Recruiting Research Survey

Volume 12 • Recruiter Salary Survey

AIRS®
powered by ADP

Welcome to AIRS® 2017 Recruiter Salary Survey Results!

AIRS is proud to have a large alumni network of recruiters in every industry and location. As a service to ALL recruiters, we frequently poll our network on current trends and hot topics. What follows are the results of the 2017 Recruiter Salary Survey! We are pleased to share this with you and hope it is helpful to you and your organization. Please look for future survey results!

Highlights

- The average number of requisitions that respondents handle at one time is **23.7**, down from 24.8 last year.

- **62%** of respondents describe themselves as "full cycle" recruiters.

- **80%** of respondents receive an annual salary or annual salary plus bonus/commission.

- The median hourly rate reported is $42/hr compared to $27/hr last year, up **56%**.

- The median annual compensation reported is **$87,672** compared to $92,571 last year, down 5%.

- **44%** of respondents have a degree with a focus on Business or Human Resources.

- **92%** of respondents stated that obtaining a certification, education or training increased recognition, marketability and performance.

AIRS 2017 Recruiter Salary Survey

1 What best describes the type of recruiter you are?

• Corporate	72.5%
• Agency/Third-party/Executive Search	18.4%
• Contingent/Contract	9.0%

Agency/Third-party/
Executive Search

Contingent/Contract

Corporate
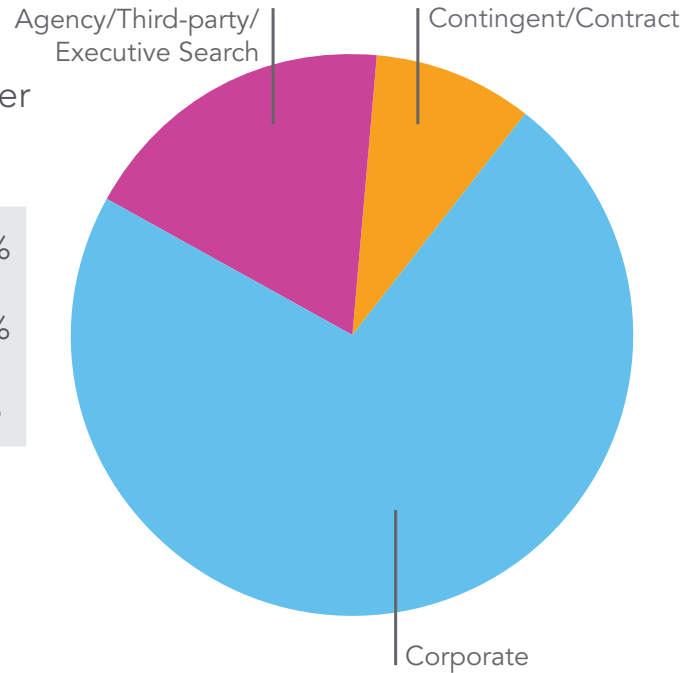
2 How many years of recruiting experience do you have?

• None	0.8%
• 0-2 years	8.6%
• 2-5 years	18.0%
• 5-10 years	22.4%
• 10-15 years	19.6%
• More than 15 years	30.6%

