

Reed  
...

Property & construction

# Salary guide 2024



# The cost of winning in 2024



The end of 2023 saw slowing inflation, a positive sign for the year ahead. But no matter what happens with the inflation rate, people will still be feeling the pinch of the cost-of-living crisis. Many will be looking for jobs that can offer the salary and benefits they need to stay afloat.

It's the people working in organisations that make the difference, so it is important that companies do all they can to offer the best remuneration packages to attract new, good quality hires and to retain their best people.

Towards the end of last year, we conducted our annual survey of 5,000 workers to provide you with a representative picture of the wants and needs of the UK workforce. You can see an in-depth analysis of the results of the survey further on in this guide, but interestingly, 55% of people are currently looking for, or considering looking for, a new job. The top reasons for looking to leave their current role include pay being insufficient or perceived to be better elsewhere, benefits not being good enough, and a toxic workplace culture.

On top of this, just over half of workers (56%) are happy with the pay they receive, but this does mean that many are not. Of those who aren't satisfied with what they are earning, over half (57%) stated that this is because their salary hasn't risen with the cost of living. Over a third (39%) say it's not enough for them to live the lifestyle they want, and (38%) feel they are unable to save enough money to meet their financial goals.

As a business leader, I know it isn't always possible to increase salaries, especially with rising costs, the burden of overheads and higher business rates looming. However, it's important that if you can, you consider doing so, because even a small amount can make a big difference.

In my experience, the best investment you can make is in people, and in return, you will see improvements to productivity, employee retention, customer satisfaction and ultimately your bottom line. But if there really isn't anything you can do with salary, focus on the benefits you can offer – make your place of work difficult to leave and become a 'star player' when it comes to added value. Our research highlights the disparity between what is being offered and what people really want, so don't be afraid to ask your colleagues what they actually want and keep doing this on a regular basis to ensure you have your finger on the pulse.

This year, our research has also highlighted some significant gender disparities. According to our survey, women are earning on average £10,000 less than their male counterparts. 57% of men feel confident they will achieve their dream salary, as opposed to just 44% of women. Women's mental health is also more likely to be impacted negatively by their current financial situation (40% vs 29% of men). And overall, women are less likely to receive any work benefits (35% vs 25% of men), but when they do get them, they are more likely to prefer flexi time (40% vs 32% of men) and are less likely to get a salary increment (16% vs 20% of men).

These disturbing statistics highlight that there is still much work to be done to close the gender pay gap. According to the Office for National Statistics, the gap in median hourly pay between full-time male and female employees increased to 7.7% in 2023. Organisations should continue to address women's inequality in the workplace and it's certainly something we are working on here at Reed. Addressing gender pay will bring a range of benefits to your business including improved morale, higher retention, increased innovation, improved productivity and lower legal risks.

Not only must we bridge the pay gap, but business leaders also need to ensure that no matter what journey you find your organisations are on in 2024, inclusion and belonging should remain paramount in the workplace. This will ensure you widen your doors to access the best talent available. In an environment where you will need innovative, creative and productive people more than ever, this makes perfect business sense.

Remember, your people are your superpower!

Wishing you all the best for the year ahead.

James Reed CBE  
Chairman and Chief Executive, Reed

# Why use Reed's property & construction salary guide?

For both jobseekers and employers alike, Reed's salary guide stands as an invaluable resource, offering unparalleled insights to keep you well-informed and ahead of the curve in 2024.



## Extensive view

This guide covers a wide range of jobs at all seniorities across the property & construction sector. Whether you're a seasoned professional or just starting out, you'll find valuable insights to help you succeed.



## Superior insight

Our property & construction experts provide key insight into the sector, with Reed's practice specialists discussing the job landscape at a deeper level. This means you'll get a unique perspective on the job market that is not available elsewhere.



## Stay well informed

The data in this guide is based on salaries expected today, so you can use the information to steer your decisions and make informed choices on the salaries you offer your employees or accept yourself. You'll be able to stay up to date on the latest trends and developments in the sector.

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# Industrial, infrastructure, office projects and public sector construction look set for growth.



**Dave Anderson**

Property and Construction Expert, Reed

**Decades of economic ups and downs have created resilient professionals across this sector, with employers well used to navigating various crises. This remarkable strength through adversity is why many already have agile business models in place to allow for flexibility and innovation.**

As the cost-of-living crisis continues, the year ahead looks likely to feature many of 2023's industry-wide challenges and opportunities – with greater emphasis and urgency on firms to adapt to cutting-edge technologies, sustainable practices, and most importantly, address the ongoing shortages of some materials and skilled tradespeople.

That said, there is hope for this year in terms of industrial, infrastructure and office projects, along with public sector construction. The north of England could see significant growth as the government's 'levelling up' policy starts to take shape, with regeneration, transport, and energy projects looking set to create opportunities, potentially outperforming southern England.

The forthcoming general election could cause temporary delays pre- and post-event as public sector investment programmes are reviewed. One of the most pressing is the ongoing remedial work to the widespread so-called 'concrete cancer' crisis afflicting public buildings – increasing demand for professionals with specialist knowledge.

Movement has slowed in the housing sector for many months, with private housing buckling under the pressure of high mortgage rates. This is set to improve as the year unfolds, largely due to increased funding for affordable housing projects and anticipation of interest rate stability. Engineers, architects, project managers, and skilled tradespeople will be essential in bringing these various projects to fruition, generating a wealth of employment prospects.

The emphasis on eco-friendly practices is steering the industry towards greener pastures. From energy-efficient designs to the use of sustainable materials, environmental consciousness is at the heart of construction projects, whether newbuild or refurb. As the UK aims for net-zero carbon emissions, professionals well-versed in green technologies will find themselves in high demand.

Sustainability extends to use of resilient supply chains, with companies now focusing on localisation and diversification. This shift opens avenues for logistics experts, supply chain analysts, and procurement specialists.

The sector will continue to benefit from innovations such as Building Information Modelling (BIM), artificial intelligence (AI), and Internet of Things (IoT). BIM facilitates seamless collaboration among stakeholders, enhancing project efficiency; AI-driven solutions optimise construction processes, minimising costs and maximising productivity; and IoT devices, integrated into smart buildings, bolster energy efficiency, aligning with the industry's growing focus on sustainability.

These clever advancements demand a workforce skilled in programming, data analysis, and machine learning. As the sector adopts new technologies and practices, the importance of upskilling cannot be overstated – firms should look to offer apprenticeships and continuous training programmes to empower their existing workforce and attract new professionals to their companies.

With tech defining the future – at rapid speed – it's imperative that professionals are ready to adapt if they are to win competitive remuneration packages. Employers must also keep up their end of the bargain by ensuring their business is equipped with the latest tools of the trade. Both leaders and jobseekers should remember the value of networking and staying updated with industry trends.

