getrecruiters

Recruiters for Anything

SALARY GUIDE 2026

Recruiters

What we're seeing from 154 recruiters who applied with us in 2026.

$80K

Typical pay ask

based on 98 people

84%

Have 5 or more years of full-cycle recruiting

based on 108 people

90%

Would work hybrid

based on 124 people

154

Recruiters behind this guide

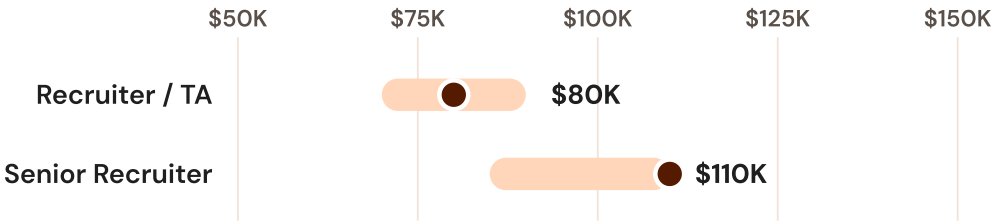
one form per person

Built from 154 job applications and questionnaires people filled out with NorthPoint Search Group (January–October 2026) and U.S. Bureau of Labor Statistics data. This is what our own applicants told us. It is not a survey of the whole job market.

PAY

What they're asking to be paid

Desired base salary by title, based on 96 people who told us what they want in their next job. The bar is the middle half of answers. The dot is the typical ask (the median).



Across everyone who answered, the typical ask is $80K, and the middle half asks for $70K to $90K (based on 98 people).

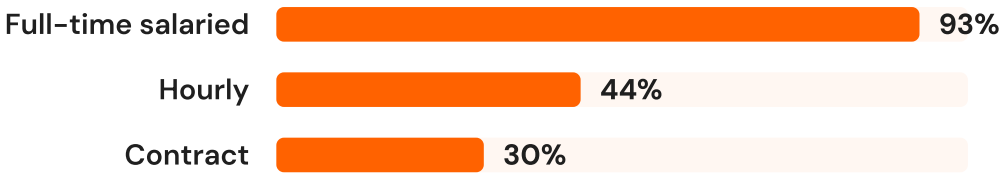
Each row is one title group. "People" is how many answered. Groups with fewer than 5 people aren't shown.

CURRENT TITLE	PEOPLE	MIDDLE HALF	TYPICAL ASK	LOWEST THEY'D TAKE
Recruiter / TA	91	$70K – $90K	**$80K**	$75K
Senior Recruiter	5	$85K – $110K	**$110K**	—

PAY SETUP

How they want to be paid

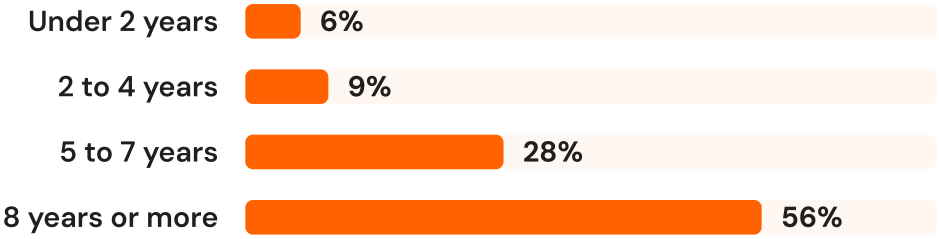
Based on 90 people who answered. Many picked more than one, so the bars add up to more than 100%.



EXPERIENCE

Years of full-cycle recruiting

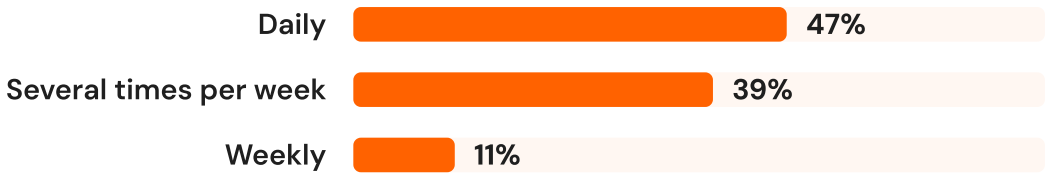
Based on 108 people who answered.