More than 15 years   None   0-2 years   2-5 years

10-15 years   5-10 years
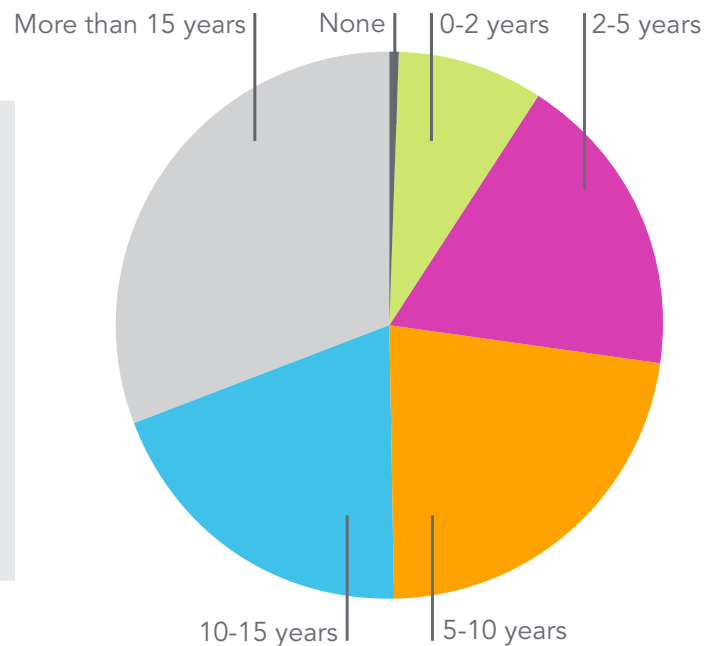
3 What is the principal industry of your company/organization?
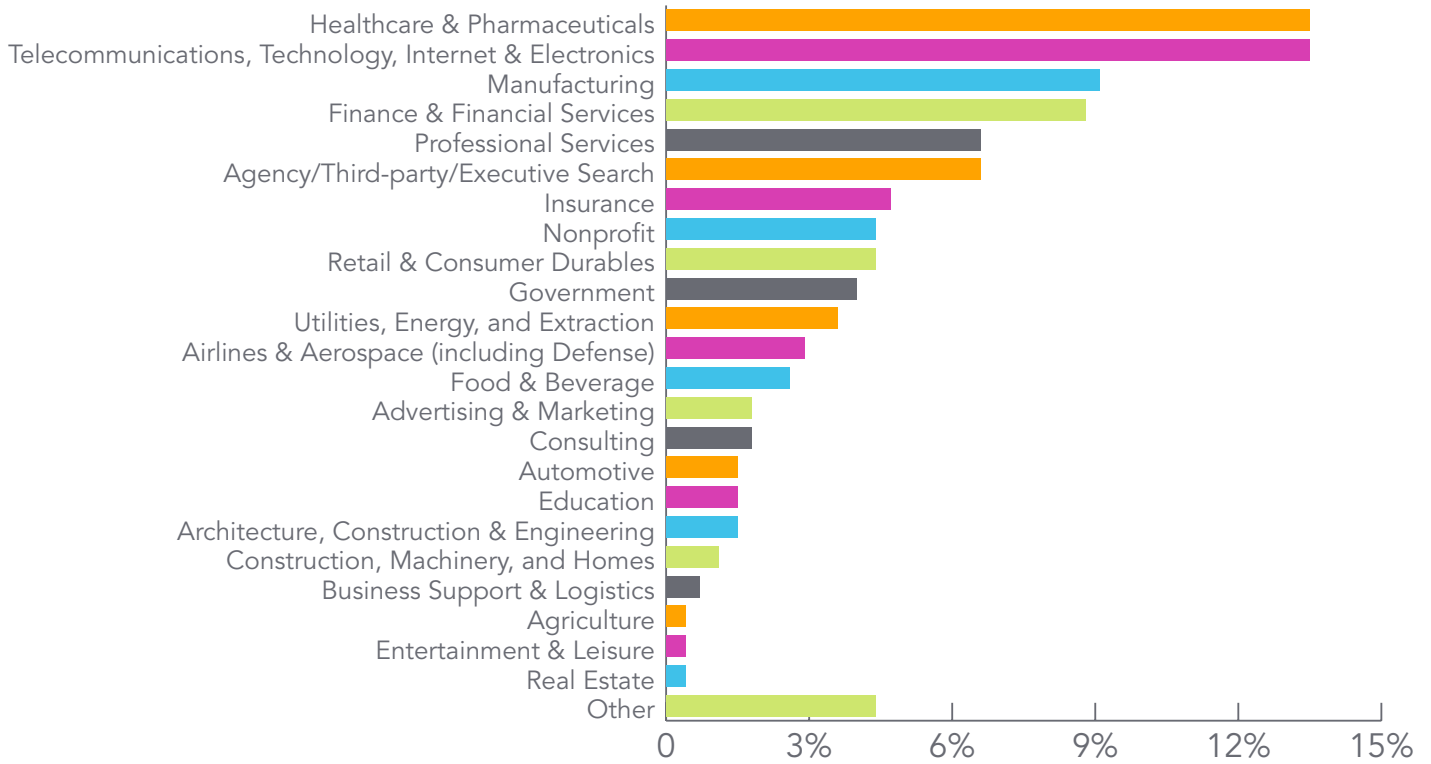
Industry	Percentage
• Healthcare & Pharmaceuticals	13.5%
• Telecommunications, Technology, Internet & Electronics	13.5%
• Manufacturing	9.1%
• Finance & Financial Services	8.8%
• Professional Services	6.6%
• Agency/Third-party/Executive Search	6.6%
• Insurance	4.7%
• Nonprofit	4.4%
• Retail & Consumer Durables	4.4%
• Government	4.0%
• Utilities, Energy, and Extraction	3.6%
• Airlines & Aerospace (including Defense)	2.9%
• Food & Beverage	2.6%
• Advertising & Marketing	1.8%
• Consulting	1.8%
• Automotive	1.5%
• Education	1.5%
• Architecture, Construction & Engineering	1.5%
• Construction, Machinery, and Homes	1.1%
• Business Support & Logistics	0.7%
• Agriculture	0.4%
• Entertainment & Leisure	0.4%
• Real Estate	0.4%
• Other	4.4%

AIRS 2017 Recruiter Salary Survey

4 How many total employees in your organization?

• 1-2500	45.3%
• 2501-5000	12.6%
• 5001-7000	6.7%
• More than 7000	35.4%
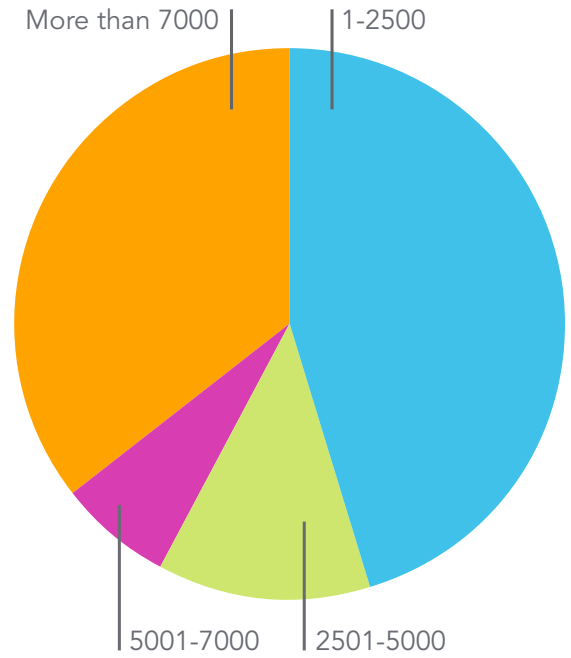
5 How many recruiters in your organization?

