

# Background Screening Solutions for Logistics

Asia Pacific (APAC) is a hot spot in the global logistics industry landscape. With revenues projected to grow by more than USD\$300 billion by 2027, the APAC logistics market is fuelled by the world's two most populated countries—China and India—and the world's largest e-commerce market.<sup>1,2</sup>

To help logistics companies throughout the region securely scale and grow their business, they need a qualified, trusted workforce to help optimise productivity and innovation, while balancing physical, cyber and operational risks. Knowing this, employee background checks are an industry best practise.

## Background checks as a best practise.

No matter where a company fits within the industry, be it a warehouser, courier, freight shipper or even a software firm, they all need skilled labor to keep pace with today's market advances.

Automation, artificial intelligence and machine learning are powering supply chains and other critical logistics functions, effectively elevating worker qualifications and hiring standards. Also, internal fraud risk and physical threats of theft, terrorism or sabotage run high in this industry.

Taken together, it's essential that APAC logistics employers fully vet all workers to help them:

- Hire top talent, capable of innovating and advancing the business
- Increase productivity by hiring qualified workers who start producing faster
- Mitigate employee-related risk including physical threats and cyber incidents
- Avoid hiring workers with known ties to fraud, terrorism and organised crime
- Protect the integrity and reputation of the employer and its business customers

## Who should be screened? Everybody.

Given the unique and far-reaching impact logistics providers can have on their customers' businesses and the larger economy, it's recommended to perform background checks on all employees. It helps ensure that employees have the right experience, education and certification to perform the job and they don't introduce known risk into the business.

Key categories of workers who should be screened include:

- C-suite, executives and board members who have a direct impact on media, business reputation
- All levels of management and professional positions, including accountants, customs experts
- All IT positions, including those focused on analytics, coding and modelling, software implementation/management/support, fraud mitigation and cybersecurity
- All security professionals including onsite guards, patrol officers
- Hourly workers including drivers, data entry specialists and more
- Cleaning staff and other peripheral onsite workers

## Employee risk can happen anytime, anywhere.

In 2020, a Singaporean logistics manager was fined \$52,000 for multiple offences under the Customs Act, including:

- Making incorrect declarations
- Breaching permit conditions
- Failing to deposit dutiable goods in a licensed warehouse
- Submitting false documents

Background checks can help logistics providers hire experienced workers who understand complex industry regulations and can reveal a prior history of criminal or terrorist activities so employers can make more informed hiring decisions.

Source: [The Straits Times](#)

## Best practise insights for better background checks.

To help logistics organisations start a background checking programme or update an existing programme, below is a list of best practise observations based on the searches that are commonly ordered by our customers within this industry.

	Basic	Standard	Advanced
	A good baseline screen for ALL candidates	A more in-depth screen that provides a better understanding of a candidate's specific qualifications and professional background	Appropriate for management, executives and board members who are the "face" of the business or whose actions can impact the trajectory of the business
 Identity Verification	✓	✓	✓
 Criminal Check*	✓	✓	✓
 Employment & Education Verification	✓	✓	✓
 Right to Work Check	✓	✓	✓
 Civil Litigation Check		✓	✓
 Credit Check		✓	✓
 Global Expanded Sanctions		✓	✓
 Bankruptcy Check		✓	✓
 Professional Qualification/Licencing		✓	✓
 Reference Checks		✓	✓
 Global Reputational Media/Adverse Media Search		✓	✓
 Directorship Verification			✓
 Social Media Search			✓
 CV Comparison			✓

\*Such as police checks, when available and permissible.

1 [Asia Pacific Third Party Logistics Market Revenues to Grow \(globenewswire.com\)](http://globenewswire.com)

2 [Asia Pacific Third Party Logistics Market Revenue and Forecast \(2016-2027\)-Country Level Assessment \(China, Japan, India, South Korea, Australia\) - Third Party Logistics - Logistics and Warehousing - Automotive & Transportation \(makreo.com\)](http://makreo.com)

We can help. For more information, contact First Advantage today: