

Job Adder

2026

THE STATE OF RECRUITMENT

From job demand to consultant productivity, discover key trends, challenges, and opportunities facing the recruitment industry across Australia, New Zealand, and the United Kingdom.



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Introduction

Welcome to the 2026 JobAdder State of Recruitment Report.

This report brings together JobAdder data from Australia, New Zealand, and the United Kingdom to provide recruitment leaders with a clear, practical view of how the market is shifting, as well as what those shifts mean for agencies.

This past year continued to test the resilience of our industry. Job creation once again declined across all regions, with Australia down 13.6%, New Zealand down 12.6%, and the UK down 12.5% year-on-year. This downward trend has been felt across the industry, limiting opportunities and increasing competition for every role.

Despite these challenges, recruiter performance tells a more optimistic tale. In 2025, recruiters globally were making the same or even more placements than the number of jobs they were creating at a user level. In other words, they were converting the jobs they advertised, showing true resilience and adaptability, even in the face of a tighter market.

As we've seen in recent years, temporary and contract recruitment continued to dominate. In Australia, temp roles accounted for 82.8% of placements, while New Zealand remained heavily reliant on temp placements at 88%. Even in the UK where the split is more balanced, temp roles made up 62% of placements. This ongoing shift reinforces the need for speed, flexible workforce strategies, and systems that can support high-volume recruitment.

Candidate interest also remained elevated. Applications per job increased globally for the third consecutive year, rising to an average of 33.6 applications per role in 2025. However, growth slowed to just 4% year-on-year (compared to a 34.6% jump the year prior), suggesting the surge in applications seen in recent years is finally starting to plateau.

One of the clearest themes to emerge from this year's data is the performance gap created by smarter ways of working. Recruiters using their JobAdder database filled roles faster than those relying on external sources – up to 10 days faster for temp roles in Australia, and more than two weeks faster for permanent roles in New Zealand. AI tools like JobAdder's recently launched Adder Intelligence present further opportunities for recruitment leaders wanting to get even more out of their databases and accelerate efficiencies further.

We hope you find this annual report valuable and invite you to reach out to our team with any questions or feedback.



Martin Herbst
CEO of JobAdder

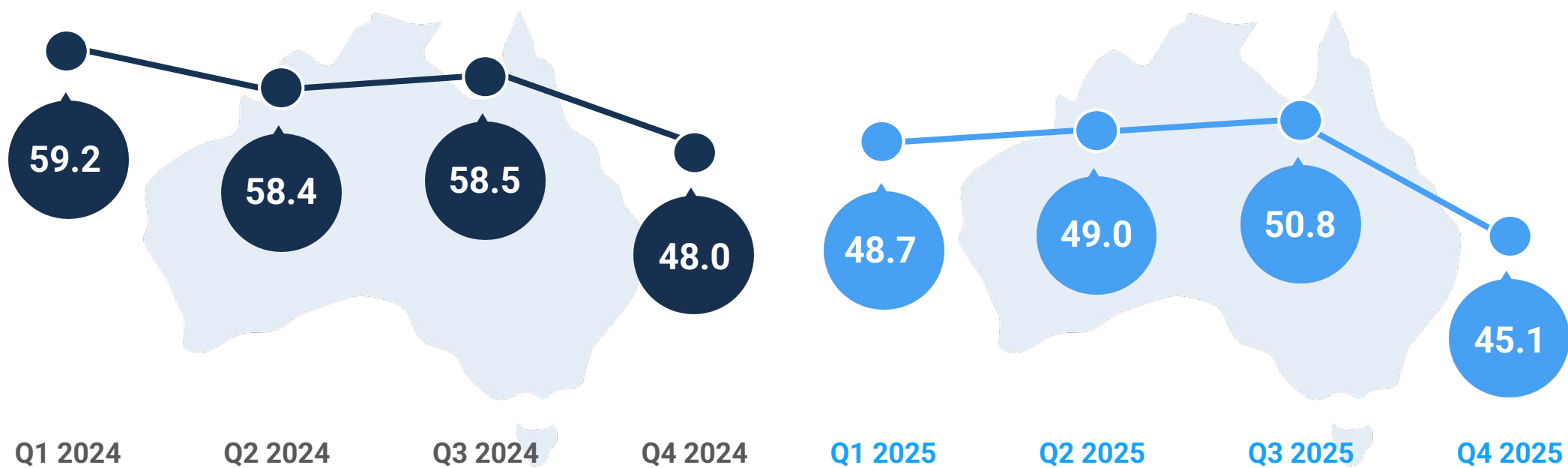
Note about data: To ensure the accuracy of these reports, JobAdder is continually monitoring and updating the data used. Because of this, there are some minor differences between the numbers reported in our 2025 State of Recruitment Report, and this one. However, the trends reported remain consistent and accurate.

Key stats and insights

Discover key metrics from our report.

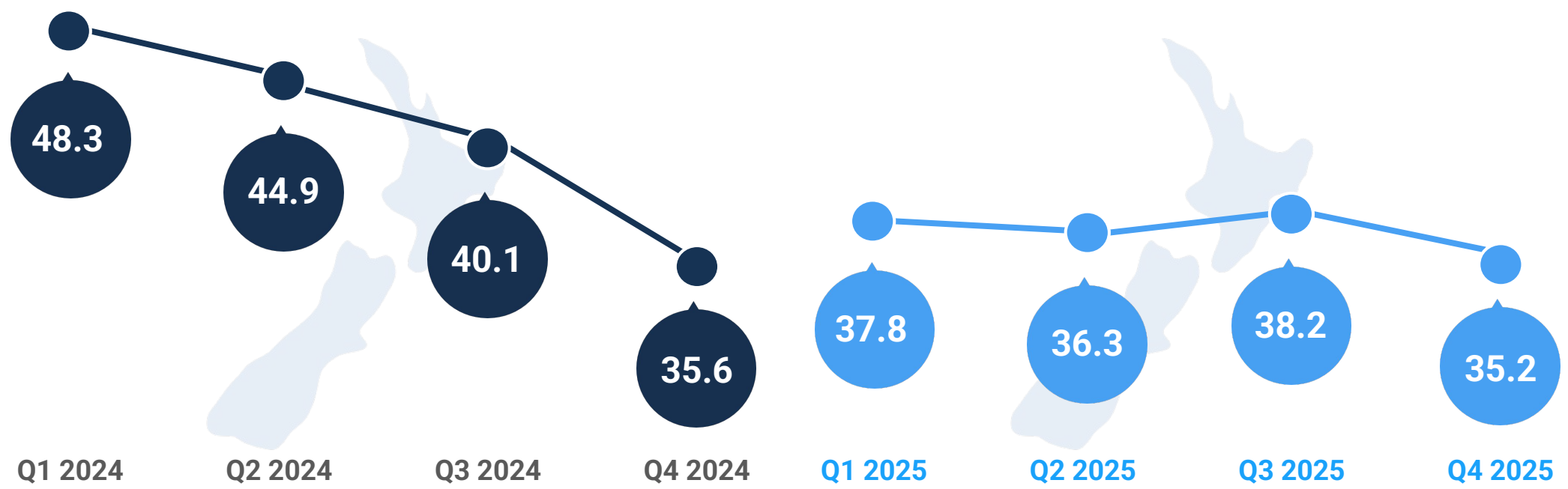
Job demand continued its downward trend

Average rate of new jobs created per agency in Australia



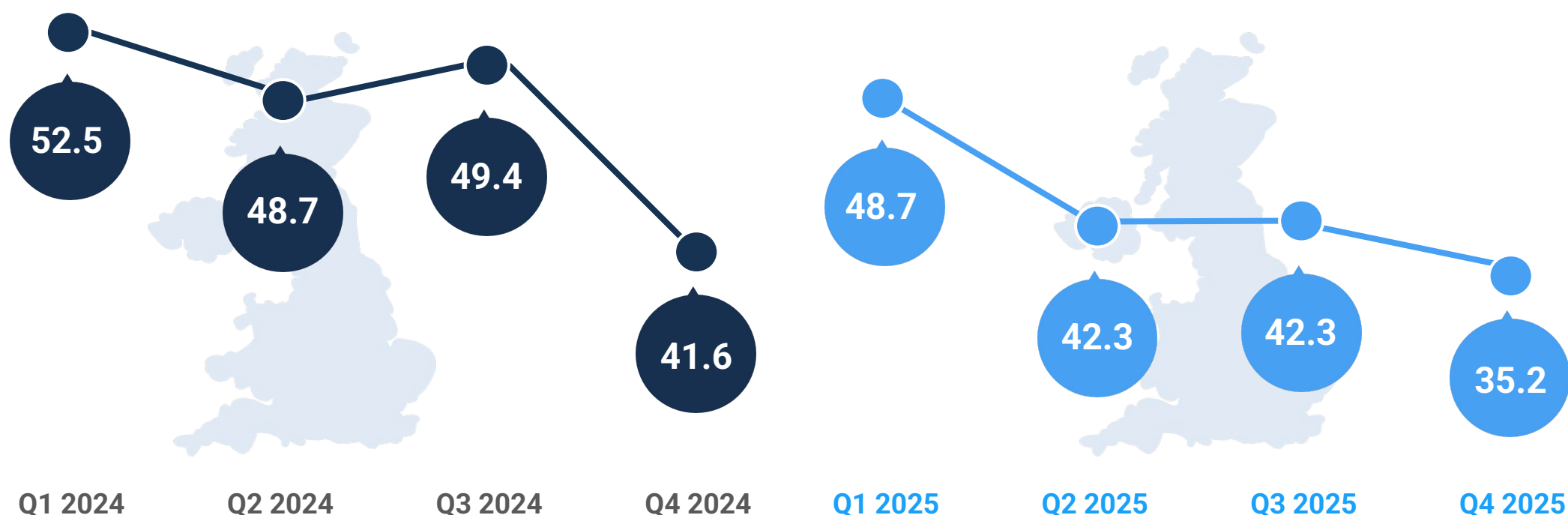
Australia saw the biggest drop in job creation, down 13.6% between 2024 and 2025

Average rate of new jobs created per agency in New Zealand



New Zealand saw less of a drop in job creation compared to the previous year, but still was down 12.6% year-on-year

Average rate of new jobs created per agency in the United Kingdom

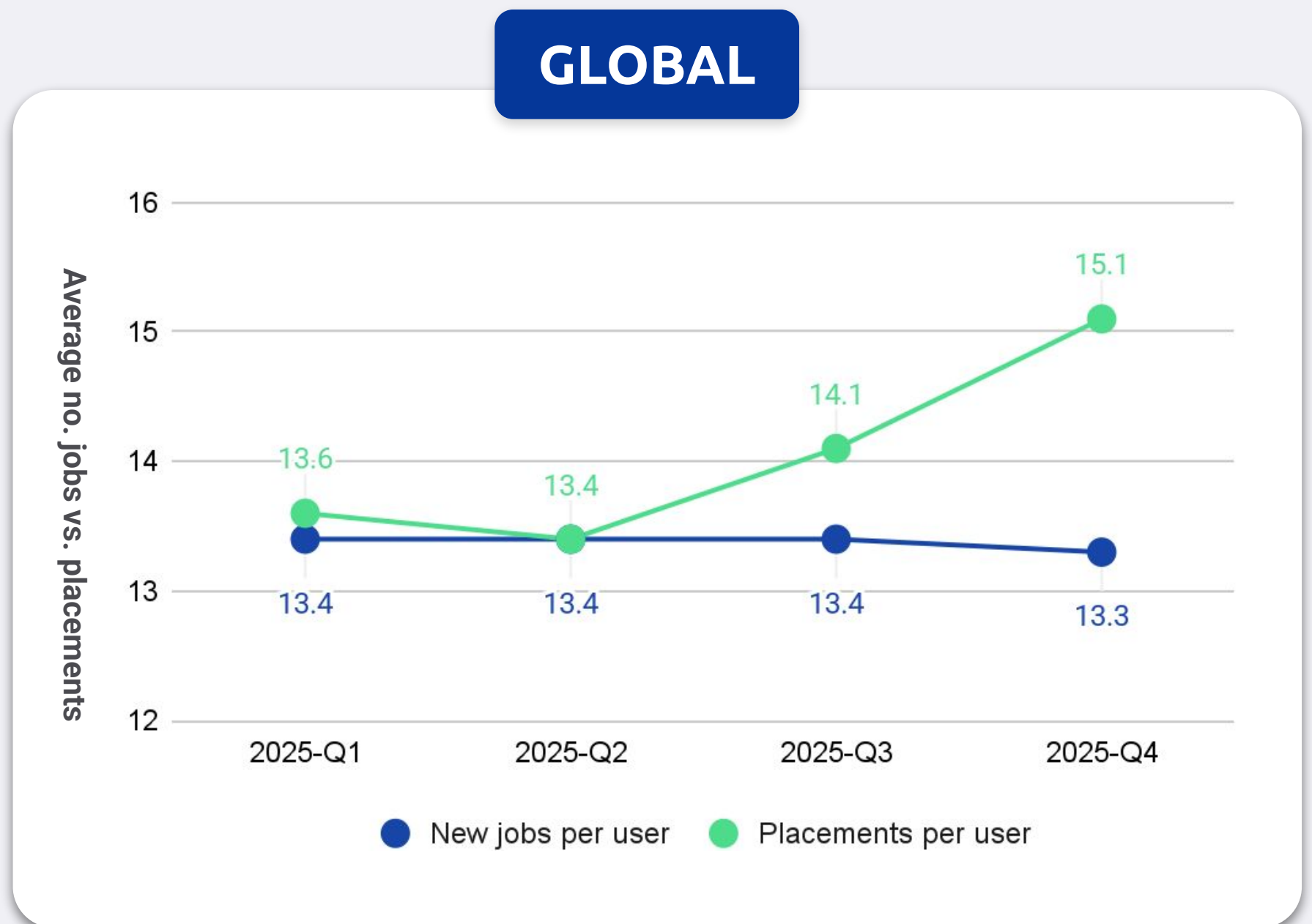


The UK saw a 12.5% drop in job creation between 2024 and 2025, a higher drop than the previous year

Recruiters are making high placement rates

For the first time in recent years, recruiters are making around the same (or in some quarters, more) placements than the jobs they're creating at a user level, showing strong growth in conversion.

