



MARKET INTELLIGENCE REPORT · 2026 · UNITED STATES

US AEROSPACE & DEFENSE ADDITIVE MANUFACTURING RECRUITMENT REPORT

The Definitive Talent & Hiring Intelligence Report for AM Leaders in the US Aerospace & Defense Market

This report gives hiring managers, talent leaders, and operations directors authoritative market intelligence on Additive Manufacturing recruitment across the full US Aerospace and Defense ecosystem. From venture-backed Defense tech startups to the largest primes. Data-driven, commercially focused, built for action.

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EXECUTIVE SUMMARY



Additive manufacturing has crossed a critical threshold in US aerospace and defense. It is no longer a technology demonstrator or a lab capability. It is a production imperative formalised in DoD strategy, built into prime contractor backlogs, and embedded in the plans of the fastest growing defense companies in the country.

Yet the talent required to operate, qualify, and scale AM in regulated defense environments remains critically scarce. Engineers who can control metal AM processes, understand powder metallurgy, and ship qualified safety-critical parts under NADCAP or equivalent standards are rare, in demand across multiple industries simultaneously, and not getting easier to find.

For hiring leaders, this creates a specific and urgent challenge. The roles that matter most process engineers, materials specialists, qualification engineers, metrology leads sit at the intersection of three simultaneous constraints: a sector-wide manufacturing skills shortage; security clearance timelines averaging 138–243 days; and export control obligations that restrict candidate eligibility regardless of technical skill.

! The bottom line: AM is now a production capability and a strategic workforce priority. Employers who treat AM hiring as a standard manufacturing engineering requisition will consistently lose to those who understand what AM talent actually looks like, what it costs, and what it needs to say yes.

01

KEY INSIGHTS SNAPSHOT

AM is DoD-mandated production capability, not R&D

The DoD AM Strategy mandates broader industrial adoption, improved qualification, and secure digital workflows. Institutional demand driving production-grade practitioner requirements across the full defense industrial base.

\$995B sector, AM sits at the growth edge

Core aerospace mfg up 4.8% YoY to 563K jobs.
M embedded in highest-growth areas: propulsion, space, autonomous systems.

Quality engineers: scarcest hire in the market

Experience, qualifying parts under NADCAP, MIL-SPEC, or FAA standards is the single largest premium driver. Cannot be quickly replicated, most who have it are already employed.

Clearance timelines are a hard ceiling

~138 days average for Secret, ~243 for Top Secret. Only ~2.4M of 5.4M eligible cleared candidates currently in access. Cleared AM engineers must be recruited, not grown.

3.8M manufacturing workers needed by 2033

Deloitte and Manufacturing Institute project 3.8M net new US mfg employees needed by 2033, up to 1.9M potentially unfilled. AM talent is the premium subset of this already-constrained pool.

Defense tech startups compete at scale

Anduril, Firehawk, and Saronic offer equity, hardware velocity and mission alignment that traditional primes often cannot match. Competition is now multi-directional.

Export controls are a first stage filter, not a footnote

ITAR/EAR obligations apply to controlled technical data. US person requirements are common. Screen early to avoid expensive late-stage fallout.

GE Aerospace & Howmet signal major hiring cycles ahead

GE committed \$1B to US mfg capacity in 2026 (~5,000 new jobs). How met closing a \$1.8B acquisition. Both generate significant adjacent AM hiring pressure across supply chains.

Qualified AM talent prices in the upper quartile

Materials engineers: \$68K-\$172K (BLS) AM engineers with qualified metal AM experience sit in the upper half of aerospace/mech bands often \$120K-\$175K+ for senior propulsion or space roles.

Hybrid is limited. AM is a hands-on discipline

Most AM roles require on-site presence : machines, powder labs, metrology, controlled technical data. Hybrid exists only in DfAM / simulation phases, making workplace culture more important than ever.

