

Career Advice for Supply Chain Professionals



ISM – Atlanta, Inc.



ISM—Charlotte

Introduction

DSJ Global has partnered with the [Institute of Supply Chain Management \(ISM\)](#), specifically the Charlotte and Atlanta chapters on a series of virtual Lunch & Learn webinars to provide insights and career advice to supply chain professionals. Senior Recruitment Consultant at DSJ Global, Julia Daigle, shared an inside look in the virtual sessions on the job market and economic outlook, both during the height of COVID 19. She also discussed trends in the present market as many companies and the economy overall looks to recover from the impact of the pandemic.

Hiring Trends from 2020

Though during the pandemic over 60% of respondents from our [Global Job Confidence Index Survey](#), which included results from over 650 supply chain professionals globally, felt negative about the current environment and economy, over 45% of respondents were looking to still make an exit in 2020. Even for those companies that weren't able to hire as much as they intended last year, we are seeing an incredibly busy Q1 in 2021 for those who are "catching up" on hiring.

In the same survey report, we outlined that the top three motivators for supply chain professionals in looking for a new role. The top motivators were career progression, then higher salary, and lastly a new challenge. DSJ Global Vice President, Axis Rutledge, commented on our research, "Jobs which offer forward and future planning often outsell a job which is likely to be stagnant for the next 2-4 years, even if it is a promotional role." For job seekers, this means when you look for an opportunity, ask the right questions in the interview to learn about their culture, work-life balance, career progression, etc. This will allow you to better understand if their opportunity aligns with your short and long-term goals. For the hiring manager side, this means you need to sell candidates on what is important to them and tailor the interview process accordingly.

How to Make Your Resume Stand Out

One of the most important tips for supply chain professionals to make your resume stand out is to include **quantitative** data. With remote work continuing to grow in popularity, companies are now able to look at a broader talent market to make sure they are hiring the best individuals they can. The market is now a tougher place for the job seeker, and companies want to see what value-add you brought to your organization. Factors such as the cost savings you have delivered, and the KPI's that you hit are great to include on your resume. If past success is a predictive of future success, every hiring manager wants to hire someone with a proven track record of the ability to deliver results.

How and When is it Worth it to Work with a Recruiter?

Working with a recruiter is **free** to a job seeker. The recruiter's client or company they work with is who pays the fee, which means your recruiter is your advocate, facilitating conversations about you and your experience. This is far more beneficial to a job seeker compared to applying into a role online where you are 1 in possibly 500 resume submissions. Working with a recruiter also grants you access to roles that may not be posted on the market and are confidential. On this note, do your research when working with a firm, as specialist recruiters like DSJ Global cater to the supply chain profession, many other major players in the market may be more generalists and less likely to bring opportunities in your field.

LinkedIn Update Recommendations

LinkedIn is the most expensive job market tool for employers to post jobs, so they tend to post their best jobs here. Make sure your profile is up to date, ask for recommendations to boost your credibility, and challenge yourself to create your profile not for yourself and what you would like to see on there, but with industry buzzwords, major projects, and recent accomplishments. This will allow employers and recruiters to find your profile more easily and be able to approach you with the right kind of roles in your wheelhouse.

Common Questions

What percentage of job roles do you see are posted vs. not posted out on the market?

The more senior you become, the less opportunity there is in general. At the higher seniority levels, it's more likely these searches are confidential and not posted until the end of the search when a candidate has been found for compliance reasons. About half of the roles we work at DSJ Global are not posted out in the market.

How can I explain career gaps on my resume?

If you had a career gap due to a layoff or personal circumstance, put the reason on your resume so you are not passed on for that opportunity. For example, putting "stay at home mom" or "caretaker for ill family member" to explain career gaps due to personal reasons will keep recruiters and potential employers from asking "what did they do during that time period and why did they leave their former company?"

About DSJ Global

DSJ Global are proud to be a leading specialist recruiter in end-to-end supply chain. Since 2008, we have given clients and candidates peace of mind that the recruitment process is in expert hands. Our continual investment in best-in-class technologies and consultant training enables us to recruit with speed, precision and accuracy. Today, DSJ Global provides permanent, contract and multi-hire recruitment from our 12 global hubs around the world. DSJ Global secures top talent for our clients across Supply Chain, Procurement, Logistics, and Technical Operations.

Get in touch below with our specialist recruiter, Julia Daigle, if you have any questions or if you are looking for support in finding your next career opportunity.



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