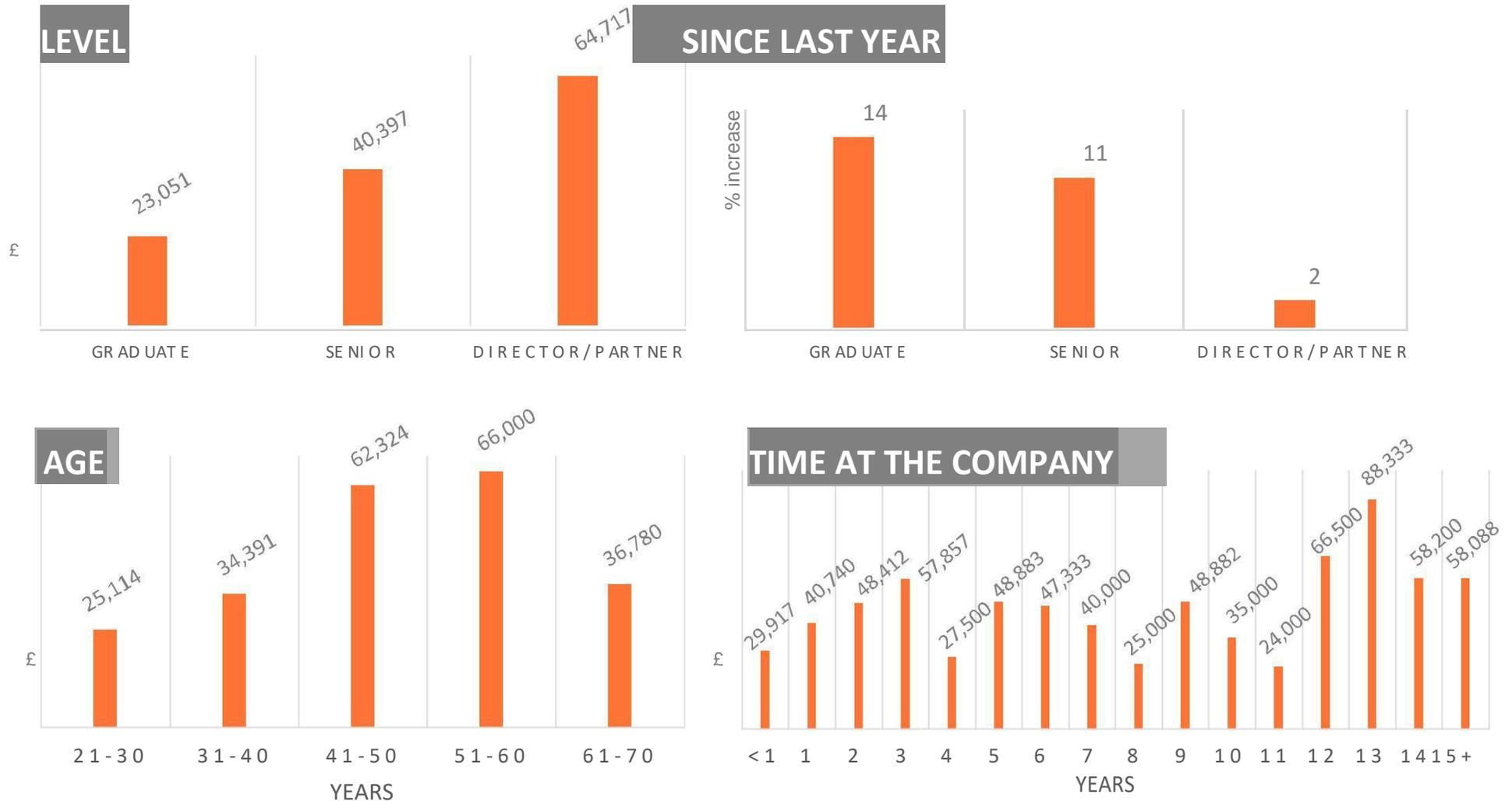


# Architect | Salary Averages





# Architect

Average salary  
£42,119

**8%**  
salary  
average  
  
**increase**  
since last year

Salary Range  
£7,800 - £160,000

## Most important benefits

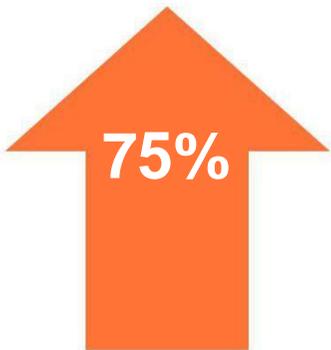
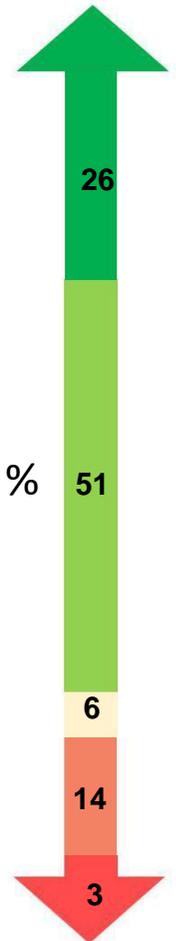


## Most received benefits

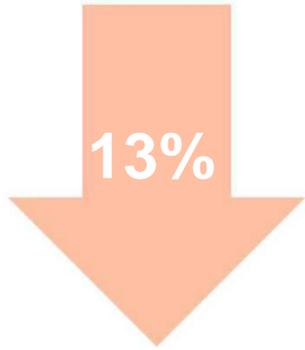


Flexible working and healthcare rank higher in importance than bonus, suggesting **lifestyle and wellbeing** are now central for architects.  
  
38% receive a mobile phone but only 2% value it as one of the most important benefits.

## Job satisfaction



**Optimistic**  
about the industry's  
economic prospects



**Pessimistic**  
about the industry's  
economic prospects

# Architect | Industry Challenges

---

*“Diminishing of the architect's role due to **alternative procurement** routes”*