Digital thread and secure workflow skills emerging fast

Do DAM Strategy Goal 5 explicitly targets securing the AM digital workflow. Engineers who combine process depth with MBE or CMMC-aligned systems are increasingly rare and highly differentiated.

Counter offers are now routine in cleared AM markets

AM candidates field immediate counter-offers. Processes with multiple interview rounds consistently lose to employers who move within 2 to 3 weeks. Speed of process is a competitive advantage.

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MARKET OVERVIEW



Sector Scale & Growth

The Aerospace Industries Association's latest benchmark reports \$995 billion in total US A&D; business activity for 2024, \$556B direct, \$439B indirect, across a workforce of 2.2 million people. Core aerospace manufacturing employment (NAICS 3364) grew from 502,500 in 2022 to 537,400 in 2023 to 563,000 in 2024: consecutive years of above-4% growth in a sector in active industrial expansion. GE Aerospace has committed an additional \$1 billion to US manufacturing capacity in 2026, with approximately 5,000 new jobs attached. RTX carries a \$268B combined backlog. Lockheed Martin's backlog stands at \$194B. These are not short-term signals they are structural demand commitments that will require people to fulfil.

Key Market Drivers in 2026

- Defense budgets elevated and politically salient. FY2026 DoD request at \$961.6B; \$1.01T including all national defense-related spending. Sustained topline support production engineering, supply chain resilience, and industrialisation talent demand.
- Supply chain pressure is a multi-year structural challenge. Deloitte's 2026 A&D; outlook: sustained pressure from materials shortages, skilled labor shortfalls, and geopolitical disruption through at least 2027.
- Backlogs turning into capital investment and jobs. GE Aerospace: additional \$1B to US mfg capacity in 2026 (~5,000 new jobs). RTX: \$268B combined backlog. Lockheed Martin: \$194B backlog.
- DoD AM Strategy drives institutional demand. AM explicitly mandated for broader industrial adoption, qualification improvement, workforce development, and secure digital thread. Demand-side pressure is structural, not cyclical.

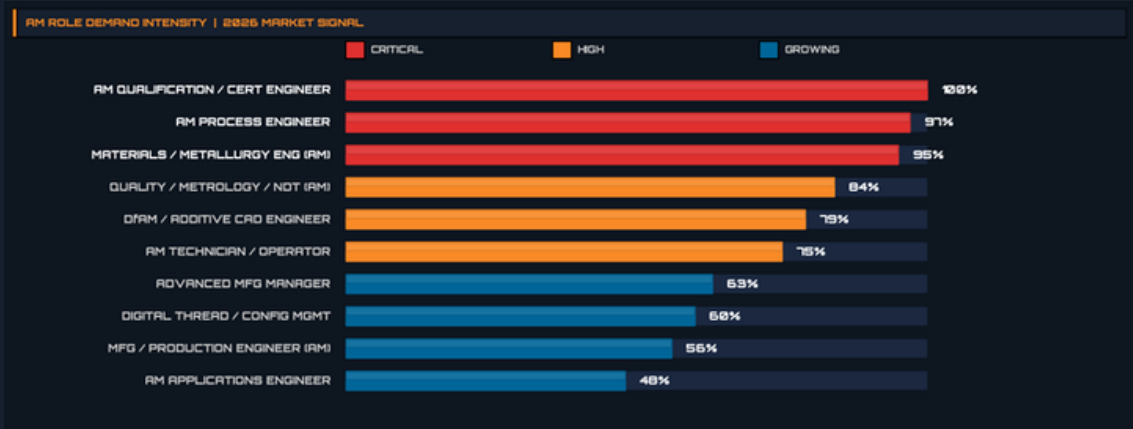
Major US A&D; Employers – Headcount Reference

Sources: Company SEC filings and investor materials, 2025/2026.

