

UK MARKET  
REPORT &  
SALARY GUIDE  
2024/2025



**ARCHER**  
RECRUITMENT

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CONSTRUCTION | PROJECT MANAGEMENT | COST MANAGEMENT | BUILDING SURVEYING | DATA CENTRES

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# MESSAGE FROM OUR MANAGING DIRECTOR

Welcome to Archer Recruitment's 2024/2025 UK Market Report & Salary Guide, dedicated to the UK's built environment, specialising in Project Management, Cost Management and Building Surveying.



As we navigate through 2024, the global economic and political landscape remains challenging, requiring businesses to adapt and innovate to maintain efficiency and productivity. This year has been yet another period of transformation for the sector, with companies carefully balancing the need to attract top talent while managing costs amid market uncertainty.

Attracting and retaining talent continues to be a priority, though with a more cautious and long-term strategy that looks beyond immediate needs. In this climate, it's essential to plan with an eye on the future, considering the potential impacts on both projects and the broader economy.

Despite these challenges, we remain optimistic. As the global economy gradually stabilises, we expect to see a steady uplift in the sector, with opportunities emerging for growth and development for both businesses and people.

I'm proud to present the 6th edition of Archer Recruitment's Annual UK Salary Report, offering you the latest insights and trends shaping the built environment employment landscape, along with our forecasts for 2024/2025. This report is designed to equip key stakeholders with the knowledge needed to navigate the evolving job market and prepare for a successful year ahead.

As we approach our ten-year anniversary in 2025, we reflect on a decade of dedication to the industry and look forward to continuing to support you, whether you're hiring or considering a career move.

I invite you to explore our findings, and I hope this report helps you make informed decisions in the year to come.

David Cox  
Managing Director

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# ARCHER RECRUITMENT

## ABOUT US

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Archer Recruitment is an award winning expert search consultancy focusing in the construction, engineering, property, and energy industries throughout the Asia-Pacific, The Americas, UK & EMEA.

With a wide spanning reach that utilises our worldwide market expertise and strategic relationships, Archer Recruitment strives to develop true partnerships with both clients and candidates delivering an unparalleled experience to all stakeholders involved in the recruitment process.

Whether we are working on a retained search, contingency search or interim assignment, this focused approach gives our partners access to the highest calibre of talent in the market and the leading opportunities. With offices in London, Singapore and North America, we have established international relationships and we are ideally positioned to respond to our client's requirements.

We offer a full suite of services to our clients including;

**Retained Search** – When working on a retained basis, we are able to carry out executive search and selection methods for our clients; this is the perfect solution to source senior talent.

**Contingency Search** – Suitable for permanent and contract roles, sourcing candidates through our established networks, database and advertising.

**Interim and Contract Appointments** – Providing candidates to our clients on a fixed term contract, temporary or interim basis.

**Project Based RPO's (Recruitment Process Outsourcing)** – A short to medium term solution, ideal for the recruitment of a full project team or to undertake a strategic recruitment drive.

Contact us to discuss details of your hiring requirements on [london@archerrecruitment.com](mailto:london@archerrecruitment.com) or +44 203 488 7220.



