2024
HIRING INSIGHTS

Supply Chain Planning ISVs

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Supply Chain Planning ISVs are navigating a dynamic landscape defined by rapid technological advancements and shifting market demands. Innovations in Artificial Intelligence and machine learning have further refined predictive analytics, enhancing demand forecasting accuracy and reducing inefficiencies. In 2024, these ISVs have bolstered their offerings by prioritizing sustainability and resilience, ensuring they are well-equipped to meet the complex needs of the global market.

Today's skill requirements for supply chain planning ISVs have significantly evolved from 2023, reflecting broader technological and strategic industry shifts. Data scientists and analysts have become integral to ISVs, tasked with developing sophisticated algorithms that enhance predictive capabilities and optimize operations. There is also a growing emphasis on cybersecurity expertise to protect sensitive supply chain data from potential threats. The push towards sustainability has driven a need for knowledge in sustainable supply chain practices, urging planners to integrate environmentally friendly initiatives.

Project management and change management skills remain crucial as these ISVs help companies implement and adapt to new systems and processes. Additionally, as remote work and global collaboration become more normalized, firms are placing greater value on cross-functional and soft skills, such as communication and adaptability, to ensure effective team integration regardless of geographical locations.
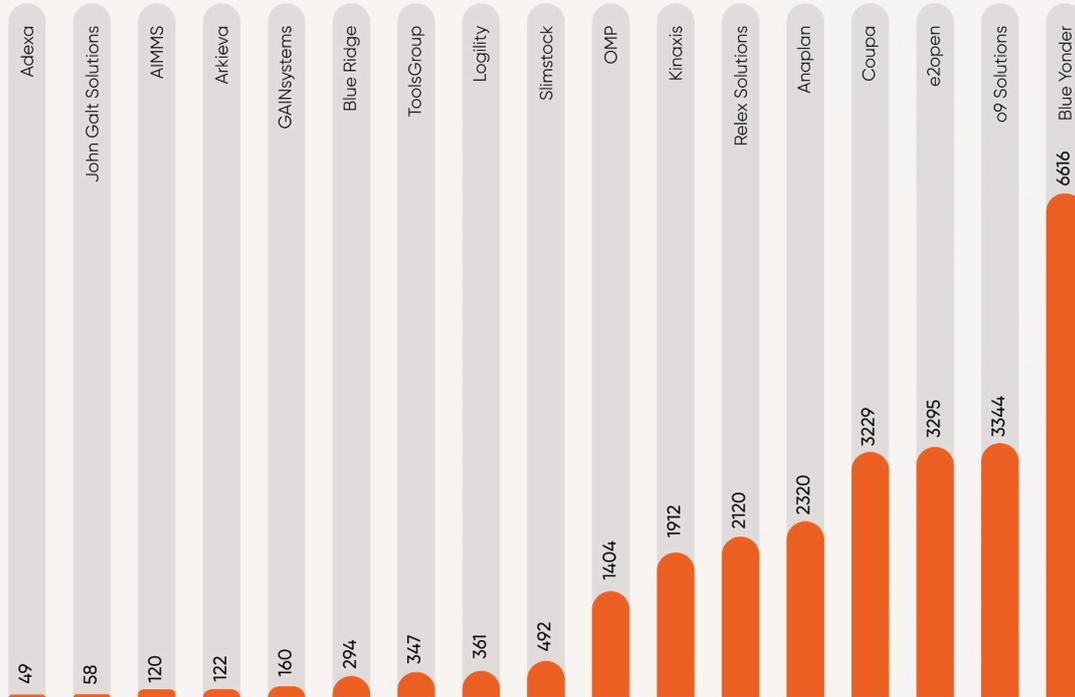
As a specialist in recruitment for supply chain ISVs, snipeHIRE continually tracks shifts in the hiring environment, focusing on aspects like workforce expansion, employee turnover, talent acquisition channels, employee feedback, and other pertinent attributes.

This hiring insights reports aim to deliver data-driven information to both supply chain planning ISVs and prospective employees. For companies, it offers a comprehensive understanding of hiring trends, enabling them to benchmark key employee metrics against their competitors. For job seekers, it serves as a guide in identifying the most suitable companies who could possibly offer potential opportunities to advance their career.

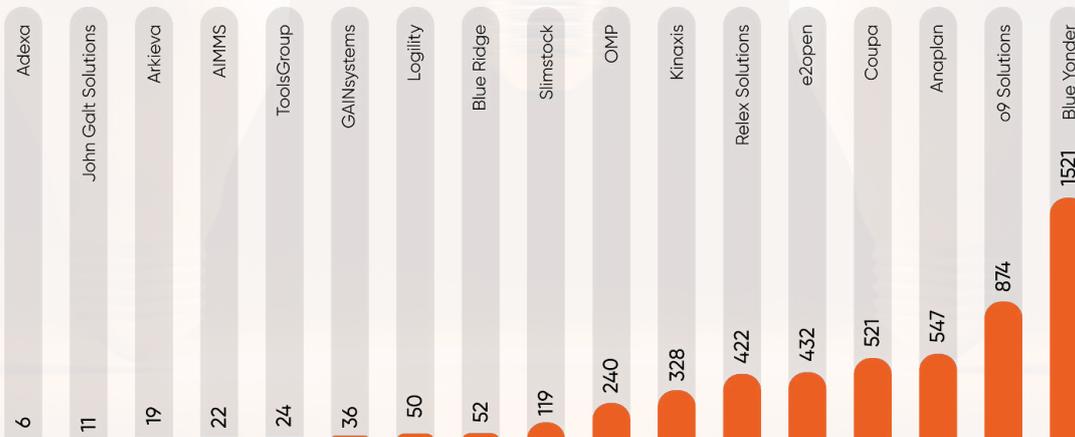The data presented and analyzed in this hiring insights report spans from October 2023 to September 2024.

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Employee Count and New Hire Activity

Blue Yonder is clearly the market leader in the supply chain planning space with an employee count of 6,616 in October 2024. o9 Solutions and e2open follow, with counts of 3,344 and 3,295 respectively.

