



Global Recruiter Cost Guide

United States • Latin America • Asia • Africa

Direct Hire Edition

Sourcer

Candidate pipeline builder—the engine behind your recruiting team's candidate flow.

REGION	SALARY	COMMISSION	ADMIN*	TOTAL
US	\$45K – \$60K	\$10K – \$20K	\$18.2K – \$26.4K	\$73.2K – \$106.4K
LatAm	\$20K – \$25K	\$5K – \$12K	\$600 – \$3.6K	\$25.6K – \$40.6K
Africa	\$12K – \$18K	\$2.5K – \$10K	\$600 – \$1.2K	\$15.1K – \$29.2K
Asia	\$10K – \$15K	\$2.5K – \$10K	\$600 – \$1.2K	\$13.1K – \$26.2K

*Administration includes taxes, medical insurance, and payroll fees. International hires via 3rd-party platforms (e.g., Deel, Thera) cost ~\$50/month vs. 30-40% burden for US W-2 employees.

180 Recruiter

Owens the candidate side of the desk — Sourcing, screening, and closing talent for client-facing partners.

REGION	SALARY	COMMISSION	ADMIN*	TOTAL
US	\$50K – \$70K	\$40K – \$60K	\$29.7K – \$42.9K	\$119.7K – \$172.9K
LatAm	\$25K – \$40K	\$20K – \$40K	\$600 – \$3.6K	\$45.6K – \$83.6K
Africa	\$18K – \$36K	\$10K – \$25K	\$600 – \$1.2K	\$28.6K – \$62.2K
Asia	\$15K – \$25K	\$10K – \$20K	\$600 – \$1.2K	\$25.6K – \$46.2K

*Administration includes taxes, medical insurance, and payroll fees. International hires via 3rd-party platforms (e.g., Deel, Thera) cost ~\$50/month vs. 30-40% burden for US W-2 employees.

360 Recruiter

Owens the entire lifecycle — Business Development, Account Management, Recruitment.

REGION	SALARY	COMMISSION	ADMIN*	TOTAL
US	\$50K – \$80K	\$70K – \$120K	\$39.6K – \$66.0K	\$159.6K – \$266.0K
LatAm	\$40K – \$60K	\$20K – \$30K	\$600 – \$3.6K	\$60.6K – \$93.6K
Africa	Limited availability — emerging market for this role			
Asia	Limited availability — emerging market for this role			

*Administration includes taxes, medical insurance, and payroll fees. International hires via 3rd-party platforms (e.g., Deel, Thera) cost ~\$50/month vs. 30-40% burden for US W-2 employees.

WHAT TO EXPECT

Results

The Difference between Onshore, Offshore, & Nearshore:

There isn't one.

High Producers are everywhere.

All team members should be held to the same standard, regardless of location.

The talent is out there, you just need to know where to look.

Sourcer

80-100% of Sourcing for 2-3 Recruiters

A strong Sourcer should be able to handle while maintaining the same levels of Quality & Quantity of candidates generated.

180 Recruiter

\$150,000-\$250,000/year

Assumes the Recruiter receives credit for 50% of the revenue generated by a Placement i.e. \$20,000 credit for a \$40,000 Placement.

360 Recruiter

\$300,000-\$500,000/year

Top Regions for Recruitment Talent

The best Countries to hire in.



United States

The deepest talent pool with the highest cost. Best for full-desk 360 recruiters and senior leadership. Avoid high-cost markets like California and New York to maximize margins. The majority of top performers are W-2 employees — most 1099 contractors average significantly less production.

Whole Country

Avoid: CA, NY



Latin America

~60% of LatAm Recruiters reside in Mexico or Brazil. Brazil has the most, but sits 1-2 hours ahead of EST and may not work for West Coast firms. Mexico and Colombia are the next largest pools with excellent timezone overlap. **Argentina is strong but costs ~30% more.**

Best Value

Brazil

Mexico

Colombia



East Asia

Philippines, India, and Pakistan offer the largest combination of experienced recruiters, strong English, and willingness to work US hours, with a greater concentration in the Philippines. By far the highest value region for Sourcers, Recruiters from this region tend to underperform compared to LatAm.

Best Talent

Philippines

India

Pakistan



Africa

South Africa is above and beyond the #1 followed by Nigeria. Both have strong english, though they're more culturally aligned with Europe than the US. Kenya, where English is the official language, is an interesting emerging market.

Target

South Africa

Nigeria

Kenya

BEHIND THE NUMBERS

Methodology & Assumptions

Here's how we got to these numbers and what they assume.

Performance & Compensation

These numbers reflect what a strong performer earns and produces at a **Direct Hire Agency**. They don't account for the extremes. Low performers will cost far less; elite individual contributors will run higher.

US Employment Model

Applies to true W-2 employees. The majority (but not all) of 1099 recruiters average far less production.

International Employment

Top performers are "direct" hires paid through a 3rd party platform such as Deel. We recommend GetThera.com at approximately \$50/month.

Why Our Benchmarks Are Above "Industry Average"

Most industry surveys include underperformers, part-time contractors, and agencies running outdated playbooks. The benchmarks in this guide reflect what well-run agencies — firms with proper training, systems, and management — actually produce.

Employment Model Note

Internationally, the best performers are "direct" hires paid through a 3rd-party platform. We recommend GetThera.com at approximately \$50/month per hire — a fraction of US payroll burden costs.





Want to Build a Well Oiled Machine?



We help recruitment and staffing firms build
high-performing teams around the globe.

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