

Recruiter

Match people to jobs for a living. No license and no set degree, but your pay rises and falls with the hires you make.

TYPICAL PAY

\$75,940

a year, full time

PAY RANGE

\$47k to \$129k

starting to experienced

TIME TO QUALIFY

up to 4 years

after high school

DEMAND

Very high

job outlook

LICENCE NEEDED

No

anyone can do it

WHERE YOU WORK

Company offices, staffing agencies, working from home, career fairs

How you get there

- 1 High school** Grades 11 and 12
Speaking, writing and spreadsheets. A part-time job where you talk to strangers all day prepares you better than any class.
- 2 Bachelor's degree, optional but common** 4 years
Most corporate postings ask for one. Human resource management, psychology, business and communications are the usual majors, and employers rarely insist on a subject.
- 3 First job: coordinator or sourcer** 1 to 2 years
You schedule interviews, search databases and send the first messages. Nearly everyone starts here, degree or not.
- 4 Full recruiter** 2 to 4 years in
You own the whole process: the intake meeting with the hiring manager, screening, interviews, the offer and the close.
- 5 Specialize or lead** 5 years and on
Move into technical, healthcare or executive search, or run a team as a talent acquisition lead.

Pros and cons

- + You can start with no degree and no debt
- + Remote and hybrid work is normal, not a favor
- + Good months pay far above the base salary
- Your numbers are visible inside the company every single week
- Most of your outreach is ignored
- Layoffs hit recruiters first, because a company that is not hiring does not need you

Optional boosts

SHRM-CP (Society for Human Resource Management Certified Professional). PHR (Professional in Human Resources). Technical recruiting. Sourcing and search courses.

Where these numbers come from

My Next Move: Human Resources Specialists, wages and tasks
SHRM: certification and exam fees
Cornell University ILR School
USAJOBS, the federal government hiring site

Numbers checked September 2026. Pay figures are typical full-time annual amounts in United States dollars, based on Bureau of Labor Statistics wage data and published pay scales. They vary by state, employer and experience. Tuition is for in-state students at public schools unless the card says otherwise. Sources, links and the click-through version: <https://career.help/us/careers/recruiter>

Good to know

The whole federal government hires in one place

Every civilian federal job is posted on USAJOBS (the official government hiring site), which reports more than 16 million job seeker accounts. Federal recruiters work inside agencies and the pay comes...

Software reads your resume before a person does

Recruiters store and search applicants in an ATS (applicant tracking system). Workday and Oracle Taleo are two of the big ones listed on the federal occupation profile for this job, and learning to drive one is...



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