



Smarter hires.  
Better results.™

# 2025

## INDUSTRY SALARY GUIDE

COMMERCIAL / RESIDENTIAL

► Building Materials ► Interior Products



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# What makes us different



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**The Bridger Group** is the premier recruitment agency specializing in the building materials and commercial/residential interior products industry. We take pride in our exceptional track record of delivering excellent results by understanding the unique needs of both clients and candidates.

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Our industry expertise and focus are second to none, which is why companies have chosen to partner with us over the last 57 years. But what keeps them coming back is our dedication to delivering on every search. Our placement process is designed to fast-track highly qualified candidates, with an average of just ten business days from start to introduction.

But speed doesn't mean sacrificing quality. With a laser-like focus on every job search, we're able to present an impressive four candidates for every hire within an average of just 46 calendar days.

We know companies don't have time to sift through endless candidates, which is why our proven success rate means they spend less time interviewing to find the right fit. And with placement statistics that are 25% higher than the industry average, we're confident in our ability to find top talent that will make a difference.

Our candidates have a 93% retention rate after one year of employment and 98% after two years. For companies looking to build their revenue and market share, partnering with us means keeping their top talent for the long haul.

At The Bridger Group, integrity matters. We are consistently delivering on our promises, having made almost 500 placements in the last year and a half within the industry. Choose us and experience the difference firsthand.





# The #1 Question for 2025: The Election is Over...Now What?

The election is over, but what does the new administration mean for the industry? President Donald Trump and his administration have ushered in significant policy shifts, directly impacting the commercial and residential interiors and building products industry. Key areas of interest include the implementation of tariffs, the trajectory of new construction projects, and potential adjustments to interest rates.

These heightened material costs are expected to be passed on to consumers, potentially increasing the price of new homes by 5% to 20%. This escalation poses challenges for affordability, particularly in high-demand areas like the Bay Area.

## Tariffs and Material Costs

President Trump's administration has introduced substantial tariffs on imported building materials, notably a 25% tariff on imports from Mexico and Canada, and a 20% tariff on Chinese goods. These measures have led to increased costs for essential construction materials such as lumber, steel, and aluminum. For instance, the U.S. raised tariff rates on imports of Canadian softwood lumber products from 8.05% to 14.54% on August 19, 2024, exacerbating the **longstanding Canada–United States softwood lumber dispute**.

## Impact on New Construction

The increased costs associated with tariffs have led to a slowdown in new construction projects. Builders are facing higher expenses for materials, which, coupled with labor shortages due to stricter immigration policies, have resulted in project delays and reduced housing starts. In December 2024, **U.S. single-family homebuilding surged to a 10-month high**; however, concerns remain due to higher mortgage rates and an oversupply of new homes.

## Interest Rates and Financing

The Federal Reserve has maintained steady interest rates, with market expectations for cuts in 2025. President Trump has advocated for sooner reductions, aiming to **stimulate economic growth**. However, the combination of tariffs and potential rate cuts introduces uncertainty. While lower interest rates could make borrowing more affordable, the inflationary pressures from tariffs may offset these benefits, complicating financing for new construction projects.

Now the question is: Are you prepared for growth?

## Strategic Considerations for Industry Professionals

Given the current landscape, professionals in the commercial and residential interiors and building products industry should consider the following strategies:

- **Monitor Policy Developments:** Stay informed about ongoing trade negotiations and potential policy changes that could affect material costs and availability.
- **Financial Planning:** Assess the implications of fluctuating interest rates on project financing and adjust financial strategies accordingly.
- **Hire with Precision:** Reassess your workforce needs in light of shifting market conditions, and focus on bringing in talent with specialized skills.

By proactively addressing these challenges, industry stakeholders can navigate the evolving landscape and continue to deliver quality projects in a cost-effective manner.



# 2025 salary numbers

At The Bridger Group, our unparalleled focus on the building materials and commercial/residential interior products industry has given us unique industry insights and expertise.

## COMMERCIAL BUILDING PRODUCTS

### Design

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Director of Construction Design	\$140,000.00	\$150,000.00	\$160,000.00	\$190,000.00	\$200,000.00	\$210,000.00
Software Trainer	\$80,000.00	\$90,000.00	\$100,000.00	\$90,000.00	\$100,000.00	\$110,000.00
Truss Designer	\$72,000.00	\$85,000.00	\$98,000.00	\$75,000.00	\$87,500.00	\$100,000.00

\*Note\* Information in this 2025 Salary Guide was gathered from a variety of reliable sources including the U.S. Bureau of Labor Statistics, online resources, and our direct experience in compensation from the last twelve months of executive search and placement activity. The content represents The Bridger Group's analysis of information obtained from sources believed to be reliable. No representation or warranty (express or implied) is given as to the accuracy and completeness of the information contained in the publication.



