

Recruiter

Find the right person for the job and convince them to take it. Part sales, part matchmaking.

TYPICAL PAY

\$69,000

a year, full time

PAY RANGE

\$46k to \$110k

starting to experienced

TIME TO QUALIFY

1 to 4 years

after high school

DEMAND

Limited

job outlook

LICENCE NEEDED

No

anyone can do it

WHERE YOU WORK

Staffing agencies, corporate human resources teams, search firms, ho...

How you get there

- 1 High school** Grades 11 and 12
Any job with phones and people: retail, call centre, fundraising, sports coaching.
- 2 Post-secondary, common** 0 to 4 years
A 2-year college diploma or 4-year degree in HR (human resources), business or psychology. Agencies do not always require it.
- 3 First job** 1 to 2 years
Agency: sourcing candidates and screening calls for a senior recruiter. Corporate: recruitment coordinator booking interviews and posting jobs.
- 4 Recruiter** By year 2 to 3
Your own open roles and your own clients or hiring managers. At an agency, your own billing target.
- 5 Senior recruiter, talent lead or executive search** 5 or more years
Specializing in one industry, or moving to headhunting senior executives.

Pros and cons

- + Cheap and fast to enter, agencies train you
- + Uncapped income at agencies
- + Remote work is common
- Constant rejection from candidates and clients
- Hiring freezes hit recruiters first
- Outlook is very limited in Ontario and Quebec

Good to know

The staffing industry has its own index

ACSESS (Association of Canadian Search, Employment and Staffing Services) publishes the Canadian Staffing Index, a monthly measure of how much temporary labour agencies supply. It moves with the econ...

Agencies get paid only on results

Most permanent placement fees are contingent: the agency earns nothing unless its candidate is hired and stays past a guarantee period, often 90 days. That is why agency recruiters push so hard.

Optional boosts

Technical recruiting. Executive search. Talent acquisition lead. Own agency.

Where these numbers come from

Job Bank: Human resources and recruitment officers, wages (updated Nov 2025)
ACSESS (Association of Canadian Search, Employment and Staffing Services)
Institute of Professional Management: Registered Professional Recruiter program
Human Resources Professionals Association (Ontario)

Numbers checked September 2026. Pay figures are typical full-time annual amounts in Canadian dollars, based on Government of Canada Job Bank wage data and published salary grids. They vary by province, employer and experience. Tuition is for domestic students. Sources, links and the click-through version: <https://career.help/ca/careers/recruiter>



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