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SALARY GUIDE 2026 · FOR JOB SEEKERS

Recruiters

What we're seeing from 737 recruiters who applied with us since January 2024.

$81K
Typical pay ask
based on 256 people

54%
Have 5 or more years of full-cycle recruiting
based on 441 people

$130K
Typical yearly billing, most recent year
based on 34 people

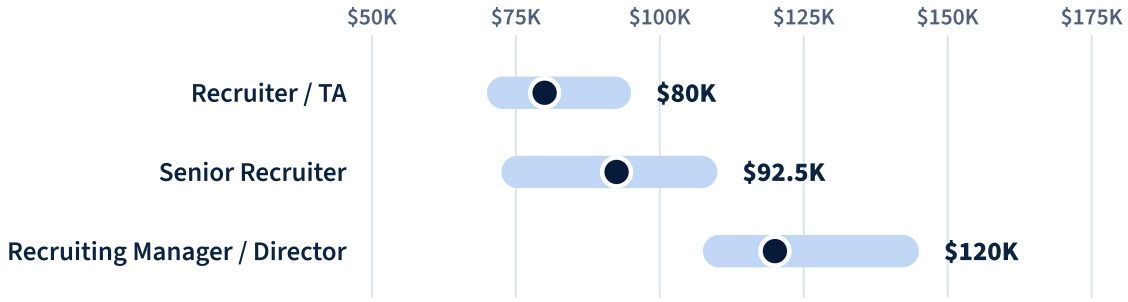
49%
Open to a 1099 commission-only job
based on 143 people

Built from 737 job applications and questionnaires people filled out with NorthPoint Search Group (January 2024 – 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 252 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 $81K, and the middle half asks for $70K to $100K (based on 256 people).

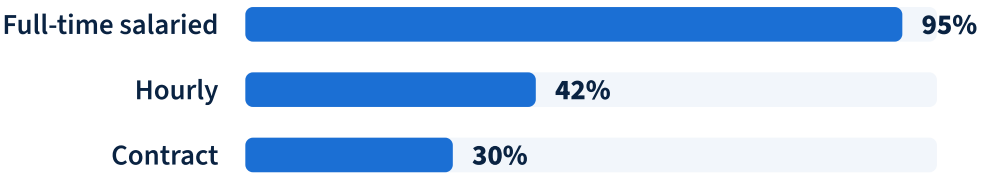
Each row is one title group. "People" is how many answered. Groups with fewer than 5 people aren't shown.

CURRENT TITLE	PEOPLE	MIDDLE HALF	TYPICAL ASK	LOWEST THEY'D TAKE
Recruiter / TA	229	$70K – $95K	**$80K**	$65K
Senior Recruiter	8	$72.5K – $110K	**$92.5K**	$90K
Recruiting Manager / Director	15	$107.5K – $145K	**$120K**	$85K

PAY SETUP

How they want to be paid

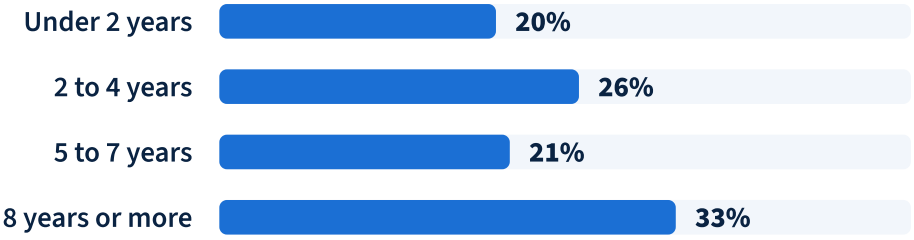
Based on 165 people who answered. Many picked more than one, so the bars add up to more than 100%.



EXPERIENCE

Years of full-cycle recruiting

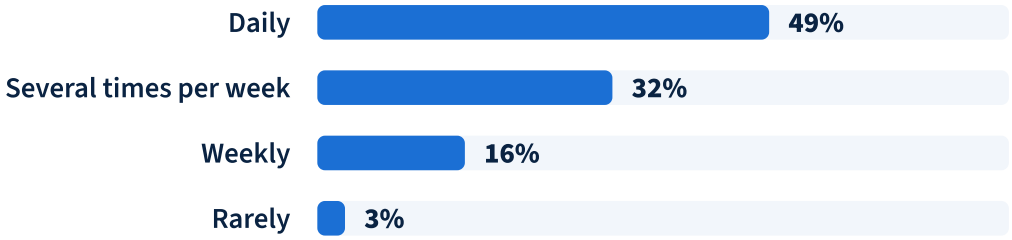
Based on 441 people who answered.



HIRING MANAGERS

How often they talk with hiring managers

Based on 172 people who answered.



