

Recruiter Incentive / Commission Plan

Staffing & Recruitment

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Designs a recruiter and BD incentive or commission plan — metrics, structure, thresholds and payout timing — that motivates the behaviours you want within margin. Use it to align pay with results. For desk economics use the Recruiter Productivity / Desk Economics tool.

Purpose of this tool & output

Design incentives that drive the right output

How the output is used

Use it to design incentives that drive the right output — a recruiter incentive and commission plan that rewards profitable placements.

Important cautions

Incentives drive behaviour — reward margin, quality and retention, not raw volume, and time payouts to client collection and candidate retention with clawbacks, so you do not pay on deals that reverse or clients that default. Keep the plan simple, transparent and within margin. Ensure it complies with wage and contract terms.

Companion documents

- Recruiter Hiring Plan
- Recruiter Training Plan
- Recruiter Retention Plan
- Multi-City / Vertical Expansion Plan
- Service Diversification Plan

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.