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"Mules" may soon confront drugloos at Miami airport

CBP seeks medical and monitoring services

Customs and Border Protection officials are planning to beef up their medical facilities and services at Miami International Airport in an effort to detect arriving passengers who have concealed illegal drugs inside their bodies by using X-ray equipment, pregnancy tests for female suspects and a rugged metal toilet apparatus known as a "Drugloo" machine.



The 2004 film *Maria Full of Grace* focused attention on "drug mules"

CPB is seeking a contractor that can provide medical exams 24 hours per day, detain and monitor suspects
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ICE agents hunt illegal aliens holding sensitive jobs in U.S.

By DAVID BATES

They packaged "meals-ready-to-eat" for U.S. combat troops as part of a \$47.2 million Department of Defense (DoD) contract. They gained full access to major seaports in Florida. They worked at a DoD munitions plant in Iowa.



They even helped prepare U.S. troops for service in Iraq during exercises at a DoD training facility.

And they all had one thing in common: They were foreigners working illegally at these — and other — sensitive facilities throughout the United States.

Of the millions of illegal aliens living and working in the United States, those who obtain employment at critical infrastructure installations pose a potentially serious security threat,

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GSN PERSPECTIVES

Executive recruiters enjoy boom in homeland security

By MARTIN EDWIN ANDERSEN

If you have a Top Secret/SCI clearance and experience either in broadband or wireless technology, or in information security, you can virtually "write your own ticket" in today's homeland security job market, especially in the nation's capital.



Evan Scott, of Evan Scott Group

Companies that develop intrusion detection systems and software, or work in biometrics, are also very hot and on a hiring spree.

Myriad mid-level government contractors — the kind that do between \$10 million to \$100 million in sales each year — aggressively prowled the security job market looking for an experienced vice president for sales to help them

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State's diplomatic security agents win broad new powers

Approximately 1,200 special agents in the State Department's Diplomatic Security Service have just been given the authority to make arrests without a warrant — like their counterparts in the FBI and the Secret Service — if they see a crime taking place anywhere in the United States.

The State Department issued new guidelines April 6 that implement a law passed by Congress in 2002

Agents protect Condoleeza Rice & others
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Effort to feed and transport illegal aliens at the border goes on & on

By JACOB GOODWIN

"Gimme 250 beef burgers, no cheese, and hold the pickles and onions."

That could be the Customs and Border Protection detention center in Tucson, AZ, phoning in its daily lunch order to its new "on-demand food service" so it can feed the seemingly never-ending flow of illegal

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Covering Physical & IT Homeland Security Solutions

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Federal Railroad Administration plans to hire a contractor to enhance the security of U.S. locomotives
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National Institute of Standards and Technology will host a conclave on homeland security robots
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A new anthrax vaccine that is introduced intra-nasally is being offered by LigoCyte Pharmaceuticals, Inc.
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New emphasis on security personnel is a boon to recruiters

build their federal business. (Hint: It helps to know how to take that wonder widget and turn it into an agency "solution," and a well-established network in the integrator community is definitely a plus.)

The compensation for C-level hires isn't bad, either — often \$150,000 base salary, with opportunities for bonuses and commissions in sales

and other areas that can easily double (or more) the yearly take, depending on the company.

Those are some of the conclusions offered by a variety of executive recruiters polled by GSN, who as a group say that, whatever the national economic trends, the government security business — both public and private — is booming, and looks to

get even better.

"We've been in business for 30 years and this is the most dynamic marketplace I've seen for government-focused business development executives," with three-quarters of that coming from the defense, intelligence and homeland security fields, noted David Tittle, the head of a McLean, Va.-based executive search

firm called the Paul-Tittle Search Group. "Roughly since the beginning of 2004 we really started seeing significant activity in the marketplace — before that, people were just throwing out buzzwords and the contracts hadn't been awarded yet."

"There are a lot of vacancies in federal agencies these days," said Hector Velez, vice president for business development at HireStrategy, an executive recruiting firm that specializes in the technology area and one of the largest professional staffing firms in the Washington, DC, area. "That's due in part because ... there is more funding in homeland security."

Government contractors are also "very active on the hiring front, no doubt about it," Velez added. "There are more contracts and they have to staff up for the engagements they are winning. And they are a little bit behind."

"There is a tremendous demand for talent, people with experience," noted Evan Scott, head of the Evan Scott Group International, an executive search firm with offices in Philadelphia and Washington that specializes in senior-level searches for emerging technology companies. "Executives with a track record of delivering are the hardest to find."

The expanding security job market, particularly in homeland security, is a fast changing one, the executive employment specialists say, with the increasingly effective integration of 22 federal agencies into the Department of Homeland Security leading to the repackaging of traditional job descriptions into ones that specifically point to experience in protecting the homeland. The changing market is also reflected in the emphasis placed by most firms on the importance given to searching for savvy senior sales and business development executives.