## Our survey says...

Reed conducted a snap survey of 5,000 professionals at the end of 2022. The questionnaire asked about their current and preferred salary and benefits, their organisation's performance and priorities, how they rated their job security and the future of their sector, and the key recruitment and skills trends they're witnessing. Here is what their answers revealed:



## Salaries

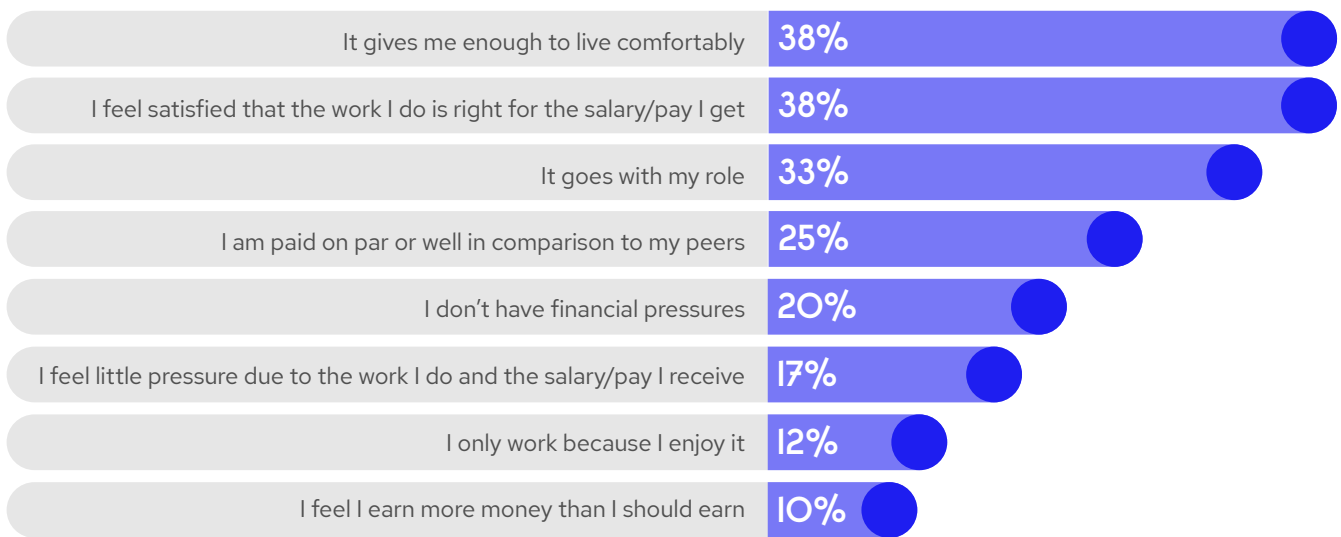
**With ongoing cost-of-living challenges, salaries will continue to be a huge area of discussion in the employment market, for both professionals and businesses.**

As many are feeling the pinch, we've seen more talent move around to secure higher paid roles, with businesses analysing how much they can stretch to get the people they need. Getting professionals' take on their salaries is critical for businesses looking to benchmark what they can offer. Interestingly, the data has also revealed a gulf between men and women when it comes to attitudes to salary.

Currently, over half (56%) of workers are happy with the pay they receive, a slight incline from the previous year (53%). Although, around one-in-four (24%) professionals feel unhappy with their current salary.

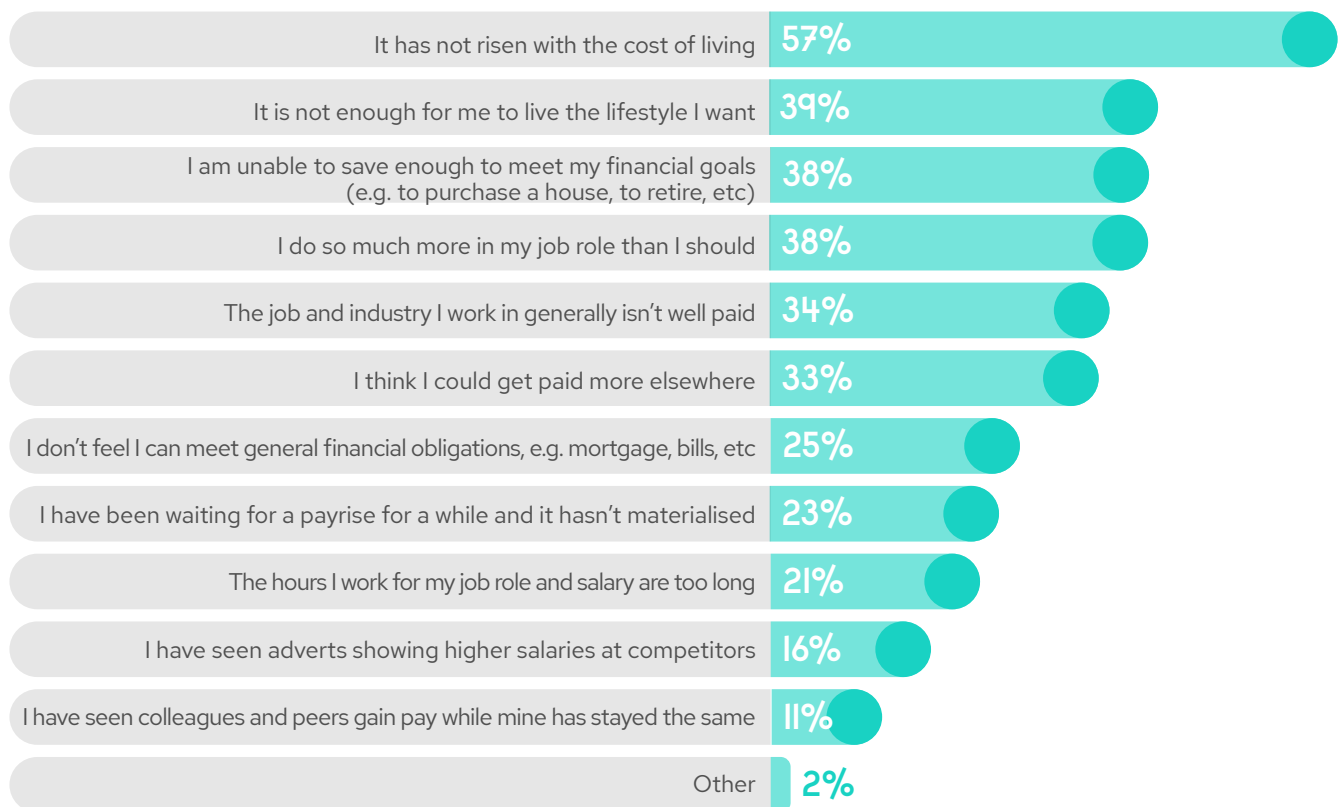
Of those who are happy with their pay, 38% say it's because it's enough for them to live comfortably on, 38% feel satisfied that the work they do is right for the salary they receive, and 33% believe it goes well with their role.