## COMMERCIAL BUILDING PRODUCTS

### Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Director of Engineering	\$135,000.00	\$150,000.00	\$165,000.00	\$162,000.00	\$180,000.00	\$198,000.00
Electronics Engineer	\$100,000.00	\$105,000.00	\$110,000.00	\$100,000.00	\$105,000.00	\$110,000.00
Engineering and Product Manager	\$120,000.00	\$125,000.00	\$130,000.00	\$126,000.00	\$131,250.00	\$136,500.00
HVAC Application Engineer	\$90,000.00	\$102,500.00	\$115,000.00	\$100,000.00	\$112,500.00	\$125,000.00
Innovation Engineer	\$80,000.00	\$119,000.00	\$158,000.00	\$92,000.00	\$136,850.00	\$181,700.00
Manufacturing Engineer	\$75,000.00	\$90,500.00	\$106,000.00	\$90,000.00	\$108,600.00	\$127,200.00
Operational Excellence Manager	\$95,000.00	\$110,000.00	\$125,000.00	\$95,000.00	\$110,000.00	\$125,000.00
Project Engineer	\$80,000.00	\$95,000.00	\$110,000.00	\$100,000.00	\$115,000.00	\$130,000.00
SolidWorks Design Engineer	\$52,000.00	\$57,500.00	\$63,000.00	\$52,000.00	\$57,500.00	\$63,000.00
SQL Database Administrator	\$100,000.00	\$110,000.00	\$120,000.00	\$100,000.00	\$110,000.00	\$120,000.00
Staff Engineer	\$75,000.00	\$80,000.00	\$85,000.00	\$75,000.00	\$80,000.00	\$85,000.00
Structural Engineer	\$92,300.00	\$109,150.00	\$126,000.00	\$92,300.00	\$109,150.00	\$126,000.00



# COMMERCIAL BUILDING PRODUCTS

## Finance

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Chief Financial Officer	\$250,000.00	\$300,000.00	\$350,000.00	\$300,000.00	\$350,000.00	\$400,000.00
Controller	\$90,000.00	\$115,000.00	\$145,000.00	\$96,750.00	\$137,000.00	\$185,000.00
Director of Finance	\$160,000.00	\$170,000.00	\$180,000.00	\$200,000.00	\$212,500.00	\$225,000.00

## Manufacturing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Maintenance Manager	\$85,000.00	\$105,000.00	\$125,000.00	\$90,000.00	\$110,000.00	\$130,000.00
Production Manager	\$82,500.00	\$98,500.00	\$117,500.00	\$102,500.00	\$118,500.00	\$137,500.00

## Marketing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Associate Product Manager	\$81,000.00	\$91,750.00	\$102,500.00	\$81,000.00	\$91,750.00	\$102,500.00
Director of Marketing	\$130,000.00	\$150,000.00	\$170,000.00	\$143,000.00	\$165,000.00	\$184,000.00
Marketing Intelligence Analyst	\$85,000.00	\$97,500.00	\$110,000.00	\$85,000.00	\$97,500.00	\$110,000.00
Marketing Manager	\$100,000.00	\$125,000.00	\$150,000.00	\$110,000.00	\$140,000.00	\$165,000.00
Product Manager	\$90,000.00	\$120,000.00	\$150,000.00	\$100,000.00	\$132,000.00	\$165,000.00
Senior Product Manager	\$100,000.00	\$115,000.00	\$130,000.00	\$117,000.00	\$135,000.00	\$155,000.00