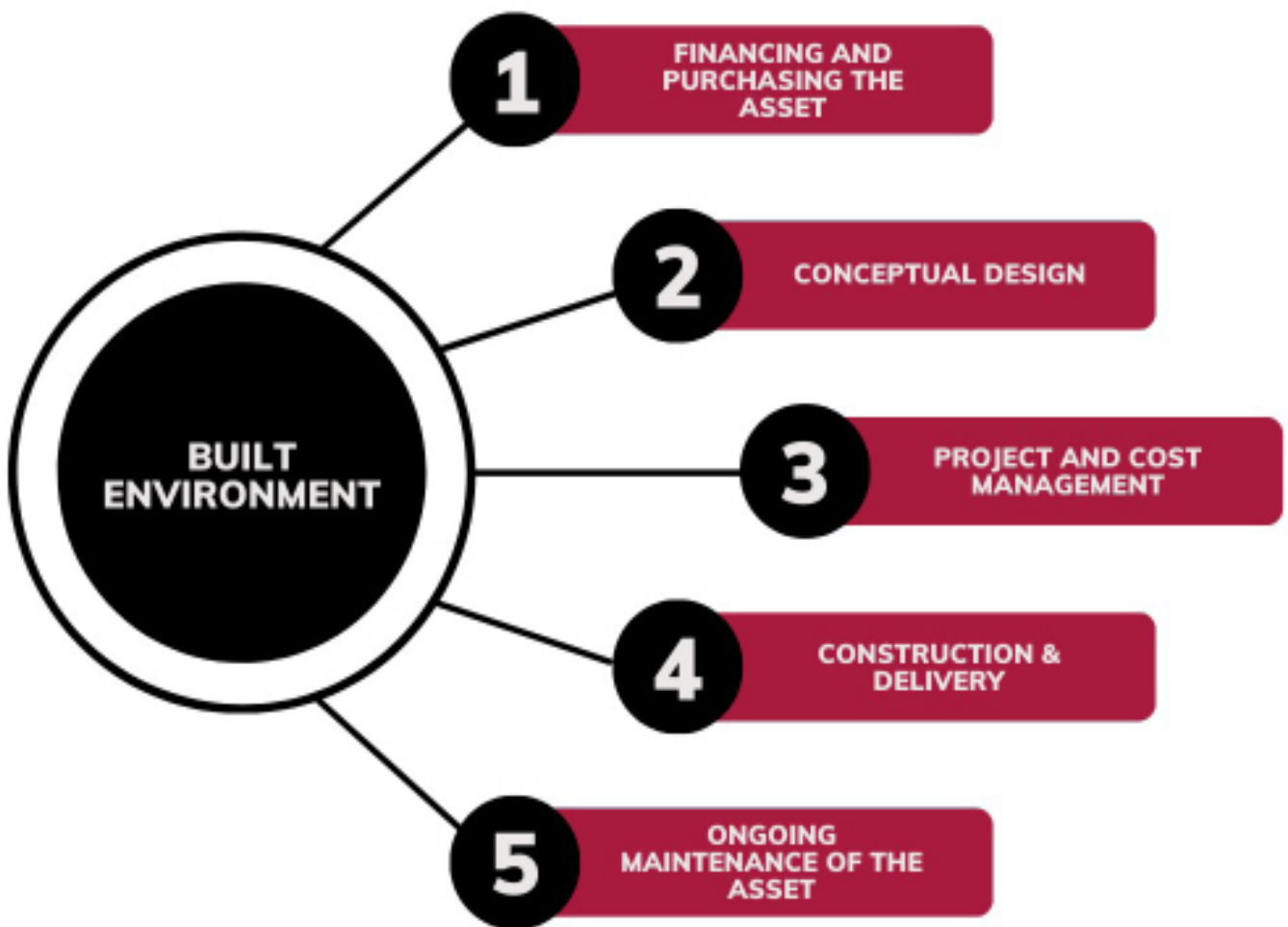
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# ARCHER RECRUITMENT

## ABOUT US

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To fully service the built environment across the full project lifecycle, including:



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Disclaimer: The information in the Archer Recruitment Market Report & Salary Guide has been collected, compiled, and produced meticulously, and every care has been taken to ensure that they are as accurate as possible. However, this guide is interpretive and subjective, and by no means serves as a conclusive and detailed analysis of the current market. Therefore, the information provided should only be used as a guideline, and shall not be reproduced without written permission from Archer Search & Selection Limited.

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ARCHER RECRUITMENT  
GLOBAL NETWORK & LOCAL  
EXPERTISE

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**FACTS LIST**

✓ **THREE OFFICES: LONDON, SINGAPORE AND TORONTO**

✓ **GLOBAL CANDIDATE AND CLIENT COVERAGE**

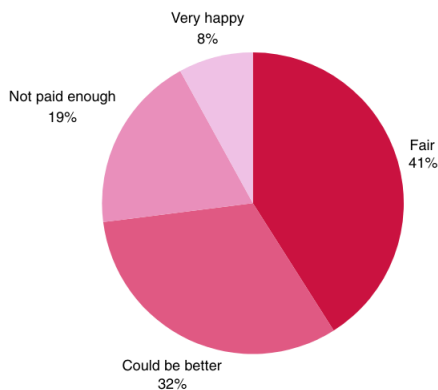
✓ **OUR TEAM HAVE SUCCESSFULLY COMPLETED MANDATES IN OVER OVER 20 LOCATIONS GLOBALLY, INCLUDING SINGAPORE, UK, SWITZERLAND, GERMANY, FRANCE, SPAIN, CANADA, USA, DUBAI, HONG KONG, AUSTRALIA. AND EVEN MONGOLIA!**