## ↓ Why are workers happy with their current salary/earnings?



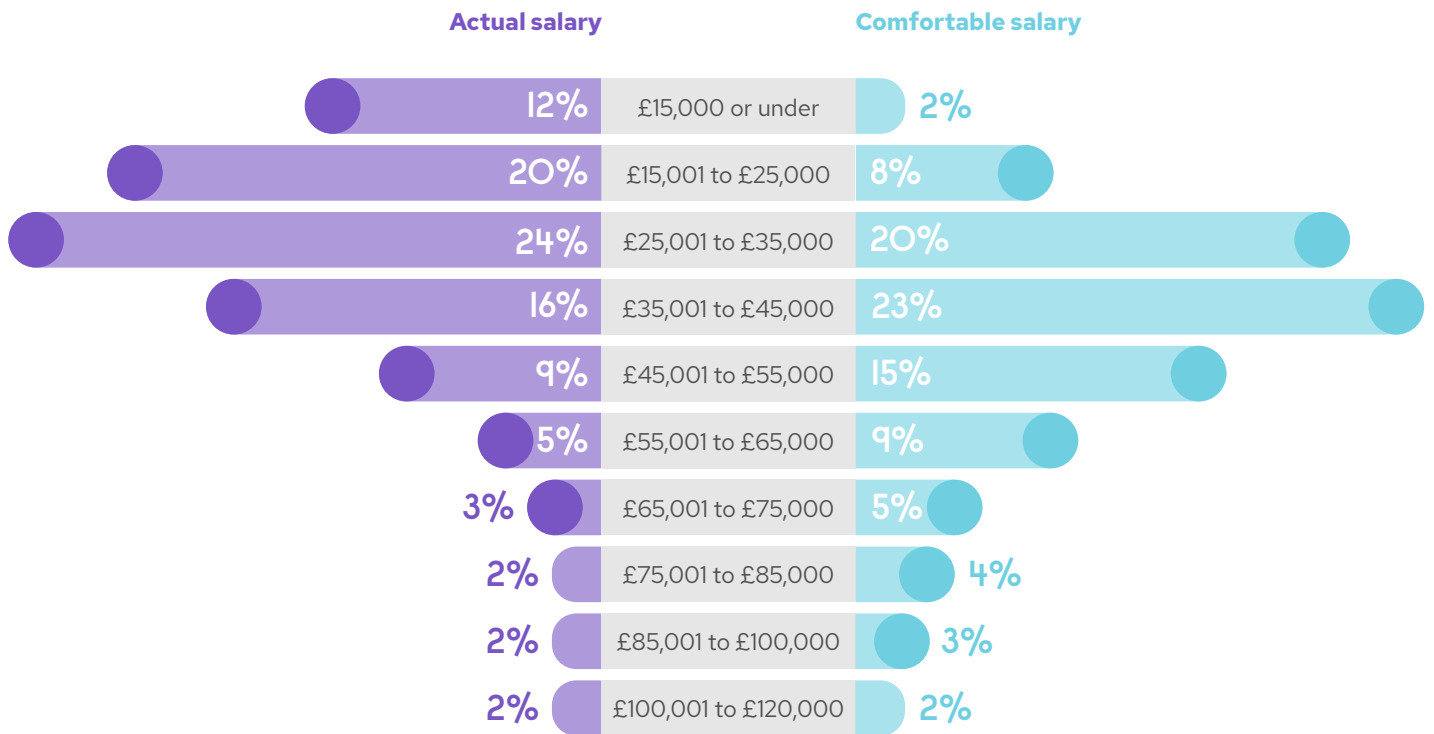
But, as expected, continued increases in inflation and bills have put many under greater financial pressure. Over half (57%) of those who aren't satisfied with their salary shared that this is because it hasn't risen with the cost of living, over a third (39%) say it's not enough for them to live the lifestyle they want, and 38% feel they are unable to save enough money to meet their financial goals.

## ↓ Why are workers unhappy with their current salary/earnings?



The disparity between the average wage and the salary people would be comfortable with remains quite large. This year, the average ideal salary is **£48,500**, whereas the average wage for survey respondents stands **£13,200** short at **£35,200**. Last year, this gap was **£13,800** – showing a small shift in expectations.

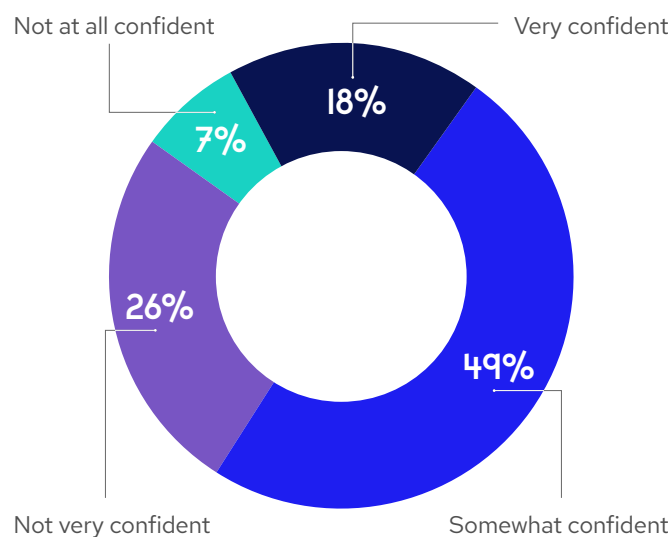
### ↓ Actual vs comfortable salary



Half (50%) feel confident that they will achieve their comfortable salary at some point. Depending on whether you take a glass half empty, or half full approach, this may be an indication that those who wish to earn more may consider moving companies to secure a higher wage.

It's worth noting that there's a difference between men and women. Men have a higher comfortable salary of £52,000 compared to women (£45,000). And more men (57%) feel confident they will hit that salary, compared to less than half of women (44%).

### ↓ Confidence in achieving financial goals in time



As the economy has continued to take its toll on professionals over the past two years, we also asked people how they have been managing their wages, and whether the current financial climate has impacted their financial goals and savings.

On average, people are spending 60% of their monthly wage on essential purchases – including bills, mortgages, food, etc – with the remainder being split evenly between luxury spending and savings. In comparison to 2021, that’s an increase of six per cent going to essential purchases and a four per cent drop in luxury items. Additionally, over one-in-five (22%) aren’t saving any of their salary because they can’t afford to do so, with a third (33%) not feeling confident they will meet their financial saving goals on time. The cost-of-living crisis seems to be taking a heavier toll on women – they are more likely to say they can’t afford to save money – 24% compared with 19% for men. They are also less confident in achieving their financial goals: 61% of women feel confident, compared with 75% of men.

Women’s mental health is also suffering due to finances. Forty per cent of women say their financial situation is impacting their mental health negatively, compared with 29% of men.

## All about the **benefits**

It seems that offering a higher salary remains the most ideal way to attract and retain employees – but this isn’t viable for every business, as they are also battling rising bills and tighter overheads.



Where raising salaries isn’t an option, the benefits businesses offer can potentially tip the balance when people are considering changing jobs. Surprisingly, however, three-in-10 (30%) say they don’t receive any workplace benefits at all.