*“**Fees** being driven down, while resource costs rise”*

*“Achieving meaningful **sustainability**, rather than optional add-ons”*

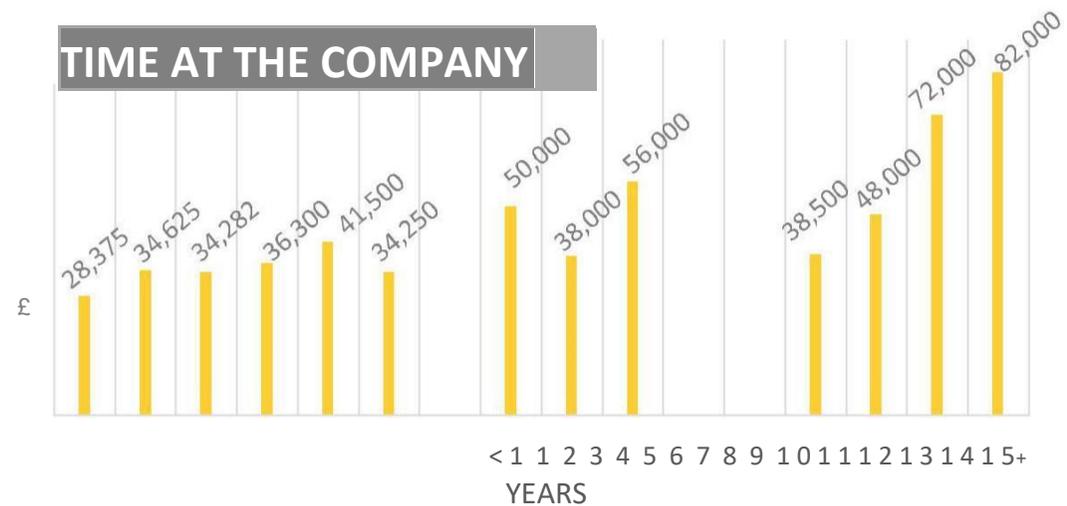
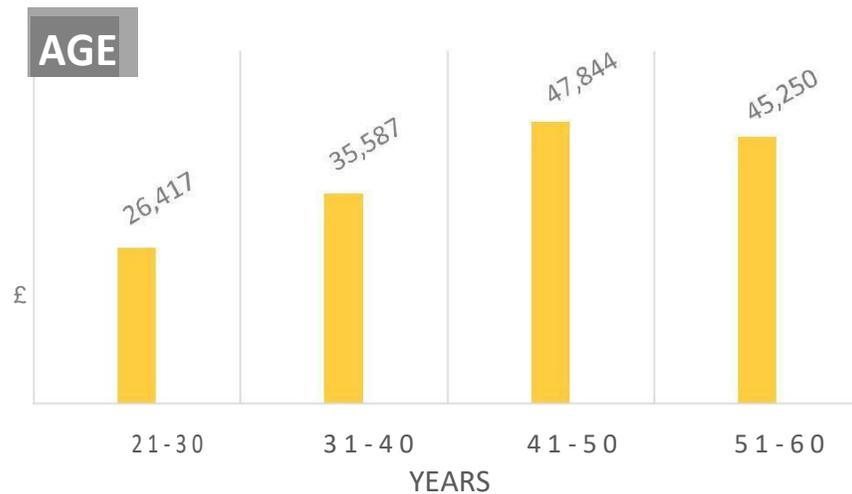
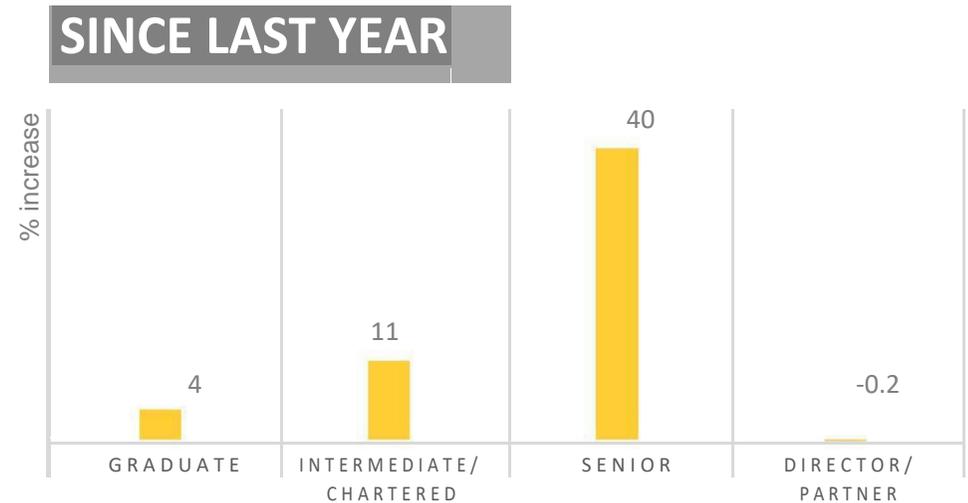
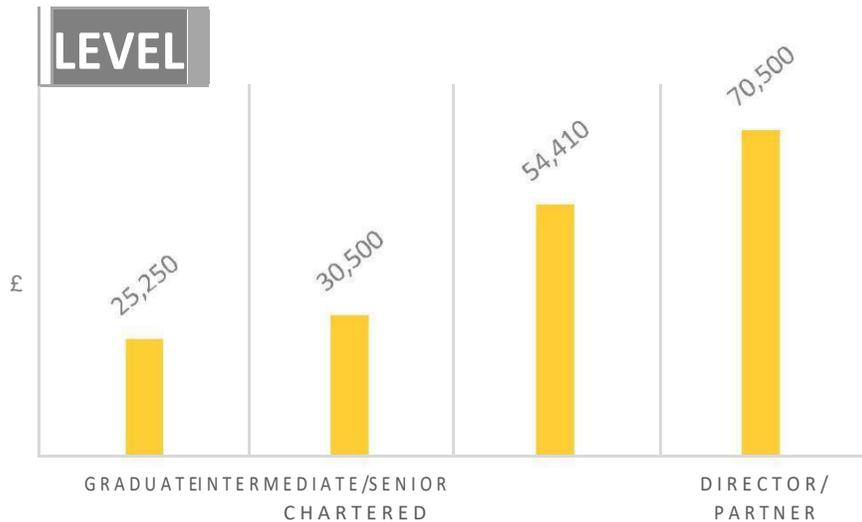
*“Public **procurement** rules make it either too difficult or too involved and expensive for small practices to secure work”*

## **Our industry observations**

We have seen an increase in the demand for architects specialising in specific sectors, particularly residential, healthcare and education.

Clients are also focusing on the recruitment of permanent in-house teams over freelance architects, as they are reluctant to invest in recruiting and training temporary staff.