EMPLOYER	EMPLOYEES	AM HIRING RELEVANCE
Boeing	~182,000	Aerostructures, tooling, production engineering; supply chain-driven AM demand
RTX (Raytheon / Pratt & Whitney)	180,000+	Propulsion supply chains, MRO; strong AM in hot-section components; \$268B backlog
Lockheed Martin	~123,000	Record \$194B backlog; 28+ active AM postings observed; AM in classified programmes
General Dynamics	110,000+	Submarines, land systems; AM for spares, tooling, and naval sustainment
Honeywell Aerospace	~101,000	Component repair, advanced mfg; AM for MRO spares and production parts
Northrop Grumman	~95,000	~7,500 new hires in 2025; AM in classified programmes; digital thread demand growing
GE Aerospace	~57,000	\$1B US capex 2026; ~5,000 new jobs; AM deeply embedded in propulsion strategy
L3Harris Technologies	~47,000	Electronics / mission systems; AM for RF housings, packaging, prototyping
Howmet Aerospace	~25,430	Engine components, structures; \$1.8B acquisition; 90+ AM roles observed
Anduril Industries	~7,000+	Defense tech; rapid hardware iteration; multi-billion funding round; high AM intensity



JOB TRENDS REPORT



Most In-Demand AM Roles in 2026

JOB FAMILY	DEMAND	KEY SKILLS	NOTES
Additive Quality Engineer	Critical	NADCAP, MIL-SPEC, FAA Part 21; qualification docs; lot acceptance	Scarcest hire in the sector; DoD AM Strategy explicitly targets this capability gap
Materials / Metallurgy Eng. (AM)	Critical	Powder specs, microstructure, fatigue, heat treatment, HIP, defect tolerance	Only ~23K materials engineers nationally; AM narrows the pool dramatically
AM Process Engineer	Critical	Metal PBF, DED, binder jet; parameter dev; build strategy; post-processing	Hands-on machine experience essential; qualification evidence the major differentiator
DfAM / Additive CAD Engineer	High	Topology optimisation, lattice structures, build orientation, simulation	Growing demand as programmes move from prototype to production
Metrology / NDT (AM)	High	CT scanning, CMM, GD&T; process capability, NADCAP audit prep	AM QMS + advanced inspection combination is rare; capital-intensive discipline
AM Technician / Operator	High	Machine operation, post-processing, powder handling, maintenance	Strong demand at scale; often overlooked in seniority-focused hiring strategies

JOB FAMILY	DEMAND	KEY SKILLS	NOTES
Digital Thread / Config. Mgmt.	Growing	PLM, MBE, secure data transfer, authoritative model control, CMMC	Emerging requirement driven by DoD AM Strategy Goal 5 (secure workflow)
Advanced Manufacturing Manager	Growing	Programme management, cell leadership, capital justification, supplier dev	Scarce at experienced level; strong market value across primes and startups

Fastest-Growing AM Skill Areas

SKILL AREA	GROWTH SIGNAL	WHY NOW
Metal AM quality & certification	Very High	DoD AM Strategy mandate; prime production ramp pressure across the sector
DED (Directed Energy Deposition) for repair	Very High	Sustainment and readiness programmes; turbine blade and structural repair
AM digital thread & model-based engineering	High	DoD AM Strategy Goal 5; secure workflow requirements expanding rapidly
AI/ML for defect detection & param. optim.	High	Automated inspection demand rising at production scale; Deloitte 2026 outlook
Powder bed fusion (PBF) for flight hardware	High	Propulsion and space manufacturers scaling qualified PBF output
Cold spray for repair and coating	Growing	Naval and depot sustainment applications expanding
Binder jetting at production volume	Growing	Cost-effective scaling for lower-criticality structural and bracket parts
NADCAP audit readiness	Growing	Quality and process engineers with NADCAP experience command premium

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HIRING REPORT

AM HIRING PIPELINE | WHERE CANDIDATES ARE LOST



Clearance processing is the hardest ceiling in this hiring market. Average FY2025 Q3 timelines: 138 days for Secret, 243 days for Top Secret. Of the 5.4 million currently eligible cleared candidates, only approximately 2.4 million are actively in access. For AM roles with clearance requirements, this means the viable candidate pool is a subset of an already scarce specialist talent base and every week of process delay risks losing candidates to faster-moving employers.

