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MARKET INTELLIGENCE

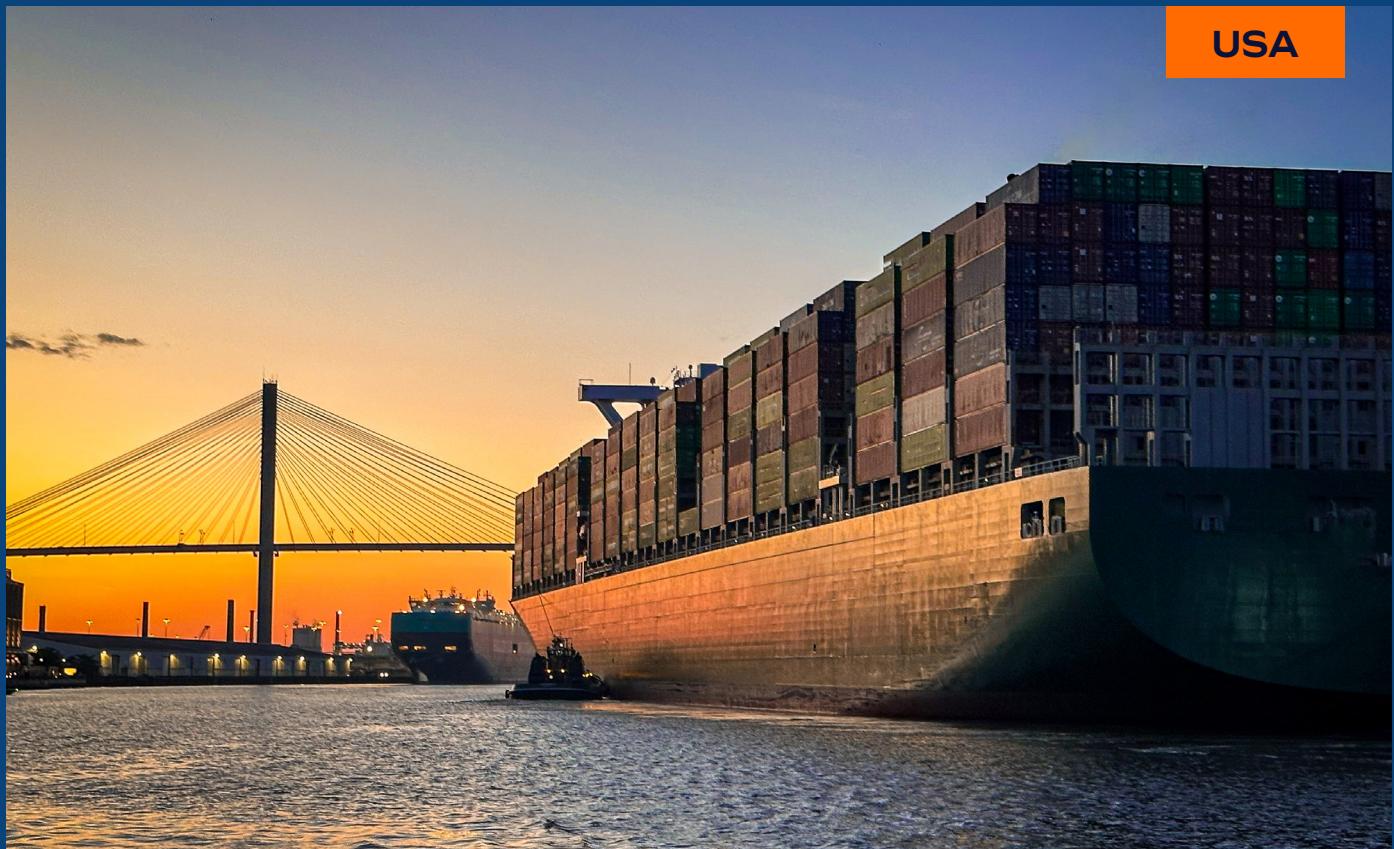
Supply Chain Talent Report:

Hiring, Careers & Compensation

2025

- ◆ Hiring trends
- ◆ Salaries, bonuses & benefits
- ◆ Flexible working
- ◆ Career motivations

USA





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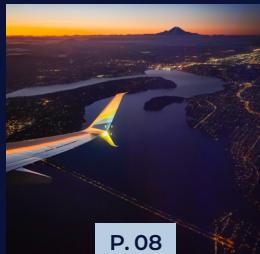
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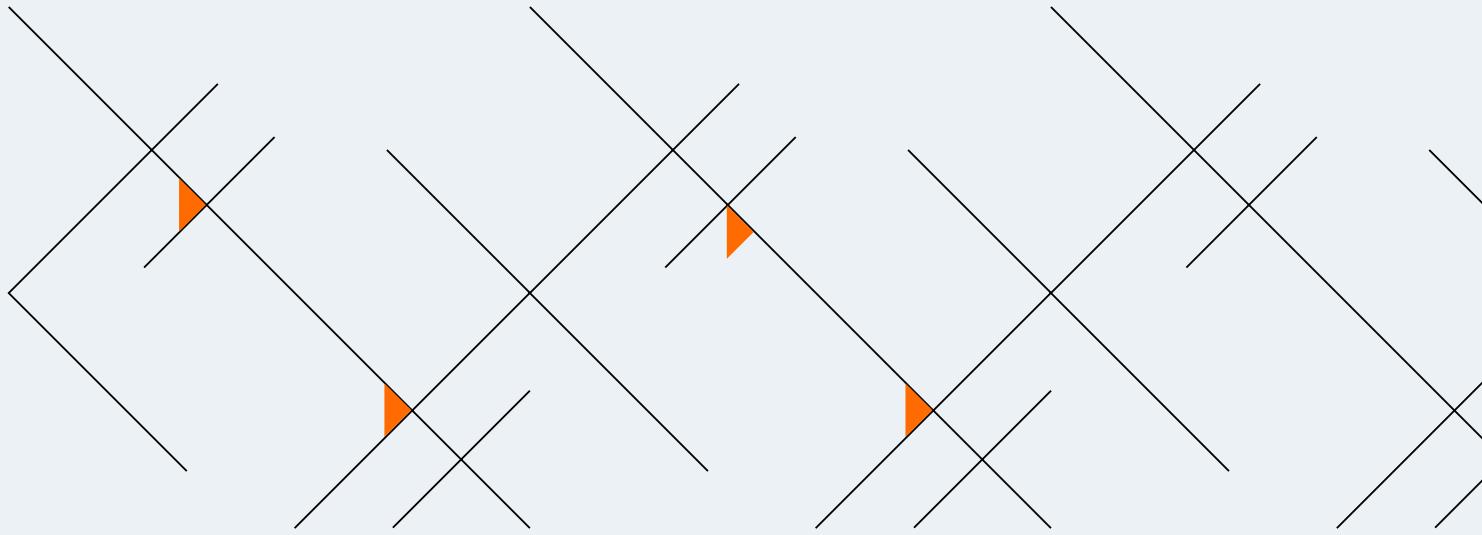
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Introduction

