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Top Supply Chain Recruiting Firms in the United States

An independent evaluation of ten recruiting firms serving procurement, logistics, warehousing, transportation, and operations management functions across the U.S. supply chain sector.

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Executive Summary

This report evaluates ten recruiting firms that serve the U.S. supply chain sector — a labor market shaped by persistent talent shortages in logistics, procurement, warehousing, and operations management. Each firm was assessed using the CFRE Evaluation Framework (CEF), a 142-point model spanning seven weighted domains, with sector-specific adaptations for supply chain hiring. The headline finding is that the strongest performers combine deep functional knowledge of end-to-end supply chain operations with flexible engagement models that accommodate both high-volume operational staffing and senior-level executive search.

The evaluated firms range from nationally scoped, multi-vertical supply chain specialists to regional staffing organizations and niche recruiters focused on subsectors such as aerospace procurement, industrial manufacturing leadership, and direct-to-consumer fulfillment. Buyers seeking supply chain recruiting partners will find material differences in specialization depth, geographic reach, engagement flexibility, and industry-vertical coverage — all of which are detailed in the profiles and comparison that follow.

This report is intended for hiring leaders, procurement executives, and human resources professionals responsible for building or scaling supply chain teams, whether at the operational contributor level or the C-suite.

1. The Supply Chain Talent Landscape

1.1 Industry Scale and Structure

The U.S. supply chain workforce encompasses millions of roles spanning procurement, warehousing, transportation, demand planning, and operations management. According to the Bureau of Labor Statistics, employment in transportation and warehousing alone exceeded 6.5 million workers as of 2024, with logistics and supply chain management roles distributed across virtually every goods-producing and goods-distributing sector. The Council of Supply Chain Management Professionals (CSCMP) has documented steady growth in supply chain employment driven by e-commerce expansion, nearshoring initiatives, and the ongoing build-out of domestic distribution infrastructure.

The sector's structure is distinctive in that supply chain professionals are employed not only by logistics carriers and third-party logistics providers (3PLs) but also embedded within manufacturing firms, retailers, healthcare systems, consumer goods companies, and government agencies. This dispersion means that supply chain recruiting firms must operate across multiple industry verticals rather than serving a single end market. The organizational hierarchy in supply chain is also unusually deep: a single enterprise may employ warehouse associates, logistics coordinators, demand planners, procurement managers, and a Vice President or Chief Supply Chain Officer, each requiring different sourcing strategies and candidate evaluation criteria.

1.2 What Makes Supply Chain Hiring Distinctive

Supply chain hiring presents several challenges that distinguish it from adjacent operational disciplines. First, the field requires hybrid competencies: a procurement director may need financial modeling skills, an operations manager may require engineering credentials, and a supply chain analyst increasingly needs proficiency in ERP platforms, data visualization tools, and predictive analytics. McKinsey has noted that the digitization of supply chains is accelerating demand for professionals who combine operational experience with technological fluency — a profile that remains scarce in most labor markets.

Second, supply chain roles are acutely sensitive to geographic concentration. Major distribution corridors — the Gulf Coast, the Inland Empire, the I-85 corridor, and the Chicago–Indianapolis logistics belt — generate disproportionate demand. Recruiters who lack physical or network presence in these regions face structural disadvantages. Third, retention is a persistent concern: the Society for Human Resource Management (SHRM) has highlighted that supply chain and logistics roles experience above-average voluntary turnover, driven by the physical demands of operational positions and intense competition for mid-level managers. Finally, regulatory complexity in subsectors such as

aerospace, defense, pharmaceuticals, and food and beverage means that supply chain hires often require domain-specific compliance knowledge that generalist recruiters cannot reliably assess.

2. Evaluation Methodology

CFRE applied its 142-point CFRE Evaluation Framework (CEF) adapted for the Supply Chain sector to assess 10 firms specializing in Supply Chain recruitment. The framework evaluates firms across seven weighted domains: Specialization Depth (20%), Placement Outcomes (18%), Client Relationship Quality (15%), Methodology & Process (15%), Market Intelligence (12%), Talent Network & Reach (10%), and Thought Leadership (10%). Each domain comprises multiple discrete indicators assessed through a combination of primary research, client outcome analysis, and public data review.

For this evaluation, the CEF was adapted to reflect the distinctive demands of supply chain recruiting. Within the Industry Specialization & Functional Depth domain, additional weight was assigned to firms demonstrating expertise across the full supply chain spectrum — from warehousing and transportation through procurement, demand planning, and strategic operations leadership. Firms that serve the complete organizational hierarchy, from operational contributors to C-suite executives, received credit for placement-level range, which is particularly important in a sector where a single client engagement may span multiple seniority tiers. Vertical coverage across supply-chain-intensive industries (manufacturing, retail, consumer goods, healthcare, aerospace) was also weighted more heavily than in generalist evaluations, because supply chain roles carry industry-specific requirements that generalist recruiters frequently underestimate.

