



# Recruiting Research Survey

*Volume 8 • Salary Survey 2015*

# Welcome to AIRS®

## 2015 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 our most recent survey results! 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

- **55%** of those surveyed handle 11-30 open requisitions at one time, up 7% from last year.
- **55%** of those surveyed describe themselves as “full cycle” recruiters
- **83%** of those surveyed receive an annual salary or annual salary plus bonus/commission
- **\$27/hr** Median hourly rate compared to \$35/hr last year, down 23%
- **\$92,571** Median annual compensation compared to \$89,782 last year, up 3%

AIRS® Recruiting Research Survey: Volume 8 • Recruiter Salary Survey

AIRS is a registered trademark of ADP, LLC. ADP and the ADP logo are registered trademarks of ADP, LLC. All other marks are the property of their respective owners. Copyright © 2015 ADP, LLC

AIRS 67 Etna Road, Suite 400, Lebanon, NH, 03766, All Rights Reserved.

No part of this book may be used or reproduced, duplicated, disclosed, published, transcribed, stored, translated, transmitted or reverse-engineered, in whole or in part without written permission of the publisher. For permission contact AIRS, 67 Etna Rd., Suite 400, Lebanon, NH 03766.

All trademarks are the property of their respective owners. Use of a term in this book should not be regarded as affecting the validity of any trademark or service mark.

Copyright of any screen captures in this book are the property of the software's manufacturer.

Mention of any products in this book in no way constitutes an endorsement by AIRS.

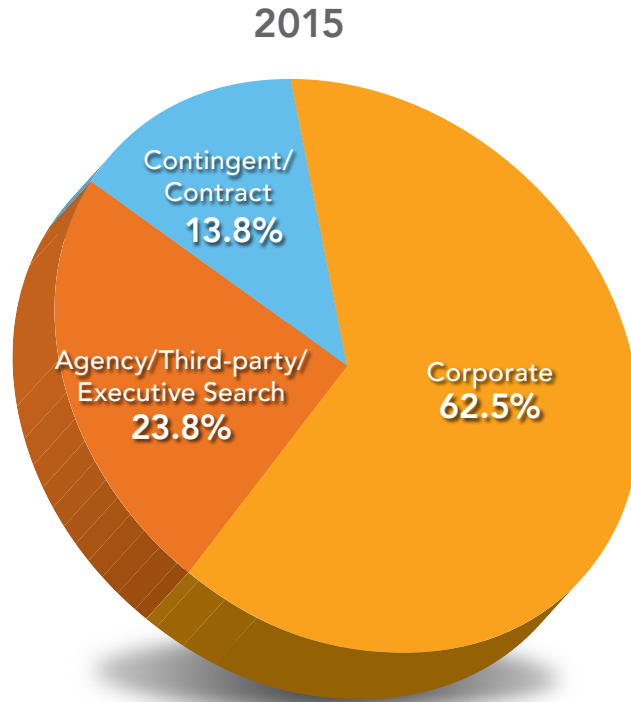
Although every precaution has been taken in the preparation of this book, the publisher assumes no responsibility for errors or omissions. Neither is any liability assumed for damages resulting from the use of information herein.

DISCLAIMER: AIRS IS NOT PROVIDING LEGAL ADVICE OR DIRECTION REGARDING ANY TOPICS INCLUDED IN AIRS TRAINING COURSE BOOKS OR DELIVERED MATERIALS. ALL ATTENDEES SHOULD CHECK WITH THEIR OWN LEGAL COUNSEL FOR ADVICE REGARDING ALL EMPLOYMENT RELATED MATTERS AND THE LEGALITY OF INTERNET SOURCING TECHNIQUES IN RELEVANT JURISDICTIONS.