## COMMERCIAL BUILDING PRODUCTS

### Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Buyer	\$60,000.00	\$65,000.00	\$70,000.00	\$70,000.00	\$75,000.00	\$80,000.00
Director of Operations	\$165,000.00	\$180,000.00	\$195,000.00	\$201,750.00	\$220,250.00	\$238,750.00
Engineering Maintenance Technician	\$80,000.00	\$95,000.00	\$110,000.00	\$96,000.00	\$114,000.00	\$132,000.00
Front Office & Assistant Project Coordinator	\$40,000.00	\$45,000.00	\$50,000.00	\$40,000.00	\$45,000.00	\$50,000.00
Inventory Controller	\$80,000.00	\$90,000.00	\$100,000.00	\$90,000.00	\$100,000.00	\$110,000.00
Operations Manager	\$135,000.00	\$167,500.00	\$200,000.00	\$145,000.00	\$180,000.00	\$220,000.00
Plant Manager	\$90,000.00	\$142,500.00	\$195,000.00	\$108,000.00	\$185,000.00	\$234,000.00
Pre-Construction Manager	\$70,000.00	\$75,000.00	\$80,000.00	\$90,000.00	\$95,000.00	\$100,000.00
Senior Project Manager	\$110,000.00	\$117,500.00	\$125,000.00	\$132,000.00	\$141,000.00	\$150,000.00
Vice President of Metal Processing	\$200,000.00	\$225,000.00	\$250,000.00	\$260,000.00	\$292,500.00	\$325,000.00
Warehouse Operations Administrator	\$70,000.00	\$72,500.00	\$75,000.00	\$75,000.00	\$77,500.00	\$80,000.00

### Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Account Manager	\$80,000.00	\$91,250.00	\$102,500.00	\$88,000.00	\$100,375.00	\$112,750.00
Architectural Sales Representative	\$88,000.00	\$114,000.00	\$140,000.00	\$102,000.00	\$136,000.00	\$170,000.00
Business Development Manager	\$120,000.00	\$130,000.00	\$140,000.00	\$150,000.00	\$162,500.00	\$175,000.00
Chief Commercial Officer	\$200,000.00	\$250,000.00	\$300,000.00	\$260,000.00	\$280,000.00	\$300,000.00





# COMMERCIAL BUILDING PRODUCTS

## Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Commercial Sales Manager	\$115,000.00	\$120,000.00	\$125,000.00	\$130,000.00	\$145,000.00	\$160,000.00
Director of Business Development	\$120,000.00	\$147,500.00	\$175,000.00	\$200,000.00	\$225,000.00	\$250,000.00
Director of Regional Project Sales	\$115,000.00	\$117,500.00	\$120,000.00	\$145,000.00	\$147,500.00	\$150,000.00
Director of Sales and Marketing	\$120,000.00	\$135,000.00	\$150,000.00	\$150,000.00	\$175,000.00	\$200,000.00
District Sales Manager	\$83,300.00	\$106,650.00	\$130,000.00	\$92,900.00	\$126,450.00	\$160,000.00
Estimator	\$71,000.00	\$93,000.00	\$110,000.00	\$93,600.00	\$103,200.00	\$125,000.00
Field Sales Representative	\$70,000.00	\$81,000.00	\$92,000.00	\$84,000.00	\$95,000.00	\$106,000.00
Fluid Applied Segment Manager	\$90,000.00	\$100,000.00	\$110,000.00	\$108,000.00	\$120,000.00	\$132,000.00
General Manager	\$125,000.00	\$147,500.00	\$170,000.00	\$180,000.00	\$190,000.00	\$200,000.00
Head of Sales	\$150,000.00	\$160,000.00	\$170,000.00	\$225,000.00	\$240,000.00	\$255,000.00
Inside Sales Representative	\$53,000.00	\$60,000.00	\$67,000.00	\$66,000.00	\$73,000.00	\$80,000.00
National Sales Manager	\$108,750.00	\$134,375.00	\$160,000.00	\$128,125.00	\$159,375.00	\$190,625.00
Project Manager	\$80,000.00	\$95,000.00	\$110,000.00	\$96,000.00	\$114,000.00	\$132,000.00
Regional Sales Manager	\$112,750.00	\$123,375.00	\$134,000.00	\$155,250.00	\$167,875.00	\$180,500.00
Sales Engineer	\$75,000.00	\$82,500.00	\$90,000.00	\$106,000.00	\$113,000.00	\$120,000.00
Sales Representative	\$72,000.00	\$83,500.00	\$95,000.00	\$100,000.00	\$120,000.00	\$140,000.00
Systems Sales Engineer	\$72,500.00	\$80,000.00	\$875,000.00	\$103,500.00	\$112,000.00	\$117,500.00
Technical Sales Manager	\$83,750.00	\$94,375.00	\$105,000.00	\$114,375.00	\$125,312.50	\$136,250.00
Territory Sales Manager	\$80,000.00	\$90,000.00	\$100,000.00	\$100,000.00	\$112,500.00	\$125,000.00
Vice President of Sales	\$200,000.00	\$225,000.00	\$250,000.00	\$280,000.00	\$315,000.00	\$350,000.00



