

COMMERCIAL
CONSTRUCTION ·
OCTOBER 2026

Your next superintendent is probably not applying.

The strongest leaders are already working.

Hi {{first_name}},

The bottleneck in commercial construction hiring right now is not the field, it is preconstruction. Senior estimators and preconstruction managers consistently take 90+ days to fill, longer than almost any other role in the trade, while wages for those same roles are growing faster than anywhere else in the business. Vertical experience still matters too: a strong healthcare superintendent is not automatically the right leader for a data center, industrial build, or occupied renovation.

THE NUMBER THAT MATTERS

90+

6-8%

days to fill for senior estimators and preconstruction managers, the hardest and slowest hire in the trade.

annual wage growth across senior roles, with mega-projects pulling talent out of standard commercial work at 15-25% premiums.

Pick the one role that would hurt most if it opened in the next 90 days. Define the project experience, compensation, travel expectations, and non-negotiables now, then start building the bench.

THIS MONTH'S READ

Top 10 Hiring Challenges in Commercial Construction Recruiting (2026)

Why preconstruction, not the field, is the real bottleneck, and what to do about it before your next seat opens.

[Read the full guide →](#)

FROM THE FIELD

2 Superintendents Hired in 3 Weeks

Noble Building and Development, Houston, TX, a real engagement, not an estimate. Focused recruiting created the conversations before open seats turned into project problems.

[Read the case study →](#)

QUICK WIN

Superintendents and PMs are too often hired reactively, after a project is already awarded. Start building the bench for your next likely opening now, before the project makes the hire urgent.

Hiring construction leaders?
Book a call

If construction hiring is on your plate this quarter, that's all we do. Reply to this email or grab a time above.

Michael Carter
President, My Trade Talent

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EMAIL SETUP

SUBJECT	Your next superintendent probably isn't applying.
PREHEADER	Build the bench before the next project makes the hire urgent.
SEND DATE	October 2026
AUDIENCE	Commercial Construction contact list
APPROVER	Neil