



# USA RECRUITMENT MARKET UPDATE

IN PARTNERSHIP WITH I-GUYD

[www.I-GUYD.com](http://www.I-GUYD.com)

THE US EXPANSION SPECIALISTS

A photograph of a city skyline at sunset, with buildings illuminated and their lights reflecting on the water. A large blue arrow graphic points from the left towards the right, partially overlapping the skyline image.

# ELLIOTT MANNING

CEO OF KAYMAN RECRUITMENT, I-GUYD & HUNTED

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# SALARIES

01.

**HOT TIP: Salaries in the USA are paid weekly, bi-weekly or monthly**  
Most recruitment businesses that are European/UK owned, pay out salaries monthly. Make sure to be clear when discussing this with any potential recruiters.





# NEW YORK/ EAST COAST

Graduates/Trainees:

\$50,000 - \$55,000 – (Top end is with sales exp)

Recruiters with 6 months - 2 years experience:

\$55,000 - \$65,000

Senior Recruitment Consultants:

\$65,000 - \$80,000

Team Leads/Principal Consultants:

\$80,000 - \$100,000

Managers/VPs:

\$100,000 - \$150,000

Directors/New Start Up's:

\$150,000 - \$180,000

Do not try and undercut anyone in NYC – there are too many options for these recruiters to gain better offers.





# AUSTIN, TEXAS

## Graduates/Trainees:

\$45,000 - \$50,000 – (Top end is with sales exp)

## Recruiters with 6 months - 2 years experience:

\$50,000 - \$60,000

## Senior Recruitment Consultants:

\$60,000 - \$75,000

## Team Leads/Principal Consultants:

\$75,000 - \$90,000

## Managers/VPs:

\$90,000 - \$120,000

## Directors/New Start Up's:

\$120,000 - \$150,000





# MIAMI, FLORIDA

## Graduates/Trainees:

\$45,000 - \$50,000 – (Top end is with sales exp)