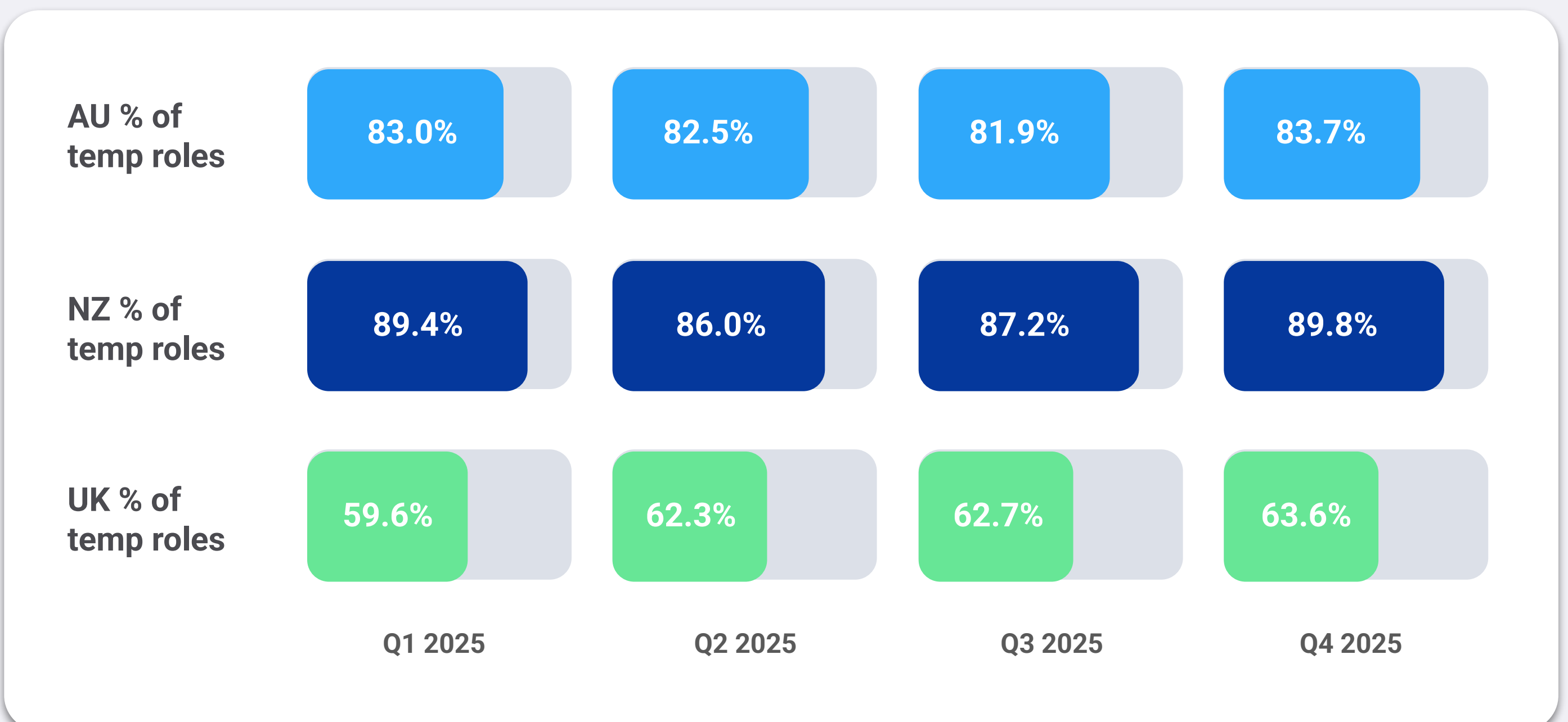
Average rate of new jobs created per recruiter vs placements made across all regions



Temp roles are still king

This shows temp roles as a percentage of total roles.

- Australia continues to have a strong reliance on temp placements – accounting for 82.8% of roles (up slightly by 1.8% year-on-year)
- New Zealand once again has the strongest portion of temp placements, making up close to 9 in 10 roles (88%)
- As with previous years, the UK has the most even split between the two role types; 62% temp placements and 38% permanent placements



Candidate applications still climbing, but slowing

- Candidate applications have been on a steady climb in the last 3 years, but 2024 to 2025 saw only a marginal increase of 4%
- This was much more tame than the previous year's jump of 34.6%, suggesting the candidate application surge may have hit its peak
- Each region saw a seasonal spike in applications in Q1 compared to the preceding Q4

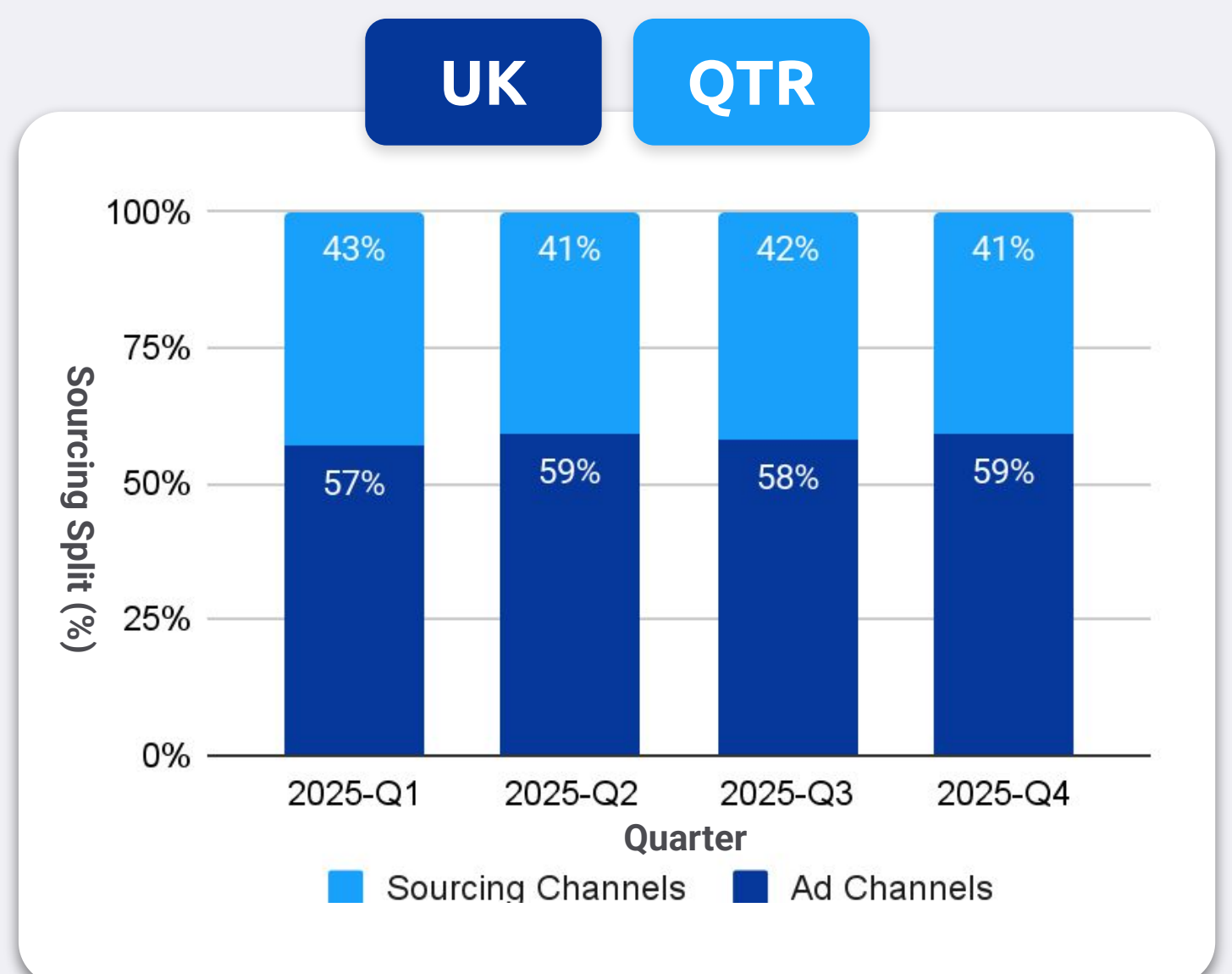
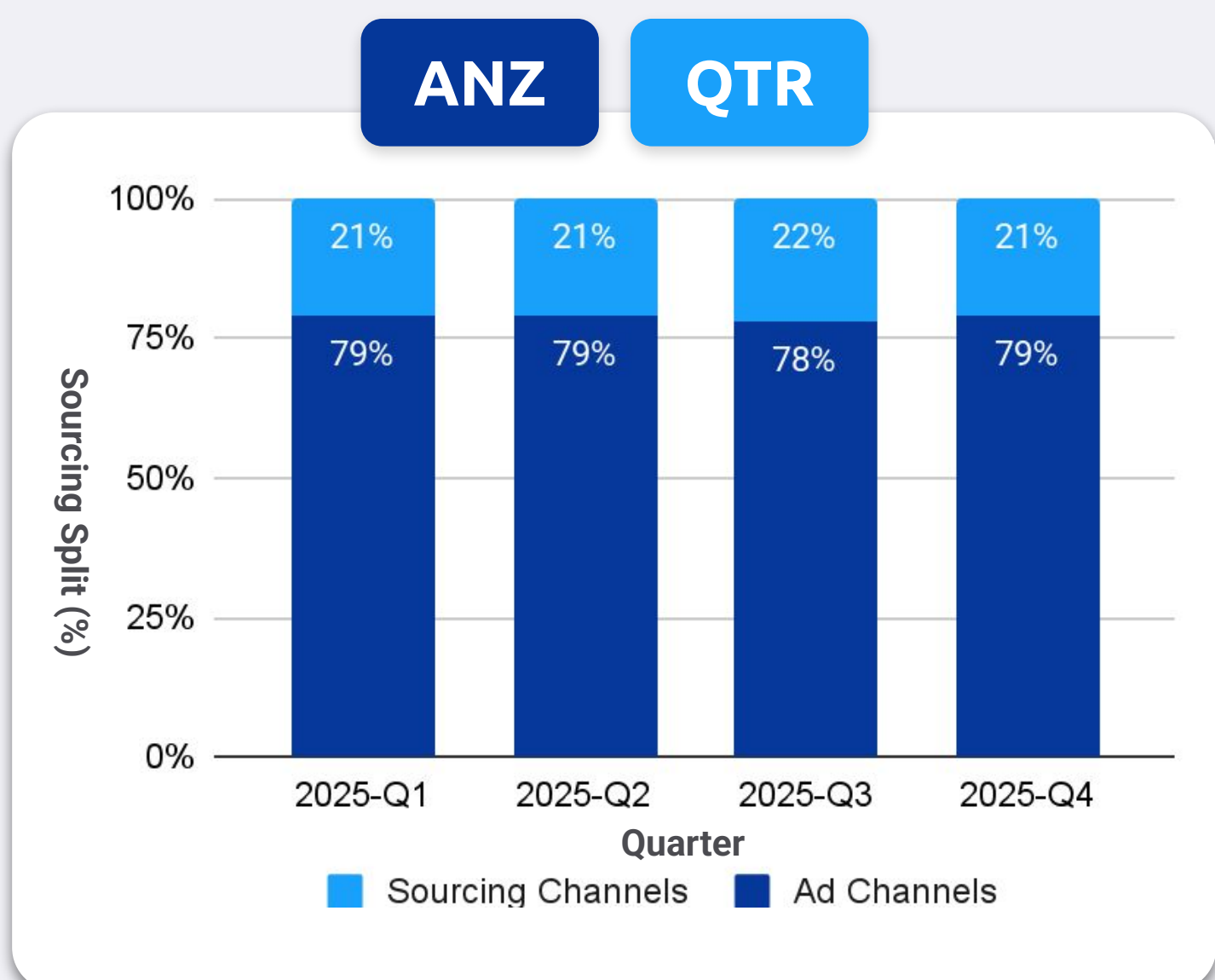
Average applications made per job across all regions



Recruiters rely on ad channels, despite disadvantages

- 79% of ANZ applications and 58% of UK applications are sourced from advertising channels – on par with last year
- This is despite a clear advantage to using sourcing channels
- Globally, recruiters fill permanent roles 12.3 days faster and temp roles 4.7 days faster using their JobAdder database (compared to using external sources)

Number of applications sourced by channel



Tracking global job growth

Across all regions, we've seen a steady year-on-year decline in job creation over the last few years. This has been felt within the market; in our 2025/26 Recruitment Benchmarking Report,¹ 45% of recruiters reported hiring levels being down, and 48% noted less business opportunities available to them.

While recruitment agencies continue to face a tough market, it could be the ideal time to bolster business development and client retention efforts, focusing on ways to win opportunities and build long-lasting relationships.

"I've seen two core factors that have changed the recruitment industry in the last year:

1. **More companies hiring internal teams:** While this has been a trend for the last 5-6 years, it hasn't slowed down. As hiring in-house becomes more accessible and cheaper, many companies, even smaller businesses who traditionally did not need internal teams are opting for internal recruiters to keep hiring costs down.
2. **The rise of AI and tech:** Many companies now have more tools available to recruit themselves compared to 12 months ago, and are opting to replace agency recruitment with tech. What's important to note here is that this is also industry dependent. Roles which require headhunting are still very difficult to automate the recruitment process. More transactional roles by nature – for example, volume recruitment – can often be managed by tech. There is becoming less and less of a need for these roles to be recruited via a traditional agency model, and companies are looking at tech, internal teams and even RPO/MSP solutions.

Considering the above two factors, companies are using agencies for more specialist roles compared to volume recruitment, which could indicate why the job creating volumes are down."