Why Roles Stall or Fail

FAILURE POINT	FREQUENCY	ROOT CAUSE
Clearance not yet in process	Very Common	Employer assumes weeks; actual average is 138–243 days.
Compensation below market	Very Common	Pay bands set vs general engineering, not AM-specific market rates.
Interview process too slow	Common	Multi-stage processes lose candidates receiving faster offers elsewhere.
Relocation requirement not supported	Common	AM talent geographically concentrated; relocation packages often inadequate.
Export control eligibility screened late	Common	ITAR/EAR restrictions disqualify candidates who passed early stages.
Counter-offer success	Common	AM talent receives immediate counter-offers; long timelines amplify this risk.
JD does not reflect AM reality	Common	Generic mfg engineering JDs fail to attract AM specialists to apply at all

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SALARY & COMPENSATION REPORT



Premiums, Bonuses & Market Pressures

PREMIUM TYPE	TYPICAL RANGE	CONTEXT
Security clearance (Secret)	+\$8K – \$15K base equiv.	Employers pay above-band for already-cleared candidates to avoid processing timelines
Security clearance (TS/SCI)	+\$15K – \$25K+	Highly contested; cleared AM engineers in classified programmes are extremely rare
Qualified metal AM experience	+10–20% vs general mfg	Shipping qualified parts under NADCAP/MIL-SPEC is the single largest technical premium
Propulsion / space application	+10–15% vs general AM	Hot-section engine and space-grade hardware carry premium due to risk and criticality
Sign-on bonus (mid–senior level)	\$8K – \$25K	Common in cleared markets where immediate clearance access has direct programme value
Retention bonus (primes, 12–24 mth)	\$10K – \$35K	Used to retain cleared production-critical talent during programme ramp phases
Startup equity (defense tech)	0.05–0.5% options	Meaningful upside at post-Series C+ valuations; varies widely by stage and seniority

“ The most expensive move in AM hiring: losing a qualified engineer at offer stage because your pay band was set before the market moved. In 2026, the market has moved — review your bands before your next requisition.

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TALENT LANDSCAPE

WHAT AM CANDIDATES WANT IN 2026

Candidate priority vs employer delivery – scored out of 10



CANDIDATE PRIORITY EMPLOYER DELIVERY

<p>COMPENSATION</p> <p>4.2</p> <p>pt gap</p>	<p>HARDWARE</p> <p>4.5</p> <p>pt gap</p>
<p>MISSION</p> <p>3.5</p> <p>pt gap</p>	<p>CAREER</p> <p>6.0</p> <p>pt gap</p>
<p>EQUIPMENT</p> <p>2.5</p> <p>pt gap</p>	<p>LEARNING</p> <p>2.5</p> <p>pt gap</p>

What AM Candidates Want in 2026

PRIORITY	WHAT CANDIDATES VALUE	WHAT EMPLOYERS MISS
1. Compensation & stability	AM skills have cross-industry portability. Medical, automotive, energy all compete. Candidates price accordingly.	Pay bands set against general mfg, not AM-specific rates. Gap revealed late in process.
2. Real hardware shipping	"I want to qualify parts that fly, not run print-and-test indefinitely."	Roles billed as production that are still R&D; stage; candidates decline once they probe the reality.
3. Equipment investment	"What machines do you have? What's the 2026 capex plan?" Equipment signals programme maturity.	Vague answers about machine utilisation or investment trajectory.
4. Mission quality	AM engineers chose the field to build things that matter. Explain what the programme is building and why.	Generic JDs that don't describe the programme, end use, or strategic impact.
5. Career pathway	"Where does this role go in 3 years?" Specialists want qualification leadership or tech director tracks.	No visible career ladder. Treating AM as a tactical role with no defined growth path.
6. Learning & tools	Training budget, conference access, exposure to emerging modalities. AM evolves fast.	Training treated as a cost, not a retention tool for specialist technical talent.

