# Freight Appointments Q3 2026 vacancy analysis: commercial hiring leads the freight forwarding market

*Freight Appointments on the freight forwarding and logistics roles employers are hiring for most across its four markets in Q3 2026.*

UNITED KINGDOM, September 18, 2026 /EINPresswire.com/ -- Freight Appointments reveals the freight forwarding and logistics roles most in demand in Q3 2026

Freight Appointments highlights the roles employers are hiring for across key logistics markets in the USA, Germany, Benelux and Australia.

Freight forwarding and logistics recruitment specialist Freight Appointments has shared an overview of the roles most in demand across its markets during Q3 2026, as employers continue to compete for experienced freight professionals.

With a team of specialist consultants recruiting across the USA, Germany, Benelux and Australia, Freight Appointments works across Executive Search, Sales & Commercial, Management and Operations roles within freight forwarding and logistics.

The business has now supported more than 800 successful candidates, including over 400 Import, Export and Customs specialists, and has negotiated more than $52 million in salaries.

Drawing on the roles it has been recruiting for through the quarter, Freight Appointments has identified where demand has been concentrated across freight forwarding and logistics.

Commercial hiring spans new business and account management

Employers have been hiring across the full commercial spectrum this quarter. Alongside Business Development Managers and Sales Executives focused on new business, there has been demand for Key Account Managers, Global Account Directors and Trade Lane Managers, where the emphasis sits on developing and protecting existing customer relationships.

Sales Support and Pricing roles have also featured, sitting between the commercial and operational sides of a forwarding business.

Ocean and air operations remain the backbone of hiring

Ocean and air freight operations roles have been sought across all four markets, including Ocean Import and Export Operators, Air Import and Export Agents, Airfreight Operators and Pricing Specialists.

A number of these positions are multimodal, or cover both import and export, rather than focusing on a single lane or direction.

Customs expertise in demand across the USA:

Customs knowledge has been particularly sought after in the US market, with employers hiring Entry Writers, Licensed Customs Brokers and Customs Brokerage Managers, alongside senior compliance appointments.

Sector specialists sought across verticals:

Several roles this quarter have been tied to a specific vertical rather than a general forwarding desk. Employers have been hiring for automotive Key Account Management, healthcare airfreight and sales positions, aerospace vertical sales, high tech Global Account Management, and Project Logistics roles across operations, business development and leadership.

Management and leadership appointments across all markets:

Alongside operational and commercial hiring, employers have been recruiting Branch Managers, Station Managers, Import and Export Managers and departmental Directors, as well as senior appointments handled through executive search.

Advice for freight professionals:

For candidates considering their next move, the roles in demand this quarter point to a few practical considerations.

The shape of commercial experience matters. With Key Account and Global Account roles in demand alongside new business positions, candidates who can evidence account retention and growth, not only wins, have a wider range of opportunities open to them.

Vertical experience is worth highlighting. Candidates who have worked in automotive, healthcare, aerospace, high tech or project cargo should make that prominent on a CV rather

than leaving it buried in a job description.

Multimodal and end-to-end experience is useful. A number of operations roles cover both air and ocean, or both import and export, so candidates able to work across modes have more options.

Candidates who are unsure how their experience maps to what employers are looking for should speak to a specialist recruiter working in their market rather than applying broadly.

Freight Appointments specialises exclusively in freight forwarding and logistics recruitment, supporting businesses and candidates across Operations, Sales & Commercial, Management and Executive Search.

Candidates can search the latest freight forwarding and logistics jobs across the USA, Germany, Benelux and Australia through the Freight Appointments website.

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