## Recruiters with 6 months - 2 years experience:

\$50,000 - \$60,000

## Senior Recruitment Consultants:

\$60,000 - \$75,000

## Team Leads/Principal Consultants:

\$75,000 - \$90,000

## Managers/VPs:

\$90,000 - \$120,000

## Directors/New Start Up's:

\$120,000 - \$150,000





# CALIFORNIA/ WEST COAST

## Graduates/Juniors:

\$50,000 - \$55,000 for juniors

## Recruiters with 6 months - 2 years experience:

\$55,000 - \$70,000

## Senior Recruitment Consultants:

\$70,000 - \$80,000

## Team Leads/Principal Consultants:

\$80,000 - \$100,000

## Managers/VPs:

\$100,000 - \$120,000

## Directors/New Start-ups:

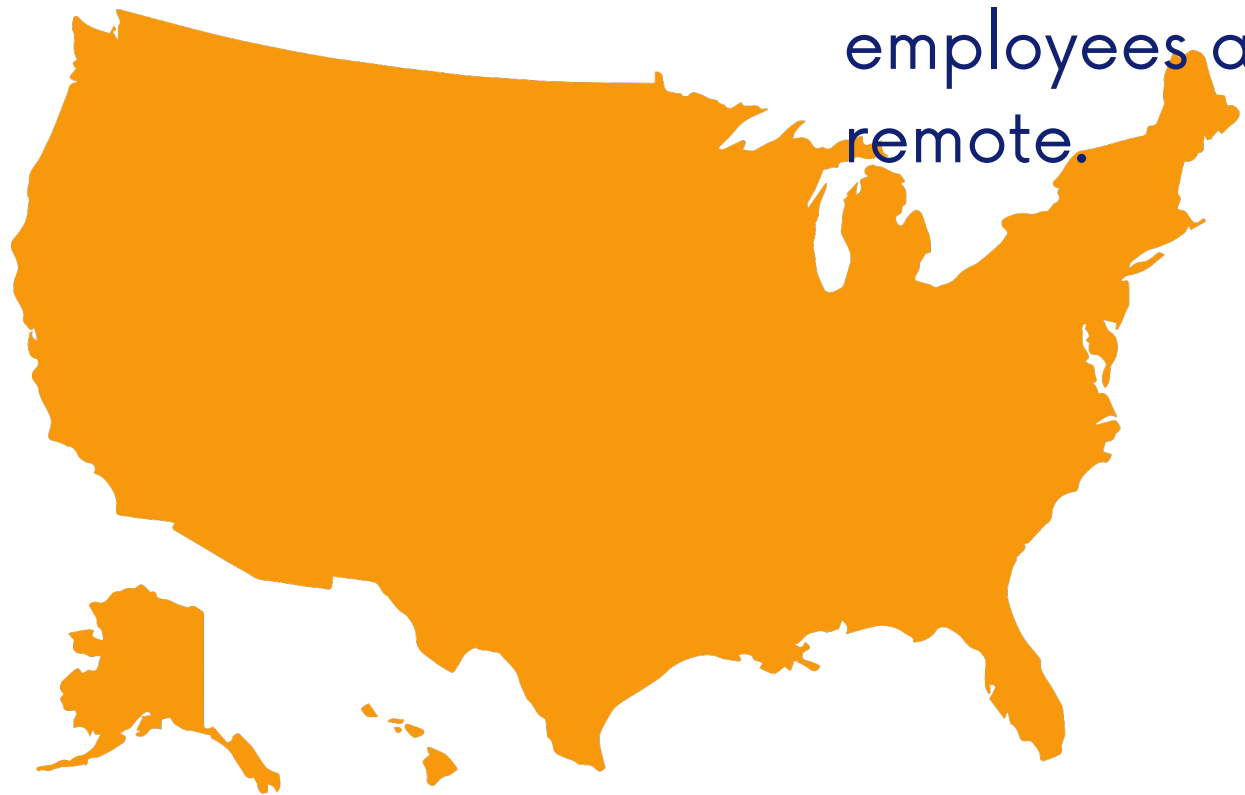
\$120,000 - \$150,000





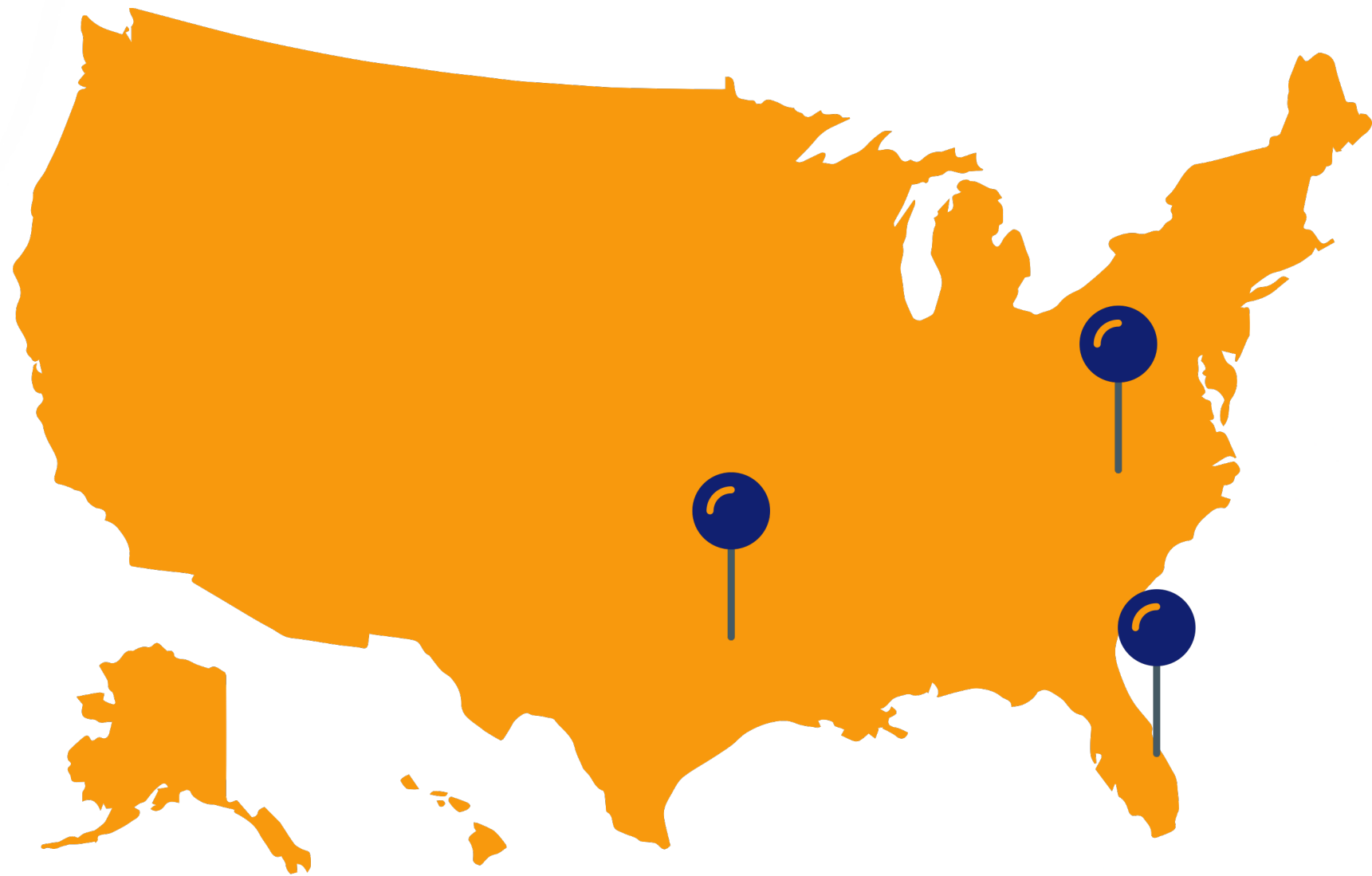
# REMOTE WORKING VS HYBRID IN THE USA

In 2023, most staffing firms in the USA have moved their model to hybrid working (2-3 days in office) rather than fully remote which we are seeing far less. The recruitment firms that have asked those to be in office 4/5 days a week are less attractive to most workers in the USA. Research has showed that Hybrid working is where most employees are happiest than those in office daily or remote.





# **HOT LOCATIONS IN THE USA FOR RECRUITMENT FIRMS TO OPEN.**



- 1. TEXAS (Austin)**
- 2. FLORIDA (Miami)**
- 3. NEW YORK CITY**
- 4. LOS ANGELES**
- 5. CHARLOTTE / RALEIGH**
- 6. BOSTON**
- 7. SAN DIEGO**
- 8. ATLANTA, DETROIT, CHICAGO**

# 02.

# OTE/COMMISSION

- 80% of our clients (We work with circa 100) do not have a threshold within their commission structures in the USA.
- Most of the structures our clients offer between 40-45% return on billings. For example, if the recruiter has billed \$250,000, they would personally earn \$100,000 minimum including the base salary & commission.
- A lot of recruiters in the USA talk more about their OTE potential i.e. they want to earn \$150,000 per year. Provide the recruiter with an outlined plan on what they need to do, to get there with your structure as this paints the best picture for them.





# WHAT IS A DRAW ON THE SALARY IN THE US?

Example 1:

- Recruiter earns a \$60,000 base with a \$10,000 draw bringing them to \$70,000.
- \$10,000 draw is paid to the Recruiter over a 6-month period (\$1,666 per month)

When the Recruiter starts billing, they are paid the draw each month however, if they have commission due across those months i.e., month 4, they are only paid commission and not the above. But they do not owe anything from month 1-3.