(RecruitResSurvey\_Vol8\_120815b)

# AIRS 2015 Recruiter Salary Survey

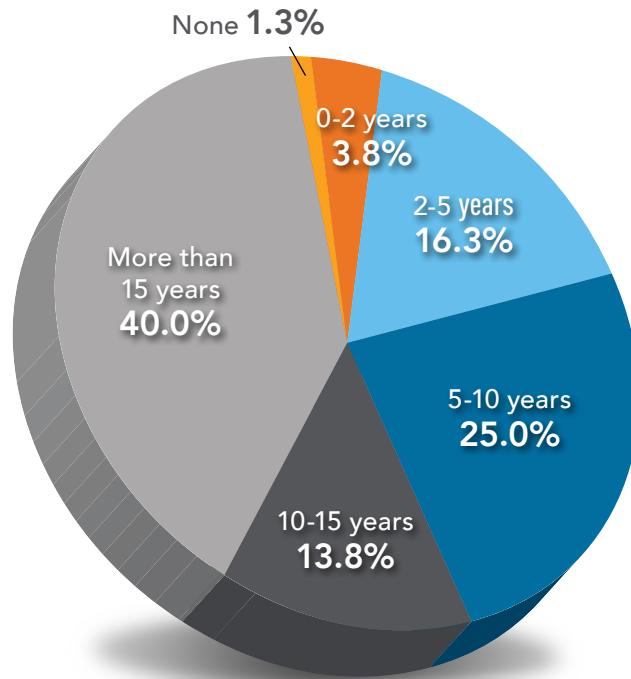
What best describes the type of recruiter you are?



	2015	2014	% change from 2014
<b>Corporate</b>	62.5%	77.50%	Decreased by 19%
<b>Agency/Third-party/Executive Search</b>	23.8%	16.40%	Increased by 45%
<b>Contingent/Contract</b>	13.8%	6.10%	Increased by 126%

## How many years of recruiting experience do you have?

2015



	2015	2014	% change from 2014
None	1.3%	0.4%	Increased by 225%
0-2 years	3.8%	5.1%	Decreased by 25%
2-5 years	16.3%	14.5%	Increased by 12%
5-10 years	25.0%	26.2%	Decreased by 5%
10-15 years	13.8%	25.8%	Decreased by 47%
More than 15 years	40.0%	28.0%	Increased by 43%

## What is the principal industry of your company/organization?

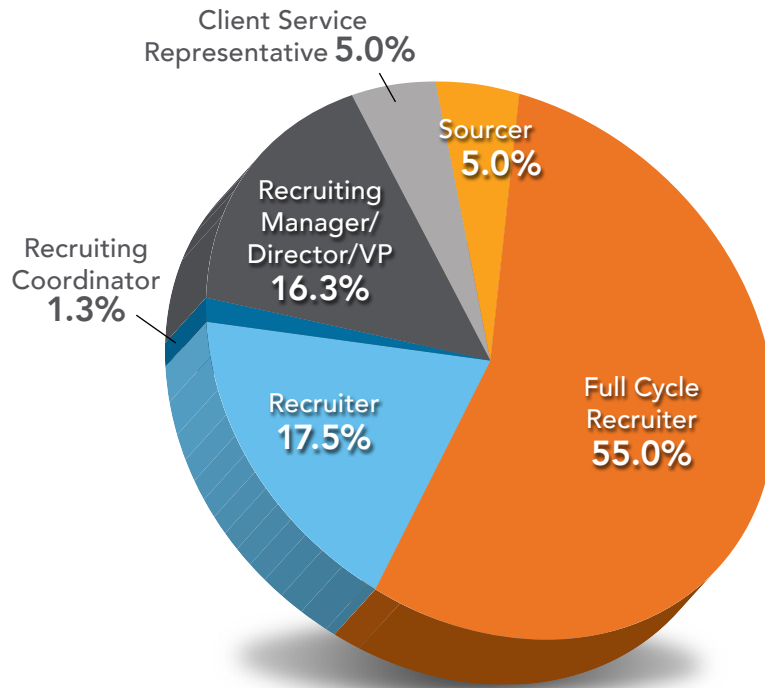
	2015	2014	% change from 2014
Agency/Third-party/Executive Search	7.7%	6.5%	+ 19%
Advertising & Marketing	2.2%	1.4%	+ 62%
Agriculture	2.2%	0.0%	+ 100%
Airlines & Aerospace (including Defense)	4.4%	4.8%	- 8%
Automotive	0.0%	1.0%	- 100%
Business Support & Logistics	0.0%	3.1%	- 100%
Construction, Machinery, and Homes	1.1%	3.7%	- 71%
Education	0.0%	1.7%	- 100%
Entertainment & Leisure	0.0%	1.0%	- 100%
Finance & Financial Services	8.8%	9.5%	- 8%
Food & Beverage	2.2%	0.7%	+ 223%
Government	2.2%	4.8%	- 54%
Healthcare & Pharmaceuticals	12.1%	14.6%	- 17%
Insurance	1.1%	3.7%	-7 1%
Manufacturing	14.3%	8.8%	+ 62%
Nonprofit	1.1%	2.4%	- 54%
Professional Services	11.0%	7.1%	+ 54%
Retail & Consumer Durables	7.7%	4.8%	+ 62%
Real Estate	0.0%	0.7%	- 100%
Telecommunications, Technology, Internet & Electronics	16.5%	15.0%	+ 10%
Utilities, Energy, and Extraction	5.5%	4.8%	+ 15%