Adexa	John Galt Solutions	AIMMS	Arkieva	GAINsystems	Blue Ridge	ToolsGroup	Logility	Slimstock	OMP	Kinaxis	Relex Solutions	Anaplan	Coupa	e2open	o9 Solutions	Blue Yonder
49	58	120	122	160	294	347	361	492	1404	1912	2120	2320	3229	3295	3344	6616

Employee Count (On Oct 1st 2024)

Blue Yonder also tops the list with 1,521 new hires, apparently doubling its number of new hires from <u>last year</u> suggesting an aggressive expansion strategy. o9 Solutions follows with 674 new hires, also reflecting a positive growth outlook while E2Open and Kinaxis hired far lesser employees in comparison to last year.


| Adexa	John Galt Solutions	Arkieva	AIMMS	ToolsGroup	GAINsystems	Logility	Blue Ridge	Slimstock	OMP	Kinaxis	Relex Solutions	e2open	Coupa	Anaplan	o9 Solutions	Blue Yonder
6	11	19	22	24	36	50	52	119	240	328	422	432	521	547	874	1521

New Hires Count (Oct 2023 to Sep 2024)

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6 Months and 1 Year Employee Growth

There has been a notable rise in employee growth within Supply Chain Planning ISVs compared to the previous year. Although growth rates vary among different firms, companies such as Blue Yonder and o9 Solutions demonstrate robust long-term growth, even amid recent slowdowns.

On the other hand, ToolsGroup is experiencing a challenging scenario, indicating a need for strategic changes to enhance their workforce situation. This varied performance underscores the necessity of effective retention and recruitment strategies to sustain a competitive edge in the market.
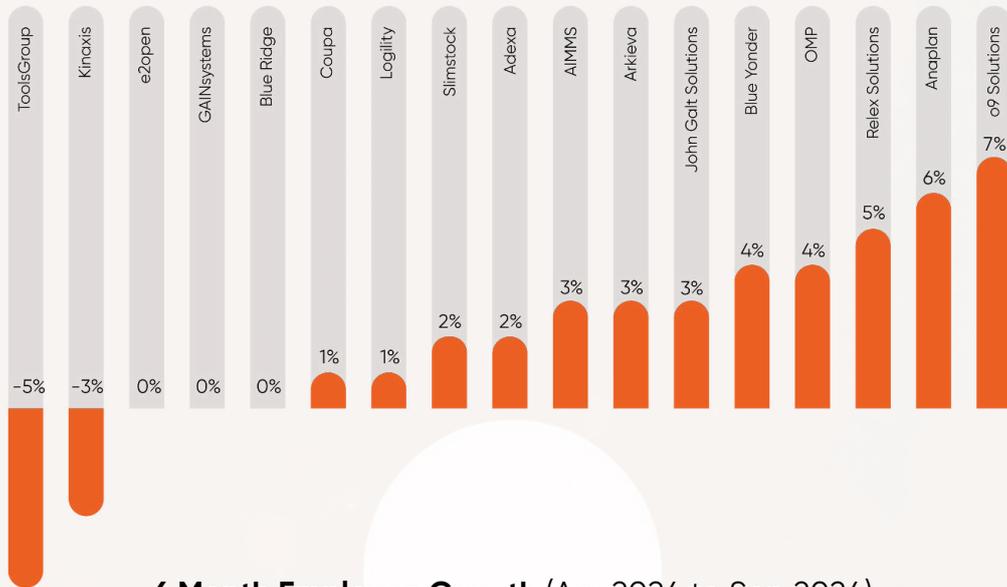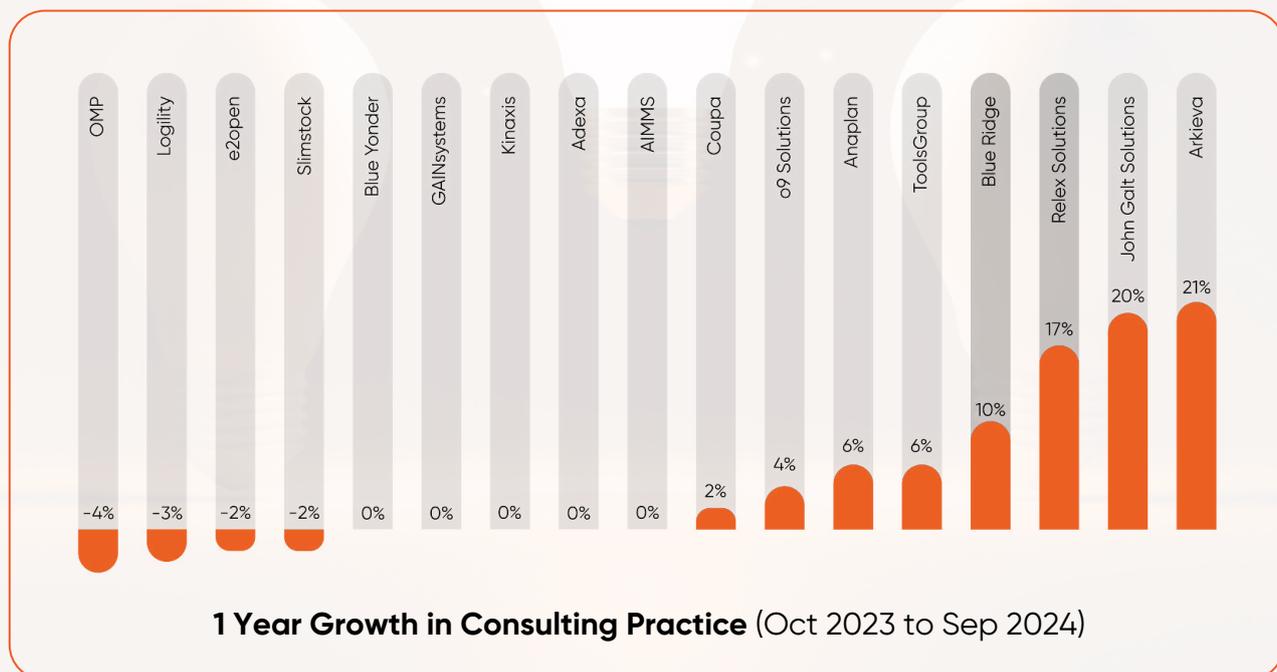