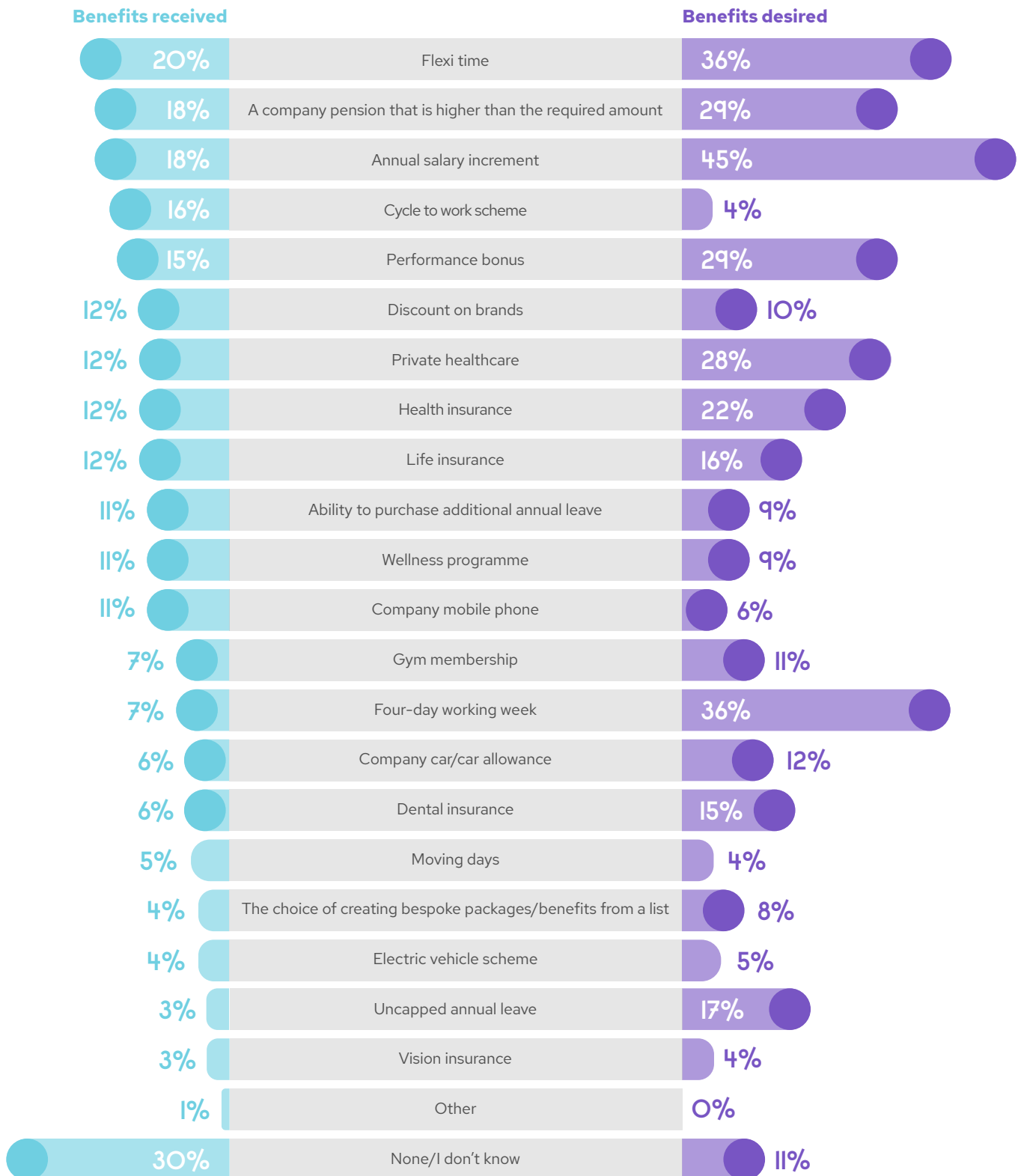
There seems to be a more even playing field when it comes to the benefits in demand this year versus the last few years. In 2021, we saw higher demand for health-related benefits, which reflected the stress the pandemic had on workers. Last year, workers were feeling the initial impact of rising energy bills and inflation, which was reflected in their desire for more financial-led benefits, such as salary increments and pensions. This year, however, there’s a greater balance between money and flexibility.

There also seems to be some disconnect when it comes to offering workplace benefits. For those that do get workplace benefits, the three most common are: flexi time (20%), a company pension higher than the required amount (18%), and an annual salary increment (18%).

In comparison, the top-three desired benefits are: an annual salary increment (45%), a four-day working week (36%), and flexi time (36%). There’s a disparity between what is being offered and what is desired, especially as only seven per cent of workers currently receive the second most demanded benefit – a four-day working week. Women are less likely to receive any work benefits. But the benefits they want vary – and they are most interested in flexi time.



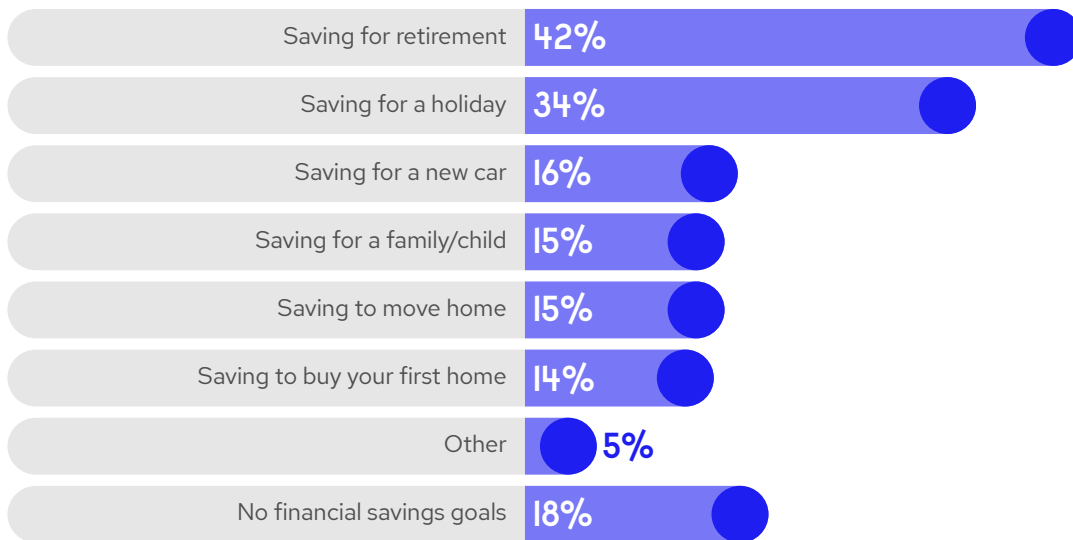
## ↓ Company benefits - received vs desired



Looking into people’s savings priorities, we can also pinpoint where businesses may be able to help. The top thing people are saving for is retirement (42%), meaning businesses that offer better pension support can be more attractive – a benefit that only 18% of workers are currently receiving but 29% would prefer.

Another top item people are saving for is a holiday (34%). In such cases, offering a performance bonus may help; a benefit that only 15% receive but, again, 29% would like.

### ↓ What are your financial savings goals?



## In summary

Over half of professionals (55%) are currently looking, or considering looking, for a new job – highlighting a need for businesses to audit what they are offering their current and future talent. Two of the top-five reasons for people looking elsewhere pertain to the salary not being enough or being better elsewhere, with another top reason being that the benefits package isn’t sufficient.

There are some areas where businesses could better align their benefits packages to the wishes of candidates. Aside from the four-day working week, the most popular benefits do fall into the top benefits employers offer but aren’t as high up in terms of importance when compared with employee preferences.