Jessica Kimber

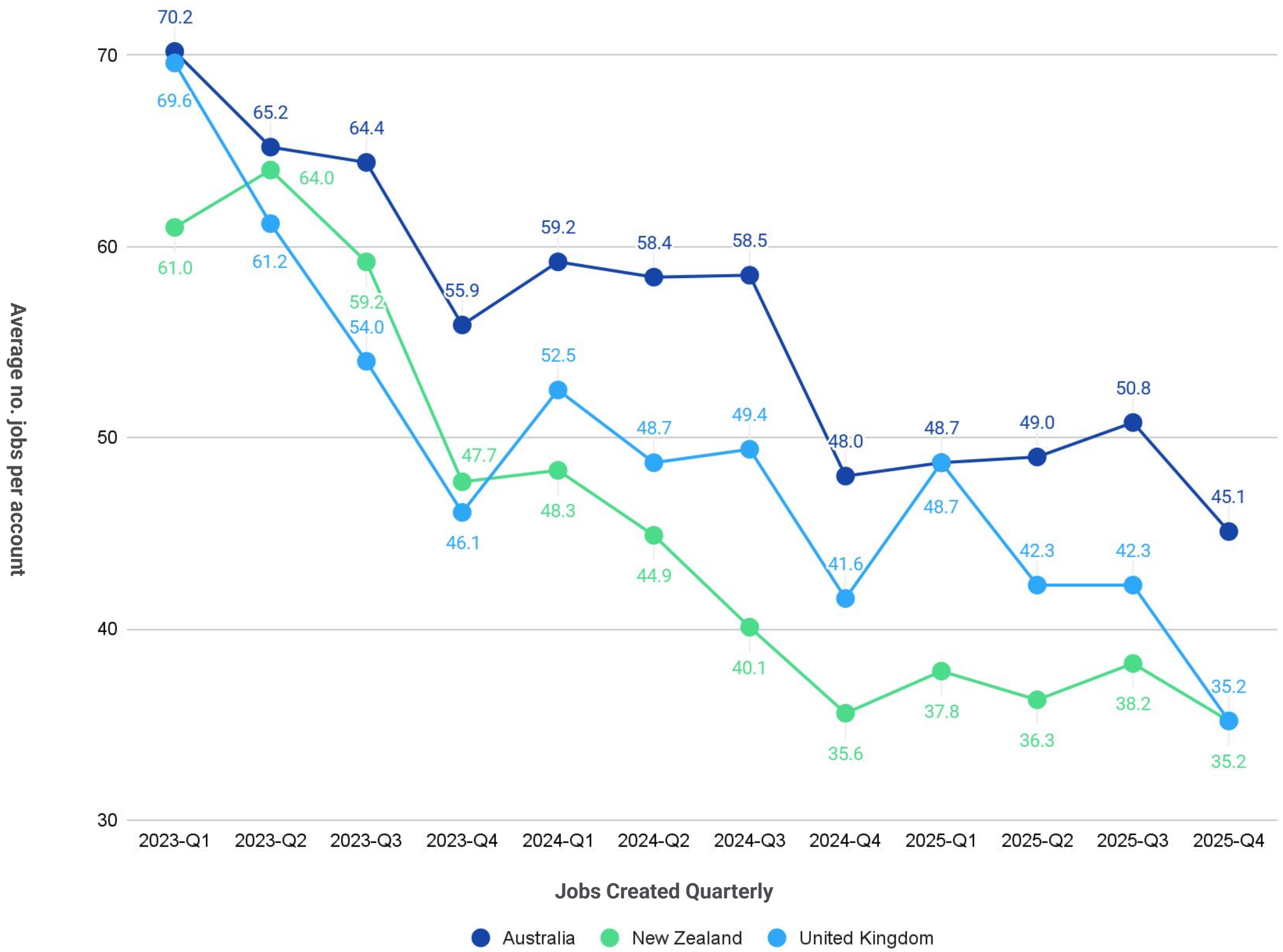
Agency Owner and Recruitment Trainer
Raire Group



¹Source: [Recruitment Benchmarking Report](#)

Below, we compare job creation trends across these regions to provide a clearer view of their performance in 2025.

GLOBAL **QTR**



Overview of job market in Australia

In Australia, job creation was down between 2024 and 2025 by 13.6%. This is higher than previous years (the drop between 2023 and 2024 was 12.5%), showing that the job market in Australia is seemingly yet to stabilise.

With that said, the usual seasonal drop in Q4 was less severe, falling from an average of 50.8 jobs created in Q3 2025 to 45.1 jobs created in Q4 2025. This could be an early sign that the tides are starting to turn, at least fractionally.

“While the market is recovering, there is a general resignation that it will be a slow and steady trajectory and expecting any great bounce back is unrealistic. The growth of MSP, Consulting and Statement of Work are hallmarks of a market that has changed for good and those firms that embrace the need to adapt and explore new ways of working will be those that succeed.

This is a fascinating time to be in recruitment, organisations have more channels to hire at their fingertips than ever before, digital labour platforms are gaining momentum and the workforce is now a blend of human and AI agents. Tradition will no longer cut it; deep specialisation is the future.”



Lesley Horsburgh
Managing Director
APSCo Australia



Overview of job market in New Zealand

It may be a similar story in New Zealand in terms of slowing job demand, but it seems tough times could be easing. The decline in job creation lessened in 2025 – falling 12.6% year-on-year.

This is a big improvement on 2023-2024, which saw a staggering drop of 27.2%. What's more, each quarter across 2025 was relatively even, showing some potential stability. While Kiwi recruiters still face an uphill battle, these figures may suggest an optimistic turn of events on the horizon.

“In New Zealand things have been incredibly challenging, and the last year has been a reminder of the importance of networks and genuine relationships.

Systems help recruiters manage the admin-heavy aspect of the role, but at its heart recruitment is people-centric and recruiters who have remained focused on their candidates and clients are the ones who have survived.”



Angela Cameron
Founder & Managing Director
LEAD Executive



Overview of job market in the United Kingdom

The UK also saw an easing drop in 2025. While still down year-on-year (-12.3%) this was an improvement on the previous year's drop of 16.8%. The KPMG and REC UK Report on Jobs January 2026² noted 36 months of a consistent decline in permanent vacancies, and softening but still decreasing temp role availability.

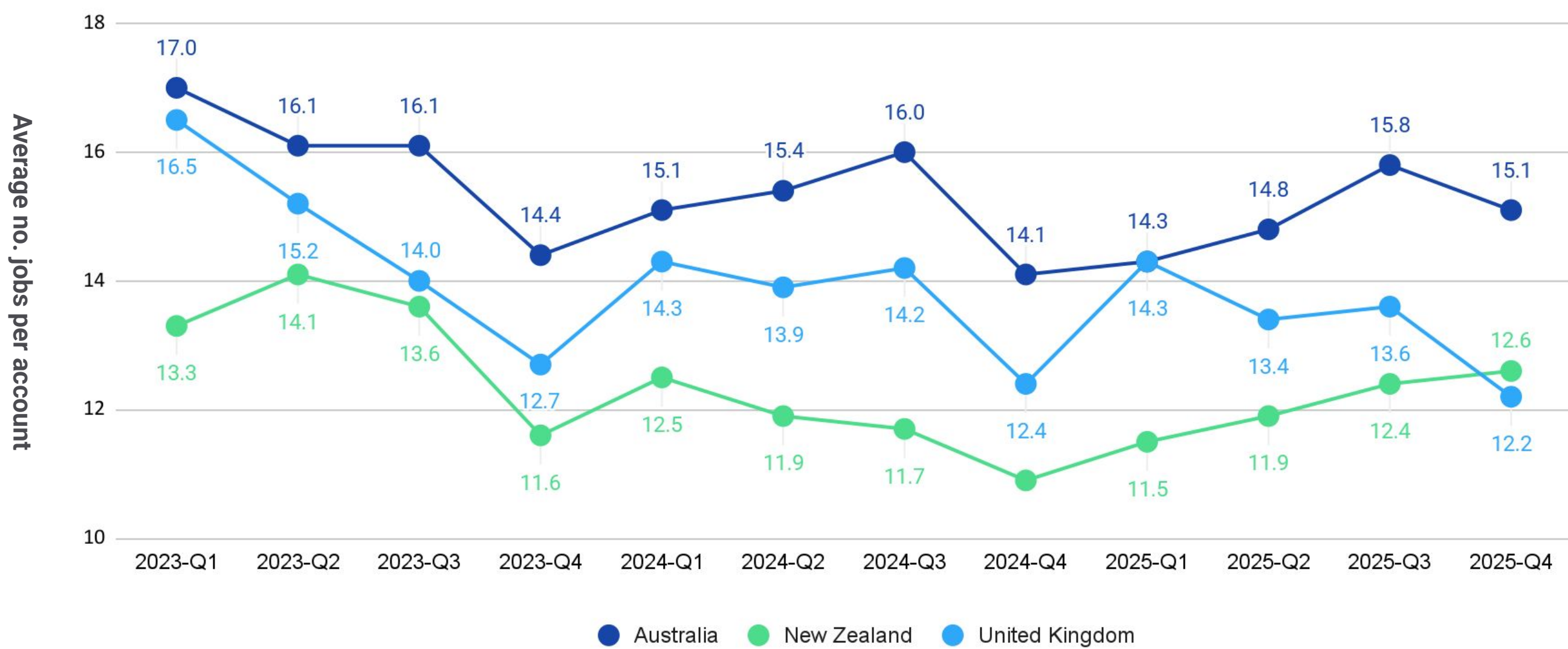
Why? According to KPMG and REC's report, it could be due to a combination of economic uncertainty and rising costs.

²Source: [KPMG and REC, UK Report on Jobs](#)

Job creation at a user-level

GLOBAL

QTR



While the above sections focus on data at a JobAdder account level, here we drill down deeper to look at per-user data to explore shifts in individual recruiter performance and productivity on both a quarterly and annual basis.

As we know, per account levels dropped significantly. However, per-user data stayed relatively stable (down 1.3% in Australia, up 2.5% in New Zealand, and down 2.2% in the UK), proving that on an individual level, recruiters are remaining productive and resilient, despite a tough market.

In New Zealand, there was even an unseasonal uptick in Q4 2025.

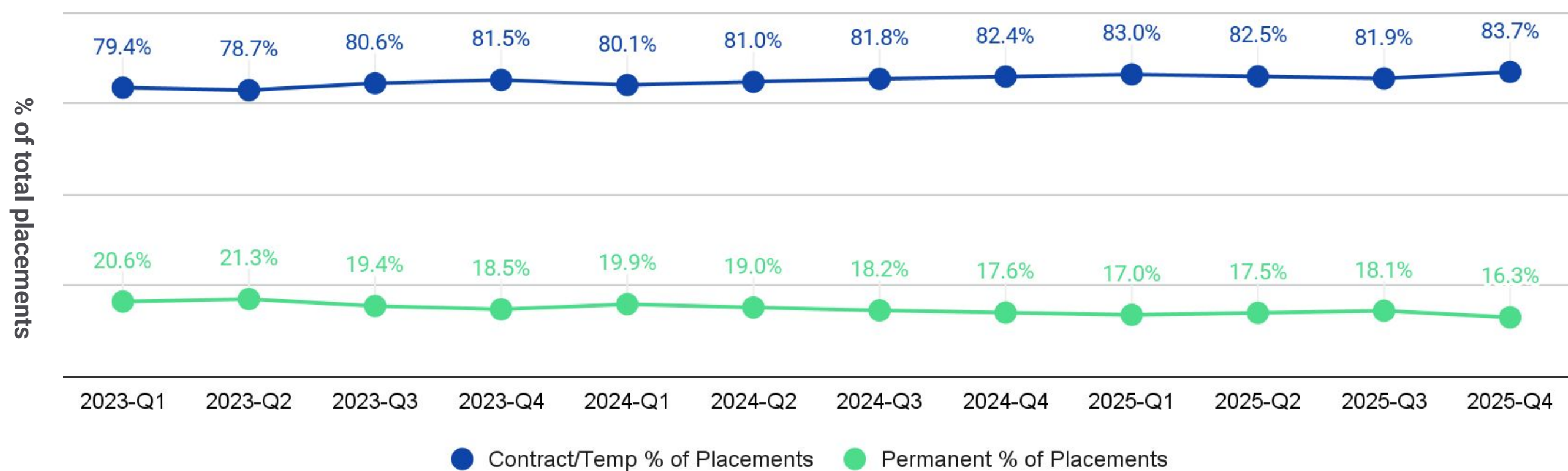
Changes in permanent and temporary placement demand

Across the globe, we're continuing to see a growing reliance on temp and contract roles – especially in Australia and New Zealand. All regions saw a small but upward trend in temp demand, suggesting this preference for flexible and agile staffing, particularly against the sustained backdrop of an uncertain job market and economy, could be the new norm.

Australia

AUS

QTR



In Australia, temp placements made up 82.8% of roles in 2025 (up slightly from 80% in 2024, and 78% in 2023). This steady upward climb is indicative of a market that continues to be cautious about committing to permanent hires.

For Australian recruitment agencies, that means being able to reliably and consistently show your ability to fill temp and contract positions – and quickly. Otherwise, agencies still singularly focused on meeting permanent demand may fall behind.

“In a time of such uncertainty, it makes sense that employers are hesitant to overcommit to new hires, and instead are relying on temporary staff to manage fluctuating workloads.

This trend presents an opportunity for agencies to diversify into temporary staffing if they haven't yet. This will allow them to tap into new revenue streams that are aligned with employer demands.”