## What is your official job title?

	2015	2014	% change from 2014
Recruiter	27%	15%	+ 80%
IT Recruiter, Technical Recruiter, Senior Technical Recruiter	6%	9%	- 33%
Sourcer	3%	5%	- 40%
Senior Recruiter	12%	23%	- 48%
Manager Talent Acquisition, Recruiting, Employment, Human Resources	12%	15%	- 20%
Director of Recruiting, Employment, Human Resources	10%	8%	+ 25%
Executive, C-level, President	4%	3%	+ 33%
Talent Solutions Consultant, Specialist, Partner, Senior	5%	8%	- 38%
Human Resources Generalist, Specialist, Senior	4%	5%	- 20%
Recruiting, Human Resources Assistant	1%	2%	- 50%
Client Relationship Manager, Account Executive	8%	1%	+ 700%
Other	8%	6%	+ 33%

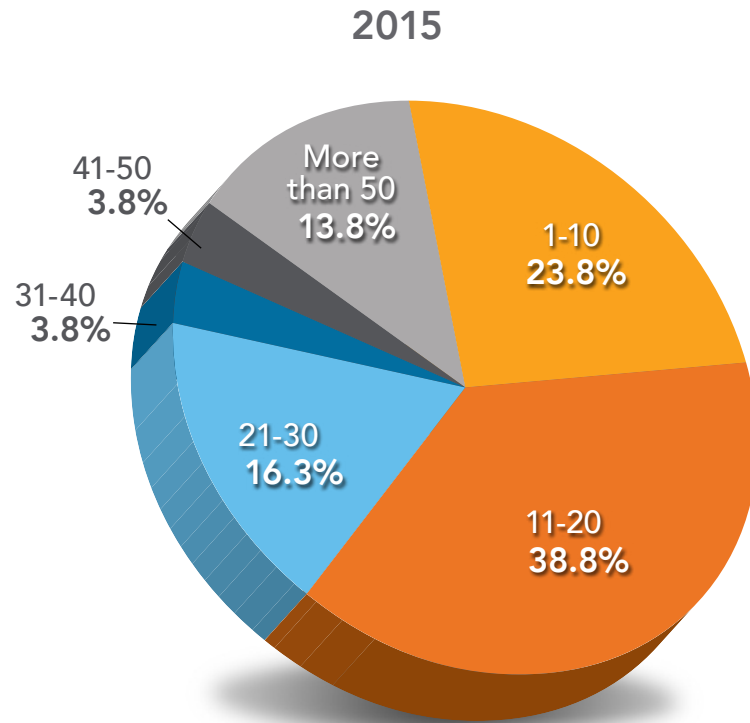
## Which of the following best describes your position?

