

Hiring Market Snapshot

What We're Seeing in October 2026



As companies prepare for the coming year, hiring strategies are becoming more focused on market intelligence, efficiency, and specialized expertise. Our latest recruiting activity and broader industry trends highlight four developments shaping Supply Chain, Logistics, and Transportation.

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1 Market Intelligence Is Becoming Essential to Every Hire

Employers are increasingly relying on compensation benchmarks, candidate availability, and market mapping to guide hiring decisions. Recent recruiting activity shows that more than 40% of inbound inquiries progressed to discovery conversations, with market feasibility and compensation playing important roles in those discussions. Existing clients are also placing greater value on upfront market intelligence to establish realistic expectations and strengthen recruiting strategies.

2 Hiring Efficiency Is Improving

Despite a selective hiring market, recent recruiting activity shows meaningful improvements in hiring efficiency. Candidate submissions are happening approximately 50% faster, while offer acceptance timelines have improved by more than 55%. These gains highlight the value of clear priorities, aligned decision-makers, and consistent communication throughout the hiring process.

3 Safety & Compliance Talent Is in Demand

Transportation and logistics companies continue to prioritize safety, compliance, and risk management. These positions accounted for approximately 10% of recently launched searches, including safety leadership, fleet compliance, and quality assurance roles. This reflects the growing importance of specialized expertise in maintaining operational reliability and managing business risk.

Final Takeaway

Hiring success increasingly depends on preparation, efficiency, and specialized expertise. As companies navigate shifting freight conditions, rising operating costs, and evolving workforce needs, those that use real-time market intelligence, align decision-makers, and prioritize critical skills will be better positioned to build stronger teams in the coming year.



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