• 5 or less	40.9%
• 6-10	13.9%
• 11-25	14.8%
• 26-50	6.3%
• More than 50	24.1%
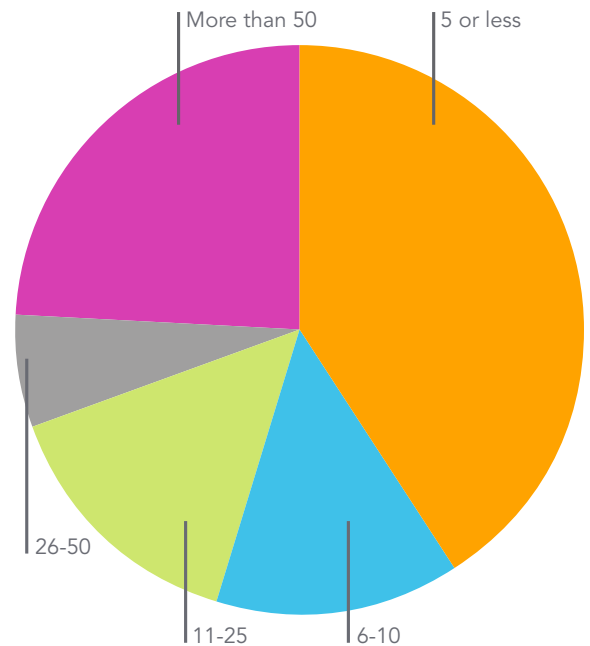
AIRS 2017 Recruiter Salary Survey

6 What is your official job title?
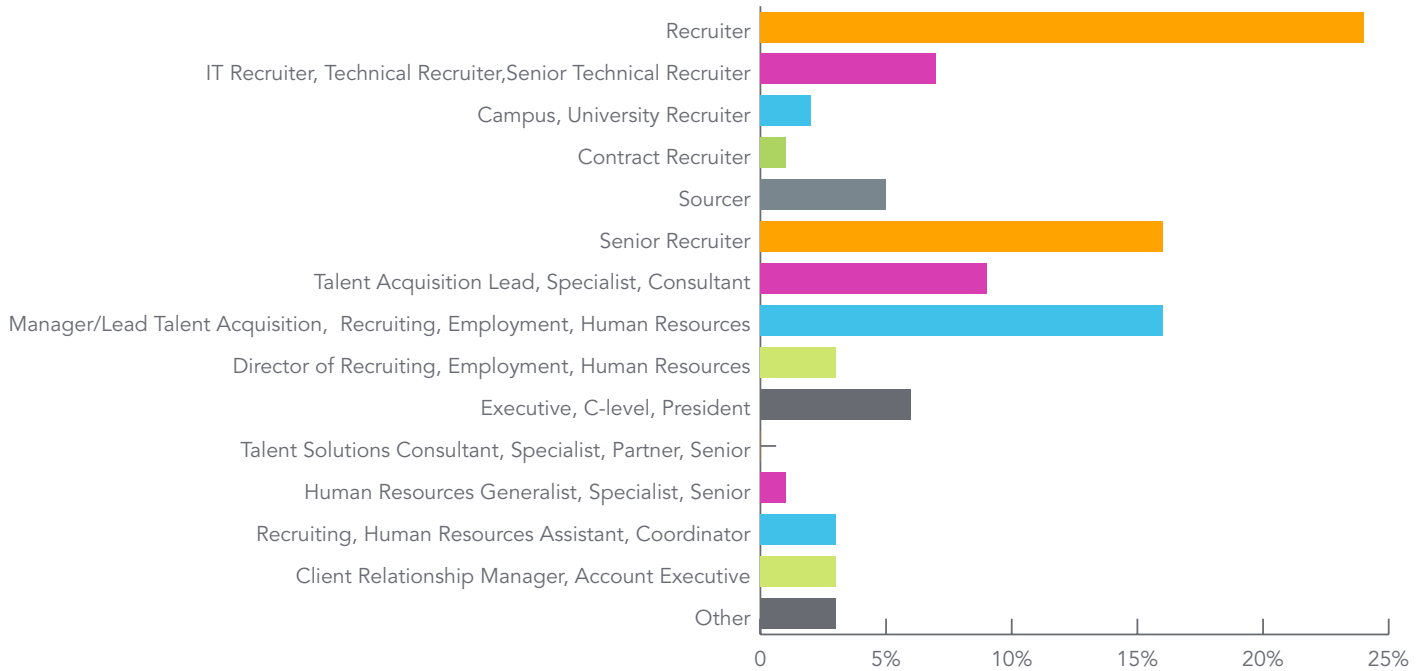
	%
• Recruiter	24%
• IT Recruiter, Technical Recruiter, Senior Technical Recruiter	7%
• Campus, University Recruiter	2%
• Contract Recruiter	1%
• Sourcer	5%
• Senior Recruiter	16%
• Talent Acquisition Lead, Specialist, Consultant	9%
• Manager/Lead Talent Acquisition, Recruiting, Employment, Human Resources	16%
• Director of Recruiting, Employment, Human Resources	3%
• Executive, C-level, President	6%
• Talent Solutions Consultant, Specialist, Partner, Senior	0%
• Human Resources Generalist, Specialist, Senior	1%
• Recruiting, Human Resources Assistant, Coordinator	3%
• Client Relationship Manager, Account Executive	3%
• Other	3%