There are also some areas where companies could save money by removing less popular benefits from their offering. Cycle to work schemes are the fourth most popular benefit supplied by workplaces (16%) but fall into one of the least desired benefits for employees, with only four per cent finding it an attractive add-on. Only 12% receive private healthcare, whereas 28% find it an attractive benefit; the same trend is found in health insurance, with only 12% of businesses offering it, but 22% of employees wanting it.

Businesses should consider evaluating the benefits they offer and whether they appeal to their workers today, as the money they save on removing undesirable benefits could be better spent on more costly rewards that attract and retain top talent.

The gender differences also can’t be ignored. Women are less likely to reach their financial goals and be more negatively affected by the cost-of-living crisis.





# Why **Reed?**

We've pioneered specialist recruitment since 1960 and each year we help tens of thousands of businesses find the talent they need to flourish.



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covering 20 sectors



**Longest guarantees** on the market - up to **18 months**



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**Local market knowledge**, with recruiters in 100 locations across the UK



Access to over **390,000** temporary workers across the UK



**24/7**, UK-based, fast, efficient **pre-employment screening**

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# Housing

## London

## South

## Midlands & East

Role	Min	Average	Max
Development Project Manager	£64,900	£70,800	£76,700
Disrepair Surveyor	£50,600	£53,900	£56,600
Head of Asset Management	£89,900	£91,600	£100,300
Head of Development	£89,900	£97,200	£106,200
Housing Assistant	£26,400	£28,700	£31,800
Housing Manager	£44,900	£50,600	£61,800
Housing Officer	£38,200	£42,100	£44,900
Income Recovery	£36,700	£37,100	£39,900
Leasehold Officer	£36,000	£39,300	£41,600
Maintenance Surveyor	£50,600	£53,900	£56,600
Repairs Manager	£59,000	£64,900	£70,800

Min	Average	Max
£55,700	£61,000	£66,800
£47,700	£50,900	£53,000
£66,800	£77,900	£89,000
£77,900	£85,900	£94,600
£24,400	£27,000	£29,700
£35,000	£46,600	£53,000
£29,700	£33,400	£37,100
£28,400	£31,200	£33,900
£25,100	£28,900	£32,900
£39,000	£41,900	£44,500
£50,100	£55,700	£61,200

Min	Average	Max
£55,700	£60,100	£64,600
£40,300	£42,400	£50,900
£75,700	£82,400	£89,000
£64,600	£71,000	£77,900
£20,400	£24,900	£29,500
£53,000	£58,300	£63,600
£25,400	£31,300	£37,100
£30,700	£32,900	£35,000
£32,900	£35,000	£37,100
£39,200	£42,400	£47,700
£42,300	£48,200	£54,500

## North

## Northern Ireland

## Scotland

Role	Min	Average	Max
Development Project Manager	£50,100	£55,700	£64,600
Disrepair Surveyor	£35,600	£41,200	£46,700
Head of Asset Management	£55,700	£66,800	£75,700
Head of Development	£61,200	£72,300	£77,900
Housing Assistant	£26,500	£33,400	£40,300
Housing Manager	£40,300	£42,400	£45,600
Housing Officer	£24,900	£28,600	£30,900
Income Recovery	£26,500	£27,600	£29,200
Leasehold Officer	£33,400	£35,000	£37,100
Maintenance Surveyor	£33,900	£41,200	£46,700
Repairs Manager	£46,000	£47,700	£51,100

Min	Average	Max
£50,900	£63,600	£84,800
£47,700	£50,900	£58,300
£72,100	£79,500	£95,400
£63,600	£74,200	£90,100
£24,400	£26,500	£29,700
£40,300	£49,800	£55,100
£30,700	£34,500	£39,800
£31,800	£35,000	£39,200
£30,700	£38,200	£42,400
£37,100	£47,700	£51,900
£42,400	£47,700	£55,100

Min	Average	Max
£44,400	£48,500	£52,600
£35,000	£39,200	£43,500
£58,400	£67,300	£76,000
£64,200	£73,100	£81,800
£24,400	£27,300	£28,100
£27,600	£42,400	£58,300
£26,500	£30,200	£33,900
£26,500	£37,100	£47,700
£27,600	£30,700	£33,900
£35,000	£40,900	£46,700
£37,400	£42,100	£46,700

# Housing insight



**Mel Applin**

Housing Expert, Reed

“ In 2023, the UK housing sector witnessed significant shifts, driven by a combination of economic factors and government initiatives. One of the notable trends was the continued growth of the build-to-rent market, offering a wide array of rental options and amenities tailored to diverse demographics. Additionally, sustainable housing practices gained traction, with a surge in eco-friendly construction and increased emphasis on energy-efficient building designs.

The government’s push for affordable housing led to various incentives for developers, resulting in a boom in projects across the country. Amid these developments, the outlook for 2024 appears promising for both employers and jobseekers. The demand for skilled professionals in construction, architecture, and sustainable design is expected to rise.

Companies focusing on innovative building materials and eco-conscious technologies are likely to thrive, creating ample job opportunities.

Jobseekers with expertise in green building practices, digital construction technologies, and renewable energy integration, will find themselves in great demand. Employers will prioritise candidates who can navigate the complexities of sustainable construction and contribute to eco-friendly housing solutions – look out for openings from project management to community development.

It’s crucial that jobseekers stay updated with the latest industry standards and certifications, enhancing their skills to remain competitive. Employers, on the other hand, should focus on building

workplace diversity and inclusion, encouraging a collaborative environment. Key findings from a 2023 housing association workforce survey by the National Housing Federation revealed female representation in leadership positions has increased but is still not reflective of the workforce or residents; only nine per cent of the sector’s workforce has a disability or long-term condition; and the ethnic diversity of the workforce is not reflected in executive positions.

The federation recommends employers engage with staff to better understand their lived experiences, review recruitment processes and address barriers to progression for disabled people and those from ethnically diverse communities. ”





# Construction

## London

## South

## Midlands & East

Role	Min	Average	Max
Assistant Quantity Surveyor	£42,400	£47,700	£53,000
Assistant Site Manager	£44,900	£53,400	£61,800
Construction Director	£123,600	£140,500	£168,500
Construction Manager	£74,200	£90,100	£106,000
Contracts Manager	£73,000	£89,900	£101,100
Estimator	£56,200	£73,000	£89,900
Foreman	£39,300	£44,900	£56,200
Project Director	£101,100	£123,600	£134,800
Project Manager	£78,700	£89,900	£112,400
Quantity Surveyor	£63,600	£74,200	£84,800
Senior Quantity Surveyor	£67,400	£78,700	£89,900
Site Manager	£67,400	£75,800	£95,500

Min	Average	Max
£37,100	£35,000	£45,000
£37,100	£42,400	£47,700
£116,600	£132,500	£159,000
£63,600	£76,900	£84,800
£63,600	£74,200	£84,800
£53,000	£68,900	£84,800
£37,100	£42,400	£53,000
£95,400	£116,600	£127,200
£60,000	£75,000	£90,000
£58,300	£68,900	£79,500
£63,600	£74,200	£84,800
£58,300	£68,900	£74,200

