

# Hiring Market Snapshot

## What We're Seeing in January 2026



Each month, we break down five trends shaping how companies hire, retain, and grow supply chain, logistics, and transportation talent. January brought a steady, engaged start to the year, with hiring demand focused on operational strength, selective commercial roles, and disciplined execution.

## January 2026 Snapshot

### 1 Demand Remains Strong Across Quality, Safety, and Compliance Roles

*Companies continue to prioritize roles that protect performance, mitigate risk, and ensure consistency across operations. Quality assurance, safety, and compliance positions remain foundational as organizations focus on stability and accountability early in the year.*

### 2 Warehousing, Order Management, and E-Commerce Fulfillment Are Driving Hiring

*Hiring activity remains active across 3PL warehousing, inventory management, and e-commerce fulfillment functions. These roles are critical to supporting service levels, managing volume fluctuations, and meeting rising customer expectations.*

### 3 Carrier Sales Roles Are Re-Emerging After a Prolonged Slowdown

*For the first time in months, we're seeing renewed movement in carrier sales hiring. While still selective, this uptick suggests early confidence returning in certain commercial segments tied to capacity and pricing conversations.*

### 4 Specialized Sales Roles Continue to Hold Steady

*Demand remains consistent for specialized commercial talent across SaaS, intermodal, data center, and leasing-focused roles. Employers are prioritizing niche expertise and industry fluency over broad or generalist profiles.*

### 5 Candidate Engagement Is Holding Steady Following Strong Q4 Activity

*Job views, applications, and interview participation remain elevated compared to mid-year levels. Candidates are engaged but selective, responding best to opportunities that offer clarity, efficiency, and long-term stability.*

## Final Takeaway

January showed that hiring is active, but disciplined. The companies gaining traction are focusing on the right roles, communicating clearly, and executing with intention as they build momentum into 2026.



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