



AUGUST 2026 HIRING SNAPSHOT

REAL ESTATE & CONSTRUCTION

THE HIDDEN HIRING MARKET

The strongest construction and real estate professionals are rarely applying for jobs. Here's where the market is moving beneath the surface.

PASSIVE TALENT OVERVIEW

The best talent is already employed

The most sought-after professionals in real estate and construction are rarely searching job boards or actively applying for opportunities.

Across affordable housing, commercial renovation and active development projects, experienced professionals remain fully employed and focused on delivering live work. Yet many are open to the right opportunity when approached with a role that offers stronger leadership, better projects or greater long-term career progression.

For employers, this creates a hidden hiring market.

WHERE PASSIVE TALENT IS MOVING

The in-demand professionals are not actively looking for a new role

Most remain committed to their current employer, but many are willing to have a conversation when approached with the right opportunity.

Strong project pipelines, long-term career progression, stable leadership, company culture and the opportunity to work on high-profile developments continue to drive interest.

Strong movement

- Licensed DOB Superintendents with stable project histories
- Project Managers with affordable housing and commercial renovation experience
- Senior affordable housing professionals with HUD, PACT and NYCHA expertise

Steady movement

- Assistant Project Managers
- Estimators
- Development professionals supporting active pipelines

More selective

- Luxury residential development professionals
- New-build condominium specialists where project pipelines remain slower

The strongest professionals are rarely entering the open market. Instead, they are selectively exploring opportunities through trusted recruiter relationships.

WHAT PASSIVE TALENT IS LOOKING FOR

While salary remains important, it is rarely the only reason experienced professionals decide to move.

The conversations taking place across the market increasingly center around:

- Project stability and confidence in future pipeline
- Leadership teams with a clear long-term vision
- Opportunities to work on higher-profile developments
- Career progression that extends beyond the next project
- Competitive compensation that reflects current market demand

Businesses leading with a compelling opportunity rather than salary alone are generating stronger engagement.

WHY EMPLOYERS ARE MISSING THE BEST TALENT

Many employers continue to rely heavily on advertised vacancies and inbound applications

The challenge is that the professionals they most want to hire are rarely searching for jobs. Instead, experienced construction and real estate professionals are:

- Delivering live projects
- Being approached directly by specialist recruiters
- Considering only a small number of carefully selected opportunities
- Moving quickly once the right role is presented

Waiting until a vacancy becomes urgent often means competing for a much smaller talent pool.

"The strongest professionals are rarely waiting on job boards for their next opportunity. They're delivering projects, building relationships and only engaging when the opportunity genuinely represents a step forward. Employers who rely solely on advertised roles are only seeing a small part of the available talent market."

MIRANDA MARS, SENIOR DIRECTOR
REAL ESTATE & CONSTRUCTION

Three ways to access the hidden market

Build relationships before vacancies arise

The strongest hiring outcomes begin well before a role needs to be filled.

Move with confidence

Passive professionals expect efficient hiring processes. Lengthy interview stages can quickly result in lost opportunities.

Sell the opportunity, not just the role

Experienced professionals want to understand the projects, leadership and long-term vision behind the business, not simply the job description.

The bottom line

The market remains highly competitive, but the biggest opportunity sits beneath the surface. The strongest construction and real estate professionals are still available. They simply are not actively looking.

Businesses that engage passive talent early, move decisively and present compelling opportunities will continue to secure the strongest hires before competitors know those professionals were available.