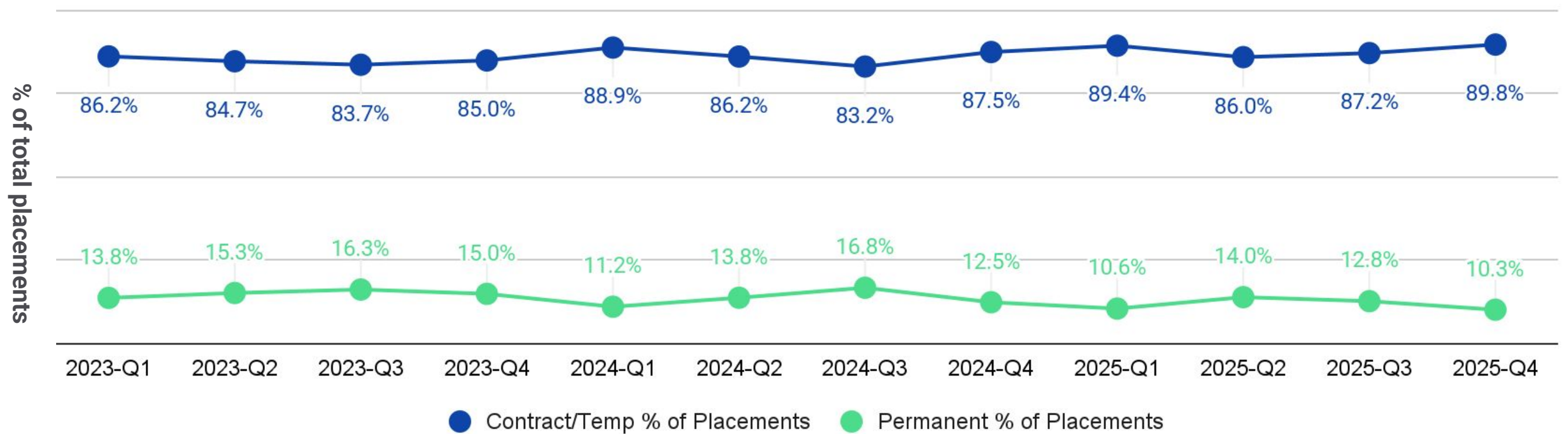


Martin Herbst
CEO
JobAdder

New Zealand

NZ

QTR



When it comes to temp and contract demand, New Zealand is dominating. Temp roles made up an average of 88% of total placements in 2025 – representing a slight uptick from 2024 (86.4%) and 2023 (84.9%).

As well as the same concerns felt elsewhere around committing to permanent hires in an uncertain global economy, New Zealand is battling a unique mix of having the highest unemployment rate in a decade at 5.4%,³ and facing major skills shortages.

This is likely causing organisations to seek out alternative methods for filling roles, including flexible, agile, and most importantly quick-to-fill temp and contract placements.

“Australia has always been heavily reliant on temporary workers, and given the volatility in the market and the focus on reducing operating expenses over the last few years it is not surprising to see these figures.

What we are hearing right now is that a number of major projects, particularly in the area of tech and transformation, have finally been given the green light. Whether this indicates a stronger economy or the realisation from organisations that waiting for conditions to improve is stalling progress is yet to be seen, but it does mean that the demand for temp and contract work has kicked 2026 off with a strong start.

As more organisations restructure teams to leverage automation, AI and offshoring options, the need for workers to re-skill will drive ongoing changes in how we engage talent.”



Lesley Horsburgh
Managing Director
APSCO Australia

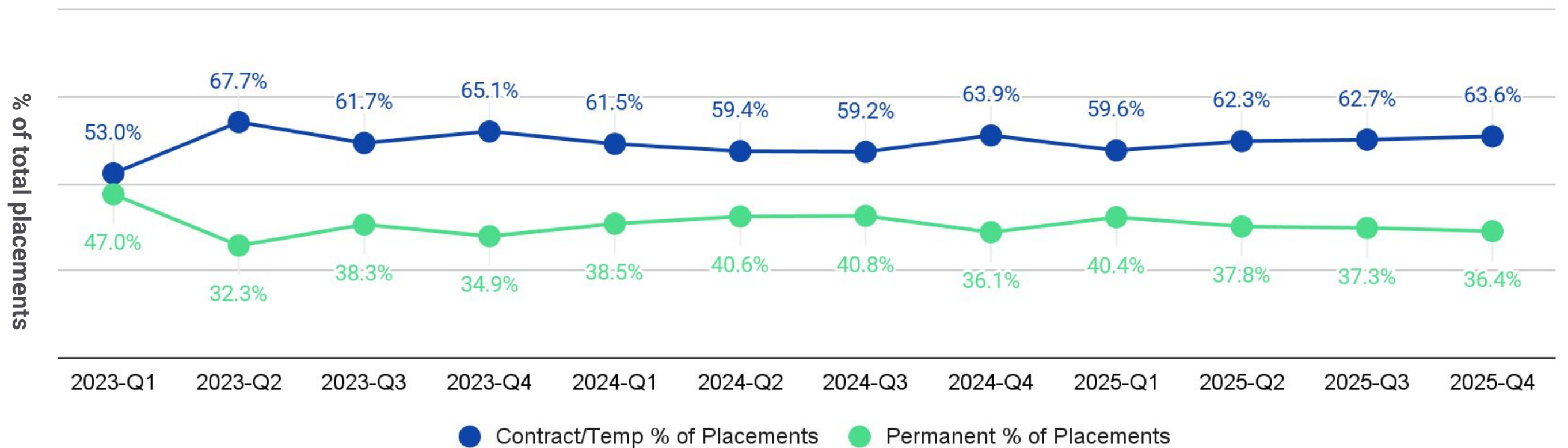


³Source: [Stats NZ](#)

United Kingdom

UK

QTR



Across all the regions, the UK shows the most even split between temp/contract and permanent placements. On average, temp roles make up 62% of roles and permanent roles make up the other 38%.

This could indicate that the UK market is more resilient and less reactive than ANZ, despite economic fluctuations impacting most of the world. It also means that UK recruitment agencies need to be more agile than their ANZ counterparts, able to either bounce effortlessly between filling permanent and temp roles or specialising in one type.

“Temp/contract roles have been dominant in the sector for all of 2025. This is due to the ongoing challenging market in the UK for the past three and a half to four years.

The actions of the Labour Government in the UK has also not helped the labour market, as well as the continued uncertainty in the UK and global economies. As we all know, when we’re in a difficult market, clients are not confident about the future and they tend to engage temp/contract workers rather than investing in perm staff.”



Sam Hurley
UK Managing Director
APSCO

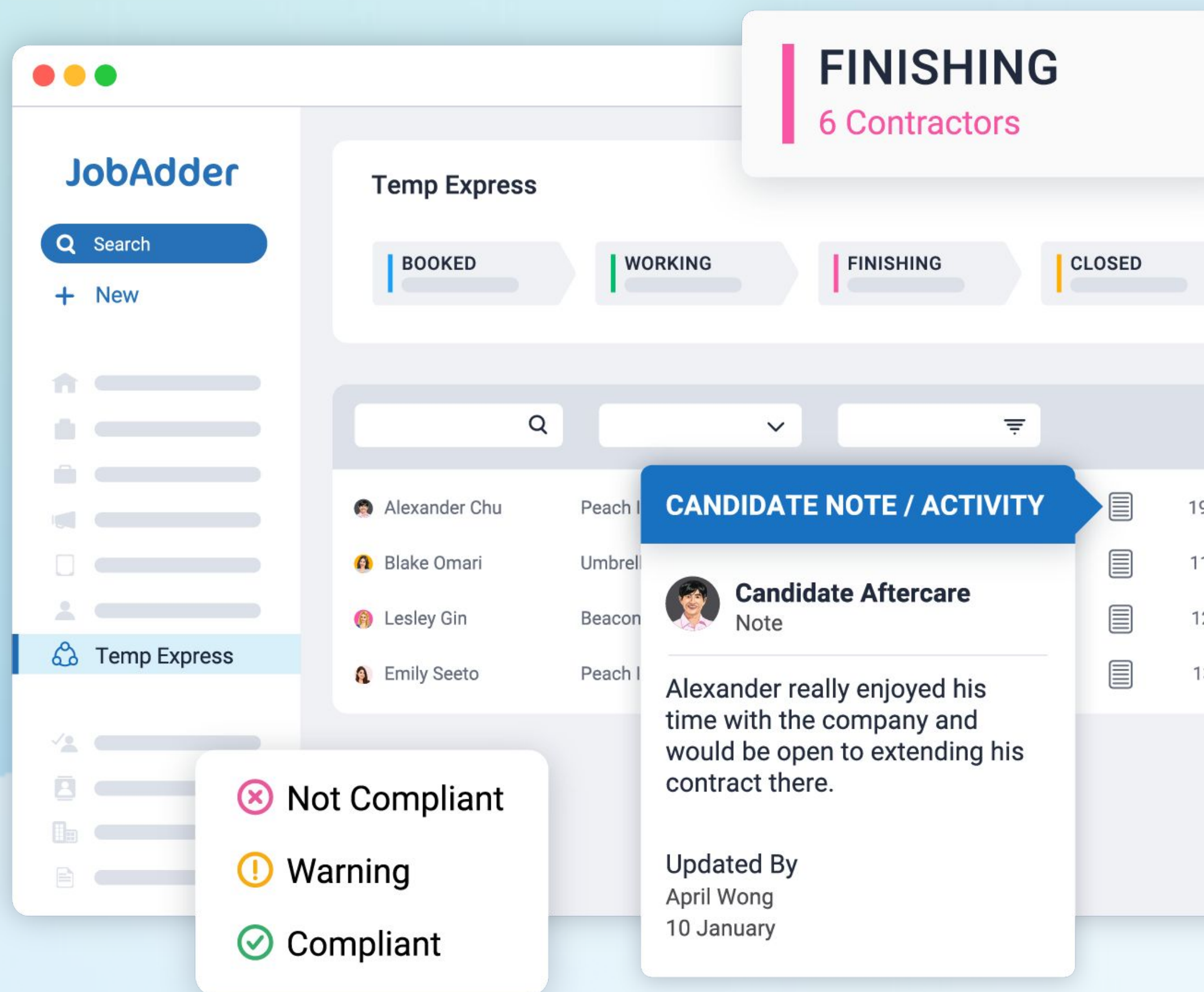


JobAdder Tip

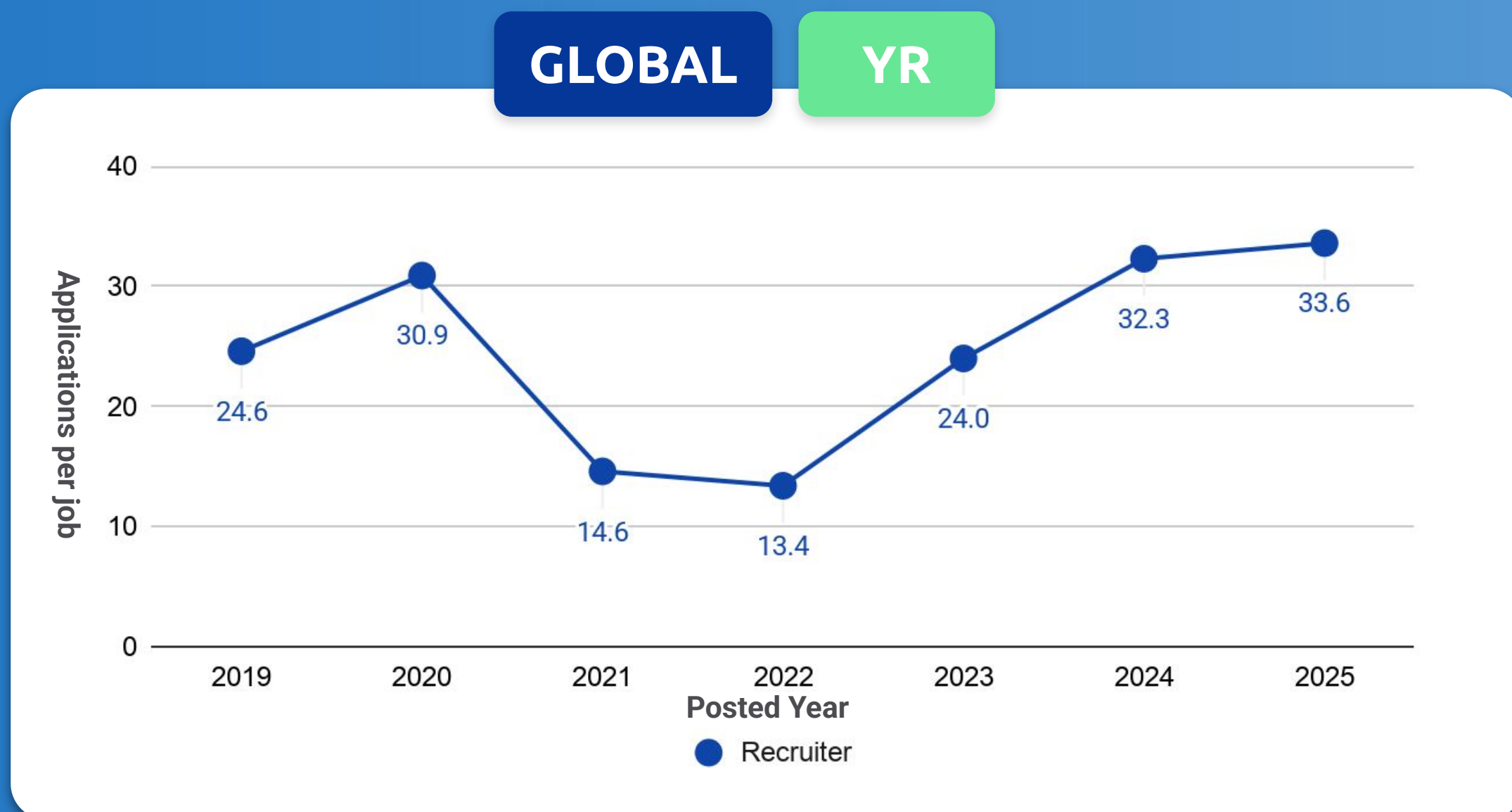
When it comes to filling temp and contract roles, having a database of primed, ready workers at your fingertips is key. Not only will it improve your speed-to-market, but the right workforce management system will automate and systemise every part of the process – from shortlisting the right workers, to offering excellent candidate aftercare once the job has been filled.