The emphasis on business development in security-related executive searches reflects the priority given by business to strategic relationship development, including work with third parties, where vendors of products or services frequently have to deal with a large integrator as Computer Sciences Corp., IBM, or Science Applications International Corp. (SAIC), in a teaming relationship. The size and scope of the business being pursued is often huge, with the government bundling contracts together so that they do not have to go into the marketplace to solicit help from individual vendors.

"They'll put out an omnibus bid for five years, X-billion dollars, involving a broad range of services that no one

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Hot News

White House report tracks advances in security technology

terrorist threat information from the health, agriculture, law enforcement and intelligence communities.

The NBIS is complemented by Project BioWatch, involving the cooperation of several key agencies in providing an early warning system for bio-threats, and by Project BioSense, a Centers for Disease Control-led effort to monitor the health status of populations nationwide through tracking various disease indicators, the report said.

The second broad category covered by the report, on "science and technology to counter terrorism," focuses on homeland security S&T efforts to protect agriculture; improvements in first responder technologies and operational plans; the biometric identification of potential terrorists; the detection of hostile intent through identification of groups or individuals intending to do harm; initiatives to coordinate homeland security R&D; and the leveraging research capabilities through laboratory networking.

It also examined the avenues for tapping into the academic community's expertise in technical analysis; the use of flexible contracting vehicles to speed prototyping and demonstrations; the mechanisms for analyzing, validating and setting of standards for homeland security equipment; and the use of "cutting edge research" whose "high level of programmatic and budgetary flexibility" is ensuring the carrying out of "high-risk, high payoff research."

Noting that to date four university-based Homeland Security Centers for Excellence have been established around the country, the report said that a fifth center, focusing on "high consequence event preparedness and response" is planned. In response to a question from GSN, Charles McQueary, undersecretary of DHS's Science and Technology Directorate, said that an announcement about where the fifth center will be located will be made "sometime this summer."

McQueary also announced that his directorate was seeking applications from faculty and student research teams from minority-serving colleges and universities for summer research appointments. The program, which is to run 10 to 12 weeks from May to August will give selected faculty/student teams the opportunity to con-

firm is going to be capable of handling" said Tittle. "And even within that, there will be set asides for minority business and small businesses of various sorts. It gets to the point where your competitor on one major project is be your teammate on another, and you may be subcontracting on a third. So it's been a different era from the standpoint of relationships for the senior executive."

"You have a lot of product companies trying to sell their product to the federal government," said Scott. "They come to us saying, 'we need a

head of sales, we need a chief of marketing, someone who is well known, has a good reputation for taking a product and turning it into a solution."

The changes in the way senior personnel are attracted and hired is not limited to the private sector, either. Executive search firms say that they are being increasingly called upon by federal agencies to augment their own internal capabilities in finding the right kind of talent. Many employment firms are now listed, with their pricing schedules, on the General Services Administration's

Web site, www.gsaadvantage.gov.

"We've definitely seen a blip, a trend, of getting more calls from agencies to help them out," said HireStrategy's Velez. "Agencies looking to private firms because their internal capabilities are not enough to support demand. They have great recruiting teams and great human resources departments, but there are a lot of retirees out of the government, a lot of movement that is creating a lot of vacancies."

Having a security clearance can also be a big leg up for the job seeker, with the ability to hold onto that clearance into the next job sometimes proving to be a deal-breaker for the person being offered a new job.

"Right now the emphasis on cleared personnel," noted one senior search executive, with the "gold standard" of clearances being "Top Secret/SCI with lifestyle polygraphs — where they've gone way back into your background."

"You can write your own ticket right now if you have a TS/SCI," he noted. "There is a very finite pool of people, so they are fighting over the same candidates — agencies and government contractors. The downside is that there is a lot of churn, a lot of people (with clearances) moving around on projects, in the companies, and it distorts the compensation structures. We haven't seen any let-up either."

"Interestingly enough, there are very differing views by executives about whether the business development person needs to have top level clearances or not—frequently they do not," said Tittle. "A good example is the CIA's big spring conference at the headquarters in Langley, which is basically a briefing: These are the kinds of things we are going to be looking at, what kind of relationships are we going to have with our vendors," that sort of thing. In order to attend that, you have to have a Top Secret/SCI clearance — so from that standpoint, it is very much a closed shop."

Tittle pointed to the case of a recent client, a senior-level development specialist with a high-level clearance, who was being offered a job by a professional services firm whose business was mostly with civilian, non-security agencies. "His clearance was due to expire within the next six months, and he said, 'I don't want to take a job where I cannot keep my clearance — because that is so important in the long term.' And they ended up getting into some negotiations where even though they did not need to use it, the company was able to — through some other third-party relationship

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duct research in science and engineering at the DHS Centers of Excellence located at the University of Maryland, the University of Minnesota, the University of Southern California and Texas A&M.

