

Hiring Market Snapshot

What We're Seeing in November 2025



Each month we break down five trends shaping how companies hire, develop and retain supply chain, and logistics and transportation talent. November's data shows the market is slowly regaining balance. Hiring is more strategic, candidates are more active, and confidence is starting to return as companies plan ahead for 2026.

November 2025 Snapshot

1 Hiring Momentum Is Returning

After a slower summer, September and October brought stronger job launches and more placements. Activity is picking up across logistics, transportation, and supply chain roles, which is good news for everyone!

2 Role Quality Is Improving

Companies are focusing on higher impact positions, prioritizing leadership, safety, compliance, and operations over entry-level sales roles.

3 Candidate Engagement Is Rising

Job views and application clicks are climbing, showing a renewed openness to move as professionals look for stability and growth before the new year.

4 The Market Is Stabilizing

Time-to-fill is leveling out, and hiring cycles are becoming more predictable as companies refine processes and keep approvals tighter.

5 Efficiency Is the Advantage

The companies seeing the best results are running lean and decisive searches, which are focused on communication, alignment, and speed.

Final Takeaway

The logistics economy is moving in the right direction. Progress may be slow, but every sign points toward steady recovery and stronger hiring ahead.



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