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GEOGRAPHIC HOTSPOTS



Hotspot Reference Table

BLS concentration data for A&E; occupations highlights metros where A&D; engineering talent is disproportionately present. For AM recruiting the best predictor is industrial base with qualifying workloads: propulsion, naval, space, or defense depots.

LOCATION	ANCHOR	AM TALENT RELEVANCE	NOTABLE EMPLOYERS
Huntsville, AL	Highest eng. concentration nationally (BLS)	NASA Marshall, Army aviation, missiles; qualified AM in propulsion & weapons	Northrop, Boeing, Lockheed, Collins, Raytheon
San Diego, CA	Defense tech + naval base cluster	General Atomics, SPAWAR, Anduril; naval shipbuilding AM	General Atomics, Anduril, Northrop, BAE
LA / El Segundo, CA	Aerospace + space corridor	Lockheed Martin Space, Northrop, SpaceX, Rocket Lab; strong space AM demand	Lockheed, Northrop, SpaceX, Rocket Lab

LOCATION	ANCHOR	AM TALENT RELEVANCE	NOTABLE EMPLOYERS
Lexington Park, MD	BLS high-concentration metro	NAVAIR; defense AM for sustainment and flight hardware spares	BAE Systems, Leidos, SAIC, Raytheon
Palm Bay–Melbourne, FL	BLS high-concentration metro	L3Harris HQ; space coast mfg; growing AM production capability	L3Harris, Northrop, Boeing, Embraer
Dallas–Fort Worth, TX	Lockheed + Bell Textron hub	F-35 production, Bell rotor systems, GKN; strong production AM demand	Lockheed Martin, Bell Textron, GKN, L3Harris
Cincinnati, OH / N. KY	GE Aerospace & propulsion cluster	GE Aerospace HQ; engine programmes; propulsion AM is core industrial activity	GE Aerospace, Howmet, Spirit AeroSystems
Greater Hartford, CT	RTX / Pratt & Whitney corridor	P&W; propulsion; Sikorsky; major hot-section and repair AM demand	Pratt & Whitney, Sikorsky, Collins Aerospace
Seattle, WA	Boeing + Blue Origin	Aerostructures AM; Blue Origin New Glenn production; strong space manufacturing	Boeing, Blue Origin, Spirit AeroSystems
Washington DC Metro	GovCon cleared talent hub	DARPA, DoD, Amentum, Leidos; AM in engineering services and sustainment	Northrop, Leidos, SAIC, Booz Allen, Amentum
Bremerton–Silverdale, WA	BLS high-concentration metro	Naval shipbuilding; AM for naval spares and sustainment programmes	HII, BAE Systems, General Dynamics
Albuquerque, NM	BLS high-concentration metro	Sandia / Kirtland AFBC; weapons qualification; national lab AM experience	Sandia, L3Harris, Boeing, Northrop

