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Hiring Market Snapshot

What We're Seeing in November 2026



As the year winds down, hiring is becoming more deliberate. Companies are opening fewer searches, but the roles they are filling carry more weight, and many are already planning for January. Our latest recruiting activity highlights three developments shaping Supply Chain, Logistics, and Transportation.

November 2026 Snapshot

1 Fewer Searches, Bigger Seats

Overall search volume softened in October, but the searches that did open leaned senior. Nearly a third of new searches were at the manager level or above, and several recent placements were senior leaders with salaries above $250,000, including technology, sales, and engineering leadership. Companies are being more selective about where they add headcount, and they are investing in the roles that shape strategy for 2027.

2 The 2027 Headcount Window

Some searches are pausing until January as companies wait on budgets, revisit priorities, or adjust to changes in their business. That creates an opportunity. Employers who confirm 2027 headcount now can start conversations in December and be ready when experienced candidates begin exploring new roles in the new year, instead of starting from scratch in January.

3 Interviews Now Test How Candidates Think

More employers are adding case studies, scenario-based questions, and skills assessments to their interview process, especially for operations and sales leadership roles. The goal is to see how a candidate solves problems, not just what they have done before. Candidates who prepare real examples and walk through their thinking clearly are standing out.

Final Takeaway

Hiring heading into 2027 is about precision. Companies that focus on the roles that matter most, plan headcount early, and evaluate how candidates think will be in the strongest position when the market picks up in the new year.

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