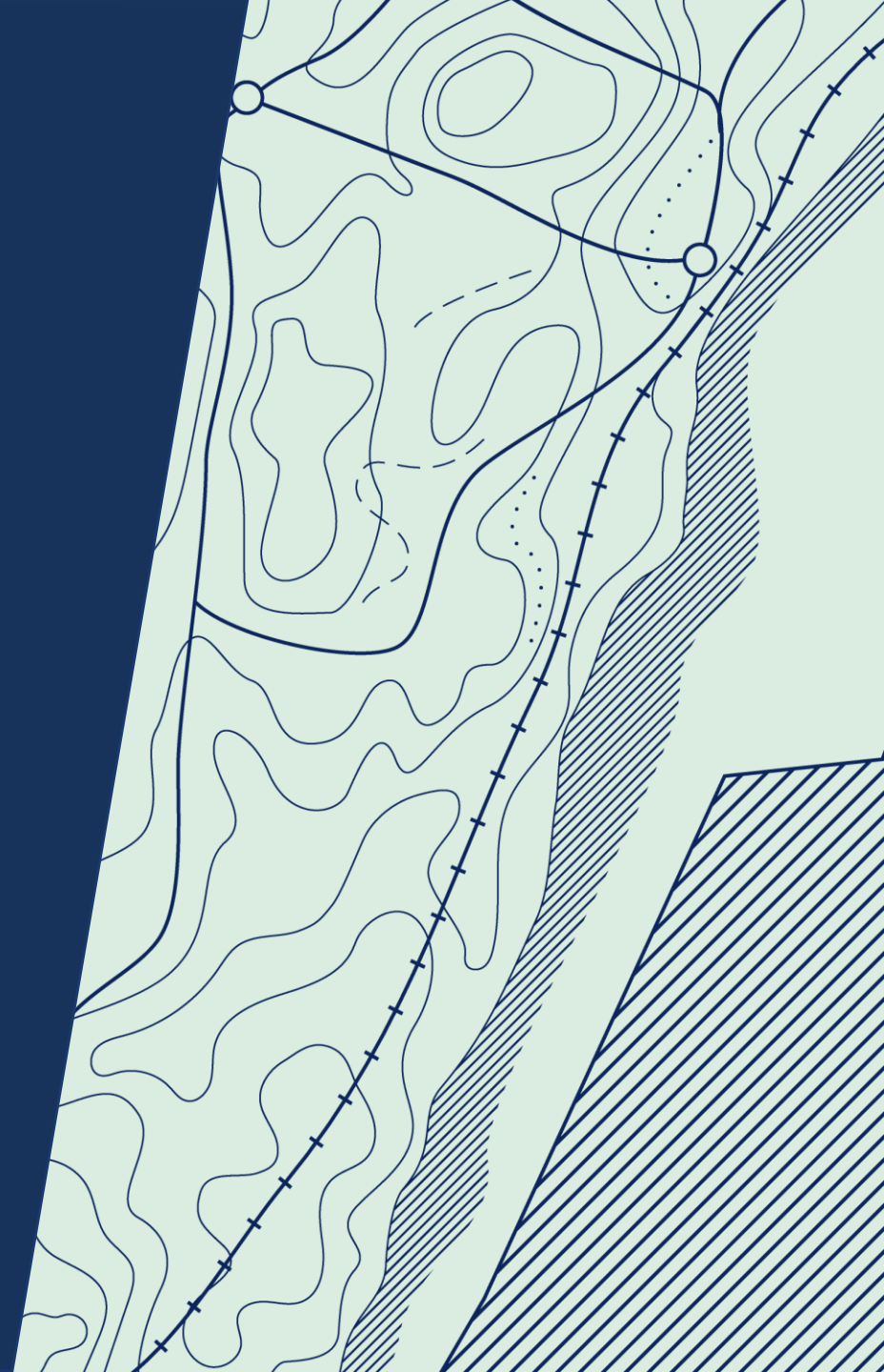


Challenges in recruiting and training investigators

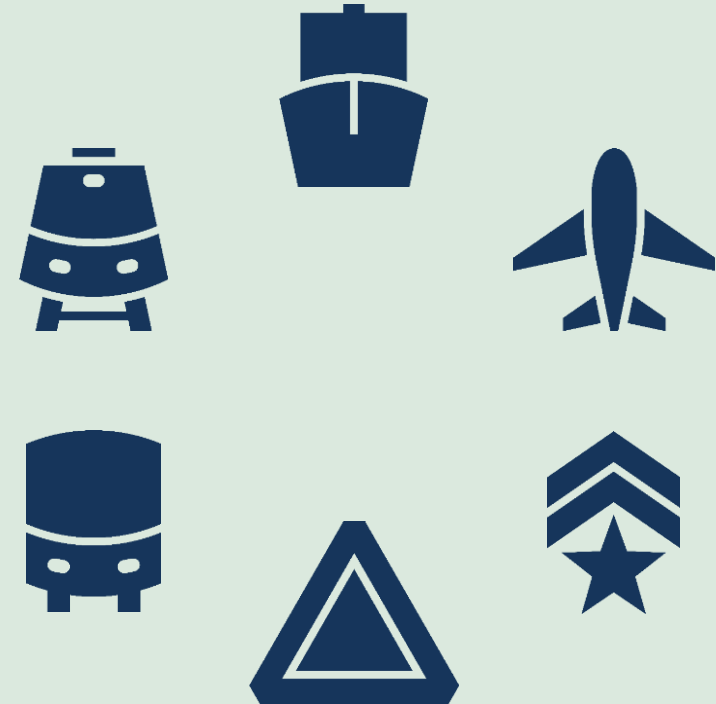
RAIF Taiwan 21 – 24 October 2025

Mikael Hillbo, Senior Investigator Rail
Swedish Accident Investigation Authority



The Swedish Accident Investigation Authority

- Multi modal authority
Rail, Maritime, Aviation, Road traffic,
Other occurrences, Military
- 30 employees
19 Investigators (3 in Rail)
4 Chairs of investigation
7 Administration



