



Recruitment placement costs for healthcare roles can vary based on factors such as the position's specialization, geographic location, and the staffing firm's fee structure. Below is a table summarizing average recruitment fees for select healthcare roles:

<b>Healthcare Role</b>	<b>Average Recruitment Fee</b>
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<b>Physician</b>	Staffing firms typically charge 20% to 30% of the physician's first-year salary as a recruitment fee. For example, hiring a physician with a starting salary of \$250,000 would result in a recruitment fee ranging from \$50,000 to \$75,000.
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<b>Surgeon</b>	Similar to physicians, recruitment fees for surgeons are generally 20% to 30% of the first-year salary. Given that surgeons often have higher salaries, the recruitment fees can be substantial.
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<b>Physician Assistant</b>	Recruitment fees typically range from 15% to 20% of the first-year salary. For instance, with an average salary of \$130,000, the recruitment fee would be between \$19,500 and \$26,000.
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<b>Nurse Practitioner</b>	Similar to physician assistants, fees range from 15% to 20% of the first-year salary. For a salary of \$130,000, this equates to a recruitment fee between \$19,500 and \$26,000.
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<b>Physical Therapist</b>	Recruitment fees for allied health professionals like physical therapists typically range from 15% to 20% of the first-year salary.
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[Advanced Scope](#) offers a more affordable option for private practices with a flat fee versus a percentage of salary. We also guarantee our placements to safeguard your investment.

**Our cost versus our competitors because we know private practice can't see ROI otherwise.**

- **Physician/Surgeon** \$30,000 - \$40,000
- **Physician Assistant/Nurse Practitioner** \$15,000 - \$25,000
- **Physical Therapist** \$15,000 - \$20,000