

Agency Recruiters



12,554

recruitment agencies in the US as of Jan 2023
Randstad Holding is the largest.¹

Agency recruiters work for a vendor that supports several clients. These vendors have contracts with their clients based on the roles they support. EX: some vendors just supply clients with temporary staff while some may find full-time talent for the client.



An agency recruiter works off of commission and "finders fees" from the client

Agencies recruiters typically have their own brand that they use to attract clients to them. this is because of the "for profit" nature of agency recruiting.

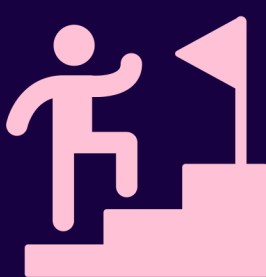
If an agency recruiter reaches out to you, most times their email or contact information will NOT be tied to the client in which they represent. This is the biggest way to tell the difference.

SALES MINDSET



Agency recruiters tend to negotiate more because of the way they are paid by the client.

PERFORMANCE DEPENDS ON PLACEMENTS



Agency recruiters are graded on how many hires they make typically per quarter. This does mean that sometimes agency have something to "gain" from you and might not share all the needed information to a candidate.

MORE "AGGRESSIVE"



Agency recruiters tend to have to "sell" their jobs more because they have thousands of agencies they are competing against.



Agency recruiters are great for people looking for temporary employment as this is usually the bulk of their jobs.



Be prepared to negotiate with an agency recruiter on your preferred pay.



Agency recruiters are usually very good and finding niche skill sets and are usually specialized.

1 "Industry Market Research, Reports, and Statistics." IBISWorld, 10 Jan. 2023, www.ibisworld.com/industry-statistics/number-of-businesses/employment-recruiting-agencies-united-states/#:~:text=There%20are%2012%2C554%20Employment%20%26%20Recruiting,increase%20of%202.3%25%20from%202022.