That's exactly what JobAdder's Temp Express was designed to do.

Learn more: jobadder.com/temporary-recruitment/



Measuring levels of candidate interest



Globally, we've seen a steady increase in candidate applications each year since the slump experienced in 2022 due to post-pandemic talent shortages.⁴ But while 2023 and 2024 saw historic jumps (79% and 34.6% respectively), the rise in application numbers was much milder in 2025 with just a 4% uptick.

This aligns with commentary from JobAdder CEO Martin Herbst in our 2025 State of Recruitment Report,⁴ where he predicted that application numbers were starting to plateau and we would be soon reaching a saturation point.

⁴Source: [2025 State of Recruitment Report](#)

“It seems as if we’ve finally hit the ceiling for application numbers in 2025, after a steady (and sometimes volatile) climb back from unseasonably low numbers in 2022.

I’ve spoken to many recruiters over the last few years about the surge in application numbers, and understand how much of a burden it’s put on processes and individual recruiters as they’ve fought to keep up with fewer job opportunities coupled with record candidates.

With all that said, the next big trend (and in fact, we’re already seeing it) will be candidates utilising AI to apply for roles en masse. It will be interesting to see the impact this has on application numbers in 2026.

The best way for recruiters to face this, of course, is by using technology of their own.

AI can never replace recruiters, but tools like JobAdder’s Adder Intelligence are designed to streamline processes and make it infinitely easier and faster for recruiters to do their jobs well – including tackling high application numbers.”



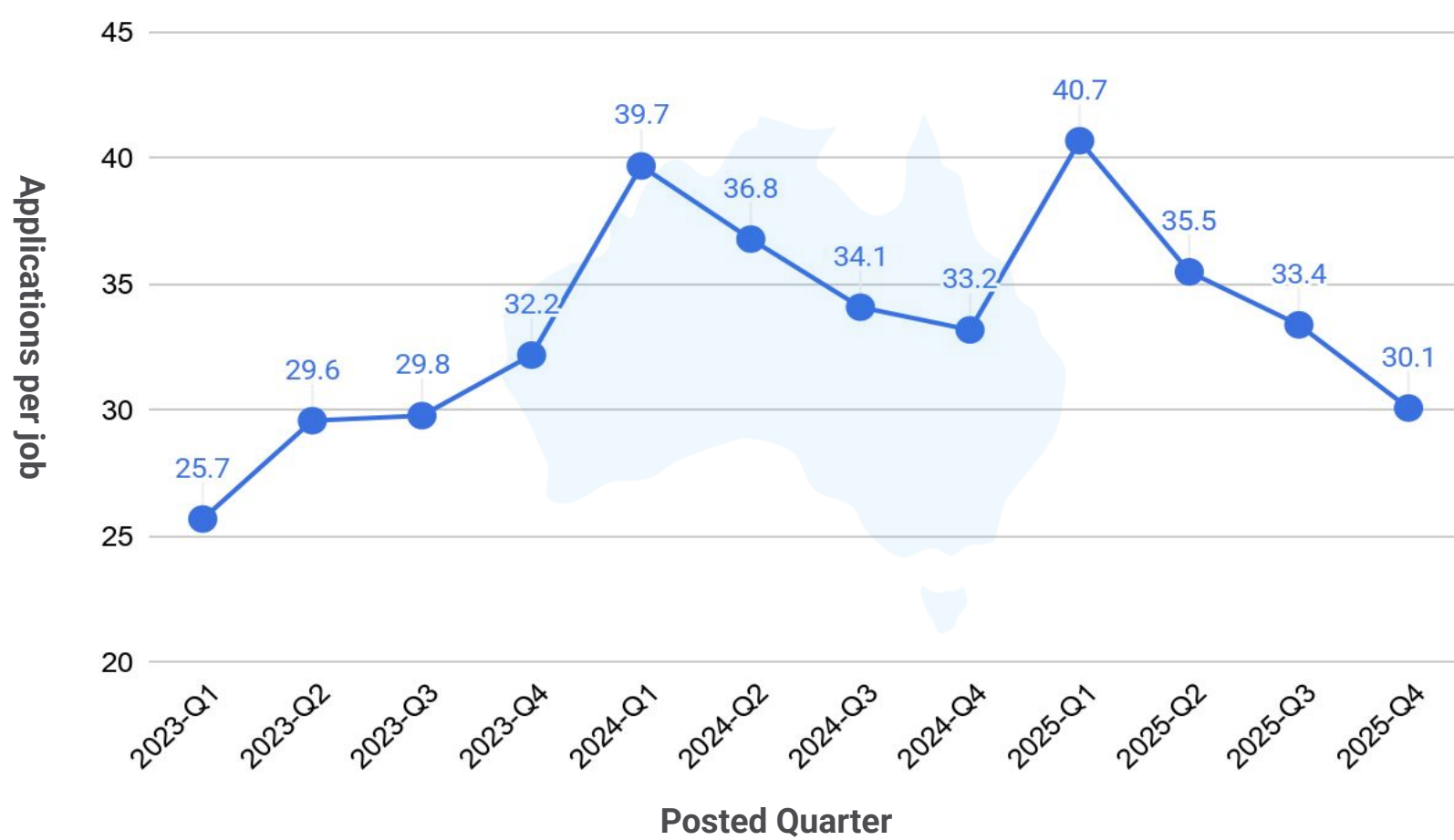
Martin Herbst
CEO of JobAdder



Australia

AUS

QTR



Australia had the most mild year-on-year change in application numbers, experiencing a marginal 3.2% increase. Coupled with the fact that Australia has the lowest unemployment rate amongst the countries in this report (4.1% according to the Australian Bureau of Statistics,⁵ compared to New Zealand's 5.4%³ and the UK's 5.1%⁶), it seems candidates are less on the move regionally.

Across the year we saw the typical peaks and troughs that are common seasonally, beginning with a spike in Q1 when more jobs are available on the market, and slowly trending downwards to a typically quieter Q4.

New Zealand

NZ

QTR



New Zealand saw a sharper year-on-year growth compared to Australia, up 7.4% from 2024 to 2025. This was despite a seasonal Q4 dip, which is typically seen at the end of the year when the job market tends to quieten.

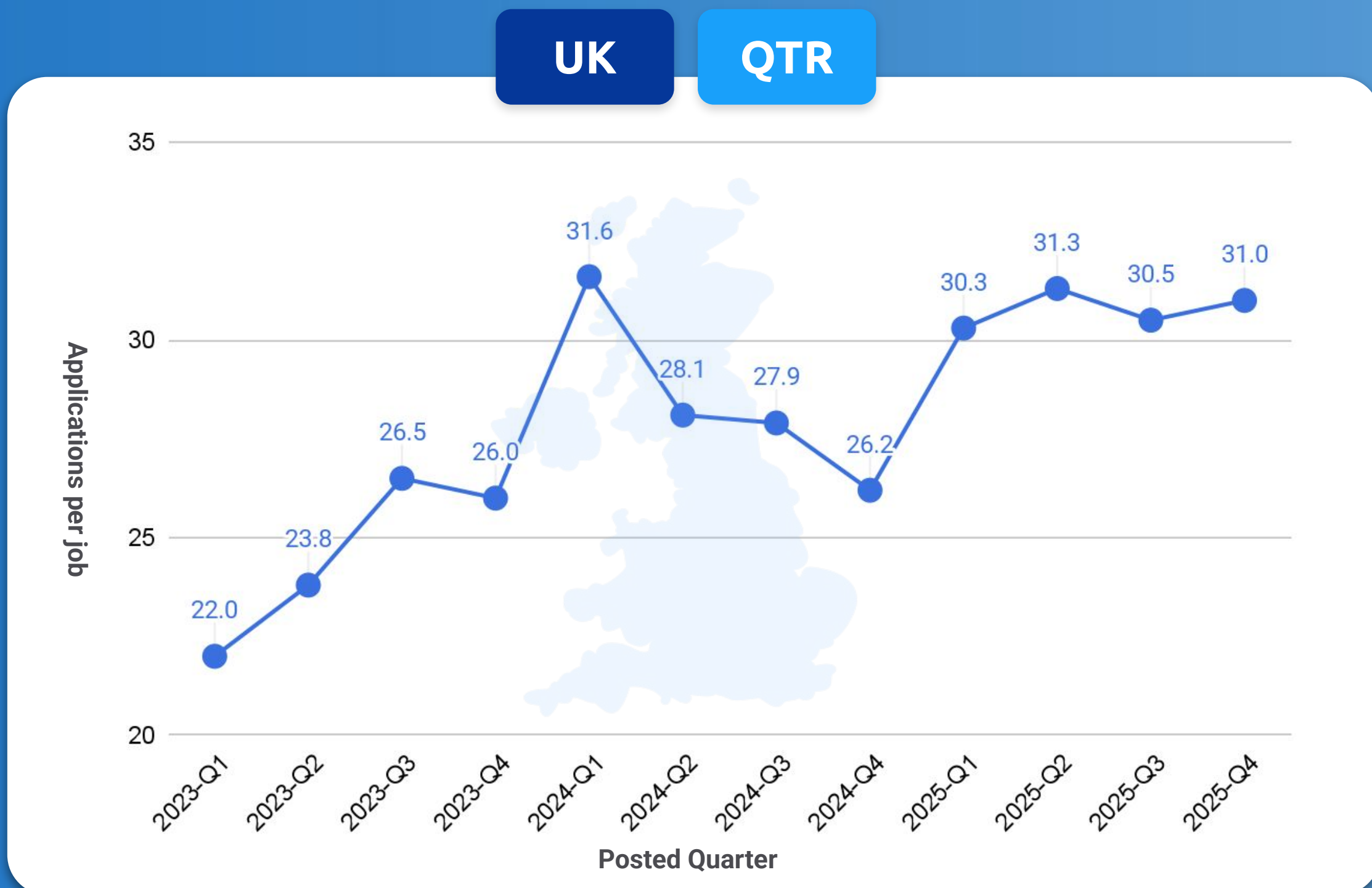
Interestingly, New Zealand had one of the strongest starts to 2025 than they've had since at least 2022, weighing in with an average 38.4 applications per job in Q1 2025 compared to 30.4 in Q1 2024 (an impressive 26% jump).

⁵Source: [2025 State of Recruitment Report](#)

³Source: [Stats NZ](#)

⁶Source: [Office for National Statistics](#)

United Kingdom



The UK had the biggest year-on-year jump in application numbers, pipping New Zealand at the post with an 8% increase between 2024 and 2025. The fluctuations from quarter to quarter were less than typical, with an uncharacteristic spike in Q2, rather than Q1.

On top of that, while the UK job market historically winds down in Q4 (as it does in ANZ), there was instead a slight uplift (from 30.5 in Q3 to 31). Although only a small difference, considering the typical drop in Q4, this is a notable trend.

Overall the UK saw the most consistently strong numbers throughout the year. That means UK recruiters have been fielding unrelentingly high candidate application numbers with little relief during the typical holiday period.

“The 8% growth in UK applications aligns very much with what many agencies have been experiencing and something we picked up on at The Recruitment Network’s Retreat last year. As we expected, AI tools have lowered the barrier to entry for job applications, meaning recruiters are seeing more speculative and broader submissions.

This in turn shifts the skillset required of a FutureFit™ recruiter, as we refer to them. Screening is becoming more data driven and process led, rather than purely instinctive. A science as well as an art. Recruiters now need more well-defined scoring criteria, far better and structured assessment frameworks, and tighter collaboration with hiring managers on what ‘good’ really looks like.

Technology is of course a big part of the solution here, coupled with a recruiter’s natural instinct to find those needles in the haystacks. Smart ATS functionality, AI screening support and automated candidate communication can remove a big chunk of the admin while freeing the recruiters up to be human and using their experience and judgement, which is where they add the most value.

The recruitment agencies that get on top of this and redesign their candidate funnels appropriately in line with this increase in applications will actually see an improvement in their quality and speed of hiring metrics, whilst many others will be too inundated with unapplicable applications to see where the real talent exists.

As always, an opportunity as much as it is a challenge.”



James Osborne
Co-Founder
The Recruitment Network



The importance of placements

The demand for jobs and candidate appetite is one thing, but when it comes to a recruiter's bread and butter, it often boils down to placements. This is an essential metric for recruitment agencies to understand if they want a strong view of their revenue outlook and performance.

Across all regions, there's been a continued upward trend in placements made per user. Australia had the most impressive year-on-year growth with a 5.8% increase, followed by New Zealand (4.7%) and finally the UK with a marginal uptick of 2.5%.

“Recruiters in NZ are emerging from one of the toughest recessions on record, so I'd expect any placement increase we see to be due to increased demand by clients.

As the market improves and demand for good recruitment increases (which we are hopefully seeing now), good utilisation of your CRM will pay off in terms of efficiency, better utilisation of knowledge and speed to placement.”