USA supply chains are facing immense pressure from inflation and rising operational costs, while advancements in automation, sustainability initiatives, and reshoring efforts are reshaping the industry as we know it. Companies are being forced to rethink their strategies for efficiency and resilience, and those that succeed will be the ones that invest in, attract, and retain the right talent – professionals who can steer firms through these changes to future-proof their supply chains.

Businesses must ensure their compensation packages align with candidate expectations, as well as stand out among competitors, to secure the country's most in-demand experts. Supply chain professionals considering a career move also need to know whether their salaries, bonuses, and benefits are keeping pace with industry standards.

To provide clarity on these issues, **we surveyed over 1,600 supply chain professionals in our network across the USA**. This report presents their insights on salaries, bonuses, and benefits, along with information on the key trends impacting supply chain hiring today.

Whether you're an employer looking to stay competitive or a professional assessing your market value, these findings offer a data-driven view of the industry's evolving talent landscape.



Top Five Supply Chain Hiring Trends

Drawing on the insights from our market experts, here we highlight five key trends shaping supply chain hiring and career decisions across the USA in 2025.





1. The Decline of Remote Working

The supply chain industry is seeing a decisive move away from remote work. Companies are increasingly requiring in-office presence, marking a stark contrast to the flexible arrangements that became widespread in 2020.

Hybrid and remote work arrangements still exist, but they have become the exception rather than the norm, as many firms align with broader corporate trends driven by industry leaders mandating a return to in-person work.

This change has been much more notable in corporate functions like logistics and procurement where remote flexibility has become more common in recent years, as on-site work has always been standard in areas like manufacturing, engineering, and technical operations.

Our survey data supports these observations, showing a significant decline in flexible working arrangements compared to last year's results, so supply chain professionals must start to adapt to a hiring landscape that now prioritizes on-site presence.





2. Rising Expectations for Tech Proficiency

As supply chains become increasingly digital, technical skills matter more than ever. Candidates with experience in SAP, Warehouse Management Systems (WMS), and Transportation Management Systems (TMS) are in high demand, as companies look for professionals who can hit the ground running with the right tools.

Mergers, acquisitions, and private equity investment are also playing a role in shaping these expectations. When companies are acquired or undergo restructuring, they often adopt new systems and require employees to transition quickly. As a result, prior experience with specific technologies has become a major factor in hiring decisions.



Christine Corson, Managing Director at DSJ Global USA, emphasizes that “although technology has been used in supply chains for a long time, until recently it was often viewed as a ‘nice to have’ or something to be embedded over time, whereas now it’s a ‘must have’ because it’s evolving so rapidly. This is creating hiring challenges for firms on the tech side, as when they are looking to embed a new system, there are few candidates with the exact knowledge they need because the tech is so new. So, rather than finding a direct match, we encourage our clients to look for candidates with a tech-savvy mindset and the ability to learn, otherwise your talent pool will be extremely limited.”

Beyond system proficiency, the very nature of supply chain roles is changing thanks to advancements in technology and AI. In areas like procurement, logistics, and planning, automation is eliminating many of the repetitive, tactical tasks that once filled the workday. This has resulted in employers focusing more on skills like strategic thinking, problem-solving, and relationship management, even at a more junior level.



3. Staying Competitive with the Right Retention Strategies

Counteroffers remain a problem for firms, both in hiring and retention. We estimate that at least half of supply chain professionals looking to change roles receive one, and in many cases, it's enough to make them stay.

The numbers tell the story. Retaining employees is often cheaper than replacing them, and according to our survey results, internal pay rises typically range from 1%-5%, while candidates moving externally generally expect at least a 15-20% pay rise. Faced with this gap, many businesses are choosing to counter rather than lose valuable employees, often offering salaries that other hiring managers aren't prepared to compete with.

Bonuses have also become a sticking point. Many candidates count on them as part of their total compensation, but when companies tighten budgets, variable pay becomes less reliable. This fuels movement in the job market, yet firms aren't always adjusting their offers to reflect these changing expectations.

One piece of advice Ross Williams, Director at DSJ Global USA, gives is to optimize your bonus structure to support employee retention:

"You don't necessarily need to adjust the size or percentage of bonuses you are awarding – take a look at your structure instead. For example, if your bonuses are 100% based on company performance, could you change them to 50% company and 50% personal performance instead?"



4. Why Fewer Candidates Are Willing to Relocate – And What That Means for Hiring

Relocating candidates has always required careful planning, but today, it's harder than ever. Rising mortgage interest rates, housing market challenges, and personal factors are making professionals more reluctant to move, shrinking candidate pools and forcing companies to rethink how they attract talent from outside their local markets.

Just a few years ago, interest rates were in the low 2% range. Today, they're often 5% or beyond. For candidates with a mortgage locked in at historically low rates, moving to a new city or state means taking on significantly higher borrowing costs. This financial hurdle, combined with limited housing inventory, means relocation isn't just expensive – it's a far bigger commitment than it used to be.

The emotional factors of relocating also remain as strong as ever. Moving for a new role often means uprooting a partner who may need to find a new job, switching children to a different school, and leaving behind a support system of family and friends. In the past, candidates might have weighed these sacrifices against career growth or a salary increase. Now, with the added financial burden, many are simply staying put unless the opportunity is compelling enough.

For hiring managers, the message is clear: if you want to relocate top talent, you need to make it worth their while. That means not only offering competitive compensation but also making the transition as smooth as possible. Companies that expect candidates to figure out relocation on their own are struggling to secure hire, while those that provide financial incentives, housing assistance, and local market guidance are seeing far greater success.

