#)

▶ [NAMED RESEARCH ORGANIZATIONS](#)

### 3 Has the candidate previously

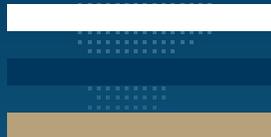
received funding from, worked for or in other ways collaborated with civil actors (e.g. held positions in private companies) with ties to the military of high-risk countries mentioned in PET's assessment of the espionage threat or to international companies on the sanctions lists?

▶ [ASSESSMENT OF THE ESPIONAGE THREAT TO DENMARK, THE FAROE ISLANDS AND GREENLAND](#)

▶ [EU SANCTIONS MAP](#)

▶ [OFAC SANCTIONS LIST](#)

### 4 Are there any other undesirable contacts?



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## PERSONAL/CONTRACTUAL RISKS

Here you will find questions that can be used to uncover any aspects of the candidate's previous publications and funding that may entail a risk.

*We recommend that you use the linked resources when assessing the risk related to contractual matters.*

- 1 Does the candidate's publication record mirror the information provided in their personal background and history?
- 2 Will the candidate be employed in an unpaid position?
- 3 Has the candidate published in cooperation with or under the supervision of individuals at universities with military ties or institutions funded by the military of high-risk-countries mentioned in PET's assessment of the espionage threat?
  - ▶ [ASPI](#)
  - ▶ [ASSESSMENT OF THE ESPIONAGE THREAT TO DENMARK, THE FAROE ISLANDS AND GREENLAND](#)
  - ▶ [NAMED RESEARCH ORGANIZATIONS](#)
- 4 Will the candidate receive funding from universities with military ties mentioned in PET's assessment of the espionage threat?
  - ▶ [ASSESSMENT OF THE ESPIONAGE THREAT TO DENMARK, THE FAROE ISLANDS AND GREENLAND](#)
- 5 Will the candidate receive funding directly from the military of high-risk countries mentioned in PET's assessment of the espionage threat or an international company included in the sanctions lists?
  - ▶ [ASSESSMENT OF THE ESPIONAGE THREAT TO DENMARK, THE FAROE ISLANDS AND GREENLAND](#)
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  - ▶ [OFAC SANCTIONS LIST](#)

