

7 Creative Ways to Find Supply Chain Talent



TAP INTO SUPPLY CHAIN ASSOCIATIONS

These goldmines of supply chain talent usually have rich online membership directories that you can tap into for networking and recruiting purposes. Consider sponsoring your local chapter meetings and sending key members of your supply chain organization to national or global conferences.



DEVELOP AN EMPLOYEE REFERRAL PROGRAM

Improve the quality & quantity of your applicant flow through an employee referral program. Have your supply chain executive serve as program sponsor and consider offering incentives to boost employee participation. Automate the program using 3rd party tools such as JobVite or Jobcast.



CREATE PARTNERSHIPS WITH SUPPLY CHAIN UNIVERSITIES

Partner with universities that have programs aligning with your entry-level job requirements, company values & culture. Build relationships with supply chain professors in addition to career centers. Be sure to post open jobs and internships on college job boards as well.



MINE YOUR INTERNAL DATABASE

Not every applicant is the right fit for your current opening, but they could be great candidates to consider for future openings. Have your recruiter proactively go through your resume database and segment candidates into functional lists or tag by keywords, so you'll have a ready-to-call list of potential candidates to quickly engage for future searches.



USE PAID RECRUITING TOOLS

Paid tools like LinkedIn Recruiter provide the ability to access to all LinkedIn members, comes with a ton of candidate search filters that enable you to quickly identify candidates that align with your job criteria, and allows for direct messaging. Consider other tools such as ZoomInfo and Data.com.



POST ON SPECIALIZED, NICHE JOB BOARDS

Drive relevant applicants with supply chain experience by posting on specialized job boards such as www.supplychainjobs.com or www.jobsinlogistics.com. Avoid posting on generalist boards only where your positions can easily get lost in a giant sea of jobs.



ENGAGE WITH A SUPPLY CHAIN RECRUITER

If you're struggling to fill a key position or don't have the hiring volume to support a full-time recruiter, engage a supply chain recruiting firm. These firms can specialize by industry, function, job level and geographic area, while some, like ours, recruit across the end-to-end supply chain discipline and most major industries. Conduct research and poll your network to identify referrals.