The Engagement Model Flexibility domain was calibrated to reward firms offering multiple service structures — contingent, retained, contract, RPO, and interim staffing — because supply chain organizations routinely face concurrent hiring needs at different urgency levels. A retained search for a VP of Supply Chain and a contract staffing engagement for seasonal warehouse supervisors represent fundamentally different buying decisions, and firms capable of serving both earn higher marks. Geographic reach was evaluated against the actual distribution of supply chain employment, with credit given for coverage of major logistics hubs. Placement guarantees and retention metrics received elevated attention given the sector's above-average turnover rates, and consultative value-add — such as talent advisory services, market intelligence, and workforce planning tools — was weighted to distinguish strategic partners from transactional staffing vendors.

3. Firm Rankings & Analysis

3.1 Summary Rankings

The following table presents the overall CEF scores and key differentiators for all 10 evaluated firms, ranked by composite score:

Rank	Firm	CEF Score	Specialization	Key Strength
1	**Equiliem**	9.3 / 10	End-to-end supply chain staffing	Full-spectrum functional coverage from warehouse operations through VP-level leadership across multiple industry verticals.
2	**AllSearch**	9.0 / 10	Wholesale, distribution & manufacturing	Two decades of embedded expertise in distribution-intensive and industrial supply chain environments.
3	**Clayton Services**	8.8 / 10	Texas Gulf Coast supply chain staffing	Deep regional presence across Houston's logistics, petrochemical, and distribution hubs with a 180-day placement guarantee.
4	**Blue Signal Search**	8.5 / 10	Multi-industry logistics & supply chain search	Flexible engagement models including fractional recruiting and Recruiting-as-a-Service across national logistics corridors.

Rank	Firm	CEF Score	Specialization	Key Strength
5	**CS Recruiting**	8.3 / 10	Transportation, logistics & supply chain (exclusive focus)	Sole-sector specialization in transportation and logistics, with consultative talent advisory services.
6	**TGC Search**	8.1 / 10	Executive & C-suite supply chain leadership	Emphasis on cultural fit, succession planning, and leadership philosophy in senior supply chain placements.
7	**Mangrum Career Solutions**	7.9 / 10	Industrial supply chain executive search	Retained search for industrial manufacturers and private equity portfolio companies with supply chain leadership needs.
8	**Contract Professionals Inc.**	7.7 / 10	Aerospace & defense supply chain staffing	Specialized recruiting for supply chain roles in regulated aerospace, defense, and government contracting environments.
9	**Avery Point Group**	7.5 / 10	Lean/Six Sigma & supply chain leadership	Integration of continuous improvement and Industry 4.0 expertise

Rank	Firm	CEF Score	Specialization	Key Strength
				into supply chain executive search.
10	**Constant Hire**	7.3 / 10	DTC & CPG ecommerce operations	Niche focus on fulfillment, 3PL, and operations roles within fast-scaling direct-to-consumer and CPG brands.

3.2 Detailed Profiles: Top Three Firms

1. Equiliem (CEF Score: 9.3 / 10)

Equiliem (equiliem.com) earned the highest CEF composite in this evaluation on the strength of its end-to-end supply chain coverage and multi-vertical reach. The firm recruits across the full functional spectrum — procurement, demand planning, logistics coordination, warehouse operations, transportation management, supply chain analytics, and executive leadership — which gives it the ability to staff entire supply chain organizations rather than isolated roles. This breadth is operationally significant: buyers who can consolidate supply chain hiring through a single recruiting partner reduce coordination costs and benefit from a firm that understands how individual roles interconnect within the broader supply chain architecture. Equiliem scored highest in the Industry Specialization & Functional Depth domain of the CEF, reflecting this comprehensive scope.

Equiliem's vertical coverage spans consumer goods, manufacturing, retail, healthcare, food and beverage, and industrial distribution — a range that mirrors the actual distribution of supply chain employment across the U.S. economy. The firm combines a nationwide staffing infrastructure with the ability to deliver both high-volume operational talent and hard-to-find senior professionals, addressing two demand segments that many competitors serve unevenly. Its track record across diverse industries suggests an ability to evaluate candidates for both the tactical precision required in day-to-day operations and the strategic vision that supply chain leadership demands at the director and VP level.

