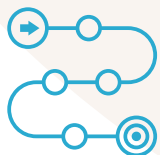


# 5 Things Candidates Wish You Knew About Hiring

## A Practical Guide for Hiring Managers in Logistics, Transportation & Supply Chain

Today's talent has new expectations. This guide breaks down five key things candidates wish hiring leaders knew, based on thousands of real conversations in the logistics and supply chain space.



### Candidates want a clear process

- *Communicate timelines early. Stick to them.*
- *Cut unnecessary steps that don't add value.*
- *Set expectations upfront so there are no surprises.*



### Candidates want flexibility

- *Offer remote options, flex hours, or autonomy in how goals are met.*
- *Share examples of how flexibility shows up on your team today.*
- *Be open to discussing non-traditional work structures.*



### Candidates want honesty

- *Be real about what's hard and how you're working to improve.*
- *Don't oversell the role, but rather share the challenges and growth curve.*
- *Transparency now avoids turnover later.*



### Candidates want connection

- *Show them they're more than a resume by treating them like a human.*
- *Introduce them to future peers or leaders during the process.*
- *Personalize outreach, even in rejection.*



### Candidates want purpose

- *Help them see how their work contributes to the bigger picture.*
- *Share your company values and how they show up in real decisions.*
- *Let them hear from current team members about why they stay.*



# How to Fix a Candidate Experience That's Not Working

Try these quick tips to improve your process today:



- 1 Audit your steps.**  
*Eliminate bottlenecks or unnecessary interviews.*
- 2 Communicate often.**  
*Even "no updates" is better than silence.*
- 3 Assign a point person.**  
*Candidates should always know who to contact.*
- 4 Review your messaging.**  
*Job descriptions, emails, and interviews should all reflect your culture.*
- 5 Ask for feedback.**  
*A simple post-interview survey can reveal blind spots.*

## How the Right Experience Can Make All the Difference

*"We needed to scale our team quickly without compromising quality and ability. The CS Recruiting team was ready to move fast from day 1. They effectively-identified quality candidates in addition to building awareness of our company. CS was able to bring on exceptional people of high caliber that fit within our culture and were ready to contribute immediately."*

Greg Ackner | President, Capital Logistics

Need help applying these insights to your recruiting strategy? Let's talk.



[info@cs-recruiting.com](mailto:info@cs-recruiting.com)



[www.cs-recruiting.com](http://www.cs-recruiting.com)