BACKGROUND

Their recruiting background

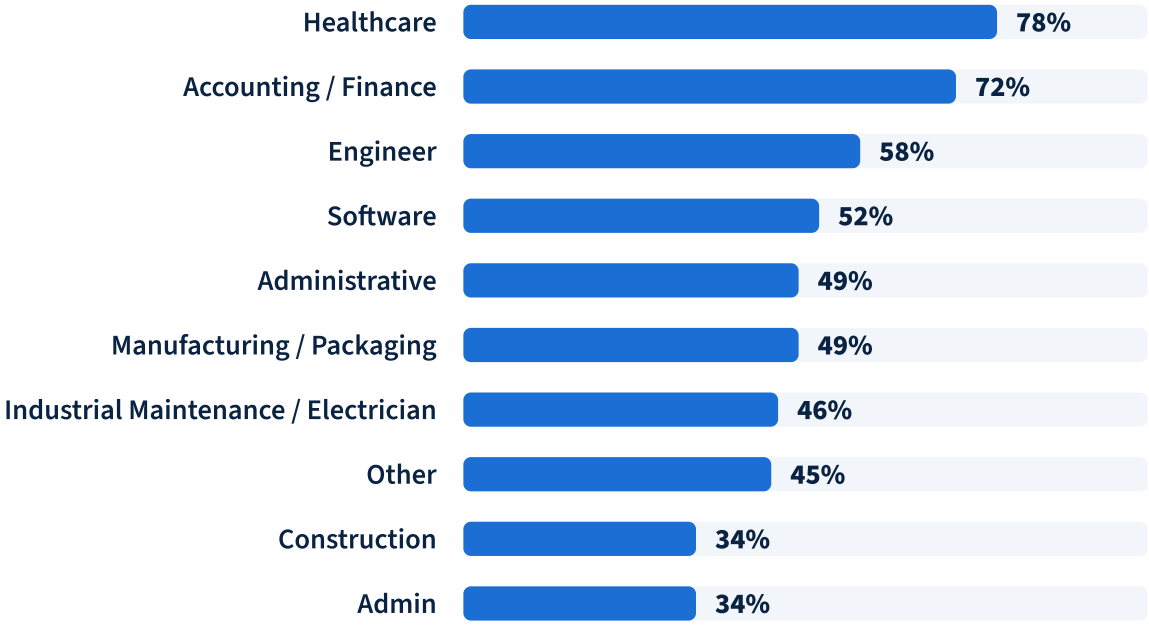
Based on 170 people who answered. Many picked more than one, so the bars add up to more than 100%.



SEARCHES

What they've recruited for

Based on 279 people who answered. Many picked more than one, so the bars add up to more than 100%.



Yes or no questions

Open to a 1099 commission-only job	**49%**	based on 143 people

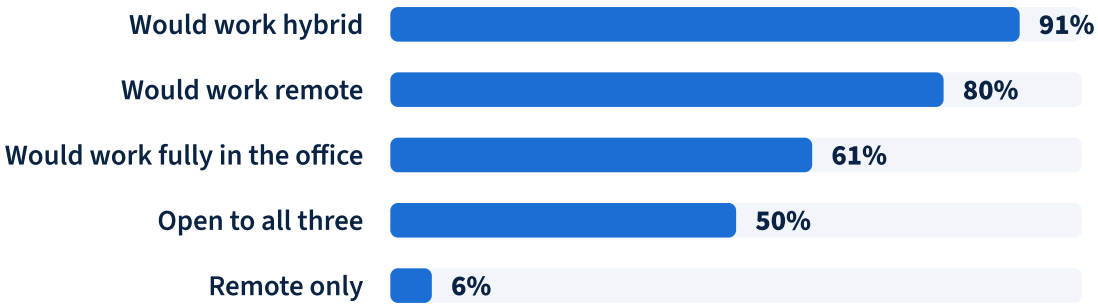
Most recent yearly billing

The typical recruiter who told us billed $130K in their most recent year. The middle half billed $85K to $235K (based on 34 people).

WHERE THEY'LL WORK

Hybrid works for most

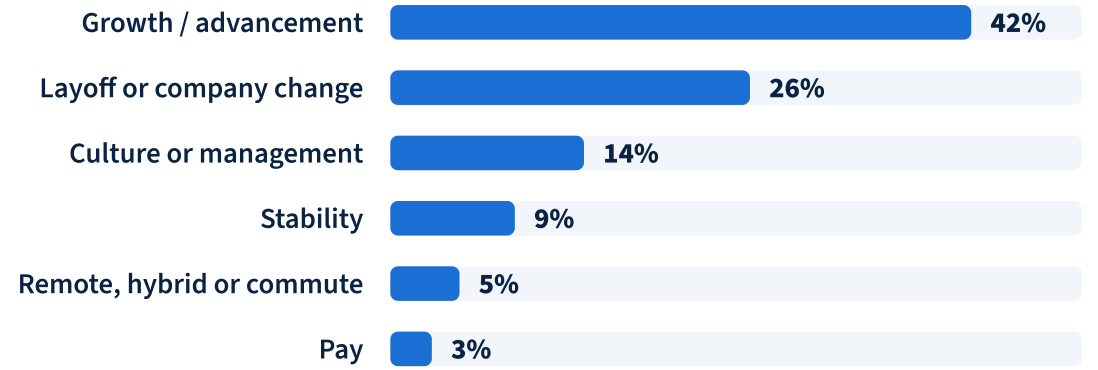
Based on 217 people. They could pick every setup they'd accept.