"Giving candidates a flexible timeline for when they need to physically move by can help," **advises Christine**. "Allowing someone six months instead of six weeks and paying for their flights back and forth or temporary housing will ease the pressure and ensure they feel supported, so they don't feel like they need to compromise while settling in, selling their house, or finding somewhere to live or buy."

"If a candidate isn't local and they are flying in for an on-site interview, I would also advise arranging a face-to-face meeting with a realtor or even taking them for a drive around the local neighborhood, to help them get acquainted with the area and feel confident getting the process started," **adds Ross**.



5. Environmental Health & Safety Hiring Takes Priority

One of the fastest-growing supply chain hiring needs is in environmental health and safety (EHS). Companies are investing more heavily in this area compared to a few years ago, not just to meet stricter environmental regulations, but also to control costs and protect their brand reputation.

Stronger government regulations around workplace safety and environmental impact mean companies can't afford to take a reactive approach. Proactively hiring EHS professionals helps businesses stay ahead of compliance requirements, avoiding costly fines and legal issues. At the same time, organizations are seeing the financial benefits of robust safety programs. A well-structured EHS strategy reduces workers' compensation claims and lowers insurance costs, making it a smart long-term investment.

A company's safety culture also directly impacts its ability to attract and retain talent business-wide. If employees see a workplace where injuries are common, or where leadership doesn't prioritize safety, they're more likely to walk away – or never apply in the first place. Consumers are paying attention, too. A brand with a reputation for poor working conditions risks losing not just talent, but customers as well.

With each of these factors coming into play, the demand for EHS professionals is at an all-time high, and companies are taking steps now to ensure that environmental health and safety is embedded in their long-term strategy.





Survey Results

Base Salaries

Base Salary Increases

Yearly Bonuses

Benefits

Annual Leave

Parental Leave

Flexibility

Career Motivations





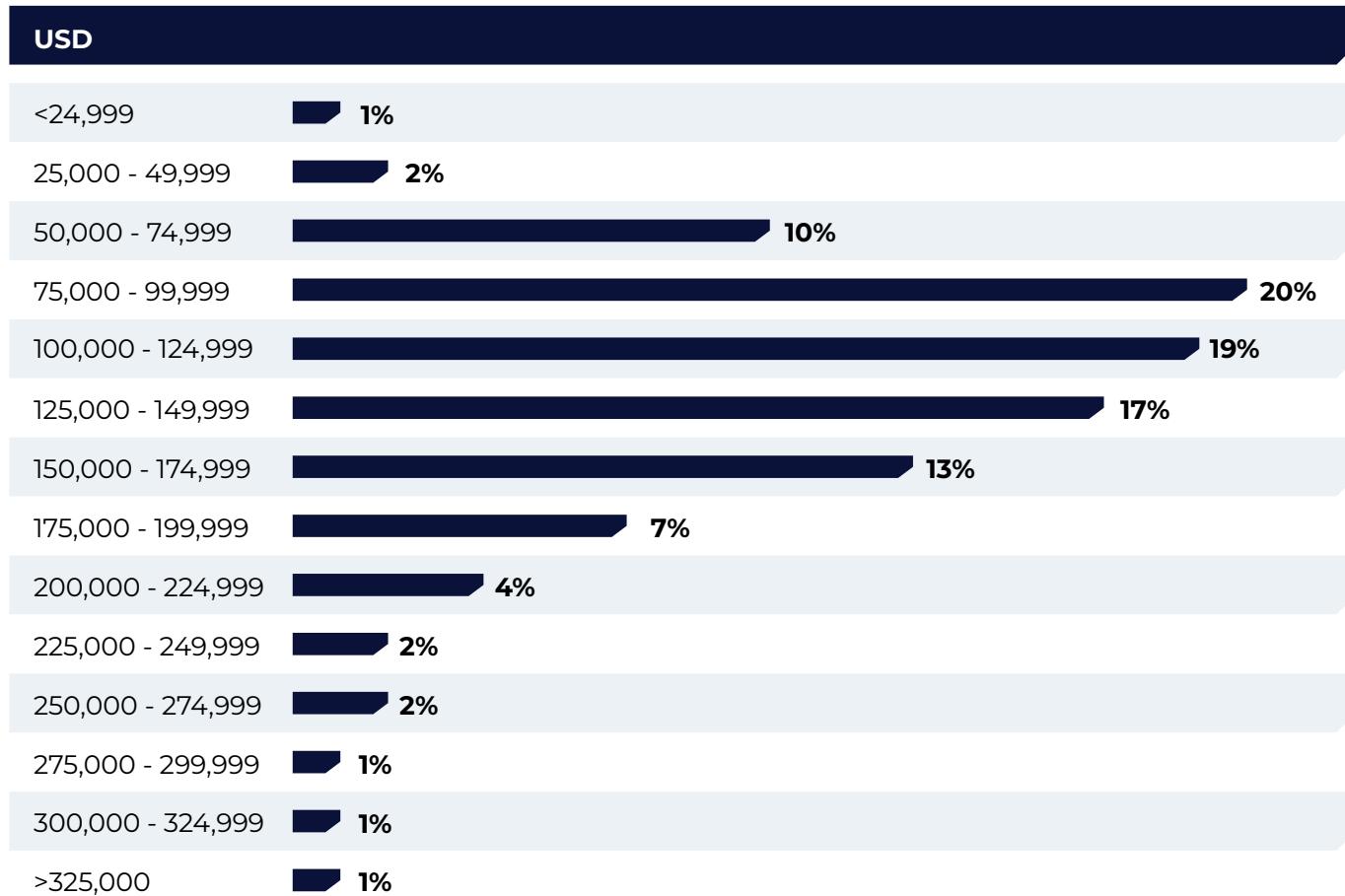
Base Salaries

Supply chain firms in the USA continues to offer competitive salaries, with the majority of professionals (69%) earning between \$75,000 and \$175,000 per year. But despite ongoing demand for skilled talent, there have been no significant salary increases compared to last year's survey.

While this data provides an overall industry snapshot, salaries are likely to vary based on sector, geographic location, and company size – all factors that will play a critical role in shaping future hiring strategies. For advice tailored to your company's hiring needs, please don't hesitate to reach out to the DSJ Global team.

