



Our Guiding Principles

How we work, what we believe, and what we're building together.

Vector Global Logistics is different because of the way we work. These six principles shape how we hire, how we grow, and what we expect from each other. They're worth reading before you apply, because they're what you'd be signing up for.

01

Results-Only Work Environment

We judge work by results, not by where or when it happens. You own your outcomes and decide how to get there. What matters is that the job gets done and the client is happy. Our approach is based on *Why Work Sucks and How to Fix It* by Jody Thompson and Cali Ressler.

02

Logistics With Purpose®

Vector exists to change the world through supply chain. It starts with who we hire and how we train, and reaches outward: every shipment gives back to charity, we're a Certified B Corporation™ and part of Conscious Capitalism, and we work with clients who believe logistics can do good.

03

Thinking like an owner

We want to build a company of entrepreneurs: people who lead their own businesses under the Vector umbrella. We're working toward employee ownership to make that real, so people at every level have a genuine stake in what they build.

04

Shared resources

Those businesses don't start from scratch. They share the same systems, technology, brand, marketing and best practices, so new teams can grow quickly without compromising quality.

05

Constant expansion

We want to change the logistics industry, and the way people think about work. We do that by continuing to open offices around the world. Our team already spans four continents, and we're not finished.

06

Traction

We run the business on the Entrepreneurial Operating System (EOS), from Traction by Gino Wickman. It keeps everyone clear on priorities, accountable for results, and focused on what moves us forward.

Sound like you?

If this is how you want to work, we'd love to hear from you.

vectorgl.com/work-with-us

Certified B Corporation™