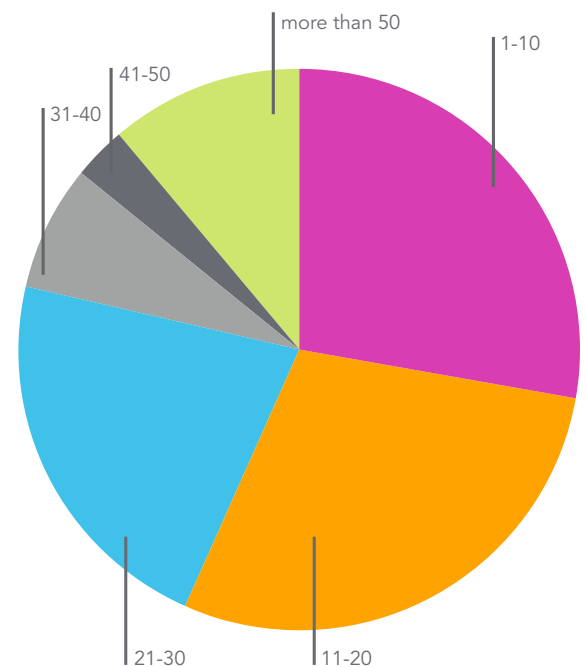# AIRS 2017 Recruiter Salary Survey

7 Which of the following best describes your position?

• Sourcer (Identify potential candidates and pass to recruiter for contact)	8.0%
• Full Cycle Recruiter (Responsible for every part of recruiting process including but not limited to; job intake, sourcing, interviewing, job offer, reference checking)	62.0%
• Recruiter (Sourcing, interviewing, negotiation - does not participate in acquiring open job requisition/order)	9.3%
• Recruiting Coordinator (Arrange/schedule interviews for recruiters, reference checks, offer letters)	2.5%
• Recruiting Manager/Director/VP (Responsible for the recruiting strategy and managing team of recruiters)	13.5%
• Blended Desk Recruiter (Responsible for candidate and client development)	3.8%
• Client Service Representative (Responsible for client relationship including acquiring job requisition/orders.	0.8%
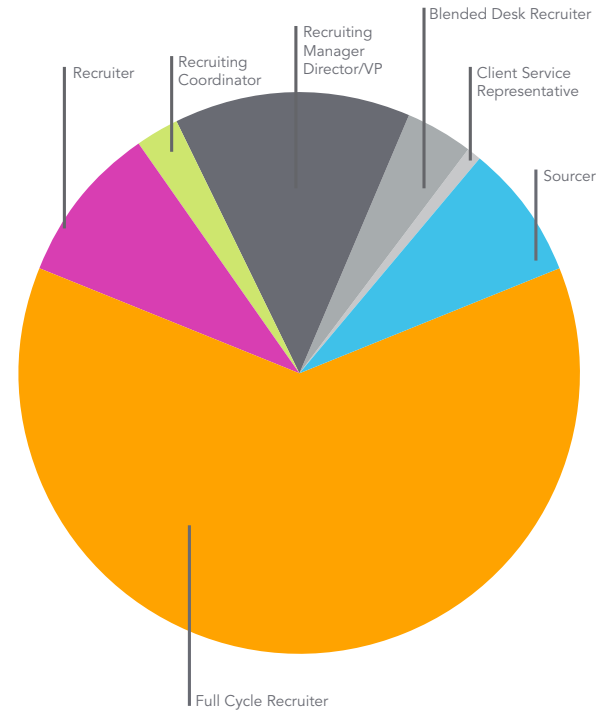
8 How many open requisitions do you handle at one time?

• 1-10	27.8%
• 11-20	29.1%
• 21-30	21.9%
• 31-40	7.2%
• 41-50	3.0%
• more than 50	11.0%

AIRS 2017 Recruiter Salary Survey

9 Do you supervise/manage?

• Yes	27.0%
• No	73.0%
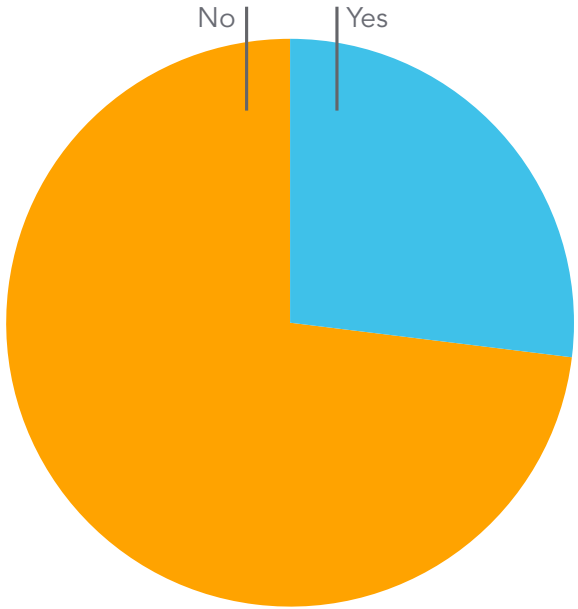
10 If yes, how many do you supervise/manage?