Min	Average	Max
£26,500	£29,700	£33,900
£37,100	£45,100	£53,000
£95,400	£116,600	£127,200
£53,000	£68,900	£84,800
£63,600	£76,900	£84,800
£42,400	£47,700	£63,600
£31,800	£39,800	£47,700
£84,800	£100,700	£106,000
£74,200	£82,200	£95,400
£42,400	£47,700	£53,000
£47,700	£52,500	£57,200
£58,300	£68,900	£74,200

## North

## Northern Ireland

## Scotland

Role	Min	Average	Max
Assistant Quantity Surveyor	£26,000	£29,200	£32,300
Assistant Site Manager	£37,100	£45,100	£53,000
Construction Director	£95,400	£111,300	£127,200
Construction Manager	£53,000	£68,900	£84,800
Contracts Manager	£63,600	£76,900	£84,800
Estimator	£45,600	£40,300	£47,700
Foreman	£22,300	£37,100	£42,400
Project Director	£79,500	£95,400	£106,000
Project Manager	£74,200	£82,200	£95,400
Quantity Surveyor	£35,500	£39,800	£42,400
Senior Quantity Surveyor	£43,500	£47,400	£51,400
Site Manager	£58,300	£68,900	£74,200

Min	Average	Max
£26,000	£29,200	£32,300
£26,500	£33,900	£42,400
£74,200	£95,400	£116,600
£47,700	£55,100	£63,600
£58,300	£68,900	£84,800
£26,500	£32,900	£42,400
£31,800	£37,100	£47,700
£79,500	£95,400	£106,000
£42,400	£48,200	£54,100
£31,800	£37,100	£42,400
£37,100	£42,400	£53,000
£35,000	£41,300	£47,700

Min	Average	Max
£25,400	£30,700	£36,000
£31,800	£39,800	£47,700
£74,200	£95,400	£116,600
£42,400	£63,600	£84,800
£37,100	£46,600	£55,700
£37,100	£44,500	£46,600
£31,800	£37,100	£47,700
£74,200	£95,400	£116,600
£44,500	£54,100	£63,600
£38,200	£44,500	£45,600
£44,500	£47,700	£50,900
£37,100	£40,300	£43,500

# Construction insight



**Simon Miller**

Construction Expert, Reed

“ Due to rising costs, skills shortages, supply chain disruptions, inflation and rising interest rates, 2023 proved to be a tough year for the construction industry. However, the outlook for 2024 is more positive. Construction output is forecast to grow by six per cent over the period of 2024-2028, with the fastest growth rate expected in the industrial sector. There will be a need to adapt to the changing market conditions and exploit new opportunities in areas such as logistics, office and retail refurbishment, digital and green skills, and the repurposing of redundant commercial premises.

Last year, the construction industry experienced significant advancements, marked by innovative technologies and sustainable practices. The widespread

adoption of Building Information Modelling (BIM) enhanced project efficiency and collaboration among stakeholders, and there was a notable surge in the use of modular construction techniques, reducing construction timelines and minimising environmental impact.

Sustainability remained a key focus, with stricter regulations promoting eco-friendly designs and materials. Green construction practices, such as solar panel installations and energy-efficient building designs, have gained prominence, reflecting the industry's commitment to environmental responsibility.

The construction industry needs to increase recruitment by 25% over the next five years to meet expected demand, so

skilled professionals with proficiency in BIM software, virtual reality simulations, and other cutting-edge tools will be highly sought after. Greater investment in upskilling staff will be crucial in helping businesses succeed.

For jobseekers, this should translate into a growing demand for expertise in sustainable construction practices, renewable energy systems, and project management. It's an exciting time for those entering the workforce, who can expect opportunities for apprenticeships and vocational training programmes. Those who stay updated with the latest technologies and industry trends will be well-positioned to secure rewarding positions in the sector. ”





# Infrastructure

## London

## South

## Midlands & East

Role	Min	Average	Max
CAD Technician	£40,400	£50,600	£56,200
Commercial Manager	£67,400	£73,000	£84,300
Design Engineer	£50,600	£56,200	£61,800
Drainage Engineer	£36,000	£41,600	£50,600
Highways Engineer	£36,000	£42,700	£50,600
Planning Engineer	£50,600	£56,200	£67,400
Project Manager	£61,800	£73,000	£95,500
Senior Structural Engineer	£44,900	£50,600	£67,400
Structural Engineer	£33,700	£44,900	£56,200
Transport Planner	£33,700	£42,100	£50,600

Min	Average	Max
£38,200	£47,700	£53,000
£63,600	£68,900	£79,500
£47,700	£53,000	£58,300
£33,900	£39,200	£47,700
£33,900	£40,300	£47,700
£47,700	£53,000	£63,600
£58,300	£68,900	£90,100
£42,400	£47,700	£63,600
£31,800	£42,400	£53,000
£31,800	£39,800	£47,700

Min	Average	Max
£33,900	£44,500	£53,000
£58,300	£66,300	£74,200
£42,400	£49,800	£55,100
£31,800	£37,100	£44,500
£31,800	£39,200	£44,500
£42,400	£50,400	£58,300
£53,000	£63,600	£79,500
£42,400	£47,700	£58,300
£31,800	£42,400	£48,800
£29,200	£36,000	£44,500

## North

## Northern Ireland

## Scotland

Role	Min	Average	Max
CAD Technician	£31,800	£40,300	£47,700
Commercial Manager	£47,700	£58,300	£68,900
Design Engineer	£31,800	£44,500	£50,900
Drainage Engineer	£23,300	£31,800	£38,200
Highways Engineer	£26,500	£35,000	£40,300
Planning Engineer	£37,100	£44,500	£53,000
Project Manager	£42,400	£53,000	£63,600
Senior Structural Engineer	£40,300	£46,600	£53,000
Structural Engineer	£31,800	£37,100	£42,400
Transport Planner	£29,200	£36,000	£44,500

Min	Average	Max
£33,900	£44,500	£53,000
£58,300	£66,300	£74,200
£42,400	£49,800	£55,100
£31,800	£37,100	£44,500
£31,800	£39,200	£44,500
£42,400	£50,400	£58,300
£53,000	£63,600	£79,500
£42,400	£47,700	£58,300
£31,800	£42,400	£48,800
£29,200	£36,000	£44,500

Min	Average	Max
£31,800	£40,300	£47,700
£47,700	£58,300	£63,600
£31,800	£44,500	£50,900
£23,300	£31,800	£38,200
£26,500	£35,000	£40,300
£37,100	£44,500	£53,000
£42,400	£53,000	£63,600
£40,300	£46,600	£53,000
£31,800	£37,100	£42,400
£29,200	£36,000	£44,500



# Infrastructure insight



**Connor Scully**

Infrastructure Expert, Reed

“ The infrastructure market has experienced significant advancements, driven by innovation, sustainability, and digitalisation. One of the key trends is the widespread adoption of green building practices and renewable energy solutions. Construction companies are increasingly integrating eco-friendly materials and technologies, reflecting a broader global effort to combat climate change.

Furthermore, the UK government continues to invest heavily in large-scale projects, such as road expansions, and smart city initiatives. These investments have bolstered the construction sector and created numerous job opportunities across various skill levels.