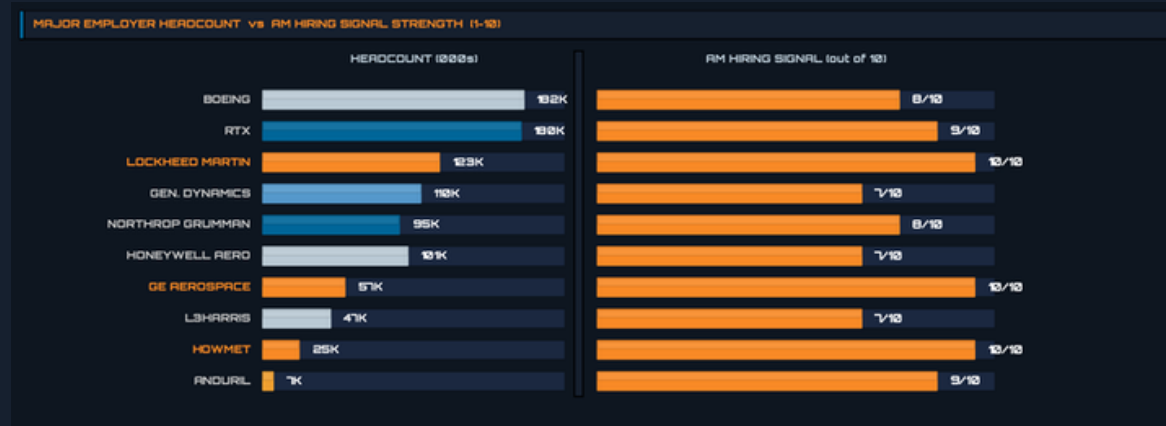
Geographic Strategy for AM Hiring

The single most common hiring mistake in AM-intensive A&D; is treating geography as a secondary consideration. Huntsville, Cincinnati, and Greater Hartford are not interchangeable with generalised national searches. These metros carry decades of programme-specific qualification experience engineers who have built and qualified flight-critical metal parts for propulsion, missiles, and space systems. That institutional knowledge does not travel easily. Matching the industrial DNA of your candidates to your programme context is one of the highest-leverage improvements available to hiring leaders in this market.

Remote and hybrid arrangements remain limited in regulated AM environments. Powder labs, machine certification, metrology operations, and controlled technical data handling all require physical presence. Relocation packages and local network access are therefore genuine competitive levers not HR formalities.

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EMPLOYER INTELLIGENCE



Employer Snapshot

EMPLOYER	AM HIRING SIGNAL	COMPETITION NOTES
GE Aerospace (~57K)	\$1B US capex 2026; ~5K new jobs; AM roles actively posted. AM integral to hot-section propulsion strategy.	Competes with space startups and defense tech for propulsion AM talent. \$213B+ backlog drives sustained demand.
Lockheed Martin (~123K)	28+ AM-specific roles in job board snapshots; \$194B backlog; missiles and aerospace mfg expansion underway.	Cleared hiring premium essential; NADCAP experience particularly screened for.
RTX / Pratt & Whitney (180K+)	\$268B combined backlog; engine production ramp; MRO AM demand growing.	Internal competition for engineering talent intense. AM skills command premium over general mfg engineers.
Northrop Grumman (~95K)	~7,500 new hires in 2025; AM in classified programmes expanding.	Clearance bottlenecks are primary constraint. Advanced mfg skill scarcity runs across the organisation.
Howmet Aerospace (~25.4K)	90+ AM-specific roles; \$1.8B acquisition closing 1H 2026; engine components and structures highly AM-relevant.	Hot competition for metallurgists, NDT/metrology and process engineers.
Boeing (~182K)	AM demand strongest in supply chain stress points: structures, tooling, repair. Post-strike recovery driving investment.	AM talent is highly portable. Boeing must manage manufacturing reputation to attract best specialists.

EMPLOYER	PROFILE & FUNDING	AM CONTEXT & TALENT CHALLENGE
Anduril Industries (~7,000+)	Autonomy-first defense tech; reportedly raising ~\$4B. Rapid hardware manufacturing scale-up.	AM for drones, sensors, deployable systems. Strong equity upside attracts senior talent away from primes.
Blue Origin	Space manufacturer; AM integral to BE-4 propulsion. Active postings: Additive Applications Eng., AM Materials Lead.	Competes with GE Aerospace and Aerojet for propulsion AM talent. Regulated space-grade qualification essential.
Firehawk Aerospace	Propulsion startup; high AM intensity per headcount; rapid hardware iteration cycles.	Competing with large propulsion OEMs for scarce propulsion AM engineers. Mission alignment is primary attractor.
Saronic Technologies	Autonomous maritime defense; R&D-intensive; hardware programme.	AM for rapid prototyping and structural hardware. Startup compensation including equity.