# OUR SURVEY FINDINGS

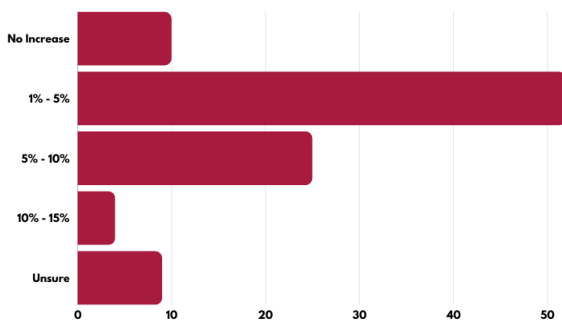
HEAR WHAT THE PROFESSIONALS IN THE INDUSTRY HAVE TO SAY

# Salary Overview

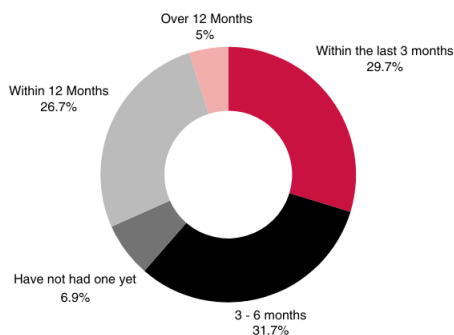
SALARY SATISFACTION



EXPECTED SALARY INCREASES



WHEN WAS YOUR LAST SALARY REVIEW?



This report provides a comprehensive overview of salary data and employment trends emerging within the Built Environment across the UK. The findings are based on responses from industry professionals currently working in the project management, cost management, and building surveying sectors.

Our survey research offers valuable insights, presenting a collective voice of industry professionals to help employers determine priorities, identify trends, and focus areas. It is also intended as a useful resource to assist potential job seekers in navigating the job market. Among the respondents, 62% hold mid-level positions, 20% are at mid-senior level, and 15% occupy senior/Director-level roles, with the remainder comprising individuals in junior and entry-level positions. In terms of specialisation, 43% of respondents hold positions in project management, 35% in cost management, and 20% in building surveying, with the remaining professionals engaged in related capacities.

Compensation remains at the forefront, with 88% of employees identifying salary as their top priority in job requirements. Our survey indicates that the majority of employees (62%) have had a salary review within the last 6 months (30% within the last 3 months and 32% within 3-6 months), with most (73%) achieving an increase of between 1% and 10%.

With the majority of pay reviews now completed for 2024, the data indicates there remains a disconnect between salary levels and expectations. However, there seems to be a shift in mentality, with 71% of employees reporting a good work-life balance and only 23% actively looking for a new role.

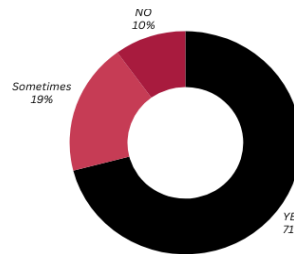
## Survey Findings

# Employee Sentiment

Overall, the survey reveals an optimistic employment landscape for the remainder of the year and into 2025. Last year's survey highlighted employee concerns about economic uncertainty and the need for stability, with a remarkable 84% of candidates planning to stay in their current roles. This year, with a new government and planning and infrastructure reforms, there seems to be renewed confidence. While only 23% of employees are actively looking for a new role, 37% said that although they are not actively searching, they would be open to hearing about suitable opportunities.

There is ongoing demand for skilled professionals across the built environment sector, coupled with persistent talent shortages. Clients have been cautious due to market and economic uncertainties, leading to more conservative hiring practices. Companies are focusing on internal efficiencies, prioritising key roles, and scaling back where possible. Competition for top talent remains fierce, and while employers are being more conservative, we are still seeing competitive salaries being offered, alongside enhanced benefits and performance-related incentives to attract and retain skilled candidates.

