



Recruitment Agency Growth Barriers

Why strong demand does not always translate into scalable agency performance.

Recruiter output is constrained by administration.

High activity does not equal high productivity when low-value work dominates the day.

Delivery quality varies by consultant.

Undefined workflows make client and candidate experience difficult to scale.

CRM data does not support action.

Weak information limits search, rediscovery, reporting and management decisions.

Pipeline movement is too slow.

Screening, scheduling and feedback delays reduce conversion and increase candidate loss.

Leaders lack operational visibility.

Historic reporting hides capacity constraints and process failures until results decline.

Growth depends on linear headcount.

Costs rise before new consultants become productive, putting pressure on margin.

Growth requires an operating model, not just more activity.

Create capacity, improve conversion and standardise delivery before adding fixed cost.

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