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WHAT HIRING MANAGERS NEED TO KNOW

HIRING PROCESS COMPARISON OPTIMAL vs TYPICAL SENIOR AM ROLES	
OPTIMAL ~30 DAYS	
DAY 1	JD POSTED, EXPORT CTRL CONFIRMED
DAY 3	SCREENING COMPLETE
DAY 8	TECHNICAL INTERVIEW
DAY 14	PANEL / FINAL INTERVIEW
DAY 22	OFFER ISSUED
DAY 30	OFFER ACCEPTED
TYPICAL 60-90+ DAYS	
WK 1	JD FINALISED (GENERIC LANGUAGE)
WK 2	HR PHONE SCREEN
WK 4	HIRING MANAGER INTERVIEW
WK 6	TECHNICAL PANEL ROUND
WK 8	LEADERSHIP SIGN-OFF
WK 10	CANDIDATE ACCEPTED ELSEWHERE

Most employers losing AM candidates are not losing them because of the programme. They are losing them because of the process. The following changes consistently improve hiring outcomes for AM-intensive roles in A&D:

Compress your timeline. Max 3 stages. Offer in 30 days. AM candidates are active with 2-4 employers simultaneously.

Clear the clearance path first. Know if you can sponsor or need someone in access. State requirements in the job post.

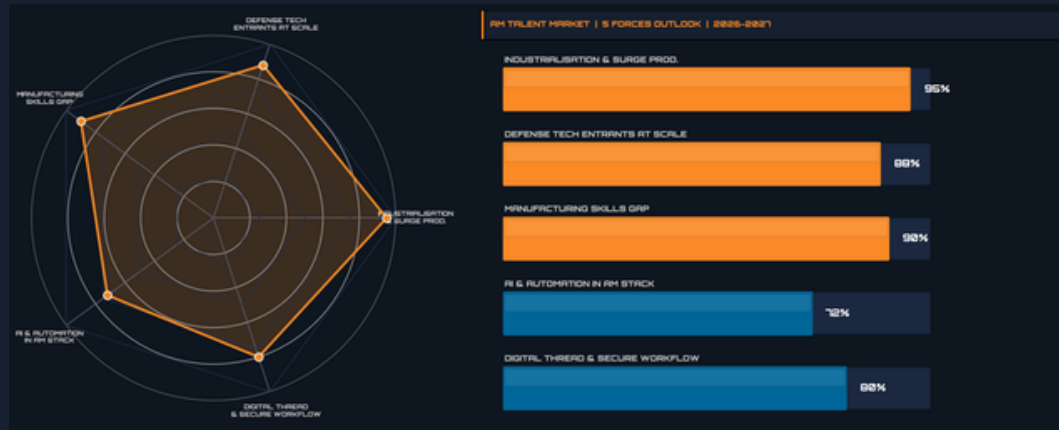
Front load export controls. Screen US person status and ITAR at stage one. Late disqualifications cost 3 more months.

Fix the job description. Name modality, material, application, and qual. standard. Specificity attracts AM specialists

Close your compensation gap. AM engineers earn 10-20% above general mfg. Set pay bands against AM-specific benchmarks.

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12-24 MONTH OUTLOOK



Five Forces Shaping AM Talent in 2026-2027

- 01 Industrialisation & Surge Production**
 AM acts as surge tool when supply chains fail. Shift to production qualification drives AM headcount growth.
- 02 Digital Thread & Secure Workflows**
 Goal 5 secures the AM digital workflow. AM depth combined with MBE or CMMC data management differentiates.
- 03 AI & Automation Entering the AM Stack**
 AI enters AM via defect detection and optimisation. Demand shifts toward hybrid process-data engineering profiles.
- 04 Defense Tech Entrants at Scale**
 Multi-billion funding creates competitors with equity upside and velocity that traditional primes cannot match.
- 05 Persistent Manufacturing Skills Gap**
 3.8M net new mfg workers needed by 2033, 1.9M unfilled (Deloitte). AM is premium scarce subset wages elevated.