2015



	2015	2014	% change from 2014
<b>Sourcer</b> (Identify potential candidates and pass to recruiter for contact)	5.0%	7.6%	Decreased by 225%
<b>Full Cycle Recruiter</b> (Responsible for every part of recruiting process including but not limited to; job intake, sourcing, interviewing, job offer, reference checking)	55.0%	56.4%	Decreased by 2%
<b>Recruiter</b> (Sourcing, interviewing, negotiation - does not participate in acquiring open job requisition/order)	17.5%	12.4%	Increased by 41%
<b>Recruiting Coordinator</b> (Arrange/schedule interviews for recruiters, reference checks, offer letters)	1.3%	2.9%	Decreased by 55%
<b>Recruiting Manager/Director/VP</b> (Responsible for the recruiting strategy and managing team of recruiters)	16.3%	18.5%	Decreased by 12%
<b>Client Service Representative</b> (Responsible for client relationship including acquiring job requisition/orders.)	5.0%	2.2%	Increased by 127%

## How many open requisitions do you handle at one time?

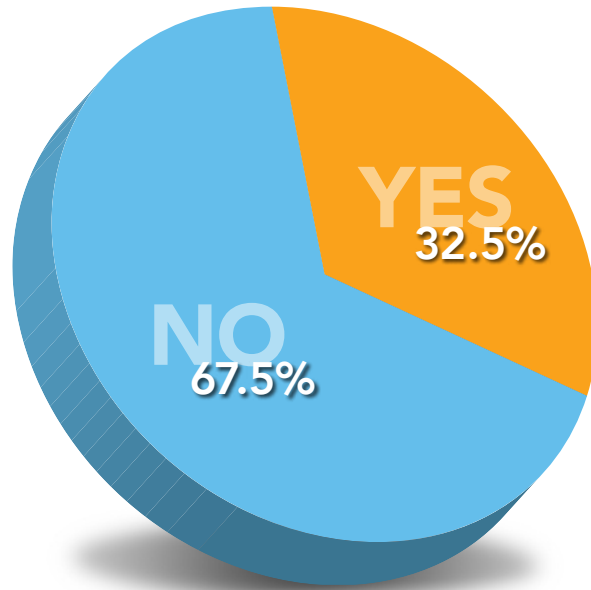


	2015	2014	% change from 2014
1-10	23.8%	31.6%	Decreased by 25%
11-20	38.8%	30.9%	Increased by 26%
21-30	16.3%	20.4%	Decreased by 20%
31-40	3.8%	6.2%	Decreased by 39%
41-50	3.8%	5.1%	Decreased by 25%
more than 50	13.8%	5.8%	Increased by 138%



## Do you supervise/manage?

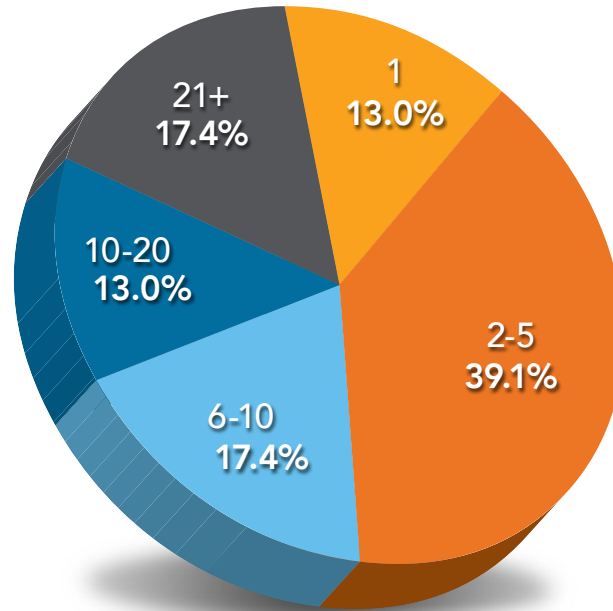
2015



	2015	2014	% change from 2014
Yes	32.5%	30.9%	Increased by 5%
No	67.5%	69.1%	Decreased by 2%

If yes, how many do you supervise/manage?