6 Month Employee Growth (Apr 2024 to Sep 2024)
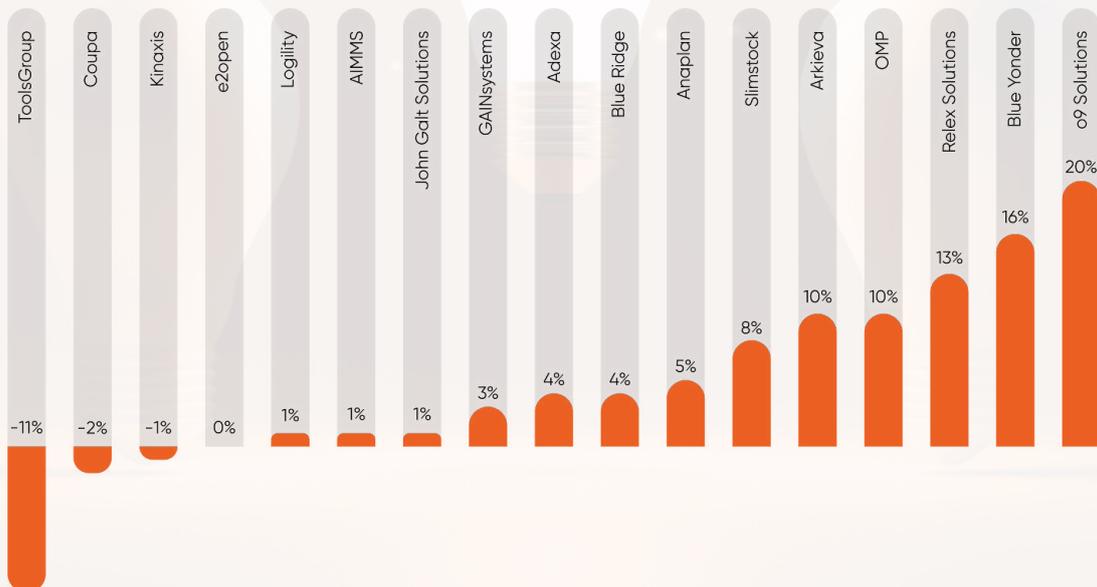
1 Year Employee Growth (Oct 2023 to Sep 2024)

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2 Years Employee Growth & 1 Year Employee Growth in Consulting Practice

The data highlights a divide between companies experiencing strong growth and those facing challenges. Firms like o9 Solutions and OMP have excelled in workforce expansion over the last two years, while GAINsystems and Coupa are unable to maintain a positive trajectory.
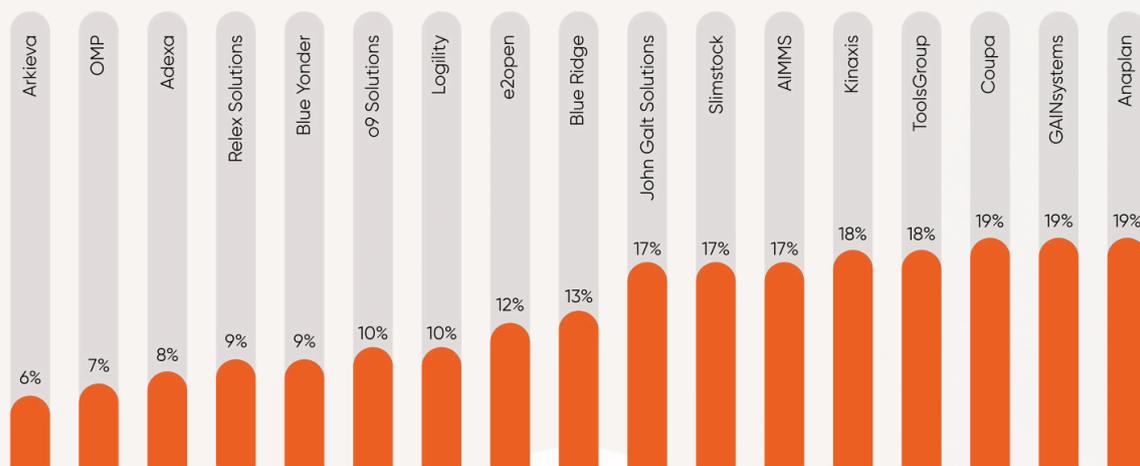
Additionally, Relex Solutions, Arkieva and John Galt are leading the growth in consulting services which could serve as a strategic advantage amidst fluctuating employee growth rates.
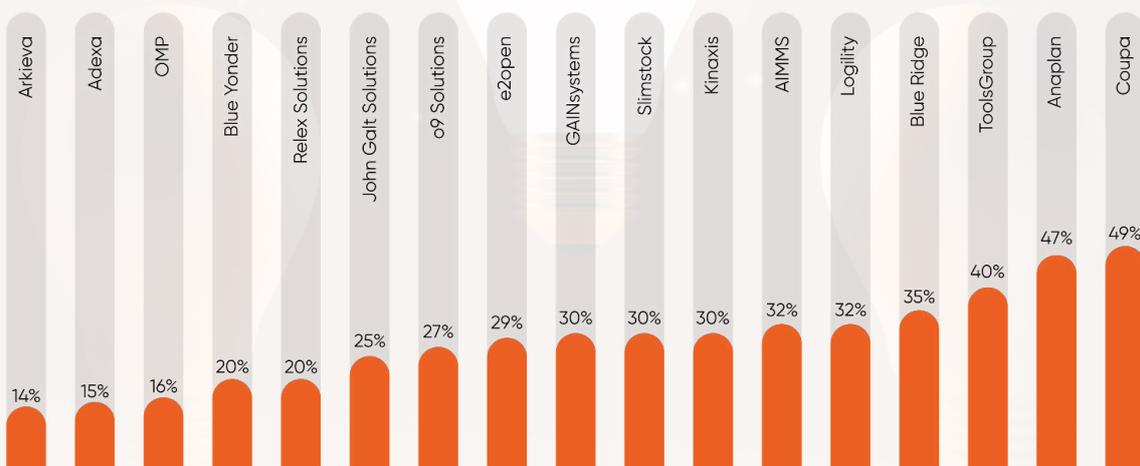

Company	2 Years Employee Growth
Coupa	-14%
ToolsGroup	-13%
Anaplan	-5%
e2open	4%
Adexa	6%
Logility	7%
John Galt Solutions	9%
Blue Ridge	15%
Kinaxis	15%
Arkieva	16%
GAINsystems	17%
Blue Yonder	21%
Slimstock	21%
AIMMS	23%
Relex Solutions	28%
OMP	32%
o9 Solutions	33%