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FINAL RECOMMENDATIONS



The US aerospace and defense additive manufacturing hiring market in 2026 rewards precision, speed, and genuine sector understanding. The employers who will build the strongest AM teams over the next 24 months share a common approach:

- 1 Treat AM talent as a specialist market. Compensation benchmarks, screening criteria, and sourcing channels for qualified AM engineers are different from those for general manufacturing engineering. Applying general frameworks to specialist hires consistently underdelivers.
- 2 Start the clearance process the moment you identify a hire. Waiting until offer stage to initiate or verify clearance status costs months and costs candidates. Build clearance pathway into your hiring plan — not your offer letter.
- 3 Front-load export control screening. ITAR/EAR compliance is not optional for AM in defense. US person status and controlled technical data eligibility should be first-stage filters, not final-stage surprises.

- 4 Close your compensation gap before your next requisition. Review pay bands against AM-specific market data. A \$10,000 gap at offer stage costs you the candidate, the time invested, and the opportunity cost of an unfilled role for another three months.
- 5 Speed is the unsung competitive advantage. Employers winning AM talent in this market make structured, compelling offers within 2–3 weeks of first interview. Your process cannot be longer than your best competitor's.
- 6 Invest in the AM narrative. Your programme needs a story. What are you manufacturing, why does it matter, and where is the AM capability going? The best AM engineers choose on mission and trajectory — not just salary.
- 7 Engage specialist recruiters for qualification-critical and cleared roles. The intersection of regulated AM experience, clearance status, and export control eligibility is not a combination generalist sourcing handles well.

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"The AM engineers who qualify flight-critical parts, who understand powder metallurgy, who have shipped real hardware under NADCAP. They know their value, they have options, and they are watching how you run your process."

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10 KEY TAKEAWAYS

For hiring leaders in USAerospace&Defense Additive Manufacturing



01 AM is DoD-mandated production capability — not R&D.;

The DoD AM Strategy mandates broader industrial adoption, certification improvement, and digital workflow security. Institutional demand driving production-grade practitioner requirements across the full defense industrial base.

02 The talent pool is smaller than most hiring plans assume.

~23,000 materials engineers nationally. A small fraction with regulated metal AM experience. Those who have shipped qualified, safety-critical parts under NADCAP are already employed and rarely looking passively.

03 Quality experience is the scarcest and most valuable credential.

NADCAP, MIL-SPEC and FAA qualification experience commands a premium across every company type. It cannot be quickly replicated.

04 Clearance is a critical path item, not an offer letter detail.

138-day average for Secret. 243 days for Top Secret. Plan accordingly or limit hiring to candidates already in access.

05 Defense tech startups now compete at scale for the same talent.

Anduril, BlueOrigin, Firehawk and dozens more are fully funded and actively recruiting AM talent with equity upside and engineering velocity.

06

Export controls are a first-stage screening criterion.

AM is digital manufacturing. US person requirements are common. Screen early; losing candidates to ITAR eligibility at final stage is an avoidable and expensive failure.

07

Compensation benchmarks must be AM-specific, not general mfg.

Qualified AM engineers command 10–20% above general manufacturing engineering rates. Pay bands that ignore this consistently lose the best candidates at offer stage.

08

Speed of process is a real and underrated competitive advantage.

30 days from first interview to offer for mid-senior roles. 3 stages maximum. Candidates who are right for you are being interviewed by your competitors simultaneously.

09

Match industrial ecosystem background to programme context.

An AM engineer from Cincinnati brings propulsion qualification DNA. One from Huntsville brings missile-programme experience. Matching background to context reduces hiring risk and time-to-productivity.

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The next 24 months will be the highest-intensity AM hiring period this sector has seen.

\$1T+sector, sustained defense budgets, AM as a DoD strategic priority and an expanding pool of well-funded competitors for a talent pool that is not growing fast enough.

READY TO BUILD YOUR AM TEAM?

Kensington360 is a specialist recruitment firm for Industry 4.0. We place the engineers, managers, and leaders who build the technologies that matter.



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