What is your current annual base salary in USD?

(Not including benefits, on-target earnings, bonuses, or any other monetary contributions)



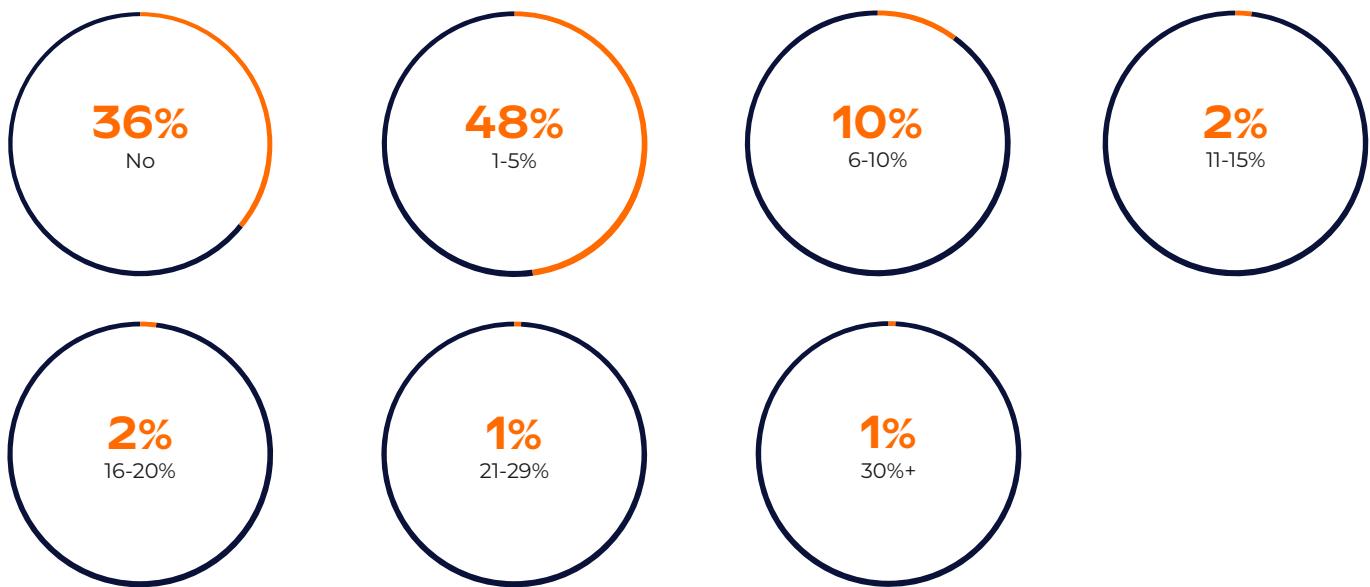


Base Salary Increases

Over a third of respondents (36%) said they had not received a pay rise within the last year – up from 26% reported in our 2024 survey results – while almost half of respondents (48%) received an increase worth 1-5% of their base salary. Raises worth 11%+ were very rare.

Supply chain professionals who worked in engineering and leadership roles were most likely to get a base salary increase, with 64% each receiving a raise, while logistics professionals were least likely to – only 59% received one.

Have you received an increase to your base salary in the past 12 months? If yes, what percentage of your base salary did you receive?





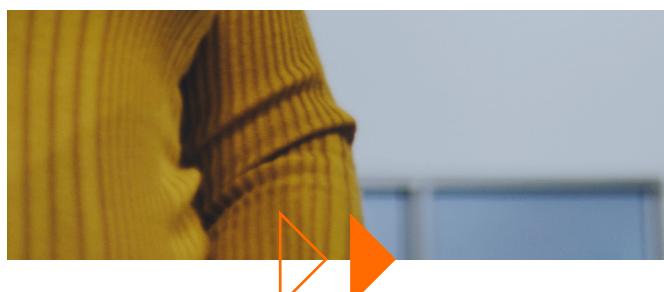
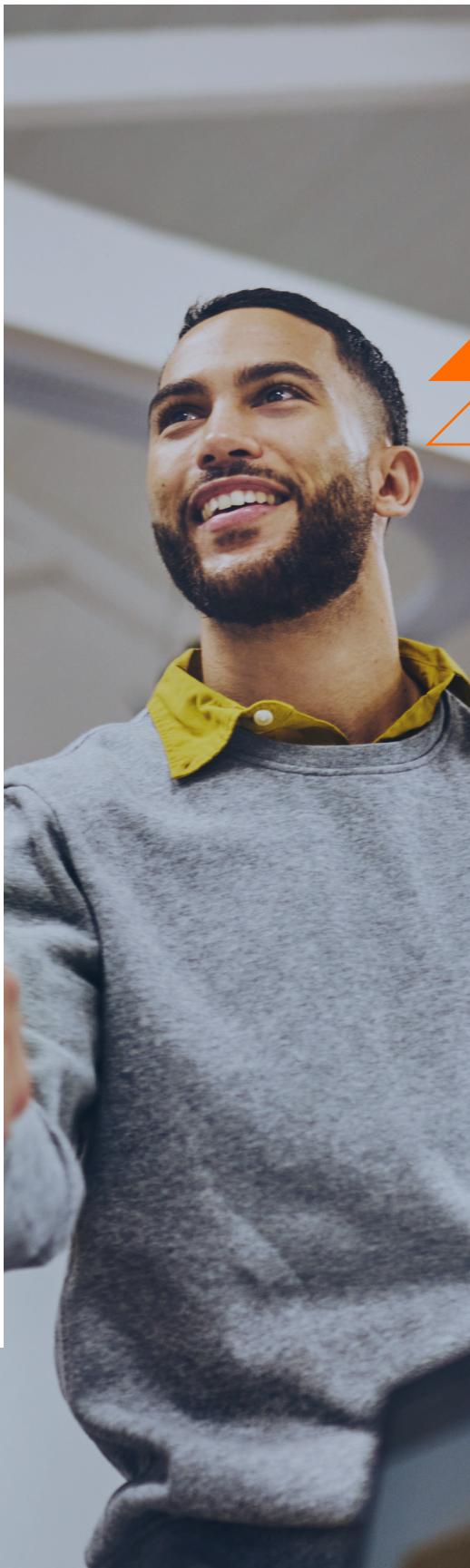
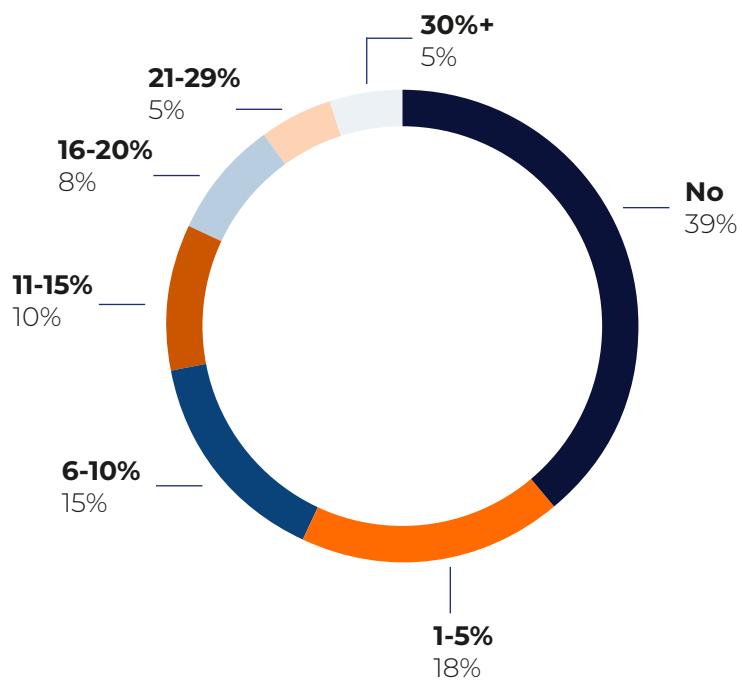
Yearly Bonuses