2 Years Employee Growth (Oct 2022 to Sep 2024)

Company	1 Year Growth in Consulting Practice
OMP	-4%
Logility	-3%
e2open	-2%
Slimstock	-2%
Blue Yonder	0%
GAINsystems	0%
Kinaxis	0%
Adexa	0%
AIMMS	0%
Coupa	2%
o9 Solutions	4%
Anaplan	6%
ToolsGroup	6%
Blue Ridge	10%
Relex Solutions	17%
John Galt Solutions	20%
Arkieva	21%

1 Year Growth in Consulting Practice (Oct 2023 to Sep 2024)

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Employee Attrition Over 1 Year and 2 Year Period

Anaplan, Coupa, and ToolsGroup are experiencing significantly elevated turnover rates, highlighting a critical necessity for these companies to reassess their recruitment and retention approaches. In contrast, Blue Yonder and o9 have reported a decrease in attrition compared to the <u>previous year</u>.

On the other hand, organizations with reduced turnover, like Adexa and Relex Solutions, demonstrate more positive workforce dynamics, which is consistent with their strong employee ratings in the industry.

Arkieva	OMP	Adexa	Relex Solutions	Blue Yonder	o9 Solutions	Logility	e2open	Blue Ridge	John Galt Solutions	Slimstock	AIMMS	Kinaxis	ToolsGroup	Coupa	GAINsystems	Anaplan
6%	7%	8%	9%	9%	10%	10%	12%	13%	17%	17%	17%	18%	18%	19%	19%	19%

1 Year Employee Attrition Rate (Oct 2023 to Sep 2024)

| Arkieva	Adexa	OMP	Blue Yonder	Relex Solutions	John Galt Solutions	o9 Solutions	e2open	GAINsystems	Slimstock	Kinaxis	AIMMS	Logility	Blue Ridge	ToolsGroup	Anaplan	Coupa
14%	15%	16%	20%	20%	25%	27%	29%	30%	30%	30%	32%	32%	35%	40%	47%	49%

2 Year Employee Attrition Rate (Oct 2022 to Sep 2024)

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# Number of Open Job Positions in US and EMEA

The number of job vacancies can greatly influence a company's growth and its ability to respond to market trends. In 2024, the total count of open positions has risen by nearly 35% compared to the previous year. Blue Yonder's substantial number of job openings reflects a proactive strategy to expand operations, cater to customer demands and retain its leadership position in the market. Similarly, Anaplan and OMP's high rate of available positions indicates a strong growth potential, even when factoring in their turnover rates.

Moreover, the emphasis on recruitment in the EMEA region, as demonstrated by OMP and Anaplan, points to deliberate efforts to enhance their global market footprint, which can boost revenue and provide a competitive edge. In contrast, companies with stagnant hiring trends or fewer job openings may struggle to meet demand and foster innovation and become unable to quickly adapt to market changes or seize new opportunities. In summary, a strong hiring strategy is essential for ongoing growth, improving organizational capabilities, and maintaining competitiveness in a fast-evolving business landscape.


Open Jobs in US and EMEA (On Oct 1st 2024)

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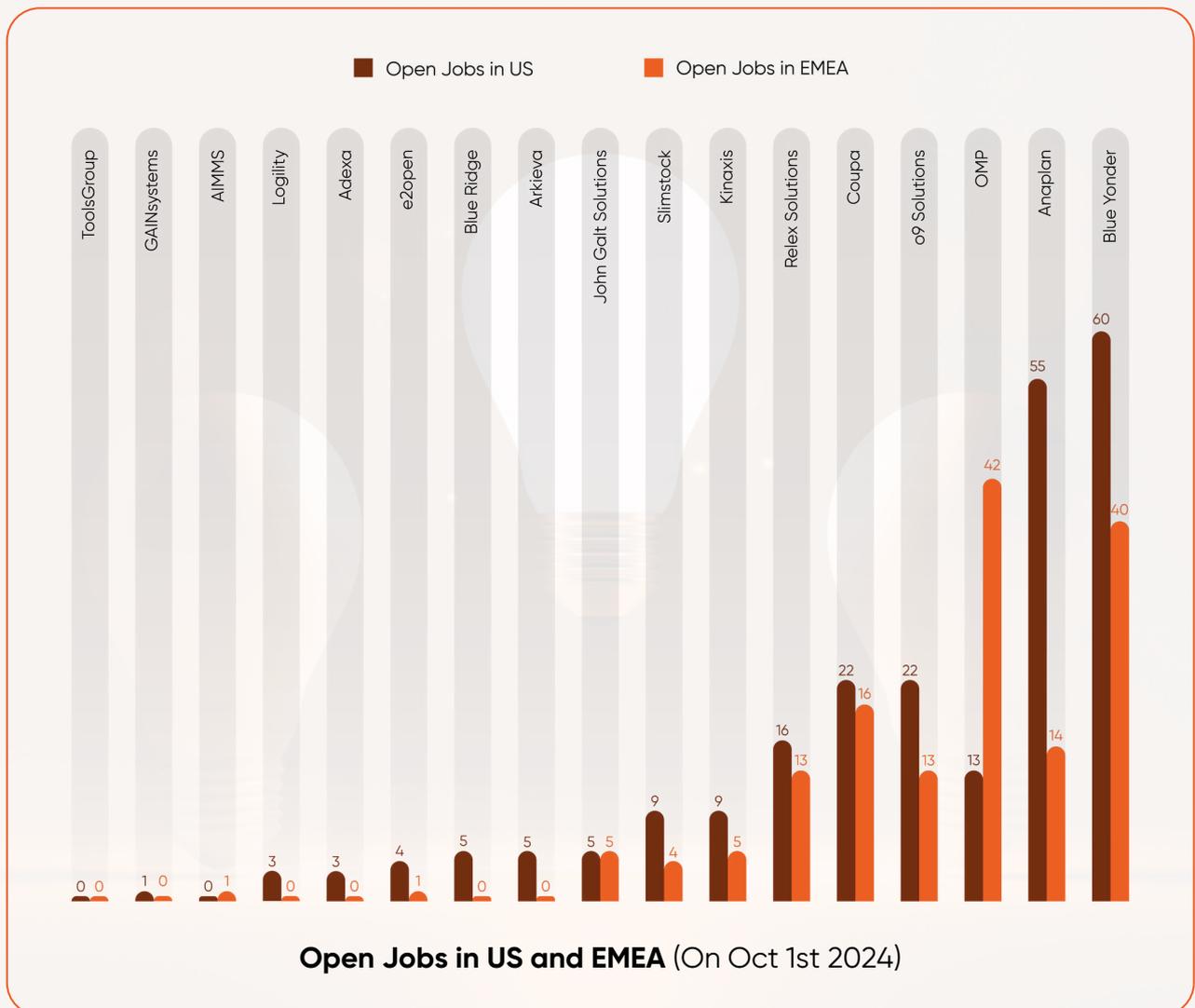
Candidate Experience Rating & Source of Acquisition (US)