# COMMERCIAL INTERIORS

## Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
CAD Systems Manager	\$90,000.00	\$107,500.00	\$125,000.00	\$90,000.00	\$107,500.00	\$125,000.00
Design Engineering Manager	\$90,000.00	\$120,000.00	\$150,000.00	\$100,000.00	\$130,000.00	\$160,000.00
Software Engineer	\$100,000.00	\$112,500.00	\$125,000.00	\$100,000.00	\$112,500.00	\$125,000.00
Technical Product Manager	\$100,000.00	\$110,000.00	\$120,000.00	\$105,000.00	\$115,000.00	\$125,000.00

## Marketing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Senior Product Manager	\$120,000.00	\$125,000.00	\$130,000.00	\$126,000.00	\$131,250.00	\$136,500.00
Vice President of Marketing	\$200,000.00	\$225,000.00	\$250,000.00	\$250,000.00	\$275,000.00	\$300,000.00

## Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Customer Service Representative	\$52,000.00	\$53,500.00	\$55,000.00	\$52,000.00	\$53,500.00	\$55,000.00
Dealer Operations Manager	\$90,000.00	\$95,000.00	\$100,000.00	\$94,500.00	\$99,750.00	\$105,000.00
Director of IT	\$140,000.00	\$145,000.00	\$150,000.00	\$150,000.00	\$175,000.00	\$200,000.00
Senior Project Manager	\$112,500.00	\$120,000.00	\$127,500.00	\$120,000.00	\$135,000.00	\$150,000.00



# COMMERCIAL INTERIORS

## Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
A&D Sales Representative	\$80,000.00	\$100,000.00	\$120,000.00	\$100,000.00	\$120,000.00	\$140,000.00
Director of Sales	\$125,000.00	\$140,000.00	\$160,000.00	\$150,000.00	\$175,000.00	\$202,000.00
Estimator	\$80,000.00	\$90,000.00	\$100,000.00	\$97,000.00	\$105,000.00	\$115,000.00
Healthcare Account Manager	\$80,000.00	\$90,000.00	\$100,000.00	\$120,000.00	\$135,000.00	\$150,000.00
Market Development Manager	\$90,000.00	\$100,000.00	\$110,000.00	\$117,000.00	\$130,000.00	\$143,000.00
OEM Sales Manager	\$110,000.00	\$115,000.00	\$120,000.00	\$120,000.00	\$125,000.00	\$130,000.00
Project Manager	\$80,000.00	\$95,000.00	\$110,000.00	\$96,000.00	\$114,000.00	\$132,000.00
Regional Sales Manager	\$124,000.00	\$129,500.00	\$135,000.00	\$144,000.00	\$156,000.00	\$168,000.00
Sales Representative	\$80,000.00	\$92,250.00	\$102,250.00	\$92,500.00	\$104,500.00	\$125,000.00
Vice President of Sales	\$170,000.00	\$185,000.00	\$200,000.00	\$227,000.00	\$247,750.00	\$268,500.00



## RESIDENTIAL BUILDING PRODUCTS

### Design

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Design Manager	\$100,000.00	\$110,000.00	\$120,000.00	\$110,000.00	\$122,000.00	\$134,000.00
Quality Assurance Engineer	\$70,000.00	\$80,000.00	\$90,000.00	\$70,000.00	\$80,000.00	\$90,000.00
Software Consultant	\$80,000.00	\$90,000.00	\$100,000.00	\$80,000.00	\$90,000.00	\$100,000.00
Truss Designer	\$70,000.00	\$80,000.00	\$90,000.00	\$77,000.00	\$88,000.00	\$99,000.00

### Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Product Development Engineer	\$85,000.00	\$112,500.00	\$140,000.00	\$85,000.00	\$112,500.00	\$140,000.00

### Finance

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Controller	\$90,000.00	\$120,000.00	\$150,000.00	\$102,500.00	\$137,500.00	\$178,000.00

### Manufacturing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Vice President of Manufacturing	\$170,000.00	\$190,000.00	\$210,000.00	\$221,000.00	\$247,000.00	\$273,000.00





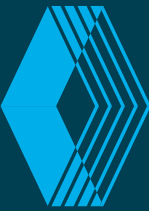
## RESIDENTIAL BUILDING PRODUCTS

### Marketing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Marketing Manager	\$90,000.00	\$120,000.00	\$145,000.00	\$105,000.00	\$135,000.00	\$160,000.00

