

LATAM & NORTH AMERICA EDITION · 2025

Recruiting KPI Benchmarks

for Boutique Recruiting Agencies

The benchmark gap is wider than you think

The patterns we hear from boutique firm leaders:

- Top candidates go cold because client approval takes too long
- Weekly status reports eat 2+ hours that don't bill
- Without KPI visibility, you can't know which searches are at risk

The talent you want isn't actively looking:

70% of top candidates are passive. The agencies that reach them first win the placement.

2.3×

faster placements — firms with ATS + Client Portal vs. none

40%

reduction in admin follow-up time per search

27%

more candidates advance per stage without approval friction

 SPEED

Where time gets lost — and where you win deals

KPI	Benchmark
Time-to-Fill (full vacancy)	28–45 days
Time-to-Hire (offer accepted)	18–30 days
CV-to-Interview Ratio	5:1
Interview-to-Offer Ratio	3:1

 QUALITY

Speed means nothing if candidates drop or don't stick

KPI	Benchmark
Offer Acceptance Rate	80–90%
90-day Retention Rate	85%+
Candidate Drop-off Rate	<15% per stage

 EFFICIENCY

What your team's hours are actually worth

KPI	Benchmark
Cost per Hire (boutique)	\$800–\$2,500 USD
Admin Hours per Search	6–12 hrs/week
Active Reqs per Recruiter	8–15 simultaneous

 CLIENT

Retention and repeat business start here

KPI	Benchmark
Client Satisfaction Score	8+/10
Repeat Business Rate	60%+
Client Response Time (ideal)	<48 hrs

Where do you stand?

Fast but low retention

Above benchmark on speed but below on client retention — your pipeline moves fast but relationships aren't sticky.

Low efficiency

Below on efficiency — admin work is eating your margin without generating revenue.

No KPI visibility

Without real-time data per requisition, it's impossible to know which searches are at risk before you lose the candidate.

Klyver shows you all of this in real time, per requisition, without complex setup.

klyver.

See your agency's KPIs in real time.

No spreadsheets. No manual reports.

No admin friction.

✓ 14 days completely free

No credit card · No contract · Cancel anytime

Book a 15-min demo →

klyver.io/demo

klyver.io · ATS + CRM + Client Portal for Boutique Recruiting Agencies

What's included in the trial:

- Full ATS with Spanish + English CV parser
- Client CRM with per-requisition tracking
- Client portal — live progress, no reports
- Real KPIs per search from day 1
- Guided onboarding in under 30 minutes
- Direct support via WhatsApp or email