Candidate experience significantly impacts a company's reputation and it's ability to attract and retain talent. Positive experiences for Logility, Blue Yonder, Relex and Arkieva suggest effective recruitment processes while firms with negative experiences are facing recruitment challenges.


Interview Experience (On Oct 1st 2024)
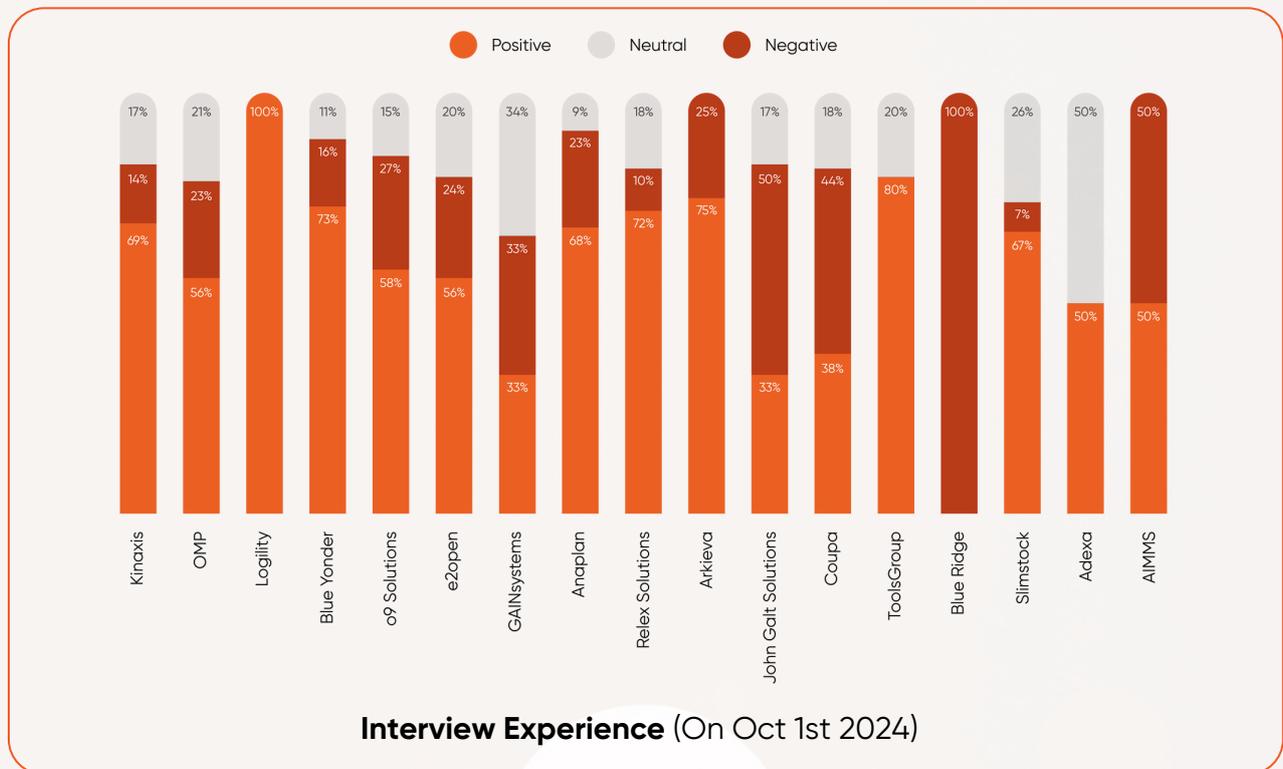
Kinaxis, GAINsystems, and Coupa rely heavily on active job seekers (those who apply online) and face significant employee turnover. In contrast, Logility and Arkieva appear to successfully utilize employee referrals in their recruitment processes, resulting in lower rates of employee attrition.


US Candidate Sourcing (On Oct 1st 2024)

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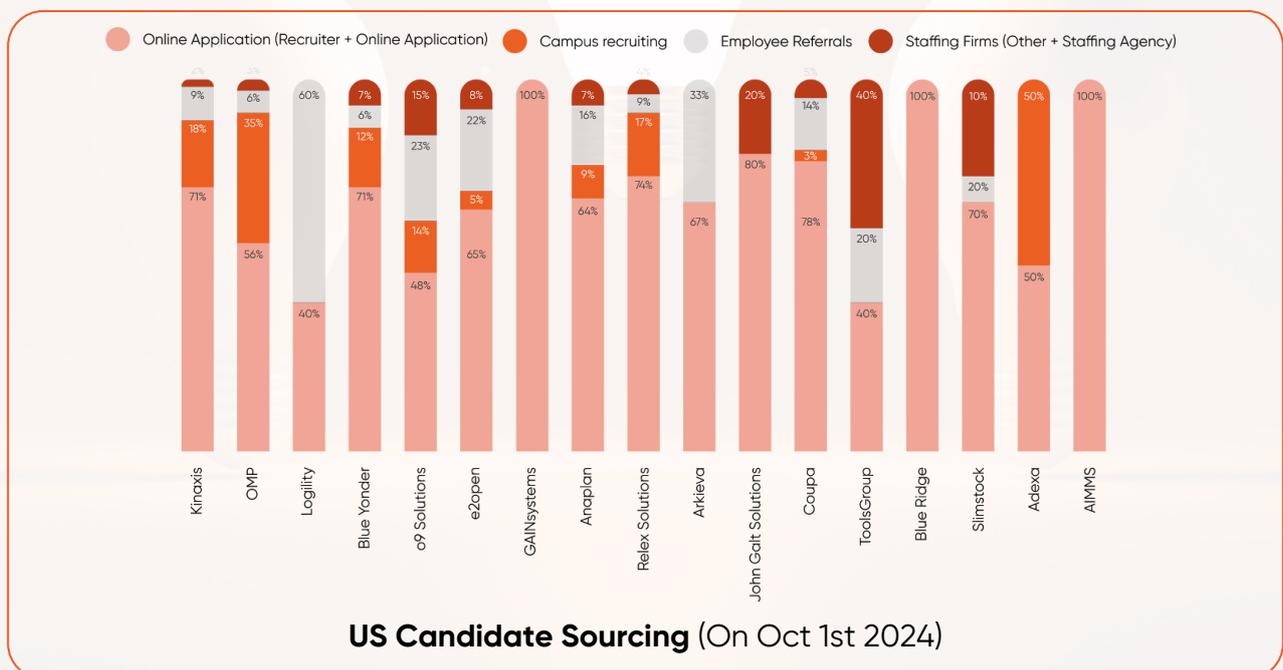
Company Ratings - Employee & Interview Difficulty