OR

\$1,666 payment is deducted from future commissions  
(Recruiter owes the company \$10,000 and is required to pay it back)

Example 2:

A salary of \$50,000 is paid. Once they clear this amount in billings, they can earn 40% minimum on each placement made giving the company less liability on salary outgoings.

# SALARIES/COMMISSION TIPS

It is illegal to request proof of earnings in some states and ask for their financials.

Some Recruiters may claim they've billed \$1 million, but this may include:

- Splits with account managers
- Gross profit margin charged to clients on contractors

US companies will pay higher base salaries to their recruiters. Be sure to ask and go through their commission structure. In most cases the salary makes up for a poor commission set up.

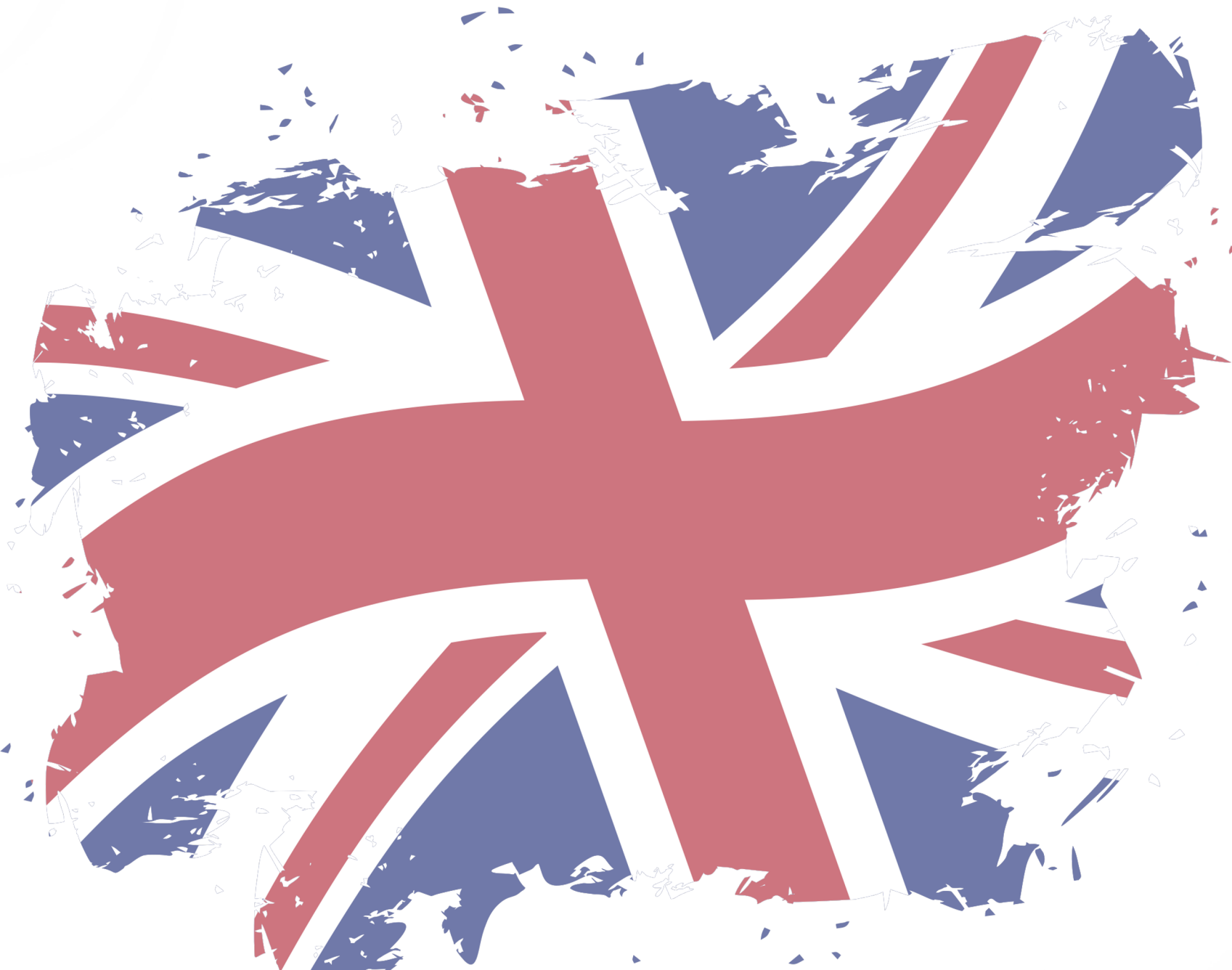
- The average recruitment consultant in the UK bills £120,000
- The average recruitment consultant in the US bills \$200,000





