

EJD TALENT SOLUTIONS

Hiring Guide

Logistics & Fleet Manager

LOGISTICS · TRANSPORT · FLEET & DISTRIBUTION

WHAT THIS ROLE ACTUALLY DOES

A Logistics or Fleet Manager keeps vehicles, drivers, routes and maintenance schedules running on time and on budget. The role sits at the intersection of operations and cost control: a strong hire directly reduces fuel spend, downtime and compliance risk, while a weak one quietly bleeds money through inefficiency and missed deadlines.

SKILLS & QUALITIES TO SCREEN FOR

- Hands-on experience with route planning or fleet management software, not just spreadsheets
- A track record of reducing fuel, maintenance, or downtime costs, with actual numbers
- Working knowledge of transport compliance and driver regulations
- Ability to stay calm and make fast decisions when a vehicle or driver issue disrupts operations
- Comfort managing both people (drivers, workshop staff) and hard operational data

RED FLAGS TO WATCH FOR

- Can't quote a single concrete metric (cost saved, downtime reduced) from a previous role
- Vague or evasive answers about compliance incidents or safety records
- No direct experience with maintenance scheduling or fleet tracking systems
- Describes fleet size or scope in a way that doesn't hold up to follow-up questions
- Treats cost control and safety as competing priorities rather than both being non-negotiable

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SAMPLE INTERVIEW QUESTIONS

- 1 Walk me through how you reduced fuel or maintenance costs in a previous role.
- 2 Describe a time a vehicle or driver issue disrupted operations. How did you resolve it?
- 3 How do you track compliance across a fleet? What tools or systems have you used?
- 4 How many vehicles and drivers have you managed, and how did that scale change your approach?
- 5 Tell me about a time you had to balance cost-cutting against safety or service levels.

SALARY QUICK REFERENCE (GAUTENG, 2026)

Junior (1-3 yrs)	R250,000 – R380,000
Mid-Level (4-7 yrs)	R380,000 – R580,000
Senior (8-12 yrs)	R580,000 – R850,000
Specialist+ (13+ yrs)	R850,000 – R1,150,000

Full breakdown available in our Logistics & Fleet Salary Benchmarking Report.

HOW EJD CAN HELP

Fleet and logistics hires are hard to screen from a CV alone, the difference between a good and a great candidate usually only shows up under pressure. EJD's founder has 10+ years of hands-on operations experience, so we screen the way a hiring manager would, not just against a job spec. Submit a vacancy and we'll have a shortlist back within 72 hours.

This guide reflects EJD Talent Solutions' hiring approach and general market observations as of 2026. It is intended as practical guidance, not a substitute for a tailored hiring strategy.

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