2015

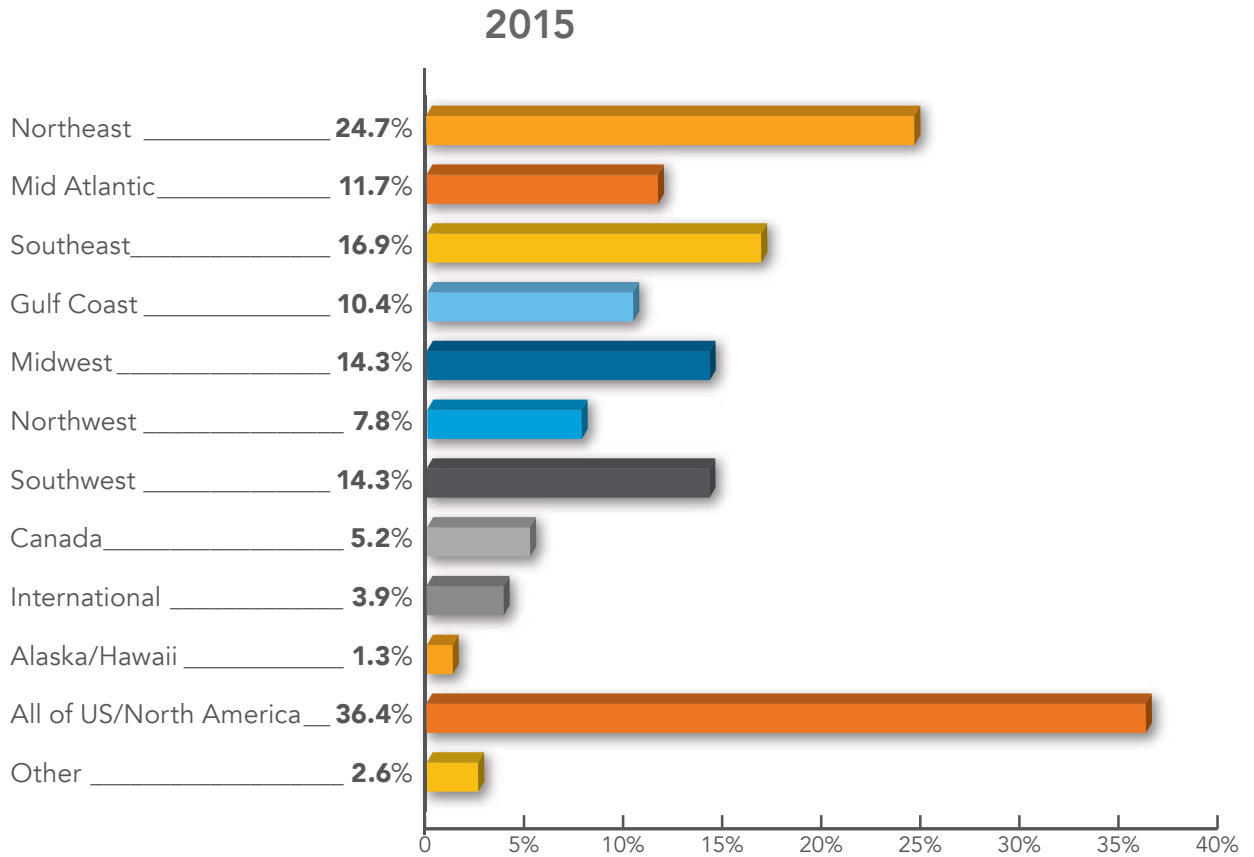


	2015	2014	% change from 2014
1	13.0%	20.5%	Decreased by 37%
2-5	39.1%	47.0%	Decreased by 17%
6-10	17.4%	22.9%	Decreased by 24%
10-20	13.0%	7.2%	Increased by 81%
21 plus	17.4%	2.4%	Increased by 625%

## What categories do you recruit for?

	<b>2015</b>	<b>2014</b>	<b>% change from 2014</b>
Administrative	41.6%	47.2%	- 12%
Customer Service	35.1%	35.7%	- 2%
Sales	46.8%	43.1%	+ 9%
Engineering	48.1%	39.8%	+ 21%
Healthcare	1.0%	5.2%	- 81%
IT & Telecommunications	49.4%	53.9%	- 8%
Legal	14.3%	16.0%	- 11%
Manufacturing	31.2%	20.1%	+ 55%
Scientific	16.9%	15.6%	+ 8%
Accounting & Finance	41.6%	53.9%	- 23%
Logistics	26.0%	23.4%	+ 11%
Retail	13.0%	8.9%	+ 46%
Marketing	28.6%	35.7%	- 20%
Human Resources & Recruiting	42.9%	41.3%	+ 4%
Executive, C-Level	37.7%	41.3%	- 9%
Operations	44.2%	50.2%	- 12%
Other	13.0%	15.6%	- 17%