Supply chain professionals were slightly less likely to have received a bonus than a pay rise according to our survey results, with 39% of respondents saying they had not been awarded a bonus in the past year. However, for those who did, bonuses tended to be larger than salary increases – 28% received a bonus worth at least 11% of their base salary.

Higher base salaries correlated with a greater likelihood of receiving a bonus, but overall, 9% fewer professionals received a bonus compared to last year.

Supply chain leaders were the most likely to be awarded a bonus (65%), while procurement professionals were the least likely (56%). Leaders also received the highest value bonuses, with 24% securing a bonus worth at least 16% of their base salary.

Have you received a bonus in the past 12 months? If yes, what percentage of your base salary did you receive?





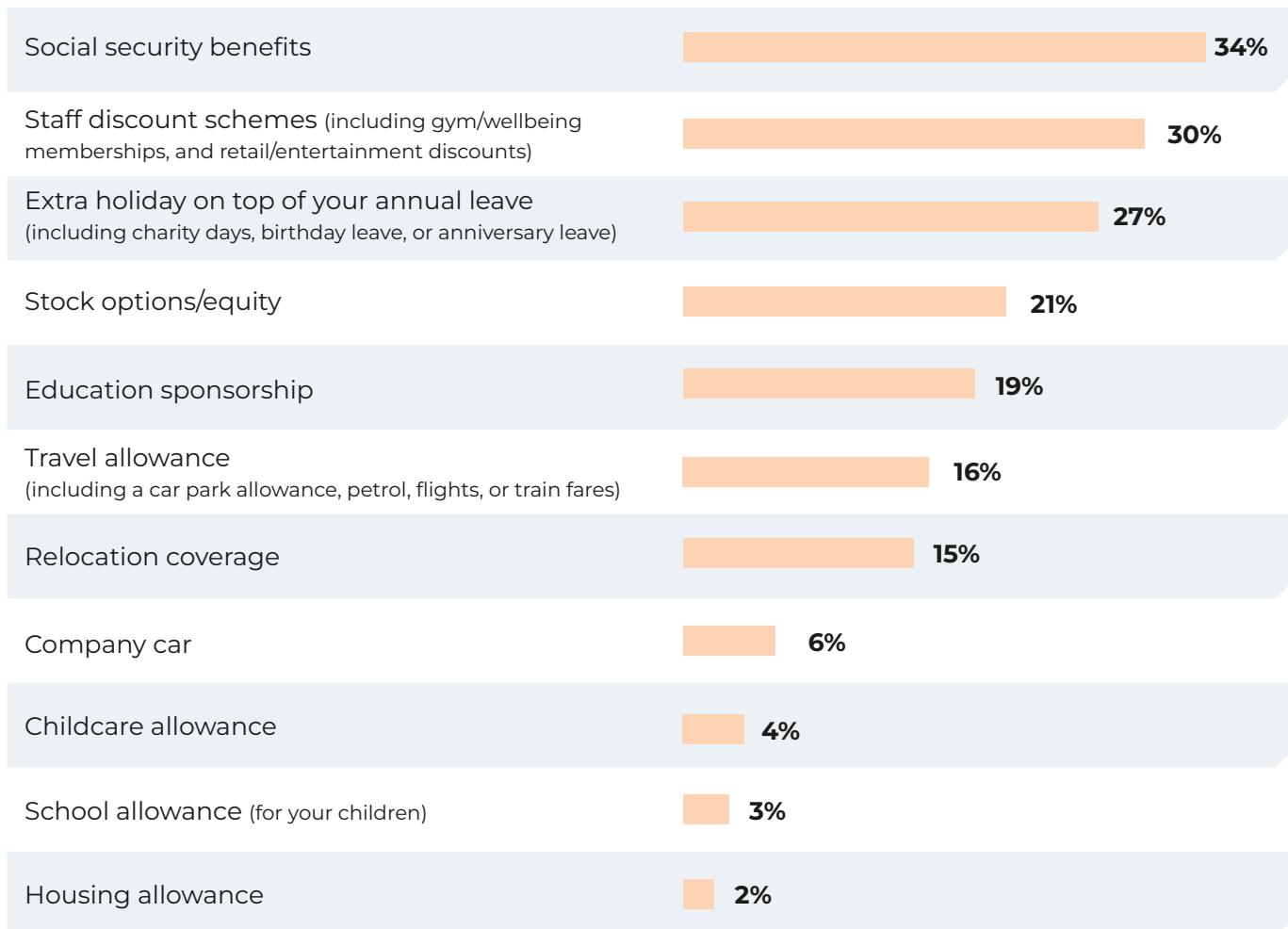
Benefits

The top three benefits our surveyed supply chain professionals received were:



The majority of our respondents receive a employer-sponsored retirement plan such as a 401(k) in their current role, as well as healthcare and dental cover, highlighting that these are essential components of a strong compensation package. Social security benefits, employee discount schemes, and extra PTO for occasions like birthdays, anniversaries, or volunteering days are also all commonly offered by supply chain employers.