# Architectural Technician | Salary Averages



# Architectural Technician

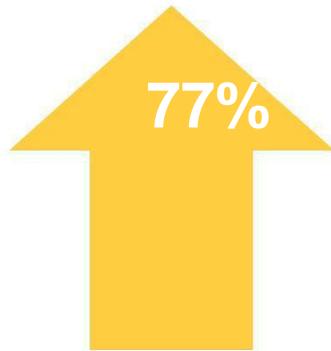
Average salary  
**£39,049**

Salary Range

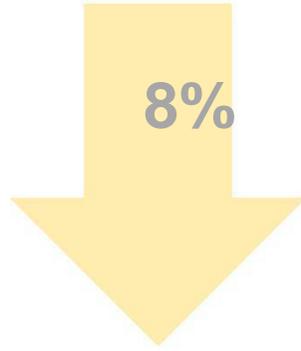
£19,800 - £82,000

**5%**

average salary  
increase  
since last year



**Optimistic**  
about the industry's  
economic prospects



**Pessimistic**  
about the industry's  
economic prospects

## Most important benefits



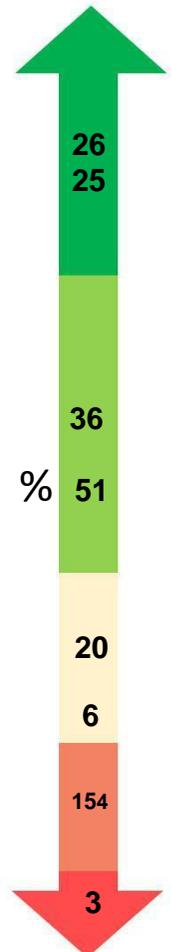
## Most received benefits



The bonus reigns for architectural technicians unlike architects. Lifestyle factors such as flexible working and childcare are still important.

30% receive no benefits at all – the highest percentage across all disciplines.

## Job satisfaction



# Architectural Technician | Industry Challenges

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*“Government decisions on funding utilities and infrastructure projects”*

*“Dealing with less and less skilled contractors”*

*“Good quality human resource”*

*“Some uncertainty, resulting in some projects being stop / start”*

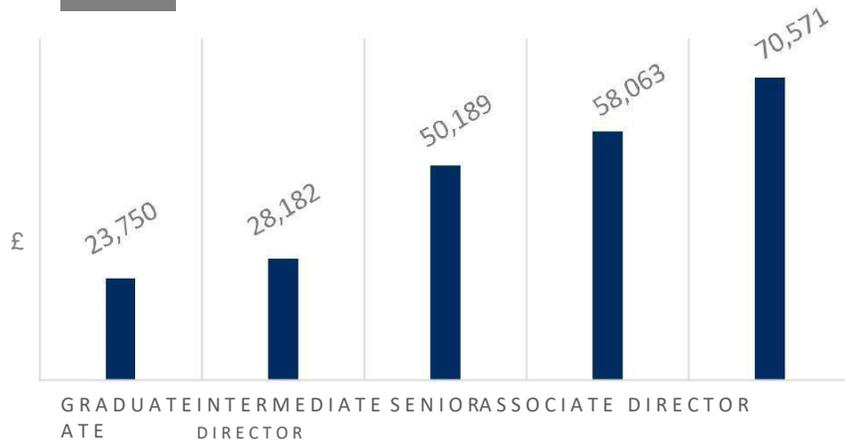
## **Our industry observations**

Not surprisingly, there has been a significant increase in the demand for proficient Revit users.

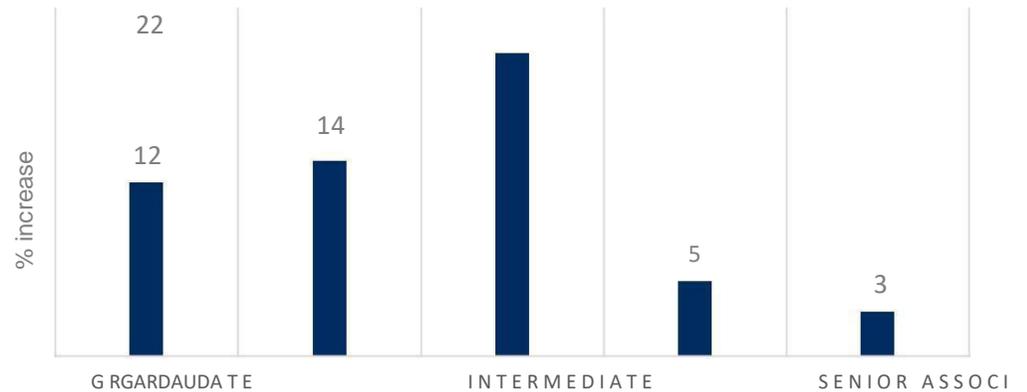
This has seen an increase in the gap between Revit user salaries compared to candidates with other software experience such as AutoCAD.