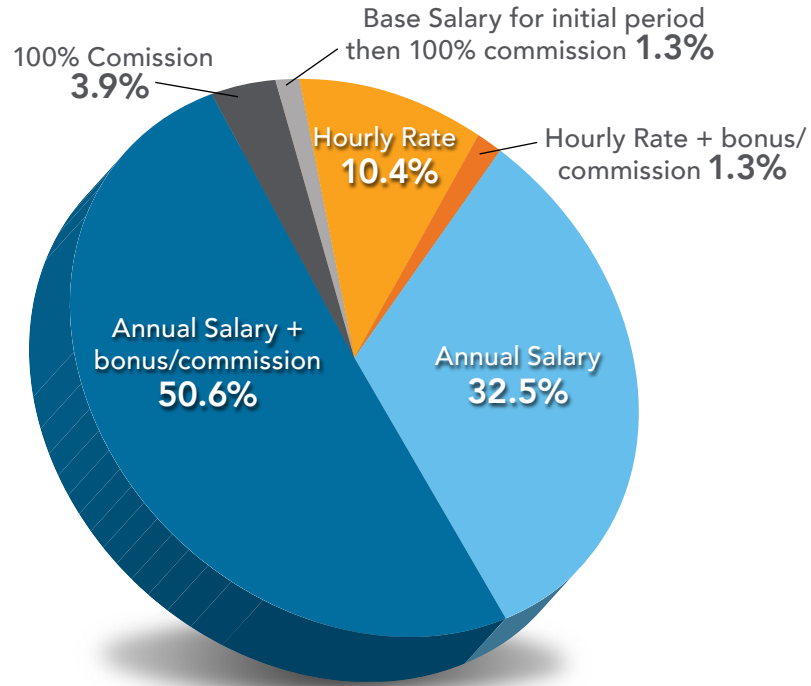
## What geographic area do you work in?



	2015	2014	% change from 2014
<b>Northeast</b>	24.7%	21.5%	Increased by 15%
<b>Mid Atlantic</b>	11.7%	n/a	n/a
<b>Southeast</b>	16.9%	13.9%	Increased by 22%
<b>Gulf Coast</b>	10.4%	n/a	n/a
<b>Midwest</b>	14.3%	17.8%	Decreased by 20%
<b>Northwest</b>	7.8%	9.6%	Decreased by 19%
<b>Southwest</b>	14.3%	10.2%	Increased by 40%
<b>Canada</b>	5.2%	3.6%	Increased by 44%
<b>International</b>	3.9%	5.6%	Decreased by 30%
<b>Alaska/Hawaii</b>	1.3%	0.7%	Increased by 86%
<b>All of US/North America</b>	36.4%	15.5%	Increased by 135%
<b>Other</b>	2.6%	1.7%	Increased by 53%

## Which best describes how you are compensated?

2015



	2015	2014	% change from 2014
Hourly Rate	10.4%	9.3%	Increased by 12%
Hourly Rate plus bonus/commission	1.3%	2.6%	Decreased by 50%
Annual Salary	32.5%	36.4%	Decreased by 11%
Annual Salary plus bonus/commission	50.6%	49.1%	Increased by 3%
100% Comission	3.9%	2.6%	Increased by 50%
Base Salary for initial period then 100% commission	1.3%	0.0%	Increased by 100%