While only 6% receive a company car, **Ross notes** that offering this can be a great way to attract talent, particularly in cities where firms are based in the suburbs but many people don't have a car.



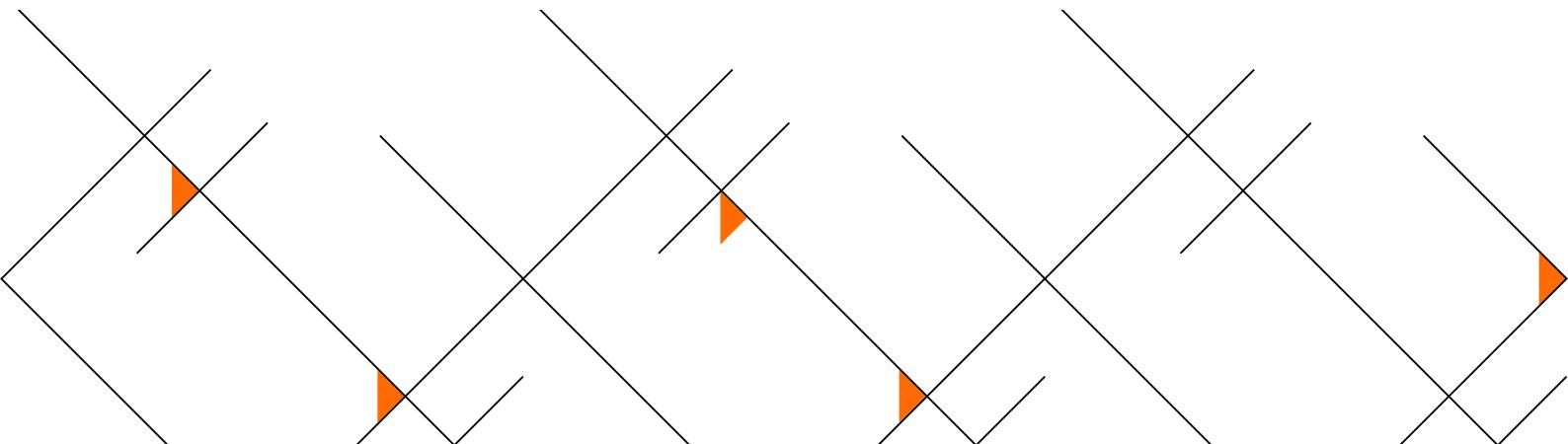
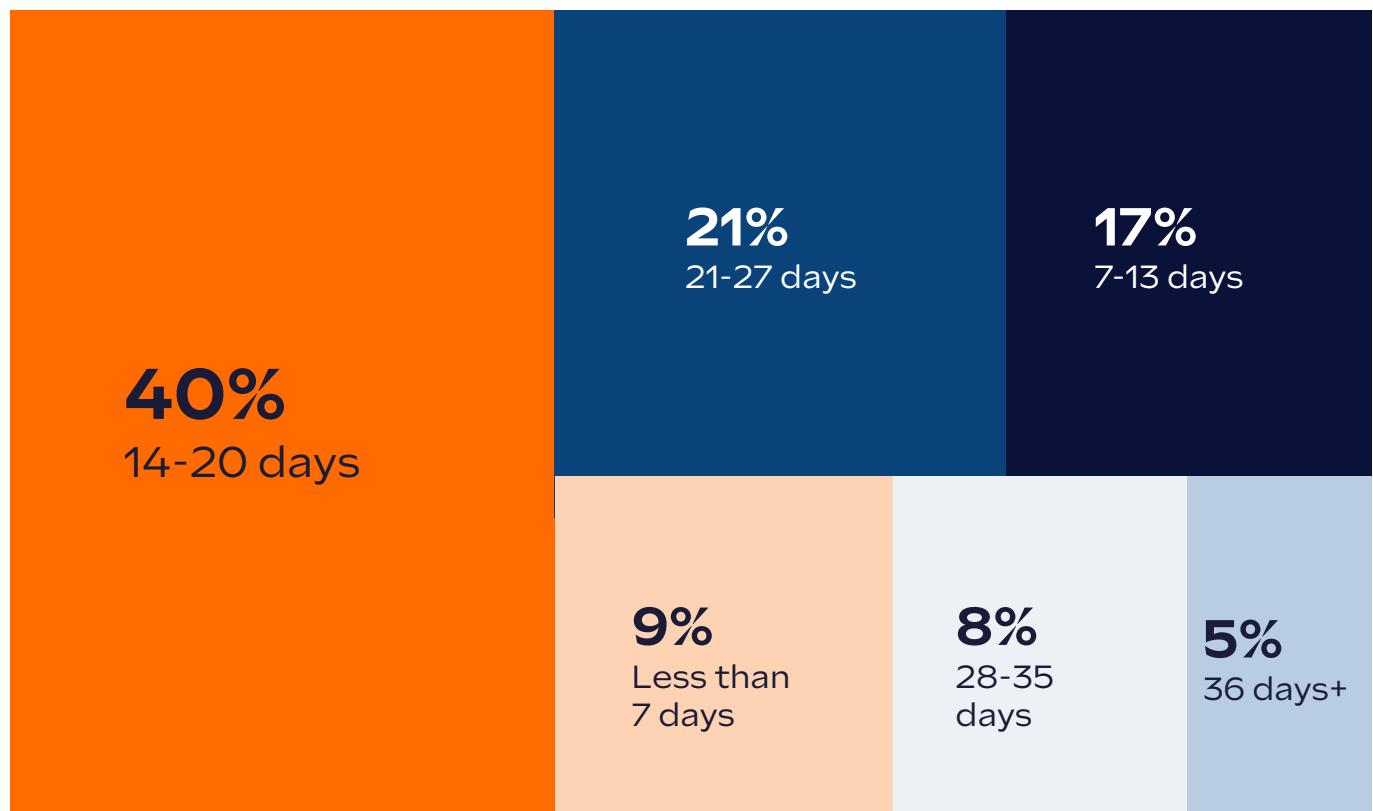


Annual Leave

Although there is no national requirement for paid vacation days in the USA, our survey respondents were most commonly offered 14-20 days of paid leave annually (40%). A further 21% received between 21-27 days each year.