In terms of technology, the industry has engaged well with Building Information Modelling and advanced construction software, streamlining project management and enhancing collaboration among different stakeholders. Drones, artificial intelligence, and Internet of Things devices have also been deployed to improve site safety, monitor progress, and ensure the efficient use of resources.

This year, the outlook for both employers and jobseekers looks promising. Employers will continue to benefit from government initiatives and private investments, leading to a steady flow of projects. Collaboration with innovative startups

and tech companies will drive further advancements, making the industry more competitive and efficient.

For jobseekers, diverse opportunities will emerge across various roles, from skilled trades and engineering to project management and sustainable design. Employers seek professionals with expertise in digital technologies, sustainability practices, and project execution, so continuous upskilling and a willingness to adapt to emerging technologies will be crucial to stay ahead of the competition. ”





# Consultancy

## London

## South

## Midlands & East

Role	Min	Average	Max
Architect	£33,700	£44,900	£50,600
Architectural Technician	£39,300	£50,600	£56,200
Architectural Technologist	£39,300	£44,900	£50,600
BIM Manager	£50,600	£56,200	£61,800
Design/Technical Manager	£28,100	£39,300	£50,600
Interior Designer	£33,700	£44,900	£56,200
Professional Quantity Surveyor	£42,700	£67,400	£89,900
Project Manager	£67,400	£78,700	£84,300
Senior Architect	£73,000	£78,700	£89,900
Senior Architectural Technician	£61,800	£78,700	£84,300

Min	Average	Max
£36,000	£44,000	£53,000
£45,000	£52,000	£58,300
£30,000	£40,000	£50,000
£40,000	£48,000	£55,000
£26,000	£37,100	£42,400
£37,100	£47,700	£58,300
£42,400	£47,700	£58,300
£58,300	£74,200	£84,800
£58,300	£68,900	£79,500
£53,000	£63,600	£74,200

Min	Average	Max
£31,800	£42,400	£51,900
£40,300	£47,700	£58,300
£29,700	£35,000	£40,300
£31,800	£42,400	£53,000
£26,500	£32,900	£40,300
£29,700	£36,000	£42,400
£37,100	£42,400	£53,000
£47,700	£58,300	£68,900
£37,100	£47,700	£63,600
£47,700	£53,000	£68,900

## North

## Northern Ireland

## Scotland

Role	Min	Average	Max
Architect	£29,700	£42,400	£53,000
Architectural Technician	£40,300	£48,800	£58,300
Architectural Technologist	£31,800	£42,400	£47,700
BIM Manager	£37,100	£44,500	£53,000
Design/Technical Manager	£33,900	£39,800	£45,600
Interior Designer	£26,500	£33,900	£42,400
Professional Quantity Surveyor	£37,100	£42,400	£53,000
Project Manager	£53,000	£58,300	£63,600
Senior Architect	£42,400	£58,300	£74,200
Senior Architectural Technician	£47,700	£53,000	£68,900

Min	Average	Max
£37,100	£42,400	£47,700
£37,100	£44,500	£53,000
£23,900	£27,600	£31,800
£37,100	£44,500	£53,000
£32,900	£37,100	£42,400
£31,800	£37,100	£42,400
£37,100	£46,600	£53,000
£39,200	£51,900	£63,600
£47,700	£58,300	£68,900
£45,600	£47,700	£63,600

Min	Average	Max
£31,800	£44,500	£53,000
£37,100	£47,700	£58,300
£31,800	£39,200	£47,700
£37,100	£42,400	£49,800
£32,900	£37,100	£42,400
£33,900	£42,400	£53,000
£37,100	£46,600	£53,000
£45,600	£53,000	£61,500
£63,600	£76,300	£84,800
£44,500	£58,300	£63,600

# Consultancy insight



**Dave Anderson**  
Consultancy Expert, Reed

“ Digital transformation and changing client demands have played a pivotal role in the market with firms increasingly adopting Building Information Modelling and other advanced technologies for project planning and execution. Sustainability has become a top priority, leading to a surge in demand for eco-friendly construction materials and energy-efficient designs. Remote collaboration tools have gained prominence, enabling consultants to work seamlessly from anywhere, resulting in global partnerships and diversifying project portfolios.

Into 2024, employers will continue to find themselves competing for workers

with expertise in sustainable practices, digital tools, and interdisciplinary skills, however more traditional roles will also continue to experience a shortage of engineers. Last year, this demand led to a surge in opportunities across sustainable architecture, renewable energy integration, and smart building technologies. Professionals who can navigate complex regulatory landscapes and deliver innovative, environmentally-conscious solutions will still be top of the wish list.

Those in the market for a new job in 2024 should stay abreast of industry trends and consider upskilling in areas like sustainable design, digital construction, and project management.

Lifelong learning and obtaining certifications related to green building standards or specialised software will enhance marketability. Those with a global mindset and cross-cultural communication skills will find themselves in high demand, given the industry’s increasingly international nature.

The market is poised for continued growth this year. It’s likely employers will continue to invest in talent capable of driving sustainability initiatives and meeting evolving regulatory requirements. Collaboration between public and private sectors will create opportunities for large-scale infrastructure projects, stimulating demand for consultancy services. ”



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- JOB TITLE\***: HR manager (with a close icon 'x')
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**Interview questions:**

- Q1: What motivated you to pursue a career in healthcare?
- Q2: How familiar are you with the current market trends in the healthcare industry?
- Q3: Can you describe a project you have led that required you to balance technical expertise with business acumen?
- Q4: How do you prioritise which projects to pursue based on their potential impact on the company's bottom line?

On the right side of the 'Interview questions' section, there are social sharing icons for 'SHARE', Facebook, LinkedIn, and Twitter.

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# Facilities management

## London

## South

## Midlands & East

Role	Min	Average	Max
Account Manager	£56,200	£67,400	£78,700
Assistant Facilities Manager	£37,100	£42,400	£47,700
Commercial Manager	£84,300	£106,700	£129,200
Engineering Manager	£84,300	£98,900	£146,100
Facilities Manager	£42,400	£53,000	£63,600
Head of Facilities	£58,300	£68,900	£79,500
Soft Services Manager	£50,600	£55,100	£59,600
Electrician	£33,700	£40,400	£49,400
Electrical Tester	£37,100	£42,700	£50,600
Electrical Supervisor	£44,900	£47,800	£50,600
Electrical Site Manager	£56,200	£59,000	£64,600
Electrical Project Manager	£67,400	£73,000	£78,700
Plumber	£33,700	£40,400	£49,400
Plumbing Supervisor	£44,900	£47,800	£50,600
Plumbing Site Manager	£56,200	£59,000	£64,600
Plumbing Project Manager	£67,400	£73,000	£78,700
M&E Supervisor	£44,900	£47,800	£50,600
M&E Site Manager	£56,200	£59,000	£64,600
M&E Project Manager	£67,400	£73,000	£78,700
Pipefitter	£33,700	£40,400	£49,400
Pipefitter Supervisor	£44,900	£47,800	£50,600
Pipefitter Site Manager	£56,200	£59,000	£64,600
Pipefitter Project Manager	£67,400	£73,000	£78,700

