



# FOR IMMEDIATE RELEASE

## **Recruiting salaries on the rise by as much as 15%**

*In a tough market, corporate recruiters are more important than ever, new report reveals*

**TORONTO, December 11, 2008** – Salaries of corporate recruiting professionals in Canada have risen by an average of 6% since 2007 – and as much as 15% for very senior recruiting professionals – according to a report released this week by Head2Head, Canada’s leading provider of corporate recruiters.

“In a difficult economy, recruiting must become even more strategic,” says Paul Dodd, President of Head2Head and one of Canada’s leading recruiting thinkers. “As a result, demand top recruiting practitioners – especially those at senior levels – continues to increase.”

Head2Head’s 2008 Recruiting Salary Report is based on data collected from more than 2000 recruiting professionals, hiring managers and recruiting experts, representing more than 250 organizations across Canada, and provides detailed salary data across 9 industry sectors, 5 geographical areas and 6 recruiting roles.

For Dodd, the significant salary increases are an indication of a fundamental shift in how companies think about the recruiting function within the organization. “Historically, companies have tended to think of recruiting as a transactional, applicant-processing function,” he says. “Rising salaries and more widespread use of performance-related compensation packages tells us that more businesses are realizing that in a tight market, finding the best people – and ensuring they’re the ones delivering the best value to the organization - requires proactive, strategic recruiting practices.”

Highlights of the report include:

- Base salaries are 6% higher than they were a year ago
- The greatest increases – as much as 15% - are in senior recruiting roles such as Senior Recruiting Manager and Recruiting Director
- Increased use of performance bonuses based on time-to-hire and quality-of-hire

- Greatest salary increases in Energy/Utilities, Healthcare, and IT/Telco recruiting
- Ontario and BC salaries are 5% above the national average, while Atlantic Canada is almost 10% below

This is the second year in a row Head2Head has conducted a comprehensive salary review. “We’ve known for some time that recruiters were earning more than they used to,” says Dodd, “but we were happy to have confirmation that the trend has continued for a second year running.”

## **ABOUT HEAD2HEAD**

Head2Head provides specialized recruiting services, including outsourced and insourced recruiting solutions, to more than 250 of Canada’s leading organizations. Founded in Toronto in 2000, H2H has more than 35 employees, 120 consultants, and offices in Toronto, Vancouver and Calgary.

### **For more information, contact:**

Sarah Welstead, Director of User Experience  
416.440.2043  
sarah@head2head.ca