Offering additional days of annual leave, either as standard or as length of service increases, can be an incredibly effective way for companies to attract and retain talent, particularly for senior level roles.

How many days of paid annual leave (excluding public holidays and weekends) do you get in your current package?





Parental Leave

62% of the supply chain professionals we surveyed said they did not receive any parental leave benefits beyond their legal minimum entitlements – a worrying 11% increase on last year's results.

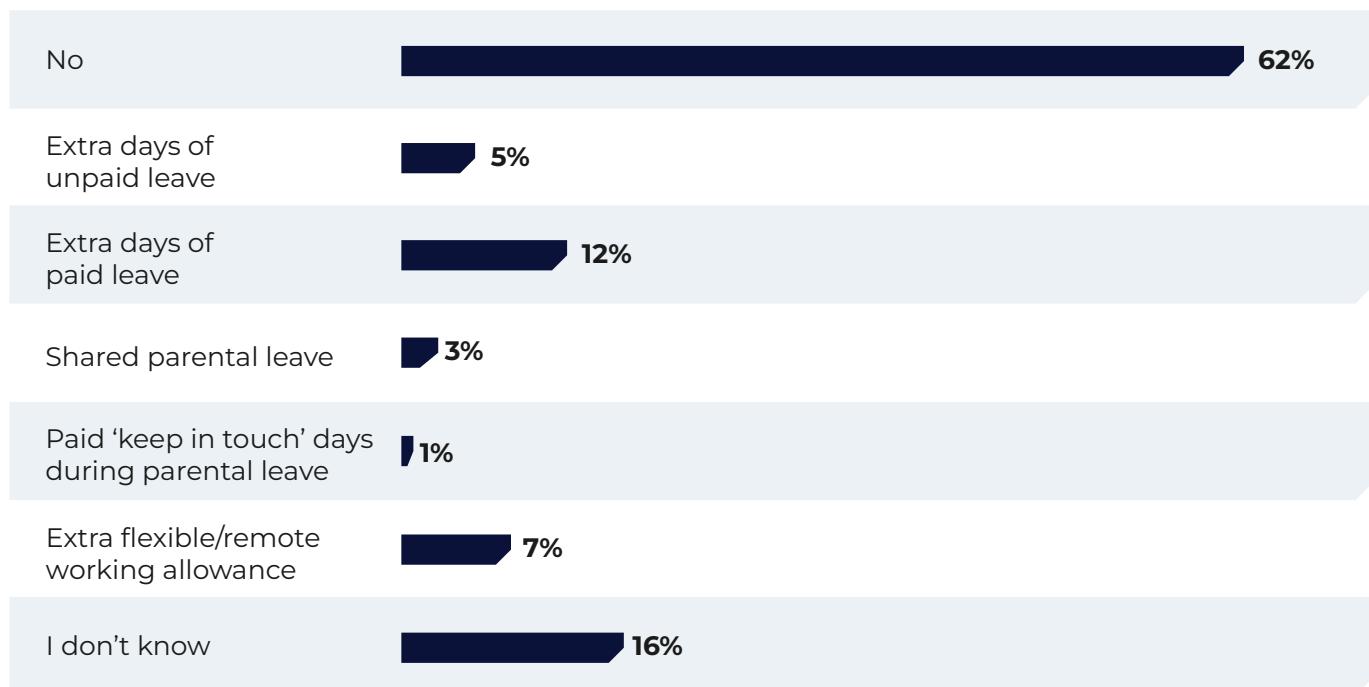
Federal law requires US employers with 50 or more employees to offer them up to 12 weeks of unpaid leave for pregnancy or child-rearing, although evidence suggests that many do not take their full entitlement as they cannot afford to.

Moving jobs is often a family decision, **Christine adds**, and she has witnessed companies lose offers due to having poor parental benefits:

"A large portion of the workforce that we represent is at the age where they are having and raising children. We have seen candidates reject offers because they were looking to leave a company with great parental benefits, and then they get an offer from a firm that doesn't, and it prevents them from making the move."



Do you receive any additional parental leave benefits beyond the minimum legal entitlements in your state? (Tick all that apply)





Flexibility

62% of survey respondents said they had flexible working hours, such as core or compressed hours, in their current role. This marks a 7% drop compared to last year, but the reduction in remote working has been much more significant.

59% of respondents said they were offered hybrid or remote working in their current role, compared to 71% last year, with the biggest drops seen in the number of respondents able to work 4 or 5+ days remotely.

Procurement professionals were most likely to say they had remote working flexibility, with more working from home 5+ days a week than any other sector, while those in technical operations and planning were least likely to be offered any remote working options.

While remote working is taking a back seat for many firms, **Christine advises** offering flexibility where you can when putting together an offer, because if you can accommodate a candidate's routine or demands outside of work, it makes their transition a much easier and more attractive prospect.

77% of respondents also said that flexible working is important or very important to them when considering a new opportunity, meaning that this benefit is still a top priority for many candidates.

Are your working hours flexible in your current role?

62%
Yes

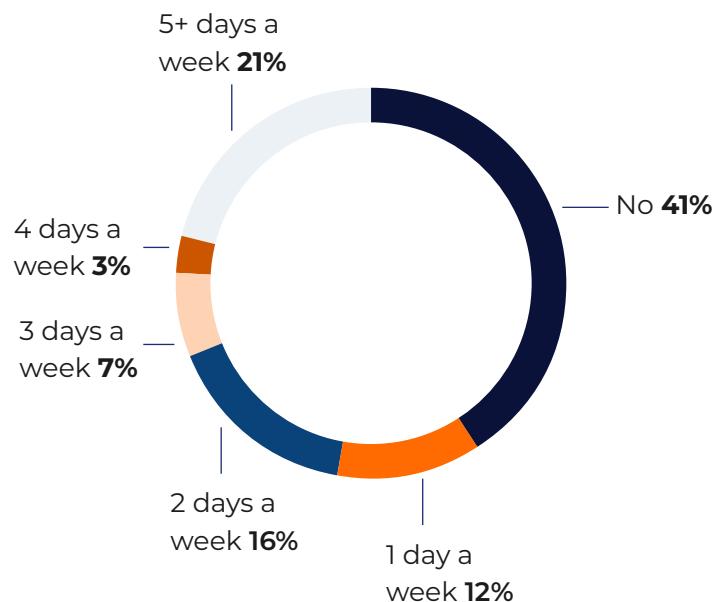
38%
No

Would you accept a new job offer if the role required you to come into the office full-time?