The ratings are varied and reflect how employees view their companies. Anaplan, AIMMS, and Relex Solutions achieved the top score of 4.6. Such ratings imply a favorable workplace atmosphere and high levels of employee satisfaction, which can greatly improve these companies' appeal as employers. High ratings typically signify a robust company culture, effective management, and strong employee involvement, making these organizations more attractive to high-caliber talent.
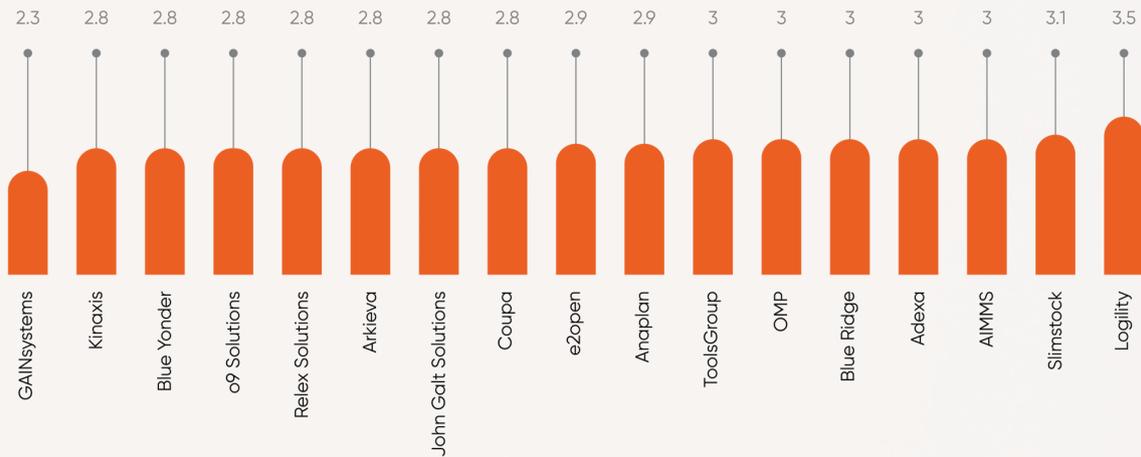
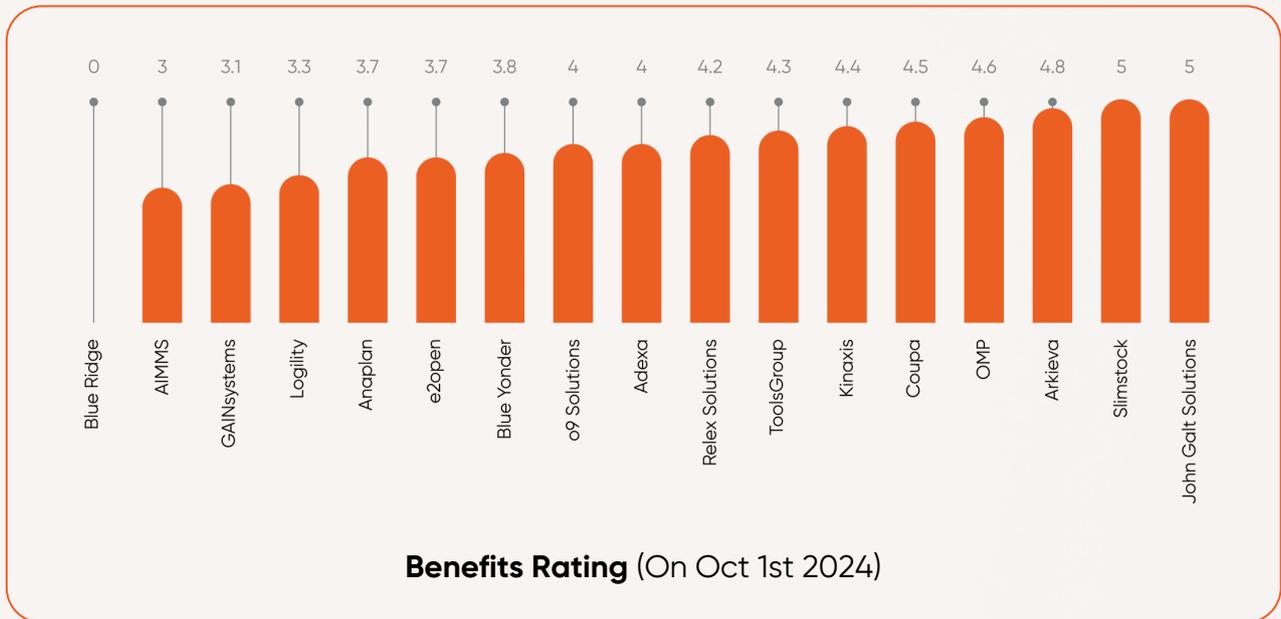**Employee Rating** (On Oct 1st 2024)

