

Chile's Logistics & Supply Chain Technology Workforce Poised for Robust Expansion Through 2030

Chile's logistics and supply chain technology workforce is entering a period of strong expansion

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workforce is entering a period of strong expansion, underpinned by modernization efforts, export infrastructure digitization, and the accelerating growth of e-commerce. As

of 2025, the country employs approximately 12,800 professionals in logistics technology roles, representing 8.2% of Chile's total logistics employment base. The segment is projected to grow to 19,200 professionals by 2030, marking a compound annual growth rate of 8.4%.



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Chile Top 30 Trending Roles in the Logistics & Supply Chain Tech Industry: Strategic workforce planning, Hiring Trends, In Demand Skillsets, Demand Push, Salary Benchmarking, job demand and supply”

By Florian Marthaler

The sector's workforce composition reflects the broad technological transformation reshaping Chile's logistics landscape. Engineering and platform specialists make up 42% of roles, supporting warehouse management systems, transportation optimization, and IoT infrastructure. Data and AI professionals account for 28%, advancing predictive analytics and demand forecasting, while cybersecurity and risk technology specialists comprise 18%, ensuring compliance and resilience across complex global supply chains. The remaining 12% belong to product and experience teams, building user interfaces and customer-facing logistics platforms.

Growth is driven by the replacement of legacy systems, real-time tracking adoption, and deployment of machine learning algorithms for route optimization. Chile's participation in the Comprehensive and Progressive Trans-Pacific Partnership (CPTPP) has further expanded

compliance requirements, generating demand for specialized regulatory technology. The nation's extensive copper export operations also necessitate advanced visibility tools, while e-commerce growth has intensified focus on last-mile delivery innovation.

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According to OECD trade data, Chile's logistics intensity relative to GDP positions the sector for sustained technology investment over the next decade.

Widening Demand-Supply Gap in Specialized Talent

The Ministry of Labor and Social Welfare reports that technology-oriented logistics roles have grown by 45–60% between 2020 and 2023, with software engineers, data analysts, and IoT specialists among the fastest-rising segments. Yet supply remains constrained. Despite producing roughly 8,000–10,000 engineering and computer science graduates annually, only 12–18% transition directly into logistics technology roles. This leaves an estimated annual shortfall of 1,300–1,400 professionals, contributing to vacancy durations that often extend four to seven months for specialized roles such as supply chain software architects and data scientists.

This imbalance is expected to persist through 2026, as Chilean companies accelerate digital transformation to compete with regional hubs in Mexico and Brazil.

Compensation Trends Reflect Sector Maturity

Technology roles in logistics command a 15–25% salary premium over general IT positions, reflecting their technical depth and domain specificity. According to Chile's National Institute of Statistics (INE), pay realignment has accelerated since 2023 due to rising investment in supply chain resilience. Supply chain data scientists, earning a median of USD 38,000, represent the highest growth category with a 22% year-over-year increase. Transportation technology managers average USD 45,000, driven by demand from port operations, while logistics software developers and supply chain systems analysts earn USD 32,000 and USD 28,500, respectively.

Salaries in Santiago exceed those in Valparaíso or Concepción by 20–30%, with retention bonuses of 10–15% becoming common. Hybrid work models have narrowed regional pay gaps while maintaining premiums for roles requiring physical site presence.

Organizational Challenges and Shifting Workforce Models

As the sector digitalizes, organizations face five key human resource challenges. Legacy job architectures, high attrition among specialists, hybrid work governance, leadership transformation, and the evolution of HR into analytics-driven strategic functions all require urgent focus. Technology-intensive sectors report 23% higher turnover than traditional logistics operations, particularly in data, AI, and cybersecurity roles.

Leadership models are shifting from command-based to coordination-driven approaches, emphasizing cross-functional orchestration and technology-enabled decision-making. HR departments, traditionally administrative, must now adopt predictive analytics and data-driven workforce planning to align talent strategies with emerging technology needs.

Future Roles Shaping the 2030 Horizon

By 2030, Chile's logistics and supply chain technology ecosystem will feature a new generation of hybrid technical-regulatory roles. AI Supply Chain Orchestrators will oversee autonomous decision systems across multimodal networks, Sustainability Compliance Engineers will manage carbon tracking and circular economy systems, and Predictive Risk Analysts will use IoT and satellite data to anticipate disruptions. Regulatory Automation Architects and Digital Trade Facilitation Specialists will ensure compliance in an increasingly digitized global trade environment.

These emerging positions redefine talent requirements, emphasizing AI literacy, regulatory automation, and green computing proficiency.

Investment Outlook and Regional Workforce Distribution

The Central Bank of Chile projects GDP growth of 2.5–3.2% through 2025, supported by a government-led USD 400 million digital transformation strategy that prioritizes logistics and port automation. Private investment momentum remains strong, with the Ministry of Economy's Innovation Fund allocating USD 85 million to AI-driven logistics startups and modernization projects in Valparaíso and San Antonio exceeding USD 1.2 billion. These initiatives are expected to generate 8,500–18,000 new technology roles between 2025 and 2030.

Santiago remains the dominant talent hub, hosting 72% of the workforce, followed by Valparaíso and Concepción, which are strengthening through university partnerships and port modernization.

Competitive Landscape and Academic Pipeline

Leading employers include Falabella, Mercado Libre, SAAM, and Ultramar, alongside global players such as Amazon Web Services and Microsoft, which are driving competitive salary inflation of up to 60% above market averages. To address talent scarcity, Chilean firms increasingly collaborate with Universidad de Chile, Pontificia Universidad Católica de Chile, and Universidad Técnica Federico Santa María, all producing strong engineering cohorts with growing focus on digital logistics.

Supported by national programs under Chile Digital 2035, the country is laying the foundation for a technology-enabled logistics ecosystem that combines data-driven innovation, sustainability, and global competitiveness across its supply chain operations.

Florian Marthaler
Talenbrium

+1 734 418-0728

info@talenbrium.com

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