

Hiring Market Snapshot

What We're Seeing in May 2026



Each month, we break down the trends shaping how supply chain, logistics, and transportation companies hire, retain, and grow. The trends we are seeing in May reflect a market becoming more selective and more intentional. Companies are still hiring, but the focus is shifting away from adding headcount for the sake of growth and toward building stronger infrastructure, deeper expertise, and long-term stability.

May 2026 Snapshot

1 The end of the “plug-and-play” sales hire

The expectation of a sales rep who arrives with a portable book of business and immediate production does not align with today's market realities.

What is working instead is specialization and a niche focus. Companies are leaning into reps with real expertise in areas like reefer, LTL, and specialized equipment. Performance is being driven less by who someone knows and more by how deeply they understand the space they sell into.

2 Operations is outpacing sales by 4x

The clearest signal in our pipeline is the split between operations and sales hiring, sitting at roughly 4:1 in favor of operations and supply chain roles.

Most active searches are tied to planning, fleet management, and analytics, while sales roles remain limited and highly targeted. The focus has shifted inward. Companies are prioritizing how the business runs and not just how it grows.

3 Logistics talent is professionalizing

The mix of roles moving through our desk continues to shift upmarket, including placements like an Industrial Engineer and a Manager of Safety, Health, and Environment.

These roles are no longer peripheral. They are becoming core to how logistics organizations are built and scaled. The industry is moving from scrappy execution to structured, specialized teams.

Final Takeaway

May continues to reward precision over volume. The companies that are winning talent right now are not just casting wider nets. They are narrowing focus, resetting expectations, and building with more intention around operational strength.



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