### Operations

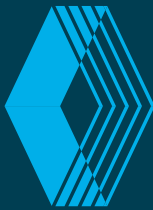
Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Construction Manager	\$117,500.00	\$130,000.00	\$142,500.00	\$143,700.00	\$156,100.00	\$168,500.00
EHS Director	\$120,000.00	\$130,000.00	\$140,000.00	\$138,000.00	\$149,500.00	\$161,000.00
General Manager of Fulfillment	\$135,000.00	\$150,000.00	\$165,000.00	\$168,750.00	\$187,500.00	\$206,250.00
Human Resources Manager	\$102,500.00	\$112,500.00	\$122,500.00	\$105,500.00	\$115,750.00	\$126,000.00
Office Coordinator	\$70,000.00	\$75,000.00	\$80,000.00	\$70,000.00	\$75,000.00	\$80,000.00
Plant Manager	\$90,000.00	\$140,000.00	\$190,000.00	\$108,000.00	\$168,000.00	\$228,000.00
Sales Center Manager	\$77,500.00	\$82,500.00	\$87,500.00	\$85,000.00	\$92,500.00	\$100,000.00
Sales Operations Manager	\$130,000.00	\$145,000.00	\$160,000.00	\$170,000.00	\$185,000.00	\$200,000.00
Technical Service Specialist	\$85,000.00	\$92,500.00	\$100,000.00	\$85,000.00	\$92,500.00	\$100,000.00
Vice President of Operations	\$175,000.00	\$187,500.00	\$200,000.00	\$212,500.00	\$225,000.00	\$237,500.00



# RESIDENTIAL BUILDING PRODUCTS

## Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
A&D Sales Representative	\$70,000.00	\$85,000.00	\$100,000.00	\$90,000.00	\$100,000.00	\$110,000.00
Architectural Project Manager	\$72,000.00	\$90,000.00	\$108,000.00	\$90,000.00	\$112,500.00	\$135,000.00
Business Development Manager	\$90,000.00	\$102,500.00	\$115,000.00	\$126,000.00	\$143,500.00	\$161,000.00
Client Services Manager	\$90,000.00	\$95,000.00	\$100,000.00	\$110,000.00	\$115,000.00	\$120,000.00
Director of Sales	\$126,000.00	\$145,500.00	\$165,000.00	\$165,000.00	\$187,500.00	\$210,000.00
Inside Sales Representative	\$65,000.00	\$75,000.00	\$85,000.00	\$71,500.00	\$82,500.00	\$93,500.00
National Wholesales Manager	\$140,000.00	\$150,000.00	\$160,000.00	\$161,000.00	\$172,500.00	\$184,000.00
Project Manager	\$75,000.00	\$90,000.00	\$105,000.00	\$90,000.00	\$108,000.00	\$126,000.00
Regional Sales Manager	\$100,000.00	\$135,000.00	\$160,000.00	\$140,000.00	\$175,000.00	\$220,000.00
Regional Vice President	\$150,000.00	\$175,000.00	\$200,000.00	\$175,000.00	\$200,000.00	\$225,000.00
Sales Representative	\$70,000.00	\$95,000.00	\$110,000.00	\$100,000.00	\$120,000.00	\$130,000.00
Senior Account Executive	\$115,000.00	\$125,000.00	\$135,000.00	\$171,000.00	\$181,000.00	\$191,000.00
Technical Support Agent	\$72,500.00	\$78,750.00	\$85,000.00	\$72,500.00	\$78,750.00	\$85,000.00
Territory Sales Manager	\$80,000.00	\$87,500.00	\$95,000.00	\$95,000.00	\$105,000.00	\$120,000.00
Truss Sales Specialist	\$70,000.00	\$85,000.00	\$100,000.00	\$120,000.00	\$160,000.00	\$200,000.00
Value Stream Manager	\$100,000.00	\$105,000.00	\$110,000.00	\$110,000.00	\$115,500.00	\$121,000.00
Vice President of National Accounts	\$175,000.00	\$200,000.00	\$225,000.00	\$225,000.00	\$250,000.00	\$275,000.00
Vice President of Sales	\$203,150.00	\$232,575.00	\$262,000.00	\$266,300.00	\$291,975.00	\$317,650.00