Min	Average	Max
£40,000	£48,000	£57,000
£26,000	£30,000	£37,100
£53,000	£63,600	£74,200
£53,000	£63,600	£74,200
£38,000	£49,000	£63,600
£53,000	£63,600	£74,200
£39,000	£46,000	£53,000
£34,500	£38,000	£42,000
£31,800	£35,000	£37,100
£39,000	£41,000	£43,000
£37,100	£42,400	£53,000
£58,300	£63,600	£68,900
£32,000	£35,000	£38,000
£36,000	£38,500	£42,000
£37,100	£42,400	£53,000
£58,300	£63,600	£68,900
£37,100	£39,800	£42,400
£42,400	£47,700	£53,000
£58,300	£63,600	£68,900
£32,000	£35,000	£38,000
£36,000	£38,500	£42,700
£37,100	£42,400	£53,000
£58,300	£63,600	£68,900

Min	Average	Max
£29,700	£42,400	£47,700
£29,700	£32,300	£35,000
£63,600	£71,000	£79,500
£53,000	£63,600	£79,500
£35,000	£38,700	£42,400
£47,700	£53,000	£63,600
£29,700	£42,400	£47,700
£28,600	£31,800	£33,900
£31,800	£35,000	£37,100
£34,500	£37,100	£39,800
£37,100	£42,400	£53,000
£58,300	£63,600	£68,900
£28,600	£31,800	£33,900
£34,500	£37,100	£39,800
£37,100	£42,400	£53,000
£58,300	£63,600	£68,900
£37,100	£39,800	£42,400
£42,400	£47,700	£53,000
£58,300	£63,600	£68,900
£28,600	£31,800	£33,900
£34,500	£37,100	£39,800
£37,100	£42,400	£53,000
£58,300	£63,600	£68,900



# Facilities management

## North

## Northern Ireland

## Scotland

Role	Min	Average	Max	Min	Average	Max	Min	Average	Max
Account Manager	£29,700	£42,400	£47,700	£29,700	£42,400	£47,700	£28,600	£35,000	£42,400
Assistant Facilities Manager	£31,800	£36,000	£40,300	£31,800	£36,000	£40,300	£24,400	£27,000	£29,700
Commercial Manager	£42,400	£60,400	£79,500	£47,700	£63,600	£79,500	£53,000	£63,600	£74,200
Engineering Manager	£41,300	£49,800	£58,300	£53,000	£63,600	£74,200	£53,000	£66,300	£79,500
Facilities Manager	£40,300	£44,500	£48,800	£35,000	£39,800	£44,500	£29,700	£31,800	£33,900
Head of Facilities	£53,000	£58,300	£63,600	£42,400	£58,300	£63,600	£42,400	£58,300	£63,600
Soft Services Manager	£29,700	£42,400	£47,700	£31,800	£42,400	£47,700	£41,300	£47,200	£53,000
Electrician	£28,600	£31,800	£33,900						
Electrical Tester	£31,800	£35,000	£37,100						
Electrical Supervisor	£34,500	£37,100	£39,800						
Electrical Site Manager	£37,100	£42,400	£53,000						
Electrical Project Manager	£58,300	£63,600	£68,900						
Plumber	£28,600	£31,800	£33,900						
Plumbing Supervisor	£34,500	£37,100	£39,800						
Plumbing Site Manager	£37,100	£42,400	£53,000						
Plumbing Project Manager	£58,300	£63,600	£68,900						
M&E Supervisor	£37,100	£39,800	£42,400						
M&E Site Manager	£42,400	£47,700	£53,000						
M&E Project Manager	£58,300	£63,600	£68,900						
Pipefitter	£28,600	£31,800	£33,900						
Pipefitter Supervisor	£34,500	£37,100	£39,800						
Pipefitter Site Manager	£37,100	£42,400	£53,000						
Pipefitter Project Manager	£58,300	£63,600	£68,900						

# Facilities management insight



**Chris Murthwaite**

Facilities Management Expert, Reed

“ The sector has witnessed significant advancements over the past year, reshaping the way buildings are managed and maintained. Sustainable practices took the forefront, and smart technology has enhanced overall operational efficiency in commercial and residential spaces.

The market is expected to be worth £128.5 billion by 2024. The main drivers of growth are the increased demand for outsourcing, the recovery of the economy after the pandemic, and the government’s

investment in infrastructure, public services, and green projects.

However, the workforce is facing a talent gap and a skills shortage, as many experienced professionals are retiring and the industry is struggling to attract and retain people. There are also setbacks in the shape of supply chain disruptions creating delays to project timelines and resource management.

The industry’s focus on sustainability, ESG (environmental, social, and governance) and technology creates opportunities for those

with expertise in renewable energy, IoT devices, and environmental management. Professionals familiar with green technologies, digital management systems and data analysis will be in high demand.

It’s imperative for companies to strategise effectively and remain resilient. Continuous learning opportunities to upskill the workforce will only strengthen a business, so focus on brushing up on technical, digital, and soft skills, such as problem-solving and communication, to stay competitive. ”



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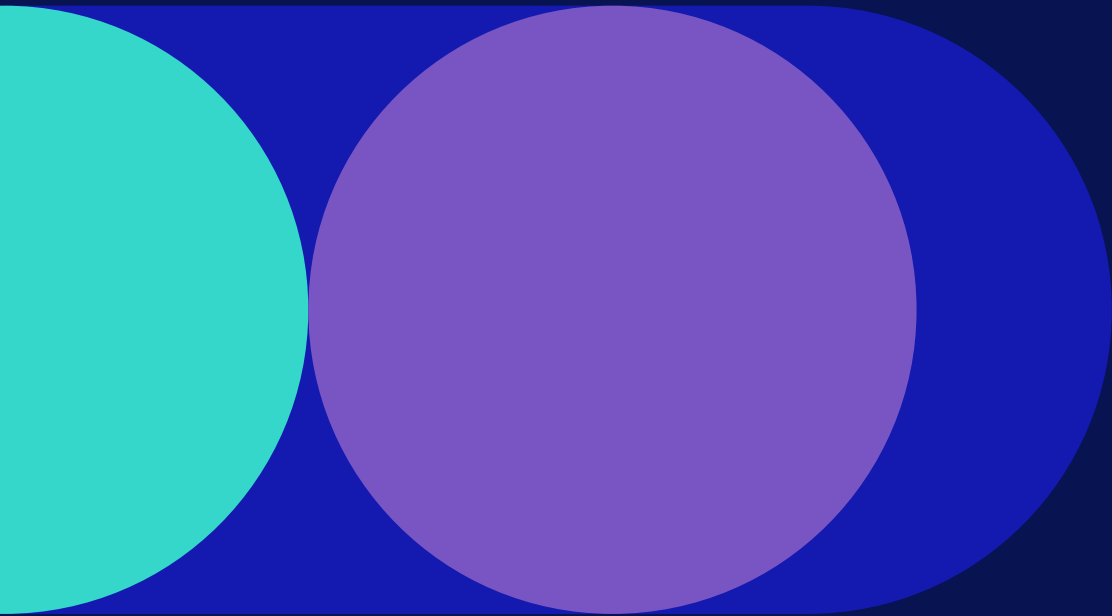
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