# US VS UK

The UK is 40x smaller than the US - It could fit inside 11 US states



Relationship building is key with your clients in the USA. The better the relationship, the more business they will be willing to provide.

**SOLUTION BASED OFFERINGS – RPO's**

The tax's, personalities, culture, worth ethic and training is going to differ across each State in the USA.



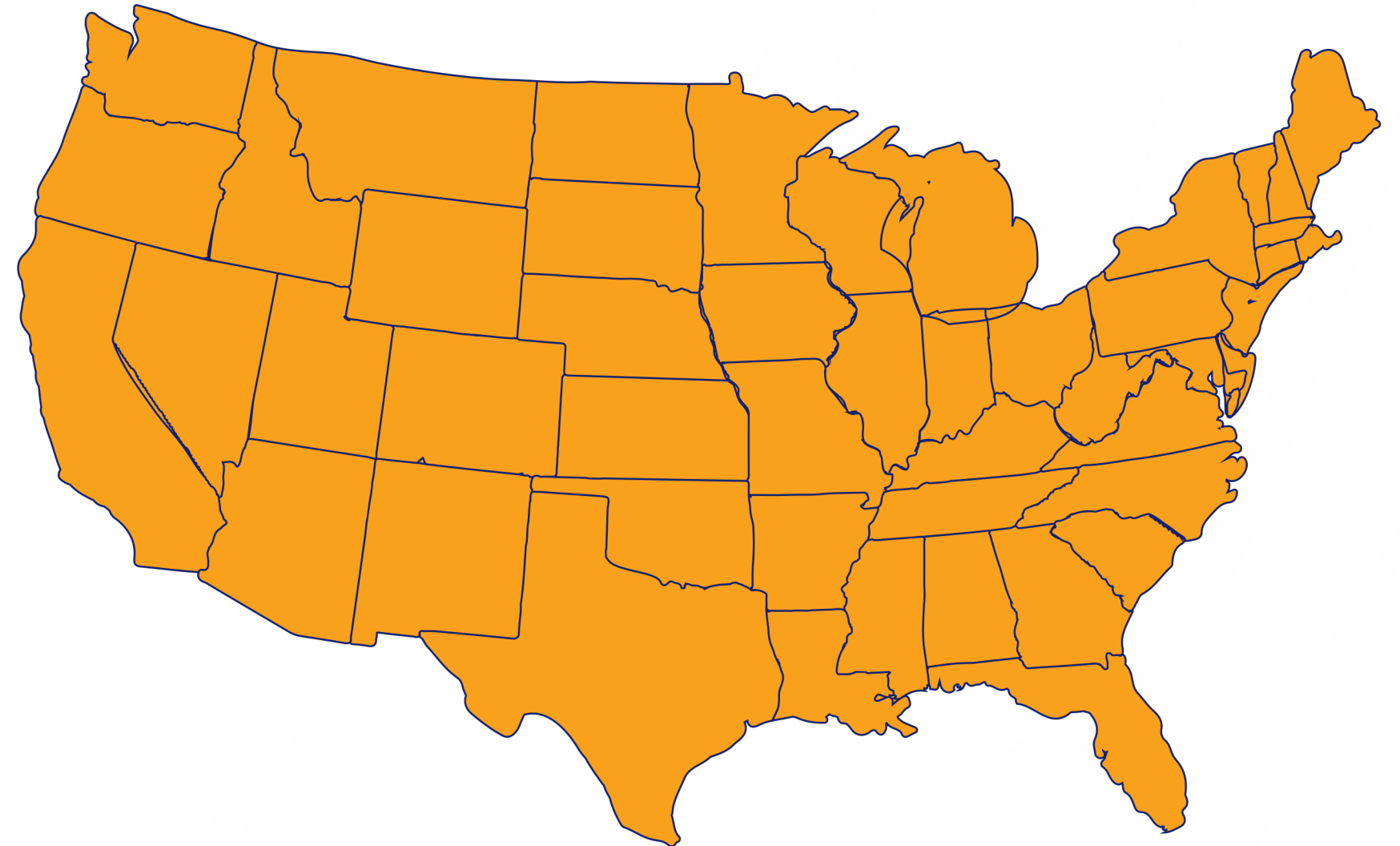
# COMPETITIVE MARKET

Find a state in the US that suits your market/industry focus OR follow the talent.. i.e., where are most colleges located for organic talent

If you're looking for a physical office/hub - set your business up in a competitive state (Austin/New York/Boston) for better access to talent and clients.

Companies that move to states for low tax rates or the sun, may be limited on experienced talent due to lack of competition.

Salaries and commission structures are the most competitive they've ever been in the US for good talent so be prepared to be open minded.



# BENEFITS & INCENTIVES





# BENEFITS AND INCENTIVES IN THE U.S.



**FEDERAL HOLIDAYS**  
(UK VS US)



**CHRISTMAS & BIRTHDAYS OFF**



**20 + DAYS PTO/OR UNLIMITED PTO + 5 SICK DAYS**



**HEALTH CARE 75% + PAID**  
(Dental, Health & Vision)



**401K AFTER 3 MONTHS OR MORE. MATCHED OR UNMATCHED**



**FLEXIBLE PARENTAL LEAVE**



**HYBRID VS REMOTE WORKING**

# BENEFITS AND INCENTIVES IN THE U.S.



**HAPPY HOURS**



**WORK ANYWHERE FOR 3+ WEEKS**



**GYM/YOGA CONTRIBUTION**



**PET CARE**



**ENHANCED MATERNITY & PATERNITY LEAVE**



**CHARITY DAYS OFF**



**CHOOSE YOUR FLEXIBLE WORKING HOURS**



# MARKETS

04.