# RESIDENTIAL INTERIORS

## Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Adminstration Supervisor	\$85,000.00	\$90,000.00	\$95,000.00	\$85,000.00	\$90,000.00	\$95,000.00
Service Technican	\$80,000.00	\$90,000.00	\$100,000.00	\$80,000.00	\$90,000.00	\$100,000.00
Warehouse Manager	\$95,000.00	\$100,000.00	\$105,000.00	\$100,000.00	\$105,000.00	\$110,000.00

## Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Regional Sales Manager	\$110,000.00	\$117,500.00	\$125,000.00	\$154,000.00	\$164,500.00	\$175,000.00
Showroom Manager	\$80,000.00	\$90,000.00	\$100,000.00	\$100,000.00	\$110,000.00	\$120,000.00



# Most popular employee benefits

As we continue through 2025, the list of most popular employee benefits continues to evolve, reflecting the changing priorities and expectations of the modern workforce. To attract and retain top talent, organizations are increasingly adopting innovative and comprehensive benefits packages. Key trends include:

## 1. Better Health and Wellness Programs

Employees are placing greater emphasis on holistic well-being. Organizations are responding by offering benefits that encompass physical, mental, and financial health. This includes access to virtual care options like telemedicine, mental health services such as teletherapy, and wellness incentives that encourage preventive care. These initiatives not only support employee health but also demonstrate a commitment to their overall well-being.

## 2. Flexible Work Arrangements Remain in Demand

The demand for flexibility remains high (even though the number of remote jobs continues to decline), with employees valuing the autonomy to balance work and personal responsibilities. Flexible work arrangements, compressed workweeks, and flexible hours have become critical components of benefits packages. Such offerings enhance job satisfaction and can lead to increased productivity and retention.

## 3. Financial Wellness Support

Financial security is a growing concern among employees. Employers are addressing this by providing financial wellness programs that offer resources like retirement contribution matches, personalized financial counseling, and access to digital financial planning tools. Additionally, benefits such as student loan refinancing assistance and stipends for home office setups are gaining popularity, helping employees manage their financial well-being more effectively.

## 4. Personalized Benefits Package

Recognizing the diverse needs of their workforce, companies are implementing personalized benefits platforms that allow employees to customize their rewards packages. This approach ensures that benefits are relevant and valuable to each individual, enhancing employee satisfaction and engagement.

## 5. Enhanced Parental and Family Support

Support for employees with family responsibilities is becoming more prevalent. Benefits such as extended parental leave, childcare support, and even “pawternity” leave for pet owners reflect an understanding of employees’ personal lives and contribute to a supportive work environment.

By aligning benefits offerings with these emerging trends, organizations can create a supportive and attractive workplace that meets the evolving needs of their employees.





# Positions on the rise in building materials: Operations

At The Bridger Group, we've seen firsthand how market trends are shaping talent demands across the commercial and residential interiors and building products industry. One standout trend? Operations roles are on the rise—and fast. From 2023 to 2024, we saw a 20% increase in hiring for operations positions across our client base.

## Why Operations?

In an uncertain economy marked by supply chain disruptions, fluctuating interest rates, and rising material costs, companies are doubling down on operational excellence.

Operations professionals are the backbone of execution, ensuring that materials, labor, and timelines are all aligned to deliver projects on time and on budget. As businesses look to control costs and increase agility, operations roles have become more critical than ever.

## What Kind of Roles Are Growing?

We're seeing increased demand for:

- **Plant Managers** who can balance throughput with quality and safety
- **Supply Chain Managers** focused on vendor resilience and cost savings
- **Project Managers** who ensure timelines and budgets stay on track
- **Operations Directors** driving cross-functional efficiency from procurement to production
- **Continuous Improvement Managers** who optimize processes using lean and Six Sigma methodologies

## Skills That Set Candidates Apart

Candidates who succeed in today's operations landscape tend to bring a mix of technical expertise and people leadership. Experience in ERP systems, logistics, and inventory management are key, but so are soft skills like adaptability, communication, and strategic thinking. Companies want leaders who can do more than keep the machine running—they want someone who can build a better machine.

## What This Means for Hiring Teams

If you're struggling to fill operations roles, you're not alone. The talent pool is competitive, and passive candidates often need the right opportunity (and recruiter) to consider a move. The Bridger Group specializes in helping companies navigate this hiring landscape, from identifying top-tier candidates to offering market intelligence that shapes your hiring strategy.

## Looking Ahead

We expect operations roles to continue trending upward—especially in manufacturing, distribution, and companies going through growth stages. As organizations sharpen their focus on efficiency and cost control, operations professionals will be at the heart of those efforts.