



Recruitment Salary Survey 2015/2016

Welcome to the 2016 edition of the People Prospect Solutions Hampshire and Dorset recruitment salary survey. It's been a spectacular year for us as we celebrated 15 years in the rec to rec industry in September! As always our guide is completed using real live placement data collected from candidates successfully placed from October 1st 2015 to September 30th 2016.

This year we have changed the categories slightly to amalgamate the team leader / billing manager and branch manager salary brackets. This is largely due to the fact that we have seen our business move away from the traditional high street agency placements with a real focus on the more specialist sectors.

Position Achieved	Salary Bracket	Average Salary Achieved
Resourcer Level	£18,000 to £20,000	£19,321
<i>(Graduates with some sales experience gained during a GAP year or working during study and/or candidates with B2B with 1-2 years sales experience)</i>		
Graduate & Trainee	£17,000 to £22,500	£19,254
<i>(2015/2016 graduates direct from University or with up to 1 year work experience, candidates with up to 3 years B2B and B2C sales experience and within this category recruiters with up to 12 months experience)</i>		
Recruitment Consultant	£19,000 to £25,000	£24,333
<i>(1-3 years recruitment experience in any sector)</i>		
Senior Recruitment Consultant	£25,000 to £34,000	£27,500
<i>(3 years plus recruitment experience sometimes sector specific, dependant on the client requirement. Car allowance often awarded circa £300 per month)</i>		
Principal/Lead Consultant	£27,000 to £35,000	£29,200
<i>(5 years plus recruitment experience, a strong billing track record with no desire to manage. Car allowance often awarded circa £400 per month)</i>		
Team Leader/Billing Manager	£27,000 to £50,000	£40,636
<i>(3 years plus recruitment experience with some leadership qualities/exposure. Car allowance often awarded circa £400 per month)</i>		
Executive Search	£42,000 to £55,000	£50,125
<i>(5 years plus recruitment experience moving in to search or 3 years executive search experience)</i>		
Internal recruitment/talent Acquisition	£26,000 to £50,000	£35,816
<i>(3 years plus recruitment experience either inhouse or agency)</i>		



Interestingly this year we have seen a continued increase in both the number of placements and also salary levels offered to our resourcer category. One of the key reasons for this shift is that many of our clients are identifying that there is a place within their business for a strong candidate attraction consultant as opposed to always looking at the traditional route of a pure 360 consultant. One such client now actively encourages new recruiters to their business to work on any live role with a split in commission which has certainly made them an attractive proposition and has in fact increased their company placement ratios overall. An increase in salary levels has been identified specifically at the “recruitment consultant” level due largely to the fact that we remain in a very candidate driven market with recruitment consultants in short supply, therefore employers are increasing basic salary levels in an attempt to retain staff. The candidate short market leads us on to one of our biggest areas of discussion this year, which is the topic of trainee level candidates. Certainly in 2014/2015 many of our clients were still slightly hesitant to hire at the junior level, preferring instead to hold out for those all elusive experienced recruiters. The downside to this for some clients has been the inability to achieve predicted headcount targets and growth in to 2016. Whilst we are indeed a recruitment to recruitment business and our focus is to attract experienced recruiters, we are also working very closely with a number of clients to identify and attract the next generation of recruiters. Naturally we are also working with and advising those clients on how to induct this new breed of recruiters in to their business to ensure the best chance of success. One of the frustrations that we encounter

is an unrealistic expectation of what you can hope to achieve in your first 12 months in the industry and so we continue to adopt an honest and upfront approach and coach our clients to do the same. Certainly looking at vacancy requests that we are receiving currently we can see this area of our business will continue to grow in 2017 alongside placing our seasoned recruiters. With regards to our most successful industry sectors, our data is always slightly misleading in that we do not operate within what we would class as the high street sector. Certainly within the specialist fields we have continued to see growth within construction, IT, accountancy and procurement. We are often asked about car allowances available to recruiters and this year we can confirm that our research data would suggest that the following levels below are typical of those offered:

Recruitment consultant	£200-250 per month
Senior recruitment consultant	£300 per month
Principal /lead consultant	£350 per month
Managerial level	£400-500 per month

Overall in 2015/2016 our candidate placements have increased by 25% on the previous year and interestingly our candidate referrals have increased by 50% on the previous year, clearly showing that we continue to offer a superb recruitment to recruitment service on the South Coast!

People Prospect Solutions continue to support the recruitment to recruitment market across the South Coast. If you wish to have a confidential discussion please get in touch with **Louise Ogilvy and Rebecca Bowring-Kingman on 02380 119630**. We hope you find this survey of interest and welcome your feedback.