Angela Cameron
Founder & Managing Director
LEAD Executive



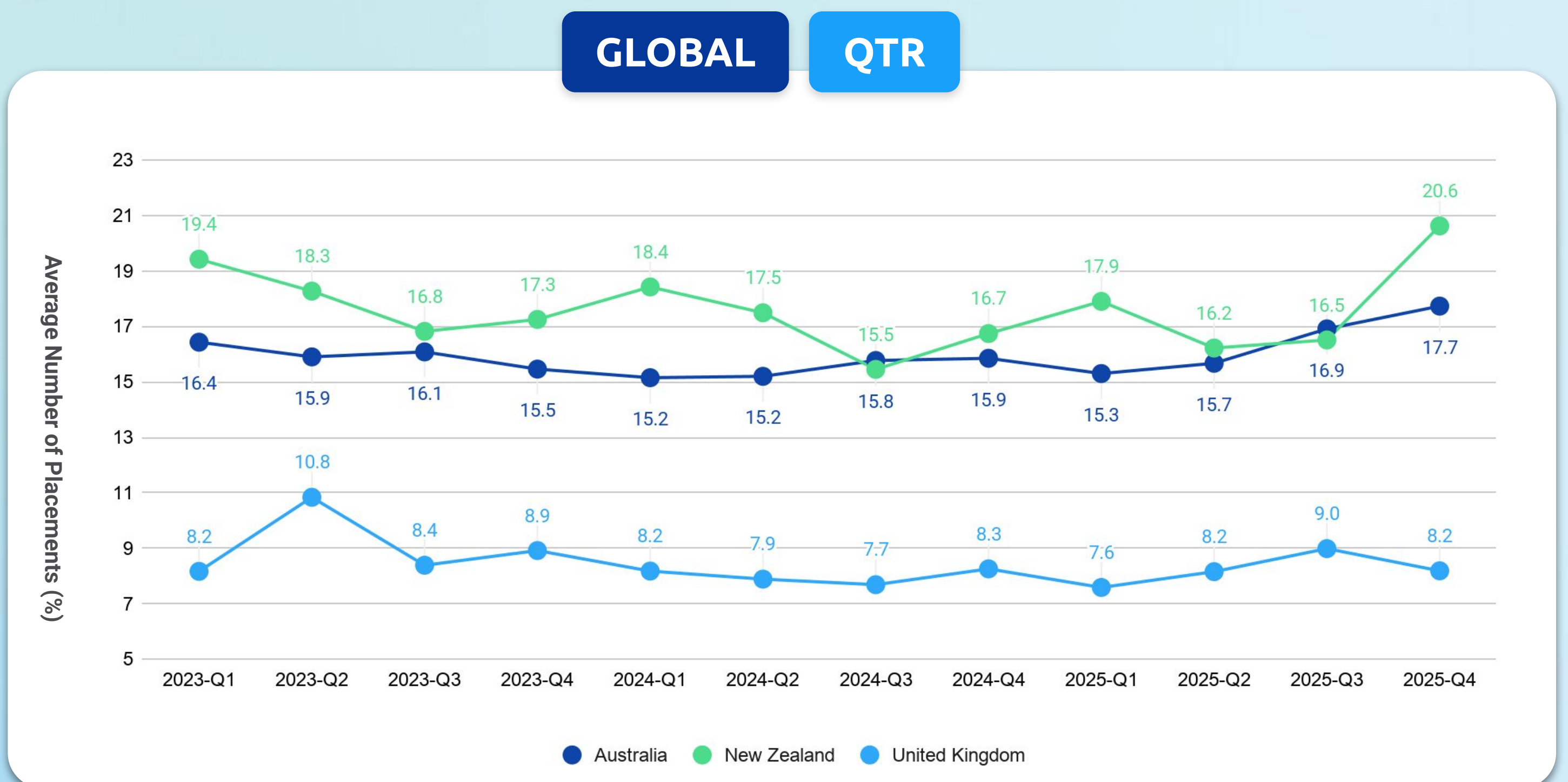
One major industry change in 2025 that may have also contributed to this was the maturity of AI. As tools have become more developed and integrated with recruiters' everyday workflows and operations, they've been able to continue to improve their efficiency and productivity levels, making more placements than ever.

In JobAdder's 2025/26 Recruitment Benchmarking Report,¹ 81% of recruiters said they're already using AI and automation – which was up 17% from the previous year. Confidence in this growing use is up too; 11% more agencies believe on some level that they'll be able to adopt new AI in the coming year (from 78% to 86%).

This reflects a maturing market, where AI and automation is no longer a novelty, but rather a tool recognised for its ability to improve efficiencies and competitiveness.

The key headline is this: if you're a recruiter not using AI and other automation tools, you're at risk of falling behind. The proof really is in the pudding, with a direct correlation between accelerated AI adoption and the ability to make more placements.

Placements per user Global



¹Source: [Recruitment Benchmarking Report](#)

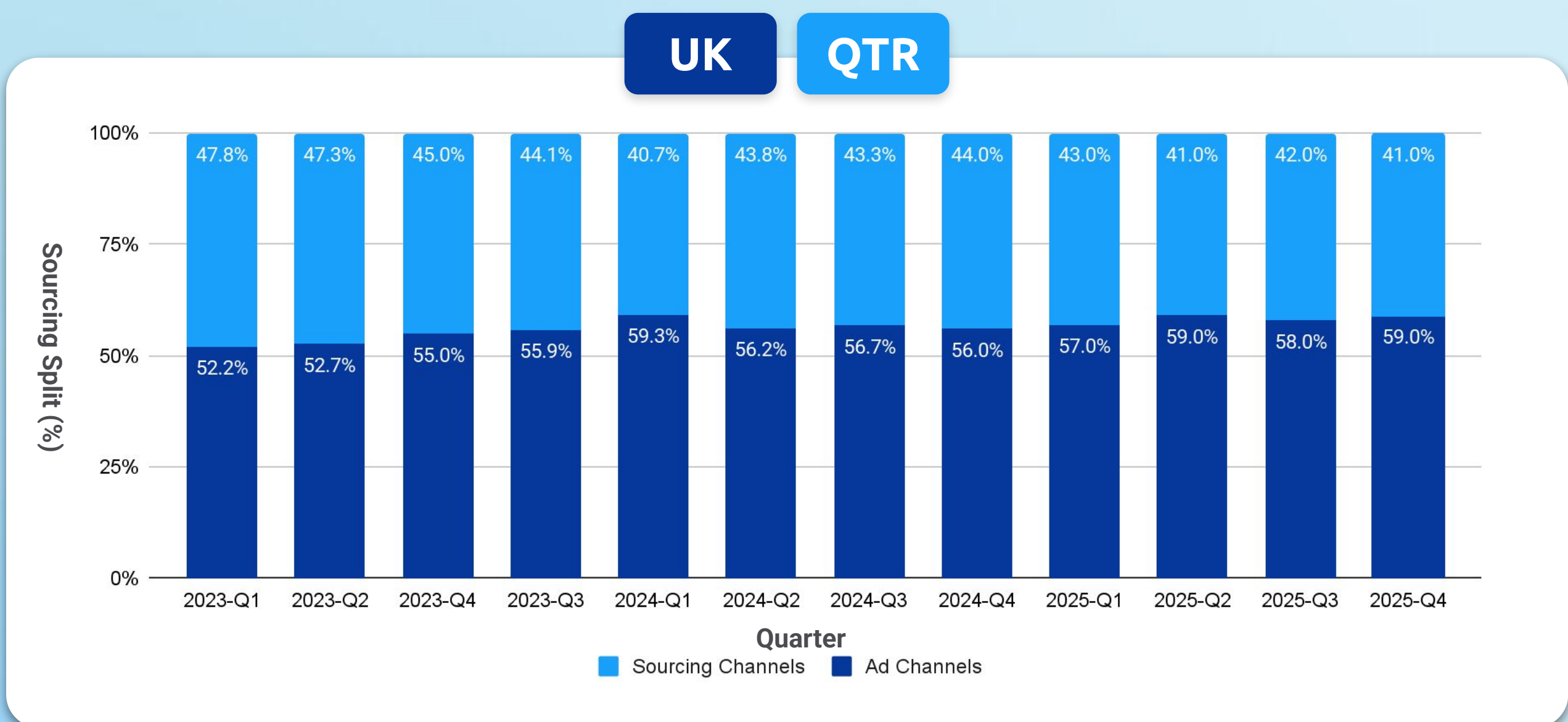
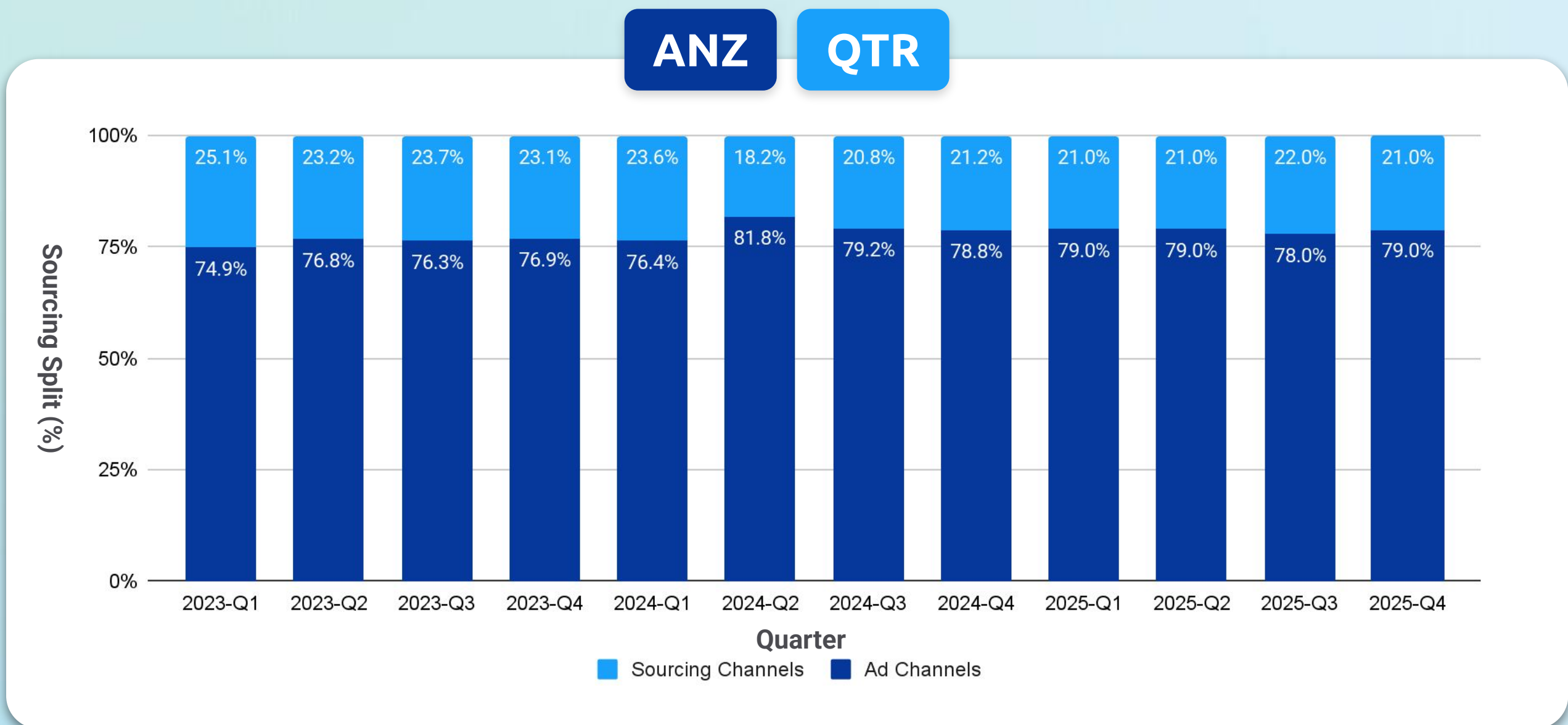
Proactive sourcing vs job posting

As we've seen in previous years, recruiters are still relying heavily on advertising channels globally. This is despite the fact that proactive sourcing has proven to be more effective in making placements faster.

In ANZ this gap is more pronounced – 79% of jobs are sourced via advertising channels, compared to 58% in the UK. Still, UK ad channel reliance has been slowly rising over the last several years, meaning they're in danger of slowly tipping the scales further in a dangerous direction.

The risk with relying solely on ad channels is two-fold; as already mentioned, it's typically slower, providing a poorer client experience. Secondly, it can undermine the value of recruitment agencies.

If organisations can use the same channels to attract talent themselves, the key selling points that agencies thrive on suddenly become moot. Instead, recruitment agencies need to showcase the unique value they offer as a strategic partner who can readily offer a warm, vetted talent pool that meets their clients' hiring needs.



JobAdder Tip

Using a tool like JobAdder's Smart Sync can help you keep your database clean, accurate, and source-ready. Using AI, Smart Sync scans your notes and activities and prompts you to update missing or outdated candidate records.

Learn more about Adder Intelligence:
jobadder.com/adder-intelligence



Adder Intelligence

Update missing/out of date details

Adder Intelligence will suggest updates from recent notes and activities.

How far back do you want to go?

Candidate details successfully updated!

As well as using their database to their advantage, recruiters in ANZ face a unique opportunity to find and move top talent through proactive outreach. Research from SEEK AU⁷ and NZ⁸ found that just over half of Australians and New Zealanders regret their career choices. Yet, only 7% of Australians and 6% of Kiwis are actively seeking new opportunities.

This presents a strong and untapped pool of candidates who are open to opportunities but not actively on the market; hidden gold for recruiters willing to do a bit of digging.

“Using external channels to find candidates carries more direct expenses than interrogating your own database. However, there is of course a cost to keeping an internal database of good quality data.

I think that all recruitment firms should be looking at what’s available in terms of AI tools to help the resourcing and sifting process, which leaves their expensive and skilled consultants free to do the human stuff that they are really good at – engaging with clients, building relationships, and truly understanding their markets.”