The difficulty level of interviews differs among the companies. It can impact both the quality of new hires and their talent acquisition efforts. Logility's challenging rating of 3.5 serves as a strong mechanism for screening out underqualified applicants, thereby enhancing the quality of hires. In contrast, OMP, Blue Ridge, and AIMMS strike a balance by evaluating skills comprehensively while making the process approachable.
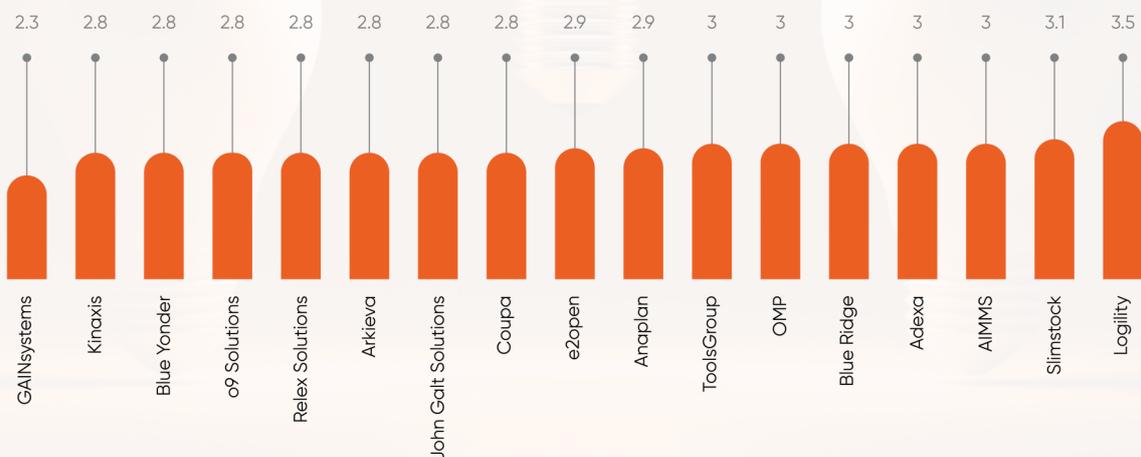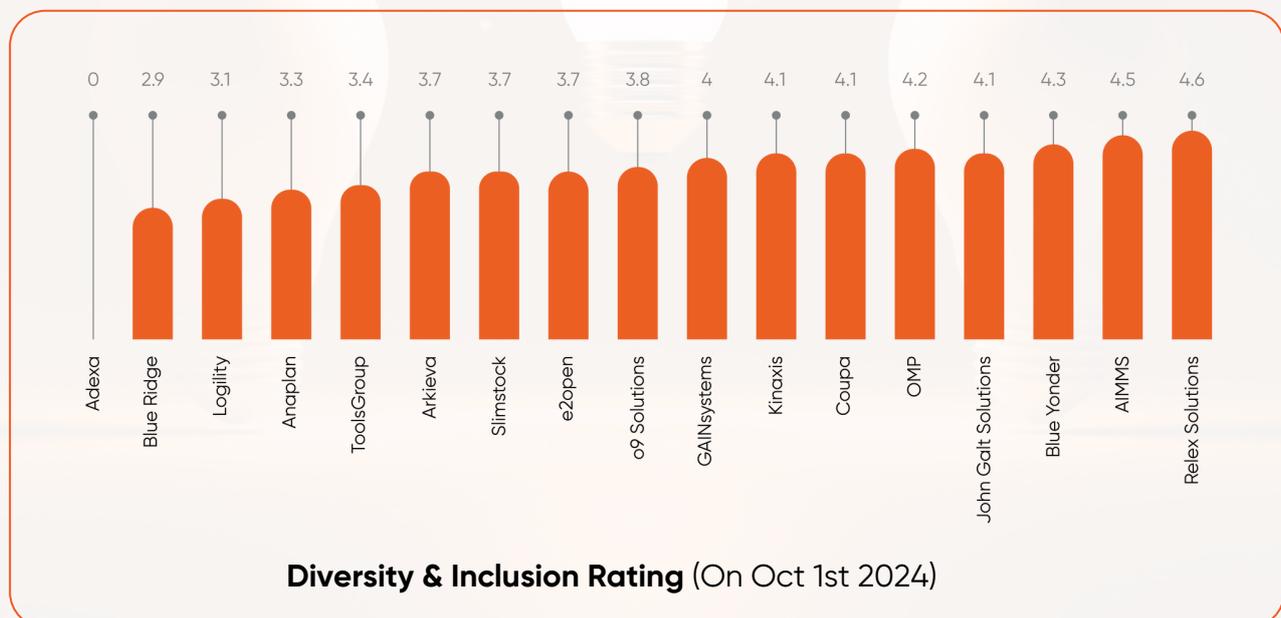

Interview Difficulty Rating (On Oct 1st 2024)

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Company Ratings - Employee Benefits & DEI

Slimstock, John Galt Solutions, and Blue Ridge are providing highly attractive benefit packages, which can significantly help in attracting new talent and retaining existing employees. In comparison to previous years, the benefits rating data has remained consistent, with GAINSystems, Logility, and Anaplan continuing to fall behind their competitors.

Benefits Rating (On Oct 1st 2024)

Company	Rating
Blue Ridge	0
AIMMS	3
GAINsystems	3.1
Logility	3.3
Anaplan	3.7
e2open	3.7
Blue Yonder	3.8
o9 Solutions	4
Adexa	4
Relex Solutions	4.2
ToolsGroup	4.3
Kinaxis	4.4
Coupa	4.5
OMP	4.6
Arkieva	4.8
Slimstock	5
John Galt Solutions	5