- Technology
- Life Science & Pharma
- Banking & Finance
- Marketing & Creative
- Health Care
- Real Estate & Construction
- Renewable Energy
- Engineering

The United States is the largest tech market in the world, representing 33% of the total, or approximately \$1.8 trillion for 2022.

Employment & Recruiting Agencies in the US Market Size in 2022:  
**\$23.2 billion**

Fastest Growing Job Sectors in the US: IT, Marketing, Life Sciences and Clean Energy





# I-GUYD

## THE US EXPANSION SPECIALISTS

I-GUYD is a detailed guide which will direct you through the transition of moving your business over to the US. It will provide you with all the information and contacts you need to either start or expand your business. We provide expert help and advice in setting up your business in the US, from start to finish.

[WWW.I-GUYD.COM](http://WWW.I-GUYD.COM)





# THANK YOU

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**IF YOU HAVE ANY QUESTION OR WOULD LIKE TO ENQUIRE ABOUT TALENT STRATEGY SESSIONS WITH ELLIOTT TO COVER THE FOLLOWING THEN PLEASE REACH OUT:**

- **SALARIES FOR YOUR BUSINESS**
- **COMMISSION STRUCTURE REVIEW FOR THE US**
  - **BENEFITS, INCENTIVES & BONUSES**
  - **RETAINING STAFF**
  - **BUILDING A CULTURE**
- **ATTRACTING TALENT TO YOUR BUSINESS IN THE US**

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