HIRING MANAGERS

How often they talk with hiring managers

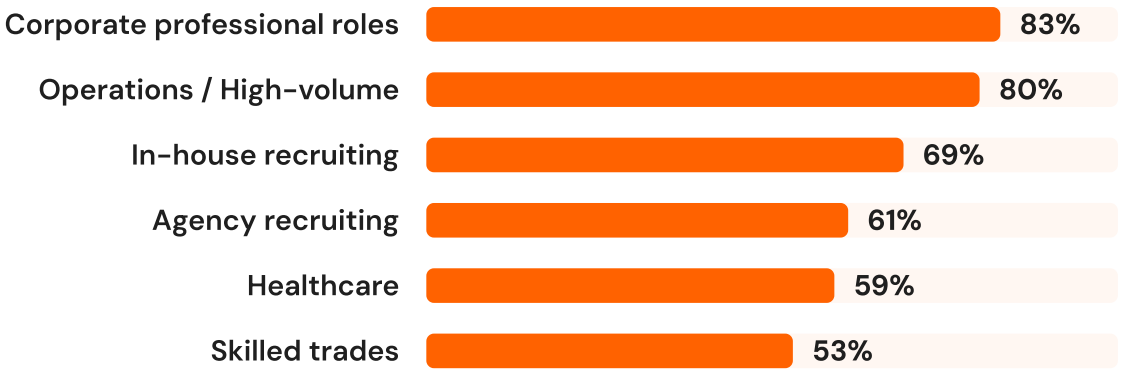
Based on 96 people who answered.



BACKGROUND

Their recruiting background

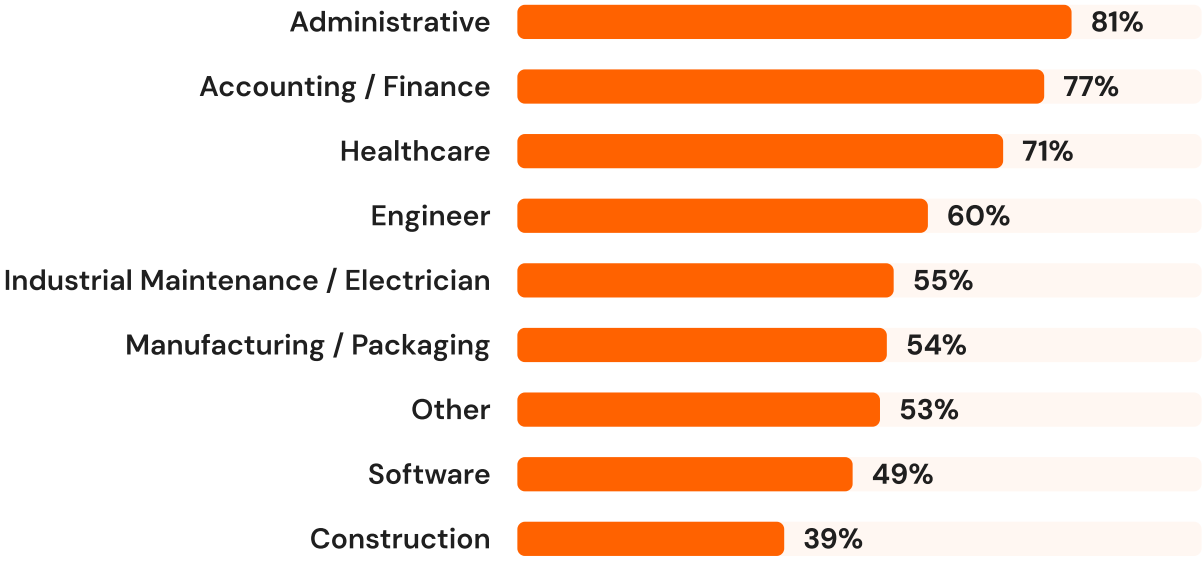
Based on 94 people who answered. Many picked more than one, so the bars add up to more than 100%.