Some interesting statistics from the survey show that 41% of employees did not receive any bonus or performance-related pay in addition to their basic salary, 42% received up to a 9% bonus, and 15% gained 10% or more. Employees are feeling positive about pay increases over the coming year, with 50% confident of achieving a 1% to 5% increase and 25% expecting a 5% to 10% increase, while 18% are unsure or not expecting an increase. Additionally, 71% of participants are optimistic about new job opportunities in the next 12 months. Meanwhile, 78% report having private healthcare, but only 38% have access to a wellness programme. New technologies and AI are having an ongoing influence on all aspects of the working environment, and the Building Construction sector is no different. However, only 25% of employees reported using AI as part of their role, with just 8% having received training on new technologies.



# 69%

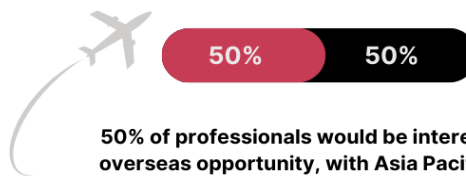
of employees rated their job satisfaction as high (a score ranging from 7-10 out of 10)

### HOW MANY EMPLOYEES ACTIVELY LOOKING FOR NEW JOBS?



77% NOT ACTIVE | 23% ACTIVE

### Would you be interested in overseas opportunities?

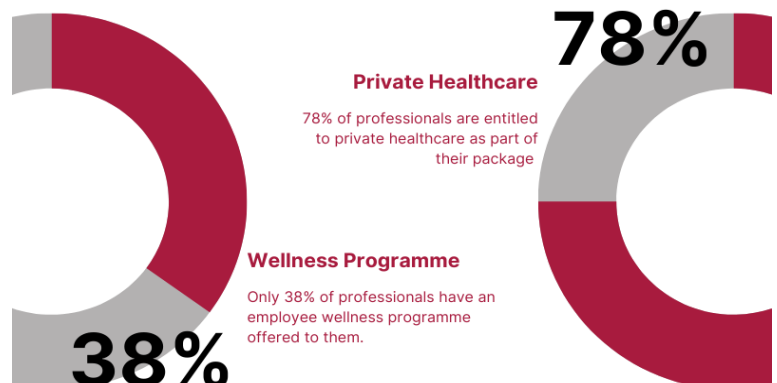


50% of professionals would be interested in an overseas opportunity, with Asia Pacific coming out as the top destination.

### JOB MARKET OPTIMISM IS UP ON 2023



78% of respondents are feeling optimistic about the job market. (48% feel very positive & 30% feel positive)



#### Private Healthcare

78% of professionals are entitled to private healthcare as part of their package

#### Wellness Programme

Only 38% of professionals have an employee wellness programme offered to them.

# MARKET & SALARY REPORT

GET THE LATEST NEWS ON MARKET TRENDS, HIGHLIGHTS &  
SALARIES ACROSS THE UK



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## SPECIALISATION

### PROJECT MANAGEMENT

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After a challenging year in 2023 within the Project Management sector, talent attrition remained a top concern for employers, and economic pressures were paramount for all.

Recruitment activity was more prevalent at the junior to mid-levels last year, as employers sought to increase their capability to deliver projects. This led to an influx of candidates from Australia and New Zealand on Youth Mobility or Ancestral visas at this level. Demand was steady, with Chartered Senior Project Managers remaining highly sought after. However, while certain key senior-level appointments were made, there was also a need to reduce costs, resulting in a greater availability of very experienced candidates.

This is set to change as the emphasis shifts towards business development and bolstering order books going forward. 2024 has been consistently cited positively when considering the wider economic and political outlook, as stability continues, leading to further contract awards and the expectation of increased public spending.

To remain competitive in an increasingly challenging marketplace, employers will need to continue meeting evolving expectations for greater work-life balance, supportive team environments and cultures, along with a growing demand for purpose.

Project complexity and variety remain key requirements for candidates, and certain sectors show promise for new developments. Life sciences have been at the forefront, driving advancements, followed by robust activity in hotels and hospitality, primarily focused on extensive refurbishments and innovation. Commercial office fit-out projects have continued to gain traction, attracting workers back into flexible, sociable, and innovative office spaces. The residential market has faced setbacks in recent years due to regulatory changes but shows optimism with promises of political backing and the ongoing need for more housing. The feasibility of large-scale development projects, driven by reducing interest rates, should also offer promise and opportunity.



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## SPECIALISATION

### COST MANAGEMENT

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The Quantity Surveying jobs market in the UK has been rather up-and-down so far in 2024. There has been some hesitancy from both clients to recruit and candidates to move to a new job, due to the level of uncertainty around workloads in the industry.