High diversity and inclusion ratings improve a company's reputation, making it more appealing to potential hires and assisting in the retention of current employees by promoting a supportive culture. In contrast, lower ratings can impede hiring efforts and increase turnover, as both prospective and current employees may look for more inclusive environments. The high ratings for AIMMS (4.5) and Blue Yonder (4.3) indicate robust diversity and inclusion initiatives, likely making these companies attractive to a wider talent pool..
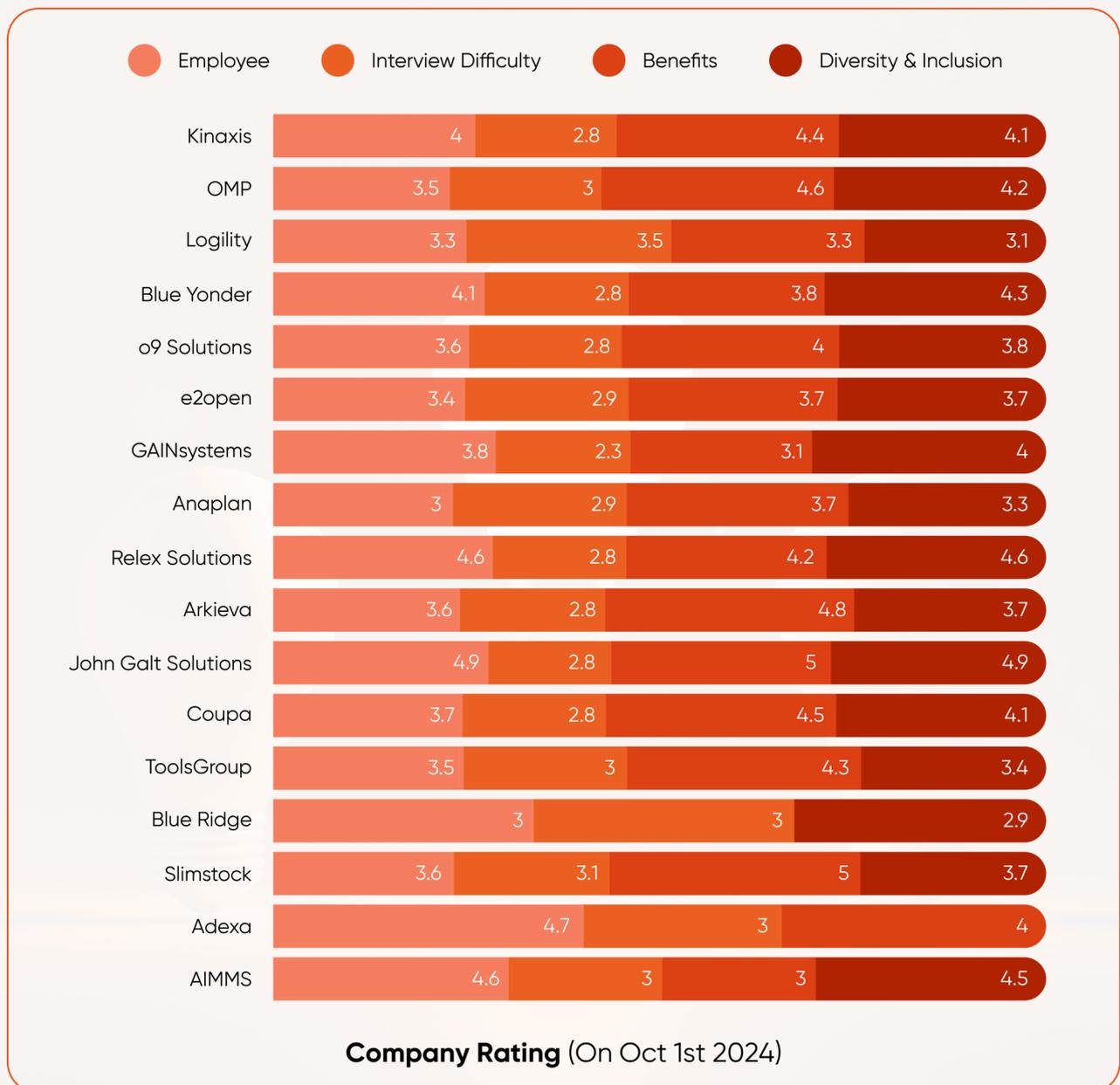
Diversity & Inclusion Rating (On Oct 1st 2024)

Company	Rating
Adexa	0
Blue Ridge	2.9
Logility	3.1
Anaplan	3.3
ToolsGroup	3.4
Arkieva	3.7
Slimstock	3.7
e2open	3.7
o9 Solutions	3.8
GAINsystems	4
Kinaxis	4.1
Coupa	4.1
OMP	4.2
John Galt Solutions	4.1
Blue Yonder	4.3
AIMMS	4.5
Relex Solutions	4.6

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Consolidated Company Ratings

The employee ratings for these companies reveal a range of strengths and areas for improvement across different metrics. Companies like AIMMS and Relex Solutions stand out with high ratings in employee satisfaction, benefits, and diversity and inclusion, indicating that they provide well-rounded and appealing work environments.

On the other hand, Logility is known for a more challenging interview process, which may limit its ability to attract talent. It also scores lower in diversity and inclusion, highlighting potential areas for enhancement.

Slimstock excels in terms of benefits but has a moderately difficult hiring process that could influence candidates' perceptions of the company. Overall, organizations that consistently achieve high ratings across various categories are more likely to succeed in attracting and retaining talent.

Company	Employee	Interview Difficulty	Benefits	Diversity & Inclusion
Kinaxis	4	2.8	4.4	4.1
OMP	3.5	3	4.6	4.2
Logility	3.3	3.5	3.3	3.1
Blue Yonder	4.1	2.8	3.8	4.3
o9 Solutions	3.6	2.8	4	3.8
e2open	3.4	2.9	3.7	3.7
GAINsystems	3.8	2.3	3.1	4
Anaplan	3	2.9	3.7	3.3
Relex Solutions	4.6	2.8	4.2	4.6
Arkieva	3.6	2.8	4.8	3.7
John Galt Solutions	4.9	2.8	5	4.9
Coupa	3.7	2.8	4.5	4.1
ToolsGroup	3.5	3	4.3	3.4
Blue Ridge	3		3	2.9
Slimstock	3.6	3.1	5	3.7
Adexa	4.7		3	4
AIMMS	4.6	3	3	4.5

Company Rating (On Oct 1st 2024)

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About snipeHIRE

snipeHIRE is a leading talent acquisition firm based in the United States. We help high-growth companies and niche industry leaders recruit exceptional talent and build high-performing teams.

snipeHIRE's embedded recruiting service is revolutionizing the way companies are hiring. We empower enterprises to compete in attracting, engaging and acquiring top-tier talent through use of modern recruiting methods, tailored hiring programs, and innovative recruiting technology solutions.

Over the years, snipeHIRE has cultivated an extensive network of skilled professionals in technology consulting, product engineering, and data science. Our strategic approach to recruiting, aligned with our clients' business objectives, helps reduce both the time and cost per hire while significantly lowering new hire attrition rates. This success is largely due to our focus on passive talent recruitment.

 Our purpose-driven team is fanatical about Customer Success!

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Talent Drives Success