

Hiring Market Snapshot

What We're Seeing in September 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 September reflect a market where activity looks strong on paper, but execution is lagging. Success depends on speed, clarity, and candidate confidence.

September 2025 Snapshot

1 More Roles Launched, But Fewer Filled

Companies continue to open jobs, yet conversion to hires is lagging.

- *Pipelines are filling, but too many searches stall mid-process*
- *Candidates are losing interest when decisions take too long*
- *The gap between planning and execution is still widening*

2 Offers Are Converting Faster, But Volume Is Light

When offers are extended, they are turning into hires at a stronger rate. The problem is that not enough offers are being made.

- *Teams that streamline approvals see faster results*
- *Low offer volume keeps hiring momentum weak*
- *Hesitation is costing companies strong candidates*

3 Shipper Operations, Procurement, And Finance Roles Are Heating Up

Demand is rising for leadership talent in core business functions.

- *Manufacturing and distribution operations leaders are in focus*
- *Procurement and supply chain finance positions are gaining traction*
- *Companies are prioritizing experienced leaders who can impact the bottom line*

4 Candidate Hesitancy Is Slowing Decisions

Job hugging remains a defining theme of 2025.

- Strong candidates are reluctant to move without compelling reasons
- Hiring managers must sell their opportunity as much as the candidate
- Confidence in stability is now a top decision driver

5 Speed And Clarity Are Still Your Competitive Edge

Hiring teams that act with urgency and transparency continue to win.

- Faster interview cycles close stronger candidates
- Clear communication builds trust throughout the process
- Companies that wait risk losing talent to faster-moving competitors

Final Takeaway

ACTIVITY WITHOUT EXECUTION DOES NOT EQUAL HIRES.

The smartest teams are adapting by moving with speed and clarity to build trust with candidates and close searches faster.



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Need help turning these metrics into action?

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



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