According to a DHS fact sheet distributed at the roundtable, the new Domestic Nuclear Detection Office "will provide a single accountable organization with dedicated responsibilities to develop the global nuclear detection architecture, and acquire,

and support the development of the domestic detection system to detect and report attempts to import or transport a nuclear device or fissile or radiological material intended for illicit use."

The DNDO, which will reside within DHS and whose director will report directly to the secretary of homeland security, is to be staffed by representatives of several federal, state and local government agencies, the fact sheet said. ■

received their FAA airframe mechanic's licenses, according to news reports. Others possessed false driver's licenses and social security cards, said ICE.

Some of those workers had been supplied to TIMCO by various labor contract firms, including Edgewater, FL-based temporary-labor provider **Structural Modification and Repair Technicians (SMART)**. One SMART employee, Jorge Ruiz Alonso, was indicted in the case for allegedly providing false documents to one of the illegal aliens.

ICE's Boyd said it is often difficult for legitimate employers and

companies who obtain laborers from contract labor firms to know the legal status of contract workers at their facilities.

"According to the law, there is no obligation by the company to be a detective and decipher the fraudulent documents," he said. "We certainly encourage due diligence by every company. And there are some ways by which companies can implement safeguards so they don't hire illegal aliens."

Boyd said employers now can verify new-hire data using a cost-free, Web-based employment verification service called "Basic Pilot." The program, administered by the U.S.



Immigration and Customs Enforcement (ICE) agents are scouring country for illegal immigrants

— maintain that sponsorship. He basically said, 'I am not going to take that job, no matter how much it satisfies these other needs, if I don't have the opportunity to keep my clearance.'

Recruiting in the defense, intelligence and homeland security fields can also require a different approach than that taken in other industries, noted Carl Hagarty, president of **C.E. Hagarty and Associates**, an executive search firm specializing in nationwide recruiting in the security sector.

"Many of the most skilled candidates are reluctant to divulge much information about themselves," Hagarty said. "Generally, this isn't a high-profile business and prospective candidates prefer not to discuss their skills until they confirm with whom they're speaking."

Unfortunately for many job hunters, several search executives said, the on-line format for resumes offered by other agencies doesn't offer the busy government or private human resources person the information he or she needs right from the start. And even the positively loquacious can be faulted on another score, added Scott: "Ninety percent don't know how to do a resume. The reality is that you've got about 10 seconds to sell yourself. I tell my clients that their resume has to start out with who you work for, what the company does, what are your responsibilities and what are your accomplishments."

The growing list of executive search services in the security field includes **Korn/Ferry International**, **Spencer Stuart** and **Heidrick & Struggles International Inc.**, but extends to dozens of others — some blue chip, others less so.

When looking for a "great executive recruiter," one of the leaders in the field told GSN, he or she will have "a long-term strategic relation-

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ship-based consultative approach ... You don't take a short-sighted, short term, purely transactional approach, you have a genuine interest in your client's business, their business model, how they hire — you become an extension of your client.

"Same thing with the job candidates," he added. "You demonstrate a genuine interest in their back-

grounds, skills, strengths, accomplishments and interests. Unfortunately there are a lot of recruiters that do not take that approach, who are purely fee centric or transactional. That may work at times, but it is not scalable or sustainable. The good ones survive the cyclical downturns of the economy — the not-so-good ones do not."

Citizenship and Immigration Service, permits registered employers to check the social security number of new hires. (Interested employers may obtain more information on the Web at

<http://uscis.gov/graphics/services/SAVE.htm#two> or call 888-464-4218).

As an inducement to use Basic Pilot, ICE reminds companies that they face fines of up to \$11,000 per illegal alien whom they knowingly employ.

Verification of documents is critical to detecting illegal workers at sensitive worksites, said Boyd.

"What's related to this whole problem is the issue of fraudulent documents," he said. "We have seen cases where crooked individuals working at motor vehicles are selling fraudulent licenses, selling bogus HAZMAT licenses. Just imagine a worker with a bogus HAZMAT license at a seaport transporting hazardous materials!"

When asked what was to prevent a would-be terrorist from obtaining documents and gaining similar employment at a nuclear power plant or other critical infrastructure facility, Boyd answered bluntly, "Nothing."

"People are able to get all sorts of documentation. That's the reason we pay so much attention to these cases," he said. "That's the reason our focus has to be to immediately get those people out of those positions."

And he offered this warning to employers who would knowingly employ an illegal alien.

"As a deterrent, when we do have companies that have an egregious pattern of hiring illegal aliens, we're going to investigate and hopefully send a message," he said. "If you're knowingly employing illegal aliens, we're going to come after you, especially if they're working at these locations."

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