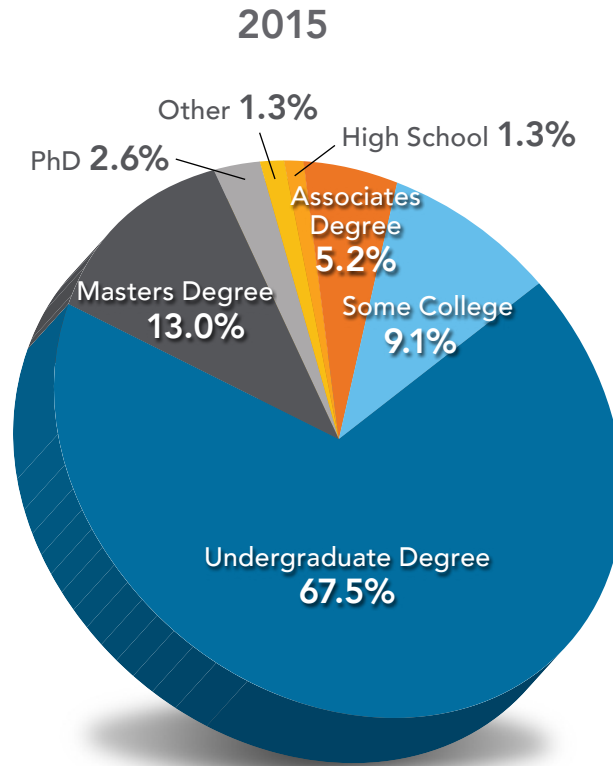
## If hourly, what is the range of your total compensation?

	2015	2014	% change from 2014
\$1 - 15/hr	0.0%	6.9%	+ 100%
\$16 - 20/hr	22.2%	6.9%	+ 222%
\$21 - 25/hr	44.4%	27.6%	+ 61%
\$26 - 30/hr	0.0%	13.8%	- 100%
\$31 - 35/hr	11.1%	10.3%	+ 8%
\$36 - 40/hr	11.1%	3.5%	+ 217%
\$41 - 45/hr	11.1%	6.9%	+ 61%
\$46 - 50/hr	0.0%	6.9%	- 100%
\$51 - 75/hr	0.0%	10.3%	- 100%
\$76 - 100/hr	0.0%	6.9%	- 100%
\$101 - 150/hr	0.0%	0.0%	
\$151 - 175/hr	0.0%	0.0%	
\$176 - 200/hr	0.0%	0.0%	
Over \$200/hr	0.0%	0.0%	

If salaried and/or commission, please select the range of your total annual compensation?

	2015	2014	% change from 2014
Less than \$20,000	0.0%	0.9%	- 100%
\$20,001 - \$30,000	0.0%	0.9%	- 100%
\$30,001 - \$40,000	2.9%	1.3%	+ 123%
\$40,001 - \$50,000	4.3%	6.4%	- 33%
\$50,001 - \$60,000	10.0%	9.8%	+ 2%
\$60,001 - \$70,000	18.6%	12.4%	+ 50%
\$70,001 - \$80,000	10.0%	16.2%	- 38%
\$80,001 - \$90,000	11.4%	12.4%	- 8%
\$90,001 - \$100,000	17.1%	10.7%	+ 60%
\$100,001 - \$125,000	8.6%	14.5%	- 41%
\$125,001 - \$150,000	5.7%	7.7%	- 26%
\$150,001 - \$200,000	7.1%	3.0%	+ 137%
above \$200,000	4.3%	3.8%	+ 13%

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



	2015	2014	% change from 2014
High School	1.3%	12.6%	Decreased by 90%
Associates Degree	5.2%	3.5%	Increased by 49%
Some College	9.1%	4.2%	Increased by 117%
Undergraduate Degree	67.5%	51.7%	Increased by 31%
Masters Degree	13.0%	20.3%	Decreased by 36%
PhD	2.6%	0.7%	Increased by 271%
Other	1.3%	7.0%	Decreased by 81%



## What was the focus/concentration of your highest degree?

	2015	2014	% change from 2014
Business	24.7%	30.2%	- 18%
Human Resources	16.4%	20.0%	- 18%
Psychology	21.9%	8.4%	+ 161%
Communications	12.3%	6.0%	+ 105%
Accounting/Finance	2.7%	2.3%	+ 17%
Marketing	4.1%	5.1%	- 20%
IT	2.7%	1.4%	+ 93%
Engineering	1.4%	1.4%	0%
Education	6.8%	2.8%	+ 143%
Fine Arts	5.5%	7.0%	- 21%
Law	2.7%	n/a	n/a
Healthcare/Nursing	4.1%	n/a	n/a
Other	15.1%	n/a	n/a



[www.airsdirectory.com](http://www.airsdirectory.com) • 800-466-4010

**Customer Service**

800-466-4010 x2 • [cs\\_airs@adp.com](mailto:cs_airs@adp.com)

