

# TALENT TRENDS

JANUARY 19, 2022



## 14%

Average pay raise received  
by recruiters in 2021.

Source: [seattletimes.com](http://seattletimes.com)

## WHY NOW IS A GREAT TIME TO START A CAREER IN RECRUITING

Job seekers are in the driver's seat in today's job market. If you are considering a career change or are a young professional starting your career, one industry stands out as a top choice - recruiting. Now is a great time to get into recruiting for several reasons, among them the career outlook and current demand.

### Make an Impact

Recruiting is one of the few professions where you have twice the impact. You help people find better jobs that enhance their career trajectory while also helping companies hire the employees they need to reach their goals. Win-win!



# WHY NOW IS A GREAT TIME TO START A CAREER IN RECRUITING

## Become an expert

Recruiting is a career that builds on itself. Each year in the field you will have acquired more knowledge about the industry you serve and recruiting best practices. This enables you to be an expert in your niche and serve as a trusted advisor to candidates and clients. Maybe that is part of the reason why our average tenure at ZSG is 10 years; each year is more rewarding than the last.

## Join a profession in high demand

We have all heard the adage about people being the heart and soul of the company. That is what makes this role extremely valuable; recruiters help companies find the

right talent that is the heart of their business. With the current Great Resignation, there is more focus than ever on recruiting and retention. The Wall Street Journal recently reported that 48% of employees are actively looking for a new position. For companies, this means they could be looking to replace almost 1 out of every 2 employees if every active job seeker is successful in their search.

With these job market conditions, there is sky-high demand for recruiters. Recruiting was one of the top 10 most in-demand jobs in 2021.(1) LinkedIn found that there were 6.8x as many recruiter job postings in June 2021 as there were the previous year. For context, there were more Recruiter jobs posted on LinkedIn during this time than Software Engineer jobs!(2)

At ZSG, we focus on recruiting passive talent, those candidates that aren't actively applying to jobs or putting their resume on job boards but might be open to making a career change for the right opportunity. Our proactive approach to sourcing allows us to bring even greater value to our clients because we are presenting candidates that their internal HR department is not even aware of.

(Continued on next page)



# WHY NOW IS A GREAT TIME TO START A CAREER IN RECRUITING

## Enjoy an excellent career outlook

Given the high demand and value of recruiters in today's job market, it is no surprise that recruiters are highly compensated. The Wall Street Journal reported that recruiters in the tech sector earn \$75,000 to \$115,000 annually. At ZSG, our tenured recruiters made between \$120k and \$300k in 2021.\* There is reason to believe those figures will continue to grow in the coming years. In 2021, recruiters saw the largest wage increase of any profession, a whopping 14% increase from the previous year.(3)



## Gain transferrable skills

Recruiting offers a variety of career paths. For example, ZSG offers promotion paths to management or individual contributor roles for those who want to advance in title and income potential. Recruiting teaches sales skills, time management, effective communication, and ability to negotiate. These skills can be applied to future careers outside of the recruiting industry in HR, sales, account management, and customer service at any company.

A career in recruiting is an excellent choice for someone looking for an extremely rewarding career in an industry that is in high demand. The long-term career outlook is strong leading many recruiters to stay in the industry for their entire career. However, the skills acquired as a recruiter can be applied to many sectors so growth potential isn't limited to just the recruiting industry.

### Sources:

- 1) The Most In-Demand Jobs of 2021: <https://www.forbes.com/sites/jenamcgregor/2021/12/28/the-most-in-demand-jobs-of-2021/?sh=4e0785b11428>
- 2) New Data Shows a Soaring Demand for Recruiters and Where You Can Find More of Them: <https://www.linkedin.com/business/talent/blog/talent-strategy/data-shows-soaring-demand-for-recruiters>
- 3) Recruiters, in high demand, see 2021's largest bump in wages: <https://www.seattletimes.com/business/recruiters-in-high-demand-see-2021s-largest-bump-in-wages/>

\*ZSG tenured recruiter is defined as having 1 or more full years of experience