Sam Hurley
UK Managing Director
APSCo



⁷Source: [SEEK: The Evolving Working Life Report AU](#)

⁸Source: [SEEK: The Evolving Working Life Report NZ](#)

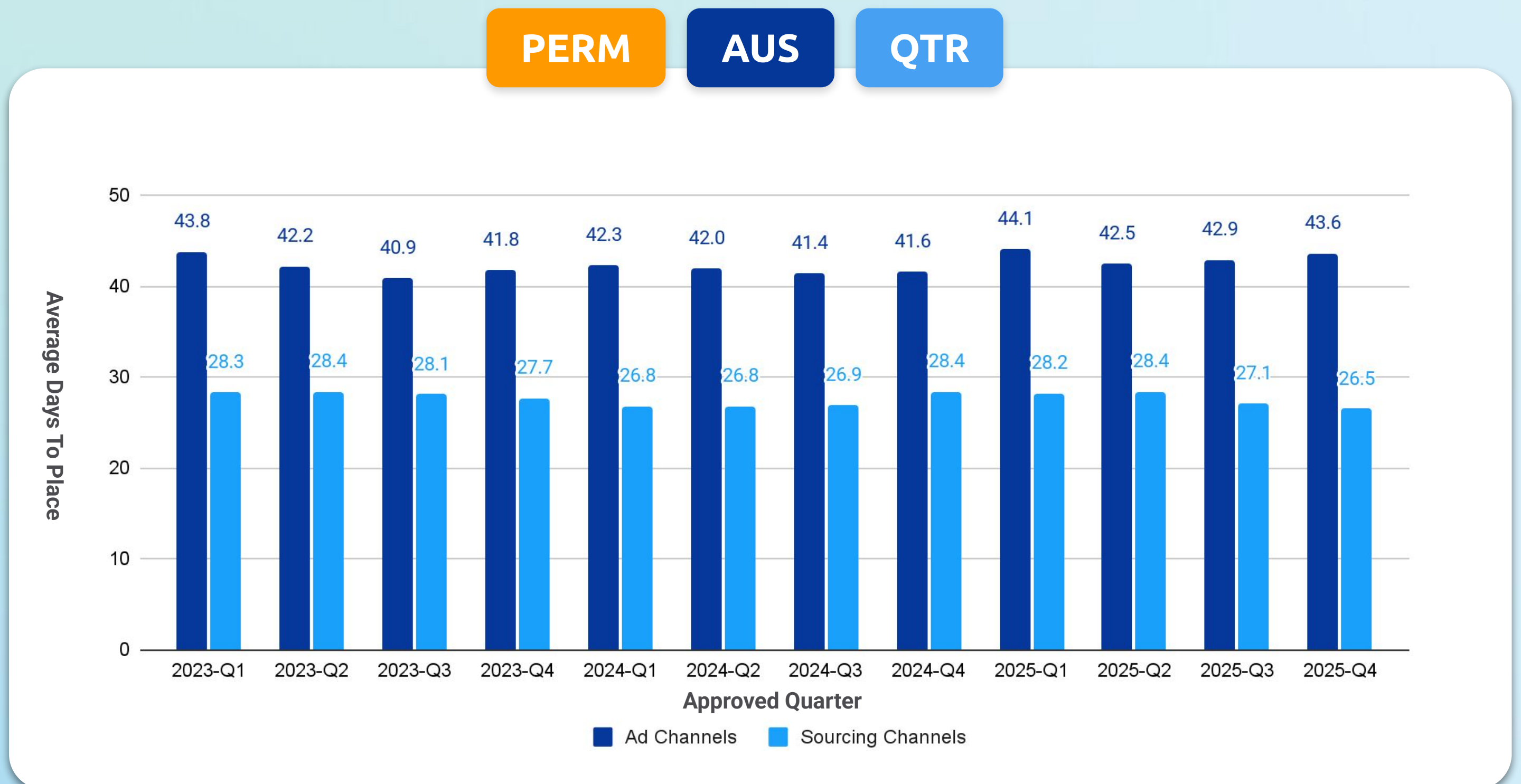
Days to place: Perm roles

In every region, recruiters using their JobAdder database fill permanent roles faster than they do using external sources. This is particularly monumental considering the additional complexities typically involved in finding a suitable candidate for a permanent fixture.

New Zealand comes out on top here, filling perm roles in just 31 days using their JobAdder databases, instead of 47.5 days using external sources. That's a time saving of 16.5 days – or over three working weeks.

Australia also has notable perm turnaround times, filling roles 15.7 days faster when using their JobAdder database (27.6 days vs 43.3). And in the UK, recruiters tapping into their JobAdder database bring their perm placement time down to 35 days, instead of 41.

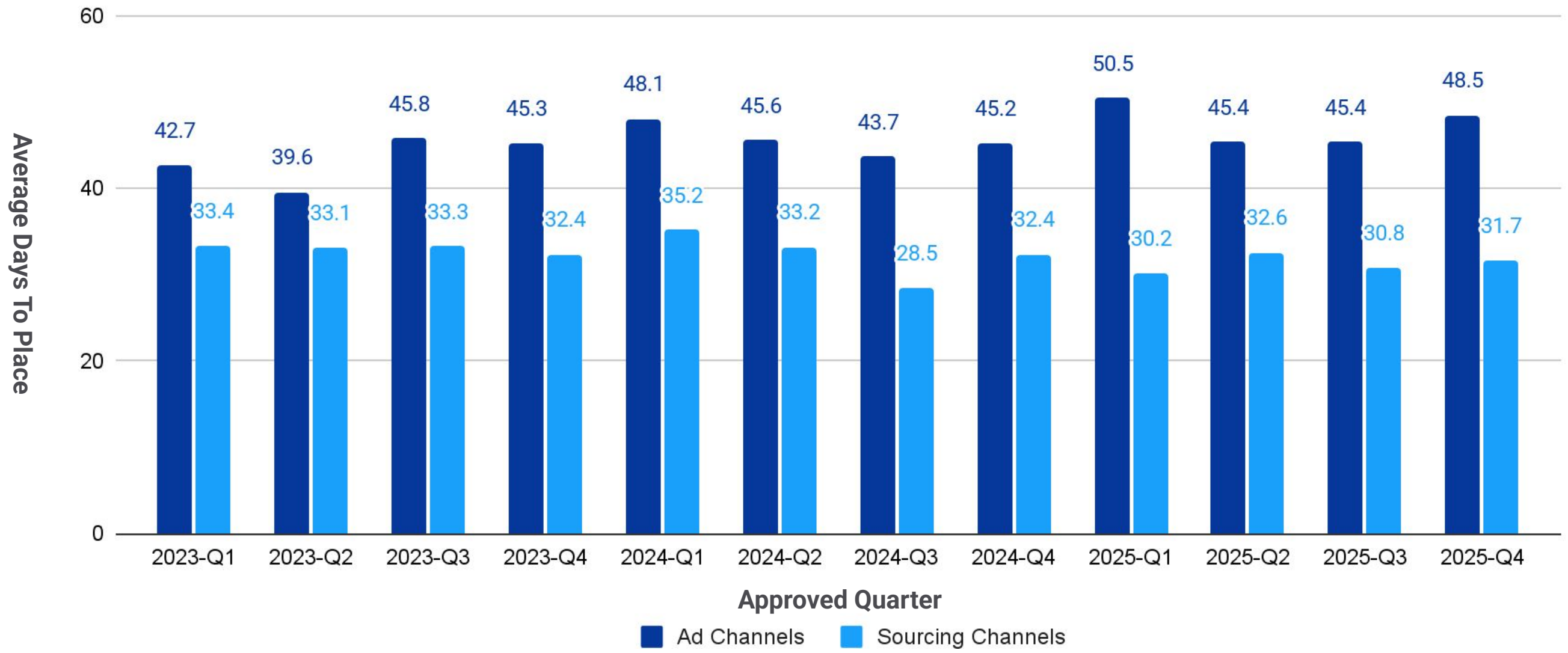
This strength is certainly worth highlighting to clients when showcasing the efficiency gains and value that recruitment agencies provide.



PERM

NZ

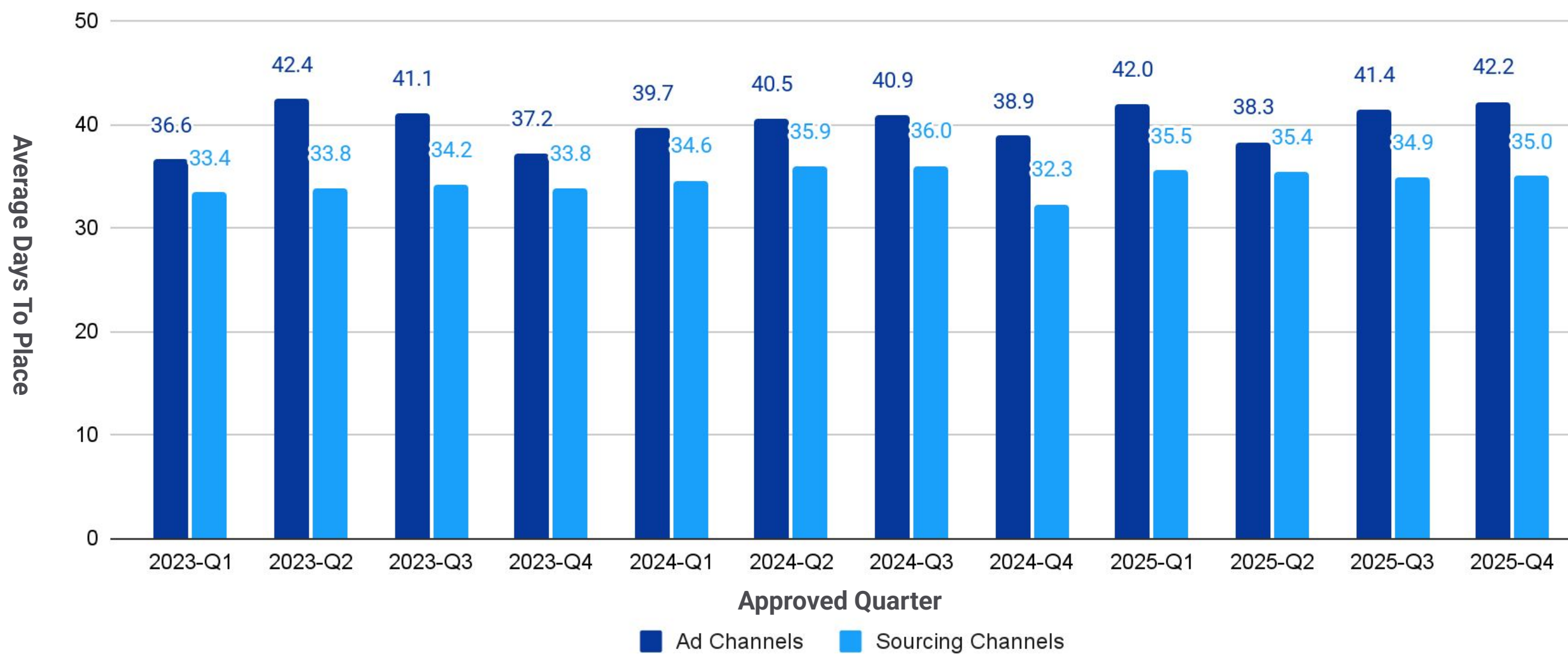
QTR



PERM

UK

QTR



“Recruitment agencies that invest their time and energy in ensuring rich information is entered into their databases will, in general, experience better placement outcomes. In an environment where knowledge and understanding of both candidate and client is key, being able to access this and share this easily amongst your team helps deliver better quality outcomes for all.

The main advantage in investing in your own database is that it represents your networks and relationships as a business, so is a more targeted and curated network. You don't need every person in the world on your database. You just need your people.”



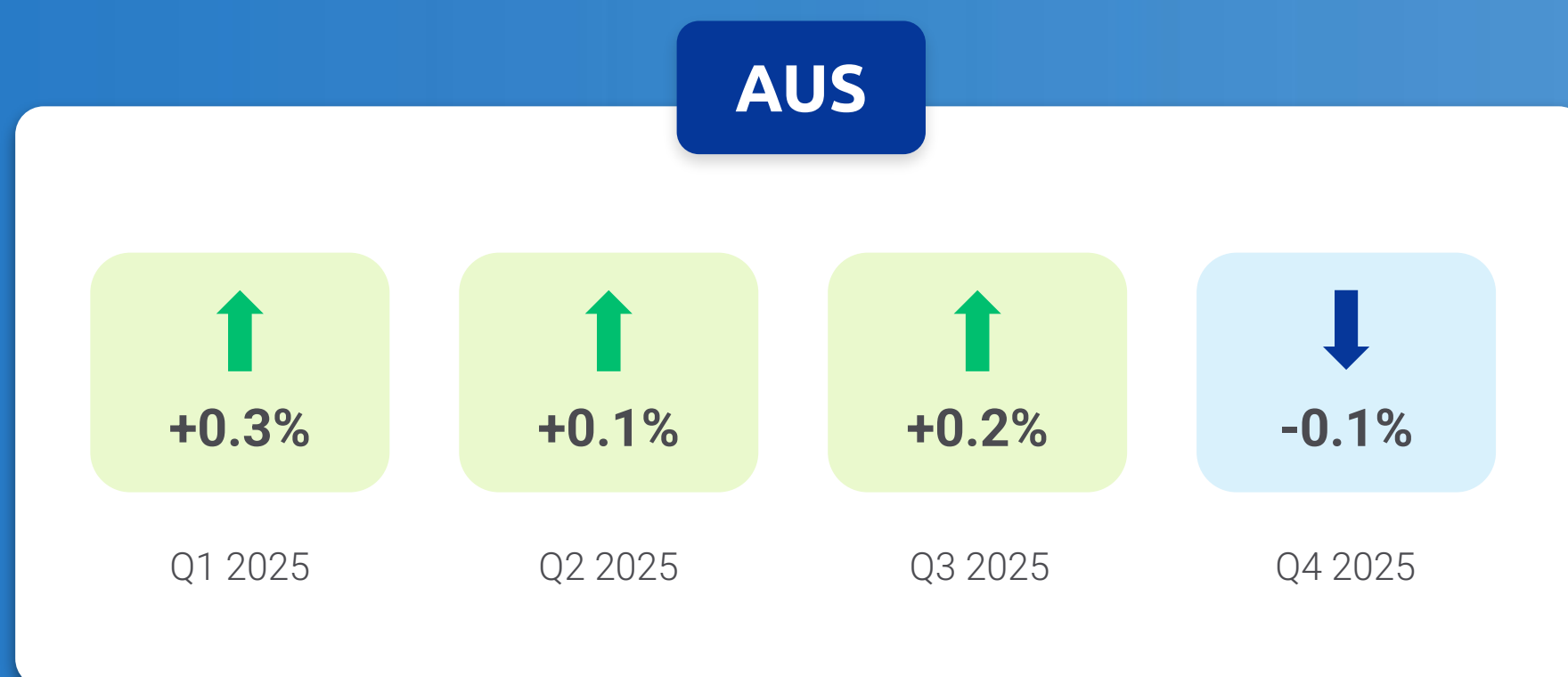
Angela Cameron
Founder &
Managing Director
LEAD Executive



