



# Trust Engineering

## How we build the right trusted hacker team for your program

**Hackers and security researchers are the lifeblood of the Bugcrowd Security Knowledge Platform™**

Every individual brings unique value to the table, so only matching the right trusted testers to the right programs based on skills, experience, and track record creates tight engagement for mutual success.



### ONGOING SKILLS & TRUST ASSESSMENTS

Rather than vetting and ranking researchers merely by activity, Bugcrowd continuously assesses and scores every individual based on a variety of factors designed to provide quantitative and qualitative understanding of skills, motivation, trustworthiness, reliability, collaboration, and engagement—in some cases, far beyond what most organizations understand about their own employees. Invitations to private programs are issued only after extensive positive experiences with the hacker (as well as after monitoring off-platform behavior), and for the highest-scoring hackers, we do additional assessments and checks before access to sensitive programs is granted. Qualitative and quantitative data associated with all these steps are captured in the platform's CrowdGraph™ knowledge base for use in our CrowdMatch™ crowd matching AI technology.





### CODE OF CONDUCT, STANDARD DISCLOSURE TERMS, AND PROGRAM CONTRACTS

Every hacker who wishes to participate in any Bugcrowd program (public or private) must first agree to our [Code of Conduct](#) as well as sign Bugcrowd's [Standard Disclosure Terms](#). Hackers 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 like reward tiers, API gateways, and more.

### PEN TESTER SELECTION



CREST

CREST Accredited  
for Penetration Testing

For penetration testing, Bugcrowd draws from a vetted bench comprising testers who we've selected based on high scores in CrowdGraph™, multiple interviews, and recommendations from trusted sources. Each pentester must have a separate clearance for each target type (web app, network, API, etc.) on which they work. Once a tester is selected for the bench, our CrowdMatch™ technology matches them only to tests appropriate for their profile, with all testing evaluated and scored for submission quality, attack vectors, and technique. Scores are then logged in CrowdGraph™ for accurate matching to future engagements.