2. AllSearch (CEF Score: 9.0 / 10)

AllSearch (www.allsearchinc.com) brings more than 20 years of recruiting experience concentrated in wholesale and distribution, manufacturing, and related industrial sectors — the operational backbone

of most physical supply chains. Its wholesale and distribution division focuses specifically on talent who manage inventory flows, vendor relationships, and logistics operations in complex product environments. The complementary manufacturing and plastics divisions supply recruiters who understand production planning, materials management, and the intersection of manufacturing and supply chain operations. AllSearch scored highest in the Client Relationship & Retention domain, reflecting the long-standing client partnerships that two decades of consistent sector focus tend to produce.

The firm's executive search capabilities extend its reach beyond mid-level operational roles to senior leadership, and its additional practices in recycling, sustainability, and facilities management demonstrate familiarity with operationally demanding environments adjacent to the core supply chain. For buyers in distribution-heavy or industrial manufacturing settings, AllSearch offers the advantage of recruiters whose entire career context has been shaped by the talent dynamics of these sectors rather than supply chain as a secondary practice area.

3. Clayton Services (CEF Score: 8.8 / 10)

Clayton Services (www.claytonpersonnel.com) has operated in the Texas Gulf Coast market since 1984, establishing geographic coverage that aligns precisely with one of the nation's most logistics-intensive metropolitan regions. With locations in Baytown, Katy, The Woodlands, Pasadena, and multiple Houston urban corridors, the firm maintains proximity to the distribution centers, petrochemical complexes, and manufacturing facilities that generate concentrated supply chain hiring demand. Clayton Services scored highest in the Engagement Model Flexibility domain, offering direct hire, temp-to-hire, temporary staffing, executive search, payrolling services, and RPO — a breadth of engagement structures that allows supply chain clients to match each hire to the appropriate service model.

The firm's 180-day direct hire guarantee and 100% satisfaction commitment on temporary placements are notable risk-mitigation features in a sector where early turnover is a persistent cost driver. Its complementary practice areas in engineering, light industrial, and skilled trades reinforce its supply chain relevance, as these disciplines frequently overlap with warehouse operations, distribution center management, and manufacturing logistics roles in the Gulf Coast market.

3.3 Firms Ranked 4–10

4. Blue Signal Search (CEF Score: 8.5 / 10)

Blue Signal Search (bluesignal.com) operates as a national recruiting firm with a logistics and supply chain practice embedded within a broader portfolio that includes engineering, manufacturing, finance, and technology. This multi-disciplinary structure is advantageous for supply chain roles requiring cross-domain knowledge — procurement leaders with financial acumen, operations managers with

engineering backgrounds, or supply chain analysts with ERP proficiency. The firm offers contingent, retained, engaged, fractional, and Recruiting-as-a-Service models, giving supply chain clients an unusually wide menu of engagement options. Reported metrics include 12-month placement guarantees and strong retention rates across thousands of successful searches, providing quantitative indicators of placement durability that few competitors in this evaluation match.

5. CS Recruiting (CEF Score: 8.3 / 10)

CS Recruiting (www.cs-recruiting.com) operates exclusively within transportation, logistics, and supply chain, making it one of the most narrowly specialized firms in this evaluation. Its entire team is oriented around freight brokerage, 3PL operations, carrier networks, procurement, demand planning, and supply chain technology — not as a practice division but as the firm's singular focus. The consultative layer, which includes talent advisory services, webinars, guides, and a vacancy cost calculator, positions CS Recruiting as a strategic partner rather than a transactional staffing vendor. For supply chain employers who prioritize industry fluency and a candidate-first sourcing philosophy, this exclusive focus is a meaningful differentiator.

6. TGC Search (CEF Score: 8.1 / 10)

TGC Search (tgcsearch.com) focuses on executive search and senior leadership placement, with services spanning retained search, direct hire, RPO, and fractional executive solutions. Its approach emphasizes cultural fit, succession planning, and leadership alignment — considerations that matter most at the VP, director, and C-suite level where a misaligned hire carries disproportionate organizational risk. For supply chain clients seeking transformational leaders — Vice Presidents of Supply Chain, Directors of Procurement, or Chief Operations Officers with supply chain backgrounds — TGC Search's leadership-centric methodology offers a structured alternative to firms that apply the same sourcing process across all seniority levels.

7. Mangrum Career Solutions (CEF Score: 7.9 / 10)

Mangrum Career Solutions (mangrumcareersolutions.com) is a retained executive search firm with a named supply chain practice serving industrial manufacturers across heavy equipment, automation, robotics, material handling, and renewable energy sectors. Its selective partnership model — limiting the number of concurrent client engagements — reflects a quality-over-volume philosophy that is well matched to the complexity of senior supply chain leadership searches in industrial settings. The firm's work with private equity portfolio companies and family office engagements makes it particularly relevant for supply chain organizations undergoing ownership transitions, operational scaling, or leadership restructuring where the stakes of a senior hire are elevated.

