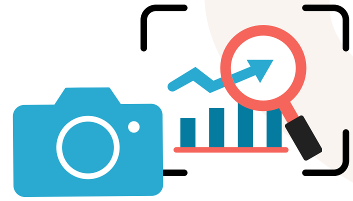
CS RECRUITING

Hiring Market Snapshot

What We're Seeing in August 2025



Each month, we break down five trends shaping how supply chain and logistics companies hire, retain, and grow. The trends we're seeing in August reflect a market in motion, where hiring teams are balancing caution with preparation, and success depends on clarity, consistency, and candidate alignment.

August 2025 Snapshot

1 New Roles Are Opening, But Offers Aren't Keeping Pace

We saw a big lift in new roles opened in late July, but many hiring processes are stalling out.

- *Teams are planning ahead, but execution is lagging behind*
- *Internal delays around approvals and compensation are slowing things down*
- *Initial offers are missing the mark, causing strong candidates to walk*
- *Long interview cycles are stretching teams thin and burning out applicants*
- *Small adjustments to process, communication, or support could prevent fallout*

2 Time-to-Fill Just Hit a 12-Month High

The average time-to-fill (from job launch → offer acceptance) nearly doubled from June to July.

- *Strategic roles are dragging longer than expected*
- *Top candidates are losing interest mid-process*
- *Decision-making is slow, and many teams are stuck in feedback loops*
- *In some cases, even an attractive opportunity doesn't matter without follow-through*

3 High Demand for Plant Managers and Freight Forwarding Talent

We're seeing sharp increases in the need to hire.

- *Plant, warehouse, and production leaders*
- *Global forwarding and cross-border operators*
- *Logistics talent with hands-on execution experience*
- *Customs brokers and import/export specialists*

4 Driver Hiring Is Up, But It's All About Consolidation

Trucking jobs rose in July, but it's not net growth, it's redistribution.

- *Large fleets are absorbing freight from smaller carriers that closed or downsized*
- *Displaced drivers are being rehired by more stable, better-capitalized employers*
- *Anticipatory hiring is underway as fleets start positioning for a second-half rebound*
- *The demand for recruiters who understand driver markets (especially in high-turnover regions) is growing too*

5 The Hiring Market Is Cautious, Not Cold

What looks like stagnation is often strategic pacing.

- *Roles are opening behind the scenes to build pipelines or test engagement*
- *Job descriptions are being refined while budgets get finalized*
- *The most prepared teams aren't rushing, rather, they're laying the groundwork now to move fast when it counts*

Final Takeaway

CONFUSION DOESN'T MEAN INACTION.

The smartest teams are using this moment to build, prep, and align for what's next.

Download: *5 Things Candidates Wish You Knew About Hiring*

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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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