That said, the demand for experienced mid-level chartered Quantity Surveyors remains steady, with many of our clients seeking to recruit strong Project Surveyor and Senior Surveyor candidates this year. The demand exceeds the supply of suitable candidates looking for a move, and it is not uncommon for companies to have vacancies open for three months or more. We also continue to lose experienced surveyors from the UK, with many choosing to move to the Middle East in particular with the lure of high salaries, low taxes and to work on megaprojects in the region. Australia, Canada and the USA also remain popular destinations for candidates moving away from the UK.

We anticipate that the recruitment market will pick up from September, as confidence in the construction industry grows with the new UK government in place and interest rates starting to come down for the first time in almost 3 years. Many of our clients have noted a large number of recent bids for new business, and the need to grow their QS teams quickly if these projects are won.

There is a high level of optimism in the Residential sector with ambitious new construction goals set by the Government. Aviation has also recovered from the covid era, with renewed capital expenditure investments in the major UK airports and rebuilding of large consultancy teams this year. The Data Centre and Life Sciences sectors also remain strong, with a strong demand for experienced candidates to work on projects in the UK & across Europe.

Companies need to provide competitive remuneration and benefits packages to attract the best candidates in the current market. Most candidates are still seeking an element of flexibility for hybrid working, though understand that the 'norm' for the majority of businesses now is to be office/site-based for 3-4 days per week.



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## SPECIALISATION

### BUILDING SURVEYING

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Similarly to the beginning of 2023, we saw a cautious start to 2024 fueled by continued uncertainty with the economy, the anticipated pay reviews and the general election. As always, the building surveying sector remains resilient to market conditions driven by the substantial volume of work related to maintaining existing buildings. Whilst this is the case, there is still a significant proportion of professionals opting for stability and remaining in their current roles.

There is still the ongoing struggle for clients to recruit top talent so are maintaining internal strategies to improve efficiencies whilst being proactive in sourcing additional talent through several avenues. Clients are still stringent in their requirements, emphasising a long-term view and a strong cultural fit when seeking new team members.

The job market in the building surveying sector has shown a steady flow of opportunities, but it remains a candidate-led market, especially at a senior level where there is a pronounced skills shortage. With an influx of newly chartered surveyors and 80% of the 'actively looking' candidates hoping to secure a role within the next 6 months we will hopefully see some movement – but without new talent coming through there is always going to be a shortage.

We have achieved great success with strategic recruitment partnerships with clients this year. By working closely with clients as an extension of their business and supporting talent acquisition, these partnerships have resulted in reduced recruitment cycles, better qualified candidates, and improved onboarding processes. Proactive strategies like talent pipelining and market mapping have enabled tapping into the passive job market and facilitated long-term talent acquisition initiatives.

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# SALARY GUIDE

## CONSTRUCTION INDUSTRY 2024-2025

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### Project Management Salary Guide

Job Title	Salary Range
Graduate Project Manager	£30,000 - £35,000
Assistant Project Manager	£35,000 - £45,000
Project Manager	£50,000 - £60,000
Senior Project Manager	£60,000 - £75,000
Associate Project Manager	£80,000 - £95,000
Project Director	£90,000 - £105,000
Director	£110,000 -£150,000
Senior Director / Board Level	£150,000 -£200,000

### Cost Management Salary Guide

Job Title	Salary Range
Graduate / Assistant Surveyor	£38,000 - £45,000
Chartered Quantity Surveyor	£48,000 - £60,000
Senior Quantity Surveyor	£60,000 - £75,000
Associate	£75,000 - £90,000
Senior Associate / Associate Director	£90,000 - £100,000
Director	£100,000 +

### Building Surveying Salary Guide

Job Title	Salary Range
Graduate Building Surveyor	£28,000 - £33,000
Assistant Building Surveyor	£30,000 - £35,000
Building Surveyor	£35,000 - £48,000
Chartered Building Surveyor	£45,000 - £60,000
Senior Building Surveyor	£60,000 - £75,000
Associate Building Surveyor	£75,000 - £90,000
Director	£90,000 +

Notes:

- Salaries are represented in Pound Sterling (GBP £) and is based on a 12-month pay cycle system
- Salaries do not include bonuses

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## CONTACT DETAILS

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