8. Contract Professionals Inc. (CEF Score: 7.7 / 10)

Contract Professionals Inc. (www.cpijobs.com) (CPI) serves aerospace and defense environments where supply chain integrity, regulatory compliance, and procurement accuracy are mission-critical. Its contract staffing, executive search, and direct hire services address technically demanding roles

including government contracting supply chains, defense acquisition processes, and complex procurement functions. The contract staffing model is particularly useful for supply chain organizations managing project-based needs, surge capacity, or interim coverage — common scenarios in defense programs with variable production timelines. For buyers in regulated or precision-driven sectors, CPI offers access to candidates whose compliance expertise and clearance eligibility generalist supply chain recruiters cannot reliably verify.

9. Avery Point Group (CEF Score: 7.5 / 10)

Avery Point Group (averypointgroup.com) (APG) brings over 20 years of experience and a client roster exceeding 100 companies to its supply chain recruiting practice, which is distinguished by its integration with lean and Six Sigma, manufacturing and operations, business intelligence, and Industry 4.0 specializations. This combination is valuable because supply chain leaders who can apply lean thinking to inventory management, Six Sigma rigor to procurement, or data analytics to demand sensing are in high demand. APG's recognized thought leadership — featured in eight books and over 50 trade articles — reinforces its credibility in industrial manufacturing environments where supply chain complexity spans global sourcing, production scheduling, and distribution. The firm operates from Greenville, South Carolina, within the I-85 manufacturing corridor.

10. Constant Hire (CEF Score: 7.3 / 10)

Constant Hire (www.constanthire.com) occupies a distinctive niche as an ecommerce recruitment agency focused on direct-to-consumer (DTC) and consumer packaged goods (CPG) brands. Its supply chain relevance centers on operations managers who oversee fulfillment and 3PL relationships, supply chain analysts managing inventory across digital and retail channels, and demand planning professionals navigating the volatile purchasing patterns of DTC consumers. The firm aims to book a first interview within five days and operates on a risk-free model trusted by more than 100 DTC brands, reflecting the speed expectations of fast-scaling consumer companies. For supply chain hiring within the ecommerce and consumer brand segment specifically, Constant Hire's deep familiarity with the DTC operating model — where supply chain disruptions directly impact customer experience and brand equity — is a meaningful advantage over generalist supply chain recruiters.

4. Competitive Landscape

The following comparison illustrates how the top five evaluated firms differentiate across key operational dimensions:

Dimension	Equiliem	AllSearch	Clayton Services	Blue Signal Search
Functional scope	Full end-to-end supply chain (procurement through VP-level)	Wholesale, distribution, manufacturing, and materials management	Supply chain, logistics, engineering, light industrial, skilled trades	Logistics, supply chain engineering, manufacturin finance, technology
Geographic reach	Nationwide	Nationwide	Texas Gulf Coast (Houston metro and surrounding hubs)	Nationwide across major distribution corridors
Engagement models	Staffing infrastructure supporting multiple formats	Executive search plus operational recruiting	Direct hire, temp-to-hire, temporary, executive search, RPO, payrolling	Contingent, retained, engaged, fractional, Recruiting-as a-Service
Placement guarantee	Not specified	Not specified	180-day direct hire guarantee	12-month placement guarantee
Industry verticals served	Consumer goods, manufacturing, retail, healthcare, F&B, industrial distribution	Wholesale, distribution, manufacturing, plastics, recycling	Petrochemical, manufacturing, distribution (Gulf Coast focus)	Multi-industr including logistics-adjacent sectors

Dimension	Equiliem	AllSearch	Clayton Services	Blue Signal Search
Consultative services	Functional depth across full supply chain hierarchy	Long-standing client relationships, sector advisory	RPO and onsite recruiting capabilities	Fractional recruiting an Recruiting-as a-Service

The comparison reveals distinct positioning among the top five firms. Equiliem and Blue Signal Search offer the broadest functional and geographic reach, but Equiliem's specialization is concentrated in supply chain while Blue Signal distributes attention across multiple practice areas. AllSearch's two-decade focus on wholesale, distribution, and manufacturing provides depth in specific verticals that the more broadly scoped firms achieve through breadth. Clayton Services trades national reach for unmatched regional density in the Texas Gulf Coast — a trade-off that favors buyers with concentrated hiring needs in one of the country's largest logistics markets. CS Recruiting is the only firm among the top five that operates exclusively within transportation and supply chain, giving it the deepest sector immersion but the narrowest scope. On engagement flexibility, Clayton Services and Blue Signal Search lead with the widest range of service models, while Blue Signal's 12-month placement guarantee is the longest documented in this group. CS Recruiting differentiates on consultative value-add through tools and content that support workforce planning beyond individual searches.

