

Recruiter Productivity / Desk Economics

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

Analyses recruiter desk economics — cost of a recruiter versus the margin they generate — and targets for placements or deployed heads per recruiter. Use it to manage productivity and capacity. For incentives use the Recruiter Incentive / Commission Plan.

Purpose of this tool & output

Make each recruiter desk profitable

How the output is used

Use it to make each recruiter desk profitable — a recruiter productivity and desk economics view across output, cost and margin per desk.

Who should vet it

A finance-savvy owner or ops lead, to confirm the desk cost and output assumptions.

Important cautions

A recruiter desk must generate a healthy multiple of its fully-loaded cost to be profitable after ramp — track margin per recruiter and manage under-performing desks. New recruiters take time to ramp; budget for it. Productivity comes from focus, pipeline reuse and fillable roles, not just activity volume.

Companion documents

- Staffing Agency P&L Modeller
- Markup & Margin Calculator
- Agency Break-even Calculator
- Payroll Funding / Working Capital Planner
- Permanent Placement Fee Model
- Cash-flow Projection

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.