

Recruiter vs Headhunter (vsdiff.com)

Criteria	Recruiter	Headhunter
Definition	A professional who finds suitable candidates for job vacancies.	A specialized recruiter who identifies and approaches high-level executives or highly sought-after professionals.
Focus	Primarily works on filling multiple roles at various levels.	Focuses on specific high-level positions and niche talent.
Candidate Approach	Generally attracts active job seekers; uses job boards and advertisements.	Proactively approaches passive candidates who may not be looking for a job.
Client Engagement	Works with many clients across different industries.	Often collaborates with fewer clients but provides more specialized services.
Fee Structure	Usually charges a percentage of the candidate's first-year salary.	Typically commands higher fees due to the nature of the positions filled.
Experience Required	Entry to mid-level industry experience can suffice.	Requires significant industry knowledge and often a strong network.

Source: <https://vsdiff.com/recruiter-vs-headhunter/>