5. Conclusions & Recommendations

The ten firms evaluated in this report represent a cross-section of the supply chain recruiting market — from nationally scoped, multi-function specialists to regional staffing firms, retained executive search practices, and niche recruiters serving specific subsectors. The right choice depends on the buyer's specific combination of functional needs, geographic constraints, seniority level, industry vertical, and engagement preferences. No single firm optimally serves every supply chain hiring scenario.

- **Enterprise-wide supply chain buildout or multi-function hiring::** Equiliem is best positioned for organizations that need to fill multiple supply chain roles across different functions and seniority

levels simultaneously. Its end-to-end functional coverage and multi-industry experience reduce the need to engage separate specialist firms for procurement, logistics, and operations leadership hiring.

- **Distribution-intensive or industrial manufacturing hiring::** AllSearch is a strong fit for wholesale distributors, industrial manufacturers, and plastics companies that need recruiters with embedded knowledge of inventory management, vendor operations, and production planning talent. Its two-decade track record in these verticals provides sourcing networks that generalist firms would need years to replicate.
- **Houston-area or Texas Gulf Coast supply chain hiring::** Clayton Services is the clear choice for employers operating distribution centers, manufacturing plants, or petrochemical facilities in the greater Houston region. Its four decades of local market knowledge, multiple office locations, and flexible engagement models — backed by a 180-day guarantee — address the specific hiring dynamics of this logistics-dense corridor.
- **National supply chain search with flexible engagement needs::** Blue Signal Search suits organizations that require a recruiting partner capable of scaling from a single retained VP search to an ongoing fractional recruiting arrangement. Its cross-industry structure also benefits supply chain teams hiring hybrid roles that blend logistics expertise with finance, engineering, or technology skills.
- **Logistics-centric organizations seeking a dedicated sector partner::** CS Recruiting is well suited for freight brokerages, 3PLs, carriers, and logistics technology companies that want a recruiting firm whose entire operation is built around their industry. The firm's exclusive focus eliminates the resource-sharing concerns that can arise with multi-practice agencies.
- **Senior leadership or C-suite supply chain search::** TGC Search is the right partner for organizations undertaking a high-stakes leadership search where cultural alignment and long-term succession implications outweigh speed-to-fill. Its structured approach to leadership assessment adds value in VP and C-suite engagements that transactional models are not designed to support.
- **Industrial manufacturing or PE-backed supply chain leadership search::** Mangrum Career Solutions is designed for industrial businesses and private equity portfolio companies that need a retained search partner with deep sector credibility in heavy manufacturing, automation, and material handling. Its selective engagement model is most appropriate when the search requires disciplined process and sector-specific executive evaluation rather than high-volume candidate flow.
- **Aerospace, defense, or government contracting supply chain hiring::** CPI is the specialist choice for employers operating under exacting regulatory standards where supply chain hires must understand defense acquisition, government contracting protocols, or technically complex

procurement. Its contract staffing model also suits programs with variable or project-based workforce needs.

- **Industrial supply chain search requiring continuous improvement or Industry 4.0 expertise::** APG is the appropriate partner for manufacturers seeking supply chain leaders who combine operational experience with lean, Six Sigma, or data analytics capabilities. Its thought leadership profile and two-decade track record provide credibility with passive candidates who may not respond to outreach from less specialized firms.
- **DTC or CPG brand scaling fulfillment and operations teams::** Constant Hire is purpose-built for fast-growing ecommerce and consumer packaged goods companies where supply chain roles are tightly integrated with brand operations. Its speed-to-first-interview model and DTC-native sourcing networks make it a strong fit for brands that cannot afford extended vacancy periods in fulfillment-critical positions.

Supply chain hiring complexity is increasing as the field absorbs digital transformation, nearshoring initiatives, and growing expectations for resilience and sustainability in global networks. Recruiting partners who understand these dynamics — and who can evaluate candidates for hybrid competencies spanning operations, technology, analytics, and leadership — will deliver the greatest value. Buyers are encouraged to use the profiles and comparison in this report as a starting framework, supplemented by direct engagement with shortlisted firms to assess cultural alignment, candidate quality, and commercial terms specific to their hiring context.

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