



2025

Logistics, Transportation and Supply Chain Hiring

Wrapped

*A year of hiring trends for Logistics,
Transportation and Supply Chain positions*

2025 gave us a hiring market full of twists. Some months moved fast. Others stalled out. Through it all, one thing stayed constant. Companies need great people for their logistics, transportation and supply chain positions and the ones who hired well did so with intention.

This end of the year wrap-up brings together the biggest themes and trends we saw this year across client conversations, candidate behavior, market data and our monthly Hiring Snapshots.

Consider this your highlight reel and a guide as you plan for 2026.



To look back at the full year of insights, explore our monthly Hiring Snapshots on our website.



The BIG THEMES of 2025

These were the patterns that showed up month after month, regardless of service offering, company size or region.

Theme 1 | Efficiency Became a Competitive Strategy

- Companies that treated hiring like a business priority made the biggest gains.
- Clear intake briefs, faster decision-making and aligned approvals created smoother processes and stronger results.

Theme 2 | Specialization Defined the Market

- Organizations looked for deeper, more technical talent across areas like data centers, final mile, plant operations, air import & export, network optimization and cold chain.
- Breadth mattered less. Precision mattered more.

Theme 3 | Candidate Mindsets Shifted

- People approached change carefully and evaluated opportunities through a new lens of stability, clarity and leadership trust.
- It took more intention and communication to move talent through a process.

Theme 4 | Hiring Demand Moved in Waves

- The demand for talent was unpredictable and inconsistent throughout 2025, but we started to see a balance with higher demand towards the end of the year.
- A slow Q1, spring lift, mid-year pause and Q4 rebound created an uneven pattern that required employers to stay steady even when demand dipped.

Theme 5 | Leadership and High-Impact Roles Took Center Stage

- Companies invested in roles that brought structure, alignment and accountability to their teams.
- Most leadership level roles were filled with Retained Searches as organizations prioritized the right fit over speed alone.



Visit our Recruiting Services page to see how our team helps companies navigate these shifts.

Top 10 Hiring Trends FOR LOGISTICS, TRANSPORTATION, AND SUPPLY CHAIN

– A Spotify Wrapped-style list of what shaped the year

1 Faster Hiring Won More Talent

Companies that tightened cycles filled roles quickly.

2 Job Huggers Ruled the Year

Even strong candidates stayed put without a compelling reason to move.

3 Salary Transparency Became Expected

Budget conversations started earlier in the process.

4 Leadership Searches Increased

Teams looked for stabilizers and strategic operators.

5 Plant and Production Roles Surged

Manufacturing and distribution roles stayed consistently busy.

6 Freight Forwarding Picked Up

Air import export stood out as a growth area.

7 Final Mile Was Hot

White glove and home delivery roles were in high demand.

8 Candidates Asked Better Questions

Culture, leadership style and workload became top priorities.

9 Interview Cycles Lengthened Then Snapped Back

Teams course corrected mid-year to avoid losing talent.

10 Strategic Hiring Outpaced Reactive Hiring

The best results came from clear and intentional intake planning.



For additional trends and resources, browse our full collection of insights online.

WHAT THIS MEANS FOR 2026

3 Things Employers Need to Prepare For

1. Faster, clearer interview cycles
2. More structure around salary conversations + transparency expectations
3. Higher demand for specialized talent and leaders

3 Things Candidates Will Expect

1. Clarity around culture, role expectations, and team structure
2. Career path visibility and clear expectations
3. Proof of company stability

Ready to Plan 2026?



If you want a clearer approach to next year's hiring, let's map it out together.

We'd love to help you build a strategy rooted in data, intention and the realities of the supply chain talent market.



If you're ready to map out your 2026 hiring strategy, let's talk!