SEARCHES

What they've recruited for

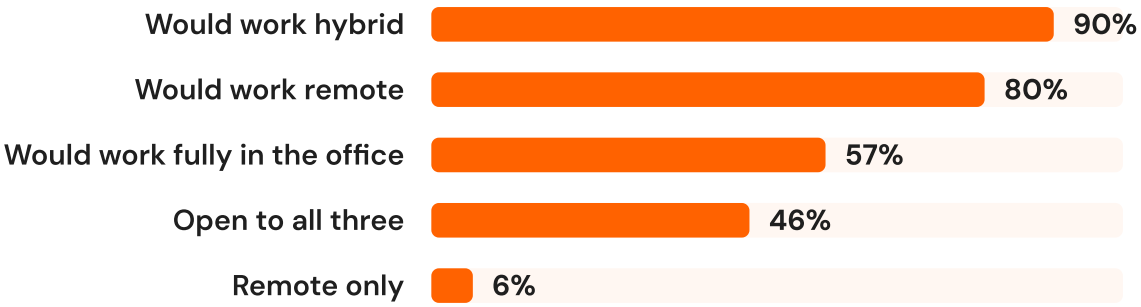
Based on 94 people who answered. Many picked more than one, so the bars add up to more than 100%.



WHERE THEY'LL WORK

Hybrid works for most

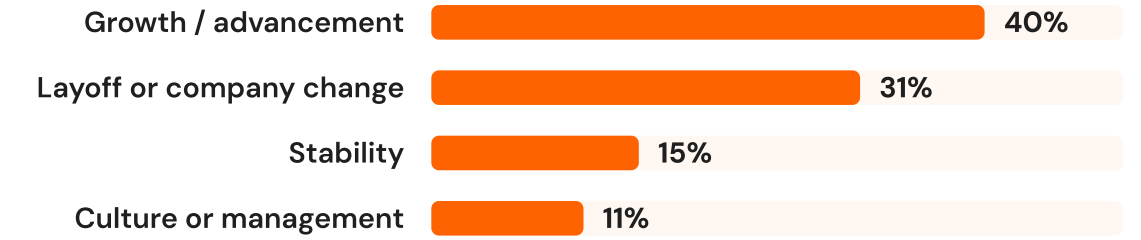
Based on 124 people. They could pick every setup they'd accept.



WHY THEY MOVE

Why they're looking

In their own words, based on 97 people. Many gave more than one reason.



TENURE

How long people stay

Median years with their current employer, January 2026 (BLS).

Business and financial operations (incl. recruiters)	**4.6 years**
All occupations	**4.1 years**

WHAT TO DO

Ways to hire better this year

1. **Price to the ask.**
   Put a pay range in the post. For Recruiter / TA, the middle half of asks is $70K to $90K (based on 91 people).

2. **Say how you pay.**
   93% want a full-time salaried job (based on 90 people). Put the base and the commission plan in the post.

3. **Hire for full-cycle.**
   84% have 5 or more years of full-cycle recruiting (based on 108 people). Ask how many searches they've run from first call to start date.

4. **Offer hybrid.**
   90% will work hybrid (based on 124 people).

5. **Build the bench before you need it.**
   Keep a short list of ready people behind every seat, so the next opening is a phone call, not a crisis.

Need 1 recruiter or a whole team?

GetRecruiters finds recruiters and puts them to work. Hire as a Temp, Temp-to-Perm, or Direct Hire. We can payroll every hire, with benefits and 401(k) handled. You only pay when you hire.

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METHOD AND SOURCES

Everything on these pages comes from job applications and screening questionnaires that people filled out for NorthPoint Search Group between January 2, 2026 and October 30, 2026: 154 people, one form per person (their newest). Pay is the desired base salary each person gave us; the middle half is the 25th to 75th percentile, rounded to $500. Every number says how many people it rests on. Groups with fewer than 5 people are left out, and no one's individual answer is shown.

This guide counts everyone who filled out one of our recruiter applications, plus anyone else whose current title is recruiter, sourcer or talent acquisition.

- BLS Employee Tenure, median years with current employer by occupation, January 2026, Table 6.

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