

Hiring Market Snapshot

What We're Seeing in March 2026



Each month we break down five trends shaping how supply chain, logistics, and transportation companies hire, retain and grow. The trends we're seeing in March reflect a market where hiring activity is holding steady but processes are slowing. Demand is real, but internal approvals and decision timelines are extending searches. As always, the teams seeing the best results are leading with commitment and speed.

March 2026 Snapshot

1 Logistics Coordinator, Carrier Sales, Dispatcher, and Account Manager Roles Remain Highly Active

Demand for high-volume operational and customer-facing roles continues to hold strong as companies maintain frontline capacity and service coverage across their logistics networks.

2 Leadership Hiring Continues Across International Operations, Export, and Trade Compliance

Companies are investing in senior talent who can navigate cross-border complexity as global trade dynamics and compliance requirements continue to put pressure on international operations teams.

3 Warehouse Operations Leadership Remains a Steady Need for Growing Networks

As distribution and fulfillment networks expand, demand for experienced warehouse leaders who can manage labor, throughput, and operational consistency at scale remains consistent month over month.

4 Job Seeker Activity on LinkedIn Remains Significantly Higher Than Mid-2025 Levels

Elevated candidate engagement signals that more professionals are actively evaluating opportunities, giving companies that move quickly a real advantage in reaching talent before competitors do.

5 Fill Rates Improved Month Over Month, Signaling Stronger Hiring Commitment From Clients

Month-over-month improvement in fill rates reflects growing client confidence and more decisive hiring action, even as average days to fill remain elevated at 92.5 days.

Final Takeaway

March demand is real, but execution is the bottleneck. Fill rates are improving and candidate engagement is high. Companies that move decisively on open roles right now are building an advantage that will be difficult to close later.



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