Changes in recruitment agency fees

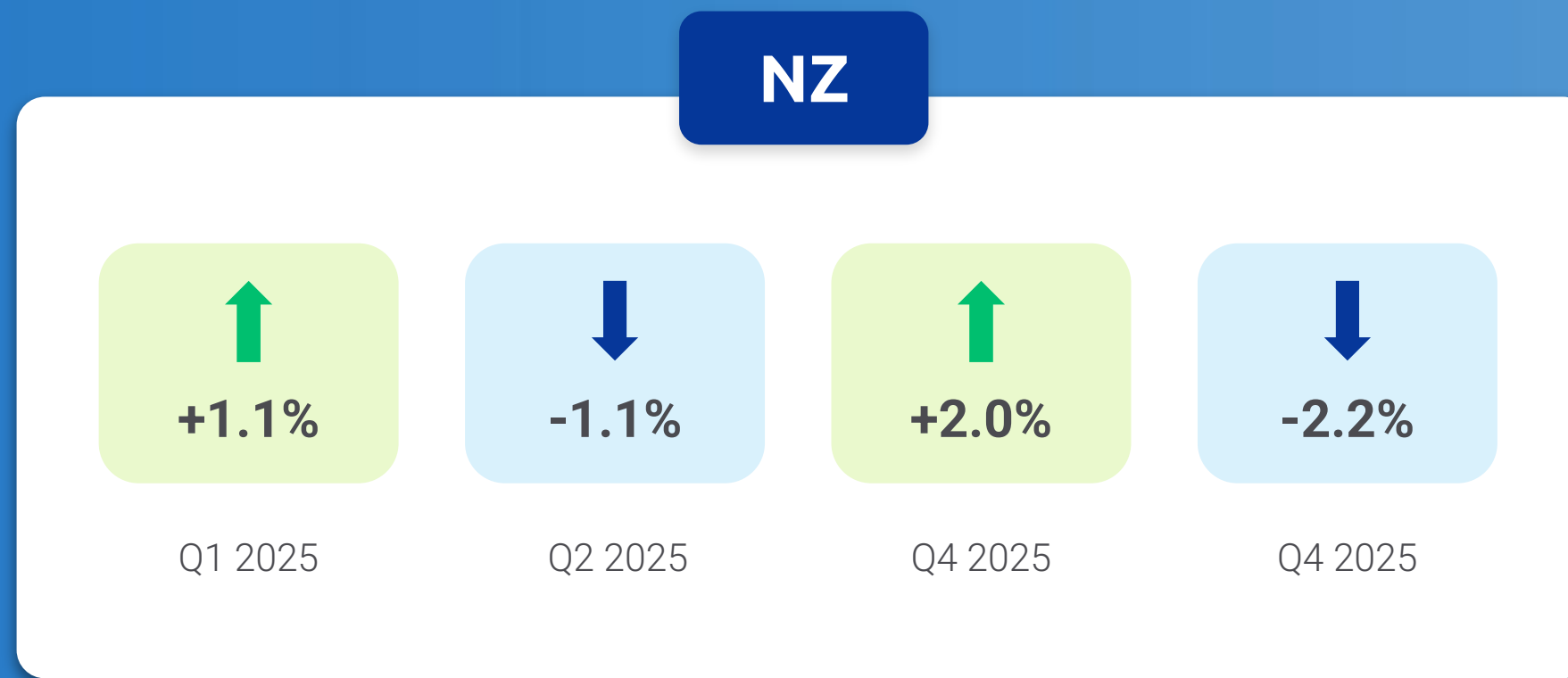
For insights into how recruitment agencies adjust their fees over time, the following section outlines fee variations from quarter to quarter. Understanding these shifts provides valuable context for navigating market trends and optimising pricing strategies.

Australia



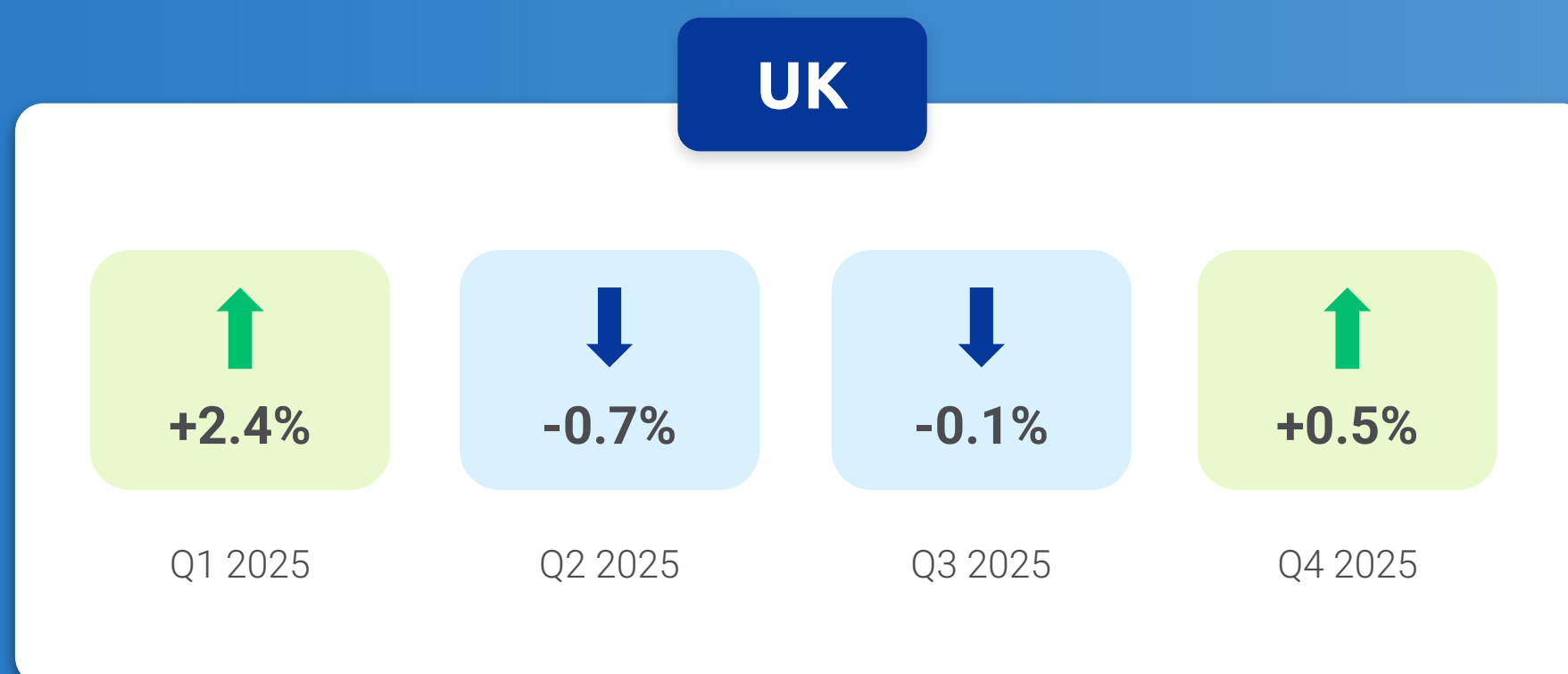
The Australian market shows a consistent average margin across most quarters in 2025. As with previous years, there was a miniscule decline of 0.1% in Q4 2025 compared to the previous quarter, suggesting that after three quarters of slight growth, there's a readjustment to fit the final (slower) quarter of the financial year. Overall, the margin has remained relatively stable, with modest increases or decreases ranging between +0.1% to +0.2% in most quarters, showing steadiness.

New Zealand



New Zealand started 2025 with their biggest increase, followed swiftly by a reduction in Q2. Overall these fluctuations came out quite equally across the year, and recruiters maintained a relatively steady average margin of 13.7%.

United Kingdom



Similarly to New Zealand, the UK rang in 2025 with a seasonal increase in fees. From there, there were marginal ups and downs, but nothing noteworthy, suggesting another year of fee stability for the region.

Key Takeaways

Conclusion

The recruitment landscape in 2025 continued to challenge agencies across all regions, with job creation declining in Australia, New Zealand, and the United Kingdom. However, unlike previous years, this contraction has not translated into falling performance at an individual level. Recruiters have demonstrated resilience, maintaining – and in some cases improving – placement conversion despite fewer opportunities, underscoring the industry’s ability to adapt in tighter conditions.

Temporary and contract recruitment further cemented its position as the backbone of agency revenue, particularly across ANZ where temp roles now account for more than four in five placements. This sustained preference for flexible staffing reflects ongoing economic uncertainty and places renewed importance on speed, workforce readiness, and scalable recruitment processes. Agencies that excel in high-volume, fast-turnaround environments are best positioned to succeed.

Candidate applications remained high throughout the year, reaching an average of 33.6 applications per job globally. While growth has begun to plateau, the continued volume reinforces the operational pressure recruiters face; managing candidate experience, quality, and responsiveness at scale. This environment leaves little room for inefficiency.

One of the most consistent findings across the report is the growing performance divide driven by technology and sourcing strategy. Agencies that rely heavily on advertising channels continue to lag behind those that prioritise proactive sourcing, particularly through their own databases. The data is unequivocal: recruiters using their JobAdder database fill both temporary and permanent roles significantly faster across every region, delivering stronger outcomes for clients while protecting productivity and margins.

As the market remains cautious, agencies that invest in smarter processes, proactive business development, and long-term client relationships – supported by AI and automation – will be best placed to compete. The value of the recruitment industry lies in speed, insight, and trusted talent networks.

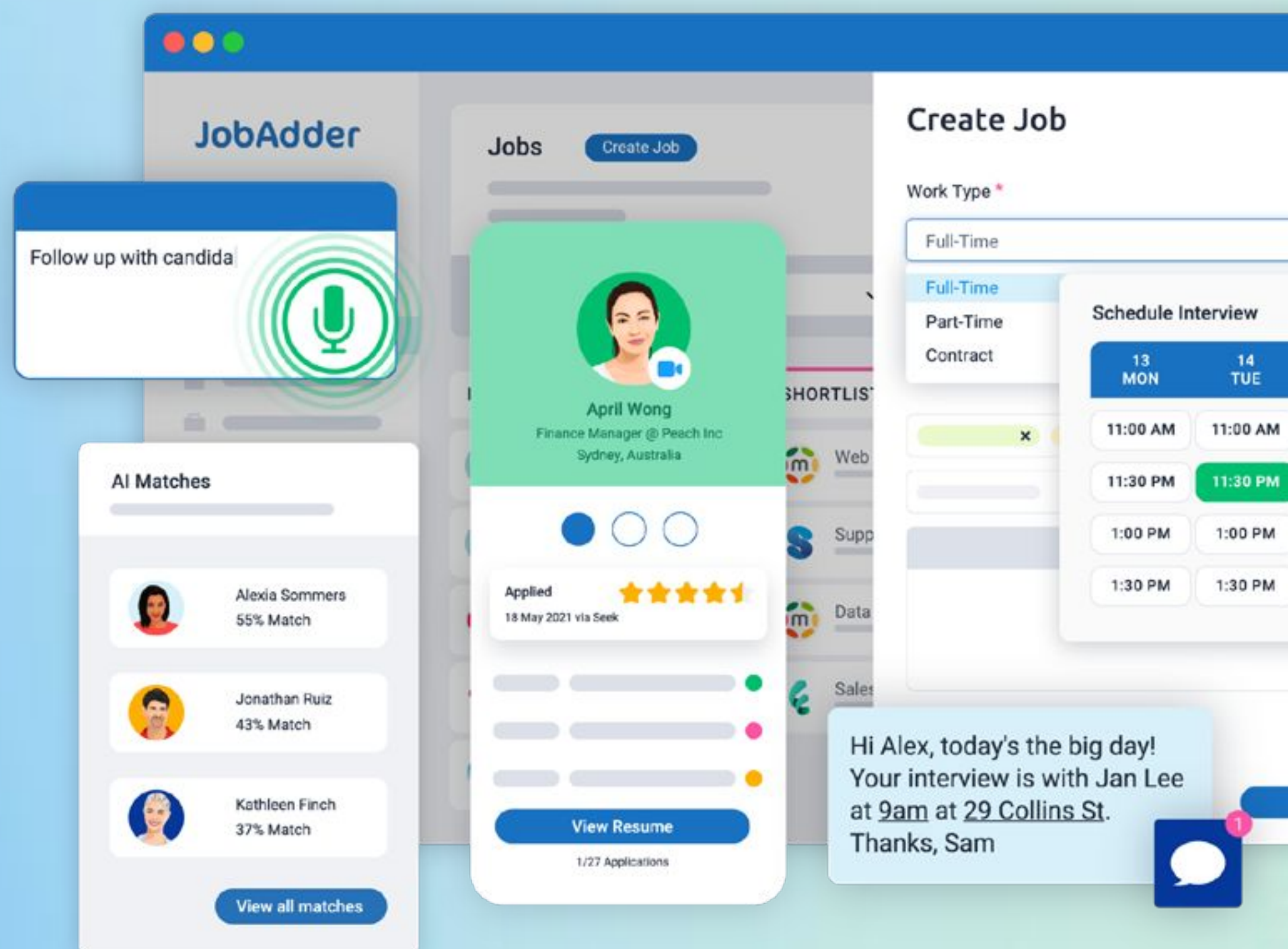
The year ahead presents an opportunity for agencies to sharpen their value proposition, double down on efficiency, and position themselves as indispensable strategic partners. Those who do will not only weather continued uncertainty, but emerge stronger as conditions improve.



About JobAdder

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