bugcrowd

Trust Assurance for Pentesters

How we build our trusted pentester bench for your engagement

Deep, ongoing relationships with verified experts are the heartbeat of Bugcrowd Pen Testing as a Service

In our scalable, data-driven approach to pentester vetting, we enrich our own continual assessments with input from third-party verifiers.

Verification and Trust, in That Order

Our elastic pentester bench is carefully curated via a multi-perspective verification process that takes into account the skills and track record of testers, as assessed by Bugcrowd and third-party verification partners.

Once a pentester has been added to our bench, this "trust journey" continues in the form of a probationary period during which we carefully examine their work at different stages of the delivery process. Even after the pentester's status as a proven expert is achieved, we continue to build and learn from the relationship as more pentests are delivered.

For customers with special requirements (e.g., geolocation restrictions or specific certifications), we also offer "white-glove" tester sourcing based on our access to verified Personally Identifiable Information about all our pentesters, including:

- **Nationality**
- **Country of Residence**
- **Certifications**

Background Checks	In addition to ID verification, we offer access to pentesters who have passed a background check. Background checks (for elite pentesters only) look for felony and major misdemeanor criminal convictions at the country, state, and federal level, as well as for presence on the Global Watchlist.

Code of Conduct, Standard Disclosure Terms, and Program Contracts	Every pentester who wishes to participate in a Bugcrowd security program must first agree to our Code of Conduct as well as sign Bugcrowd's Standard Disclosure Terms. Testers also sign a program-specific contract alongside the Program Brief that stipulates permissible and prohibited methodologies, in and out-of-scope targets, and other expectations imposed by the client team.

Additional Controls	For globally compliant payments, we automatically screen for and disqualify testers from banned countries per OFAC, EU, OSFI, and HMT watchlists. When needed, the Bugcrowd Platform also supports safe, controllable access to firewalled targets through a zero-trust secure gateway, allowing us to cut off access to a single user when necessary without adversely affecting the rest of the engagement.

The Trust Journey for Pentesters

Application	Information Gathering	Evaluation	Advanced Evaluation	Onboarding
Aspiring pentesters submit an application, CV, and cover letter.	If needed, we ask the applicant to fill out a skills matrix, list their certifications, and provide additional context.	We evaluate and score the applicant per predetermined pentest criteria. If the tester passes the threshold, they are moved forward.	Next, we do a more bespoke evaluation, taking multiple factor, criteria, and contexts into consideration.	If successful, the tester is invited to complete background checks via our third-party provider, after which they receive onboarding materials and formally join the bench.
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Aspiring Pentesters

PROBATIONARY PERIOD