• 1	23.8%
• 2-5	52.4%
• 6-10	11.1%
• 10-20	4.8%
• 21 plus	7.9%
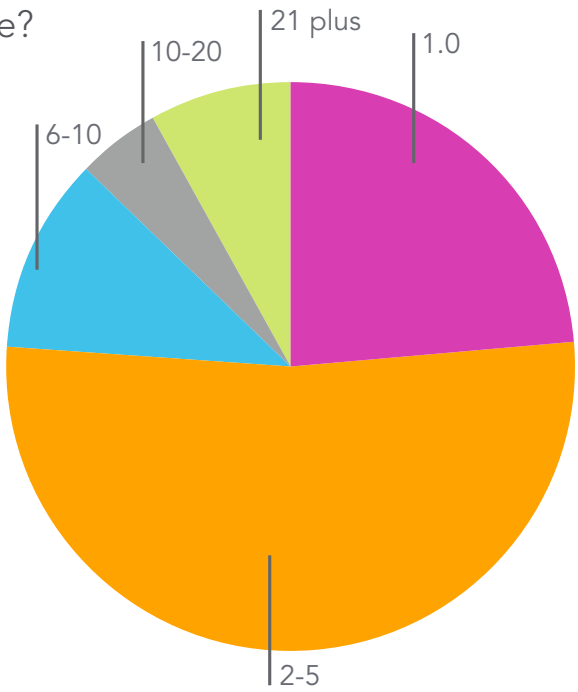
AIRS 2017 Recruiter Salary Survey

11 What categories do you recruit for?
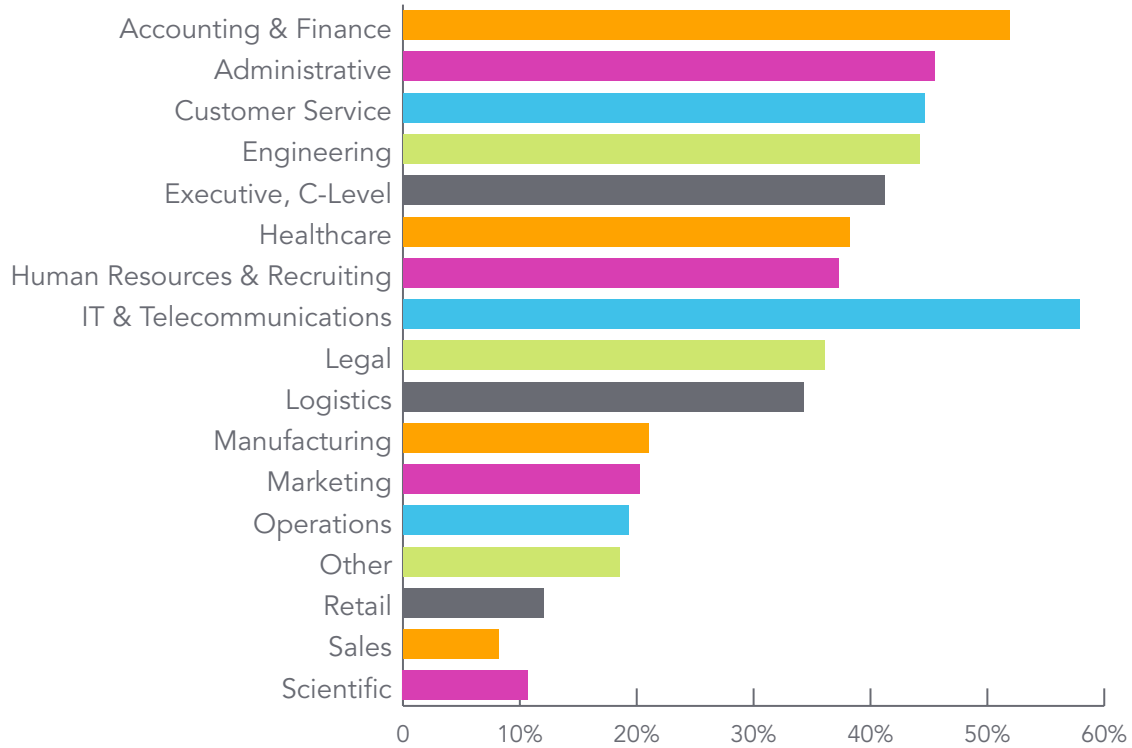
• Accounting & Finance	51.9%	• Logistics	34.3%
• Administrative	45.5%	• Manufacturing	21.0%
• Customer Service	44.6%	• Marketing	20.2%
• Engineering	44.2%	• Operations	19.3%
• Executive, C-Level	41.2%	• Other	18.5%
• Healthcare	38.2%	• Retail	12.0%
• Human Resources & Recruiting	37.3%	• Sales	8.2%
• IT & Telecommunications	57.9%	• Scientific	10.7%
• Legal	36.1%		

