Hiring Market Snapshot

What We're Seeing in September 2026

Each month, we break down the trends shaping how Supply Chain, Logistics, and Transportation companies hire, retain, and grow. August's hiring activity revealed a growing disconnect between the talent companies say they need and how quickly they're prepared to act. Leadership searches are staying open longer, proven commercial talent is asking tougher questions before engaging, and safety and compliance hiring is becoming increasingly tied to broader business risk. Here are three trends standing out across our searches right now.

September 2026 Snapshot

1 Hiring Urgency Isn't Matching Hiring Speed

Critical leadership roles remain urgent, but hiring timelines aren't always keeping pace. The average active search is 63.4 days, with approximately 40% reaching 60 days and and hand full of executive and director-level searches extending beyond that point.

Long interview gaps and delayed feedback can make it harder to keep passive candidates engaged.

The takeaway: *Define the process upfront, align stakeholders, and provide candidate feedback within 48 hours to maintain momentum.*

2 Commercial Talent Knows Its Value

Experienced commercial talent has options and needs a compelling reason to make a move. In August, 46.2% of inbound inquiries requested sales, account management, or specialized broker talent, while these roles represented 57.9% of completed placements.

Candidates increasingly expect clarity around compensation, commission, territory, resources, and growth potential.

The takeaway: *Lead with a strong value proposition and transparent earning potential from the start.*

3 Safety & Compliance Is Becoming a Business Risk Function

Safety and compliance roles are expanding beyond operational oversight. August searches included Director of Safety & Compliance, Fleet Safety & Compliance Manager, and Safety Director positions.

These leaders increasingly influence insurance exposure, regulatory compliance, carrier relationships, and financial risk.

The takeaway: *Evaluate safety leaders for business judgment, leadership, and risk management alongside technical expertise.*

Final Takeaway

September's market reinforces a common theme: clarity without execution isn't enough. Companies need to move with the urgency they communicate, give proven candidates a clear reason to engage, and recognize when traditionally operational roles have become strategic business functions.

The organizations that align expectations, decision-making, and hiring execution will be better positioned to turn talent demand into actual hires.

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