

Hiring Market Snapshot

What We're Seeing in July 2025



Each month, we're sharing five key trends shaping how logistics and supply chain companies hire, retain, and grow. These insights are grounded in real conversations with candidates and clients, and they often echo the deeper themes we explore in our monthly blog.

This month's trends reflect a shift toward intentionality, transparency, and culture-first strategy, where hiring decisions are made with long-term fit in mind, not just speed or convenience.

July 2025 Snapshot

1 Big Salaries Signal Serious Growth

We're seeing more high-paying, retained searches, especially for leadership and expert-level individual contributors.

- Most offers are exceeding \$200K
- Compensation is rising as companies invest in stability
- Commission-heavy candidates are scrutinizing structure before committing

2 Pipeline Building, Not Hiring Pauses

Urgent roles may be on hold, but proactive teams are still planning ahead.

- Economic uncertainty has companies prioritizing fit over speed
- Many are refreshing job descriptions and refining interview steps
- The strongest pipelines are being built before urgency hits

3 Candidate Fraud Is Creeping Up

Fake resumes, false credentials, and ghosting are becoming more common.

- ATS systems are easier to manipulate
- Verified credentials and references matter more than ever
- 1 in 4 candidates may be fake by 2028 (BrightHire)

4 Candidate Readiness Is Slower

The right candidates are out there, but they're more cautious right now.

- *Stability is a top concern*
- *Passive talent is taking longer to respond*
- *Cold outreach alone isn't working and relationships matter*

5 Niche Roles Are Still Red Hot

Not every role is cooling. Specialized talent is still in high demand.

- *Flatbed dispatchers and operators*
- *Cross-border and compliance specialists*
- *Team leads in temp-controlled and reverse logistics*

Final Takeaway

THE MARKET ISN'T FROZEN. IT'S RECALIBRATING.

This is your window to build trust, fine-tune your strategy, and get ahead of the next hiring wave.



Watch The Talent Trends Webinar



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We work with logistics and supply chain companies across North America to build hiring strategies that last.



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