AIRS 2017 Recruiter Salary Survey

12 What geographic area do you work in?
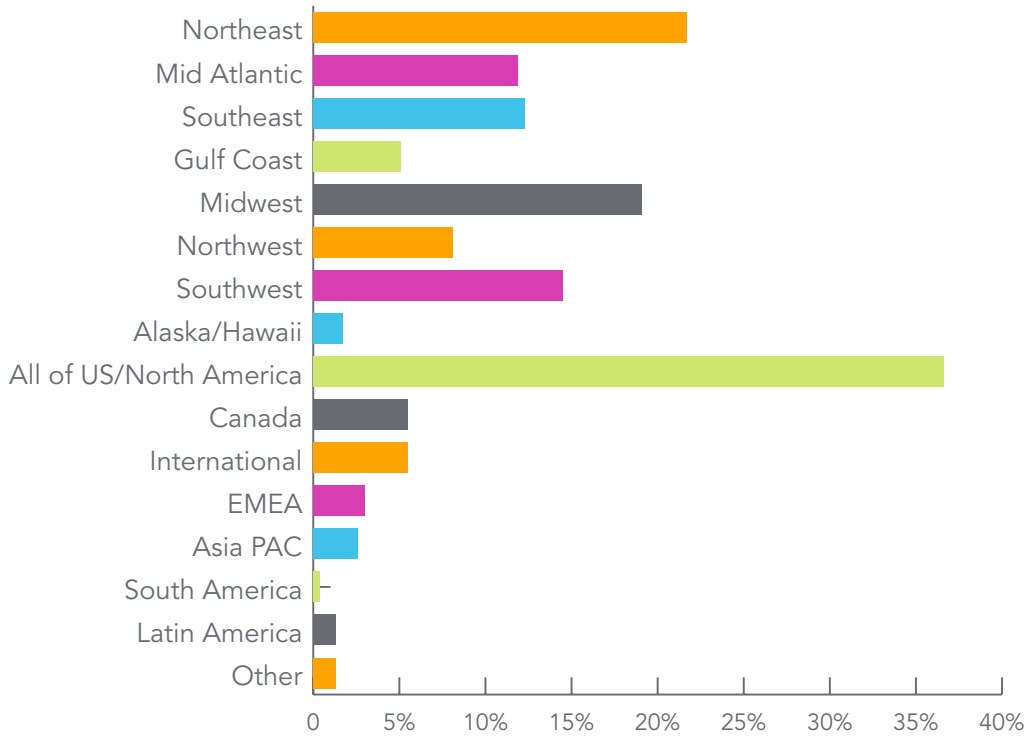
• Northeast	21.7%	• All of US/North America	36.6%
• Mid Atlantic	11.9%	• Canada	5.5%
• Southeast	12.3%	• International	5.5%
• Gulf Coast	5.1%	• EMEA	3.0%
• Midwest	19.1%	• Asia PAC	2.6%
• Northwest	8.1%	• South America	0.4%
• Southwest	14.5%	• Latin America	1.3%
• Alaska/Hawaii	1.7%	• Other	1.3%

AIRS 2017 Recruiter Salary Survey

13 Which best describes how you are compensated?

• Hourly Rate	11.9%
• Hourly Rate plus bonus/commission	3.8%
• Annual Salary	40.4%
• Annual Salary plus bonus/commission	40.0%
• 100% Comission	3.8%
Base Salary for initial period then 100% commission	0.0%
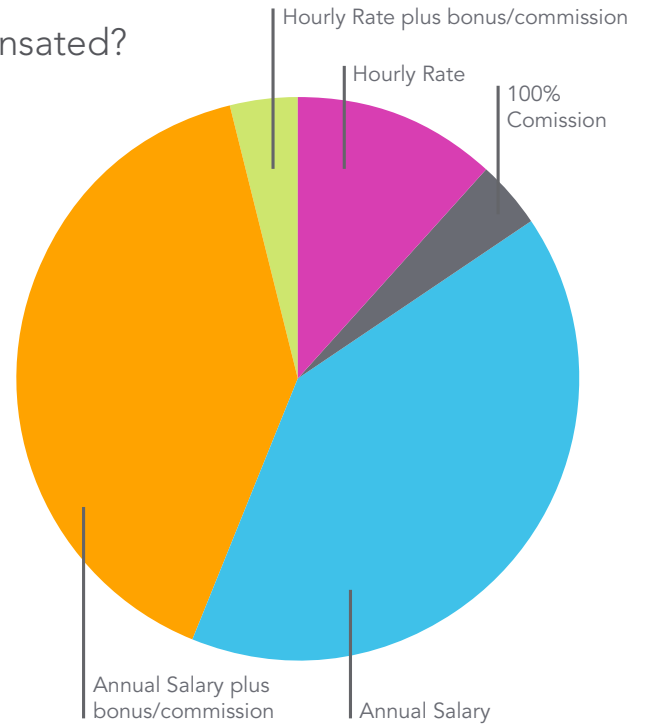
14 If hourly, what is the range of your total compensation?