80%
Yes

20%
No

Do you have flexibility to work remotely in your current role? If yes, how many days per week can you work remotely on average?





Career Motivations

Push Factors

The top reasons our surveyed supply chain professionals said would influence their decision to leave their current company are:

1. Poor work-life balance
2. Low base salary
3. Changes to their role, manager, or company

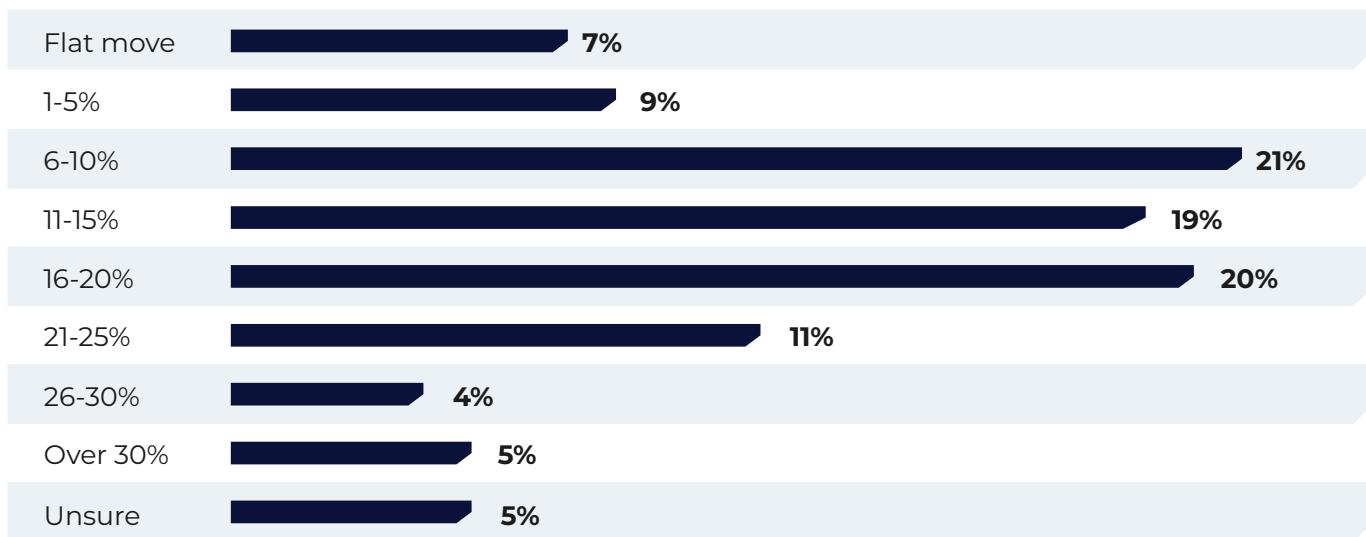
Pull Factors

The top reasons that would attract professionals to a new company are:

1. Higher base salary
2. Better company reputation/brand
3. Flexible working/work from home policies

Salary Motivations

How much of a pay rise would you look for in your next role?





Summary



The supply chain hiring market is changing fast, and this year's survey results are a reflection of the forces shaping it. Companies that adapt quickly – offering competitive compensation, clear career growth, and appealing benefits – will gain an edge, while professionals who stay informed about market trends will be best positioned to negotiate and advance their careers.

For hiring managers, strategy is essential for attracting and retaining top supply chain talent. Salaries and bonuses remain key motivators, yet our survey found that 36% of professionals did not receive a salary increase within the last year, and 39% did not receive a bonus. Employers that fail to benchmark their compensation against market expectations risk losing talent to counteroffers or better-paying competitors.

Proactively ensuring regular salary reviews and tailored benefits for employees, such as additional annual leave or enhanced parental leave, can strengthen retention by keeping talent engaged before they start exploring other opportunities.

The shift away from remote work is another major factor shaping hiring decisions. Employers who offer even some level of remote or hybrid work may have an edge in attracting top talent, but candidates who prioritize flexibility should be prepared to negotiate for it.

For supply chain professionals, understanding where they stand in the market is a critical first step before negotiating a better package or starting the search for new opportunities. It's important to assess not just salary but bonus potential, benefits, and flexibility as part of career decisions.

At DSJ Global, we specialize in helping both businesses and professionals navigate the evolving supply chain job market. Whether you're an employer looking to build a high-performing team or a professional assessing your next career move, our expertise and market insights can give you the competitive advantage you need. Get in touch today to learn how we can support your hiring or career goals.



About DSJ Global

As the supply chain industry rapidly evolves to become more digital, localized, and sustainable, organizations are facing the challenge of sourcing in-demand, business-critical professionals to manage these ever increasing, complex structures.

From increasing transparency to encourage greener practices, to implementing secure technology to protect supply chains from cyber threats, organizations are enacting transformational change and need high-caliber talent to be able to future-proof their operations and remain resilient.

We support businesses with the very best talent that will shape the supply chain industry of tomorrow, ensuring the world's goods keep moving efficiently along the way.

OUR SPECIALISMS

- ◆ Planning
- ◆ Procurement
- ◆ Engineering
- ◆ Logistics
- ◆ Technical Operations
- ◆ Supply Chain Leadership

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Contact DSJ Global

For further information or advice following this report, or to discuss your hiring needs, please contact:

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Ross Williams

Director
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[Contact Ross](#)



About Respondents

1,655 supply chain professionals across the USA took part in this survey.

- 43% of respondents were in manager level roles, 22% were at director level, and 21% were individual contributors.
- 39% said they had 21-30 years of experience, 24% had 31 years or above, and 23% had 11-20 years.
- 39% selected supply chain leadership as a sector or focus, 37% picked procurement, 32% said logistics, and 29% chose planning.

Please note: All survey responses have been rounded to the nearest 1%.