Hiring Market Snapshot

What We're Seeing in August 2026

Each month, we break down the trends shaping how Supply Chain, Logistics, and Transportation companies hire, retain, and grow. July's hiring activity points to a shift in what companies value most. As technology handles more routine execution, employers are putting a greater premium on people who can analyze information, solve problems, build relationships, and make sound decisions when the answer isn't obvious. At the same time, experienced candidates are becoming more selective, making clarity around compensation, expectations, and growth increasingly important.

August 2026 Snapshot

1 The AI Execution Paradox

*More than **43% of our new job launches in July were technical, analytical, or engineering roles**, reflecting increased demand for people who can do more than execute an established process.*

As AI, automation, and increasingly sophisticated technology handle more routine work, strategic judgment, critical thinking, adaptability, and problem-solving become stronger differentiators.

Companies aren't eliminating the need for execution. They're putting more value on the people who can determine what needs to happen next.

2 Transparency Is Becoming a Recruiting Advantage

Experienced candidates are asking harder questions earlier.

Compensation, commission structures, benefits, expectations, company reputation, and growth potential can all influence whether a passive candidate agrees to start the conversation.

*In July, **68.8% of our placements, came through Retained Searches**. When employers clearly define the opportunity, commit to the search, and provide transparency from the beginning, strong passive talent can still be moved off the sidelines.*

3 Enterprise Sales Talent Is Back in Focus

***Sales and Supply Chain focused positions accounted for 56.8% of our open jobs in July**, with continued demand for experienced enterprise sellers and specialized freight talent.*

At the same time, changes within corporate shipper organizations are putting experienced Supply Chain professionals back into the market.

For 3PLs and brokerages looking to grow, that creates an opportunity to add proven talent capable of opening doors, expanding services, and building long-term customer relationships.

*Winning those candidates requires an opportunity built around more than a title. **Growth, autonomy, compensation, and strong infrastructure all matter.***

Final Takeaway

Technology may be changing how work gets done, but it's also changing where people create the most value. The strongest candidates bring more than technical experience or the ability to execute a defined task. They know how to question information, navigate ambiguity, build trust, and make decisions when there isn't a clear playbook. For hiring teams, the next challenge is making sure the interview process can identify those capabilities.

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