WHY THEY MOVE

Why they're looking

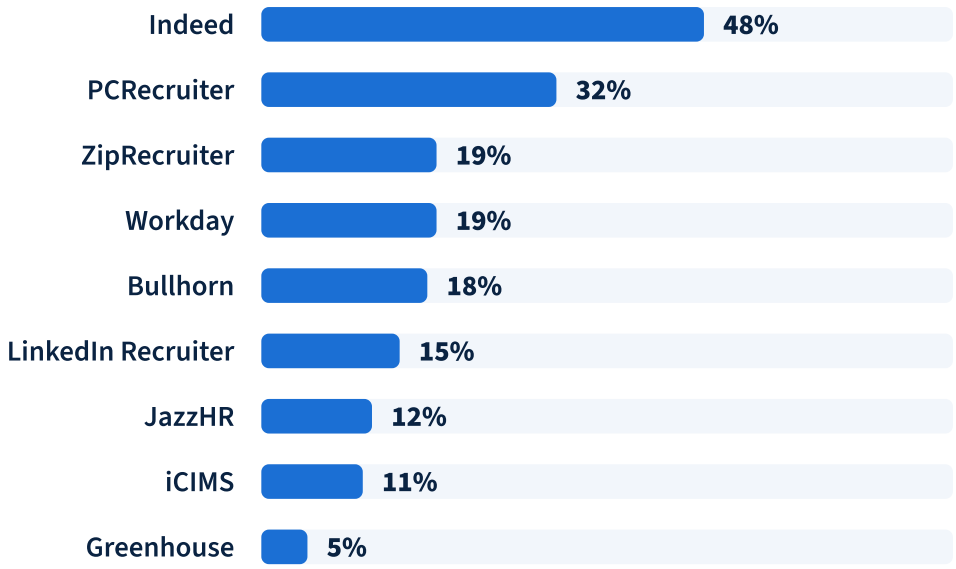
In their own words, based on 320 people. Many gave more than one reason.



SYSTEMS

The software they know

Recruiting tools and job boards named by 170 people. Many know more than one.



FOR COMPARISON

Government pay numbers

Median yearly pay, metro Atlanta, May 2025 (BLS). These cover every experience level and every employer, so they can run lower than what experienced people ask us for.

Human resources specialists (incl. recruiters)	**$75,410**
Human resources managers	**$161,250**

TURNOVER

How often people leave

Departures per 100 jobs in a year (all separations, 2025), from the BLS Job Openings and Labor Turnover Survey.



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 that means for you

In professional and business services, about 55 of every 100 jobs come open over a year. People leave all year long, so new openings keep coming, not just in January.

WHAT TO DO

Ways to get paid what you're worth

1. **Know your number.**
   Find your title in the pay table. For Recruiter / TA, the middle half of asks is $70K to $95K (based on 229 people). Decide the lowest number you'd take before the first call.

2. **Show your billing.**
   The typical recruiter who told us billed $130K in their most recent year (based on 34 people). Put your own number on your résumé.

3. **Count your full-cycle searches.**
   54% have 5 or more years of full-cycle recruiting (based on 441 people). Say how many searches you've run from first call to start date.

4. **Say how you want to be paid.**
   95% want a full-time salaried job (based on 165 people). 49% would take a 1099 commission-only job. Say what you'll accept in your first message.

5. **Go to the hiring manager.**
   When you apply online, your résumé goes to HR first. Find the person you'd work for and send a short note with a 30-second video intro.

• MYZIPAPPLY

Don’t just apply. Connect.

When you apply online, your résumé goes to HR, not the hiring manager. With MyZipApply you record a 30-second video intro, find the hiring managers at the companies you want, and our AI writes your outreach. You send it. Then MyZipApply reminds you to follow up on day 3, 7 and 14.

Record your video intro → myzipapply.com

METHOD AND SOURCES

Everything on these pages comes from job applications and screening questionnaires that people filled out for NorthPoint Search Group between January 1, 2024 and October 22, 2026: 737 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.

Recruiters also count in our HR & Recruiting guide. This guide adds everyone who filled out one of our recruiter applications, plus anyone else whose current title is recruiter, sourcer or talent acquisition.

- BLS Occupational Employment and Wage Statistics, May 2025, Atlanta-Sandy Springs-Roswell, GA.
- BLS Job Openings and Labor Turnover Survey, 2025 annual averages (released March 13, 2026), Tables 20 and 22.
- BLS Employee Tenure, median years with current employer by occupation, January 2026, Table 6.