• $1 - 15/hr	2.8%	• $46 - $50/hr	5.6%
• $16 - $20/hr	13.9%	• $51 - $75/hr	22.2%
• $21 - $25/hr	16.7%	• $76 - $100/hr	11.1%
• $26 - $30/hr	11.1%	$101 - $150/hr	0.0%
• $31 - $35/hr	11.1%	$151 - $175/hr	0.0%
• $36 - $40/hr	2.8%	$176 - $200/hr	0.0%
• $41 - $45/hr	2.8%	Over $200/hr	0.0%
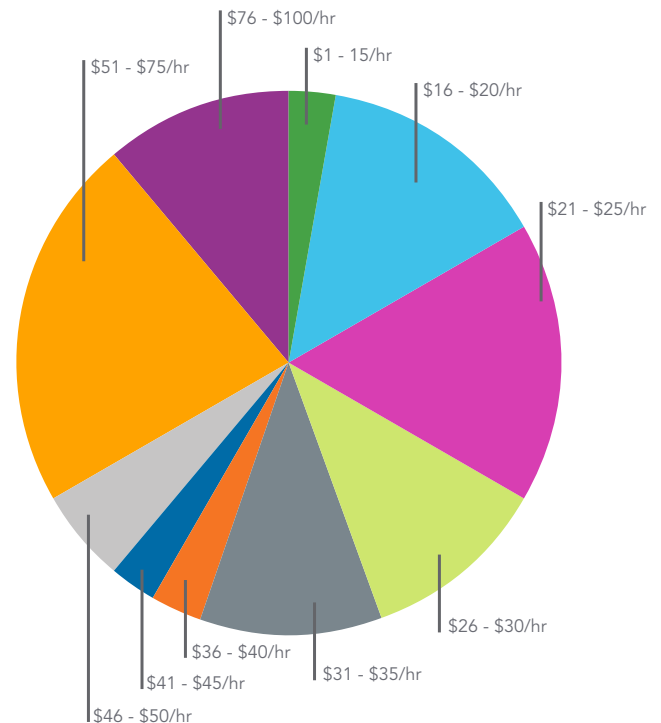
AIRS 2017 Recruiter Salary Survey

**15** If salaried and/or commission, please select the range of your total annual compensation?
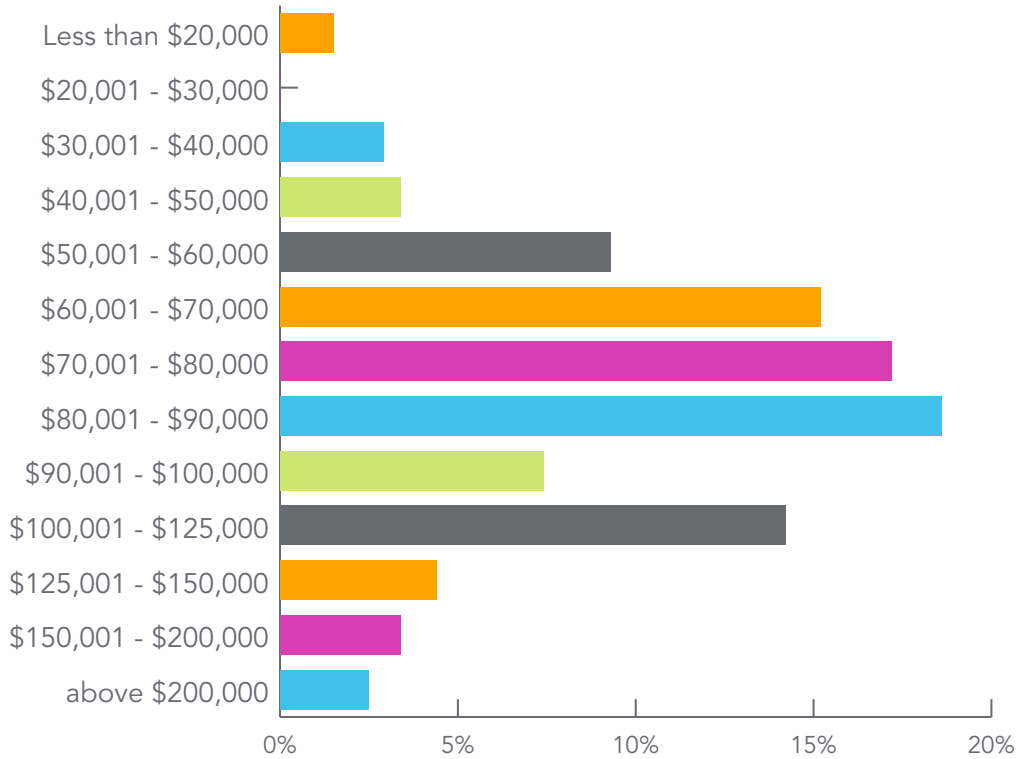
• Less than $20,000	1.5%
• $20,001 - $30,000	0.0%
• $30,001 - $40,000	2.9%
• $40,001 - $50,000	3.4%
• $50,001 - $60,000	9.3%
• $60,001 - $70,000	15.2%
• $70,001 - $80,000	17.2%

• $80,001 - $90,000	18.6%
• $90,001 - $100,000	7.4%
• $100,001 - $125,000	14.2%
• $125,001 - $150,000	4.4%
• $150,001 - $200,000	3.4%
• above $200,000	2.5%