Recruiting requirements

- External requirements

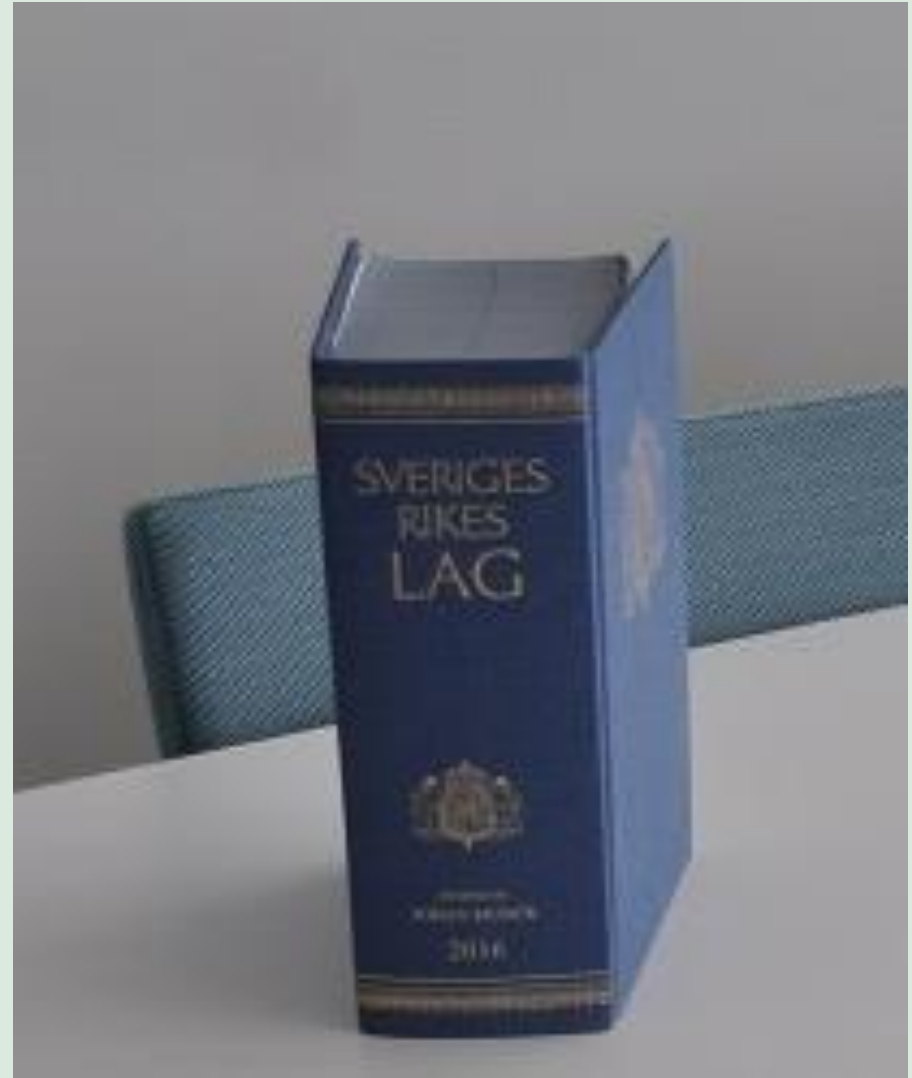
Our recruiting process states 12 different laws and regulations to follow

Ordinance (2007:860) providing instructions for SHK:

There shall be accident investigators with expertise in flight operations, aeronautics, maritime operations, marine engineering, railway operations, railway engineering, and general technical matters as well as expertise in the areas of civil defence and emergency services as well as behavioural science.

- Internal requirements

Rules of procedure, business plan, current budget basis



Challenges in recruiting

- Making the right requirement profile
- Posting the job ad in the right forums
- Gender equality – focus on women
- Finding the right person with both competence and – maybe most important - the right personal characteristics
- Office only in Stockholm
- Difficulty to match salary with the industry



Training investigators

- Step 1 - common training for all employees
- Step 2 - joint training for all accident investigators
- Step 3 - adapted training for accident investigators, in their investigation area



Joint training

- The role of civil servant
- Basic investigation techniques
- Investigator on call
- Safety at accident site
- Interview technique
- Media training
- Photography
- Composite materials and fire



Adapted training

- Applied investigation techniques
- Qualified investigation methodology
- Special lectures
- Drone pilot training
- Other specified skills



Challenges in training

- Difficulty finding applied training for experienced investigators
- To prioritize training when work load is high
- New technology
- Software based systems
- AI



A blue-toned topographic map with white contour lines and various symbols like stars, circles, and lines. The map is oriented with a north arrow pointing towards the top right.

Thank you!

Mikael Hillbo
Senior Rail Safety Investigator

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