

The True Costs of Using a DevOps/SRE Recruitment Firm vs. an Internal Recruiter

Hiring for DevOps/Site Reliability Engineer (SRE) roles is challenging. It's a **candidate-driven market in which competition for talent is fierce**, and the majority of those in these positions are not actively looking for a new job. However, you still have jobs to fill. And you have a choice as to how you're going to do that: recruit internally or engage a recruitment firm.

Because of the complexity of DevOps/SRE recruitment, you'll likely **spend more time and money with an internal recruiter**.

A niche recruitment firm has a network of talent and relationships that internal recruiters simply cannot obtain.

Let's dive into the true costs of using a niche DevOps/SRE recruitment firm versus an internal recruiter.

How Hard Is It to Find Qualified DevOps/SRE Candidates?



58%

of **organizations** said that finding skilled individuals is difficult, and 48% said retaining skilled DevOps employees is a challenge.



65%

of **companies** responding to a jobs survey said they were looking to hire more DevOps talent.

SOURCING CANDIDATES

Internal Recruiters



85%

Website



90%

Employee Referrals



71%

"Free" Job Boards



68%

Paid Job Boards



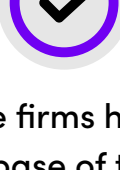
53%

Informal Networking

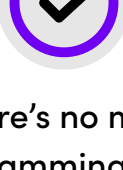
Key tools they use

Internal recruiters aren't likely to find many high-quality candidates with these sources because most DevOps/SRE candidates aren't actively looking for a new job. They also aren't likely to respond to emails or messages on LinkedIn.

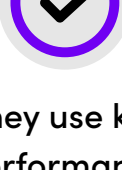
DevOps/SRE Recruitment Firm



Niche firms have a database of talent, which consists of professionals they have personally gotten to know after months or even years of relationship building.



There's no mass spamming of unqualified applicants who may just have "DevOps" somewhere on their resume.



They use key performance indicators (KPIs) to identify candidates in their network with unique requirements.

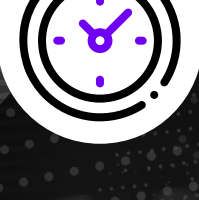
TIME TO HIRE

Internal Recruiters

- The time to hire for internal recruiters takes into consideration **how long the position is empty without recruiting activities**, plus the actual time frame of interviewing applicants and making an offer.
- On average, when a DevOps/SRE firm takes on job placement, the position in question has been **open for at least 7-8 months**.

DevOps/SRE Recruitment Firm

- Specialized firms have **strong relationships with candidates**, and they have in-depth knowledge of the field.
- When they begin the process, they have already **vetted professionals** who trust them.
- On average, they **fill the role in 21 days**.



NUMBER OF HIRES

Internal Recruiters



54/yr

On average, internal recruiters are responsible for **54 hires per year** across all departments.

DevOps/SRE Recruitment Firm



4/mo

Specialized recruitment firms fill at least four vacancies on average per month per recruiter.

THE FINANCIAL COST OF RECRUITMENT

Internal Recruiters

- Internal recruitment platforms alone can cost **\$4,425-\$14,936**, which doesn't factor in the time/opportunity cost of the personnel doing the hiring.
- Other costs include time spent hiring, the opportunity cost of not having someone in the role, referral fees, and more. All of these costs do not guarantee placement.

↑ \$14K+



DevOps/SRE Recruitment Firm

- You can engage a DevOps/SRE recruitment firm on a contingency basis until hiring is successful.
- With placements, costs vary depending on whether you retain the firm for multiple hires or just need to fill one position.

MOTIVATION FACTORS

Internal Recruiters

- Internal recruiters **typically don't have an incentive** to place a new hire, outside of their standard salary.
- They are often overwhelmed with placement needs from a variety of stakeholders.

DevOps/SRE Recruitment Firm

- Firms **have an incentive to deliver a high-quality candidate** who will be a long-term employee. The incentive is for the monetary gain of one placement but also the opportunity to continue to place for the company.

The Most Effective Approach to DevOps/SRE Hiring

To save time and money, internal recruiters or HR professionals should partner with a specialized recruitment firm to fill DevOps/SRE roles. It removes the burden from your internal team and gives you access to a dedicated resource that knows the landscape.

Let's collaborate to minimize your recruitment challenges for DevOps/SRE positions. Contact us today to explore a new way to hire.

[Contact Us](#)