AIRS 2017 Recruiter Salary Survey

16 What is the highest level of education you have attained?

• High School	4.7%
• Associates Degree	4.3%
• Some college coursework	7.3%
• Undergraduate Degree	62.7%
• Masters Degree	19.3%
• PhD	0.4%
• Other	1.3%
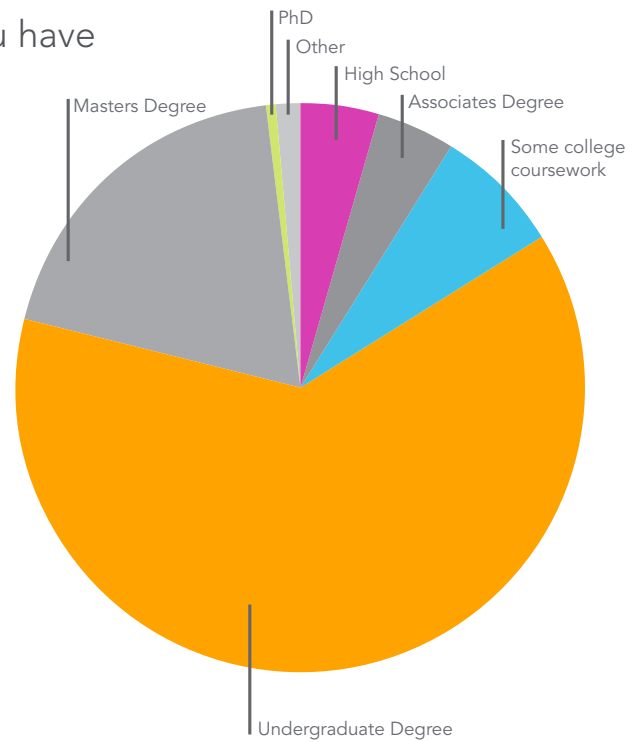
AIRS 2017 Recruiter Salary Survey

17 What was the focus/concentration of your highest degree?
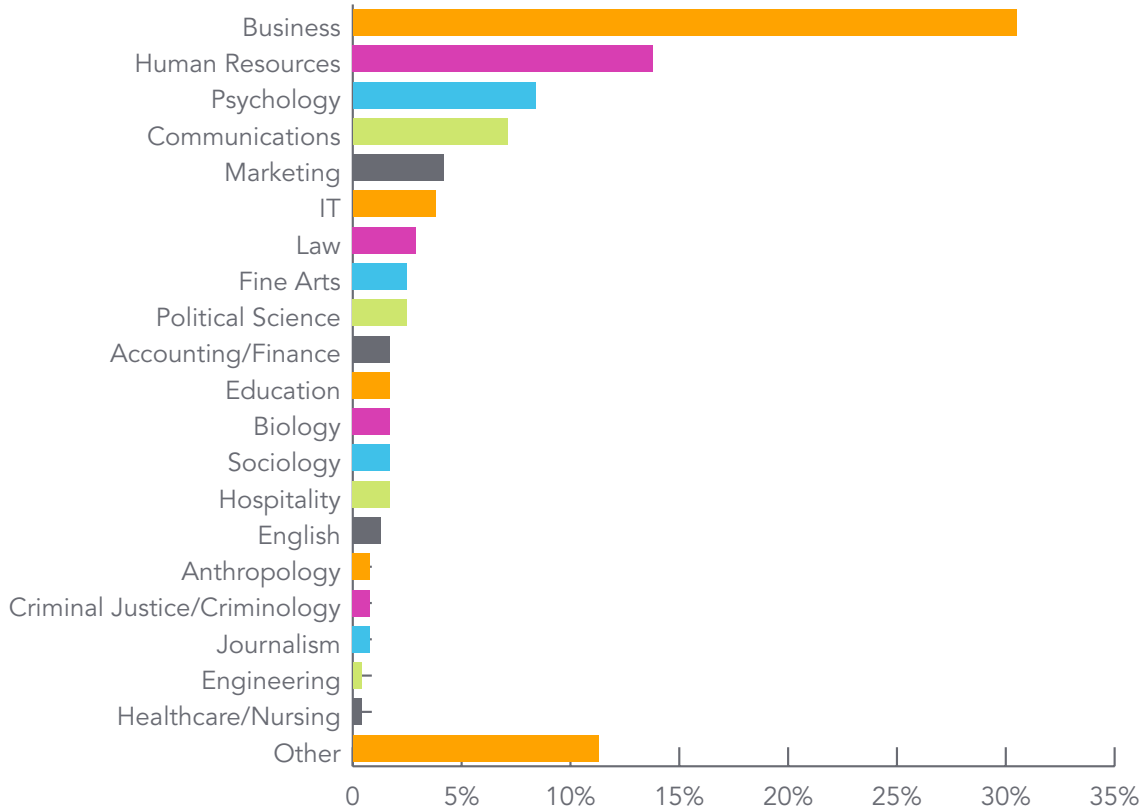
• Business	30.5%	
• Human Resources	13.8%	
• Psychology	8.4%	
• Communications	7.1%	
• Marketing	4.2%	
• IT	3.8%	
• Law	2.9%	
• Fine Arts	2.5%	
• Political Science	2.5%	
• Accounting/Finance	1.7%	
• Education	1.7%	
• Biology	1.7%	
• Sociology	1.7%	
• Hospitality	1.7%	
• English	1.3%	
• Anthropology	0.8%	
• Criminal Justice/Criminology	0.8%	
• Journalism	0.8%	
• Engineering	0.4%	
• Healthcare/Nursing	0.4%	
• Other	11.3%	

AIRS®

powered by ADP®

www.airsdirectory.com
800-466-4010 x2
cs_airs@adp.com