# Building Services Consultant (M&E) | Salary Averages

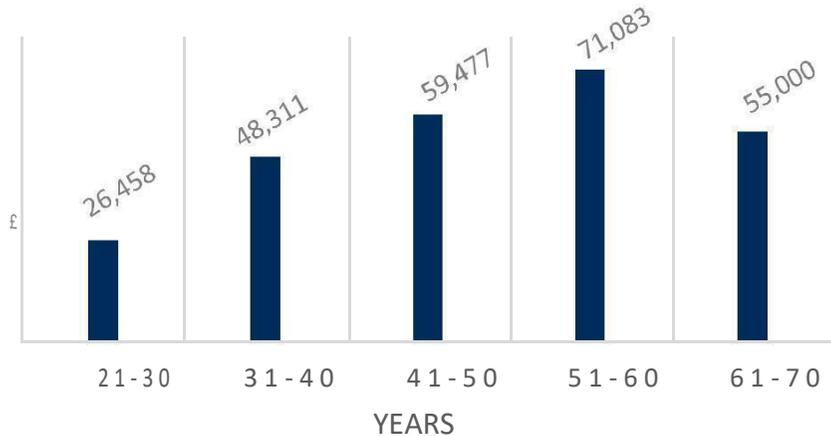
## LEVEL



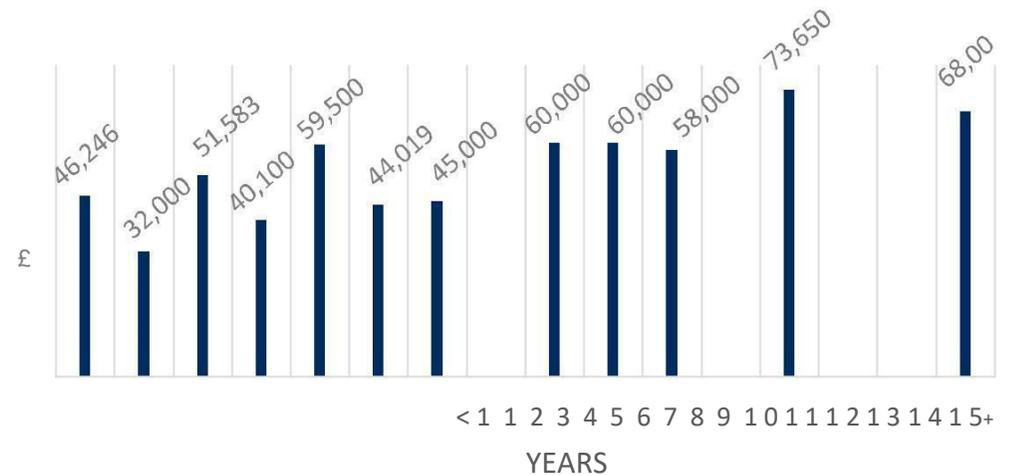
## SINCE LAST YEAR



## AGE



## TIME AT THE COMPANY



# Building Services Consultant (M&E)

Average salary  
**£48,062**

**11%**  
average  
salary  
increase  
since last year

Salary Range

£16,500 - £85,000

## Most important benefits



**PENSION**  
32%



**BONUS**  
13%

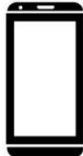


**CAR ALLOWANCE**  
13%

## Most received benefits



**PENSION**  
58%



**PHONE**  
44%

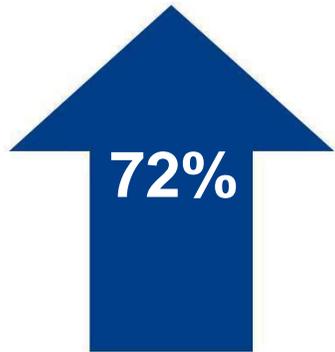
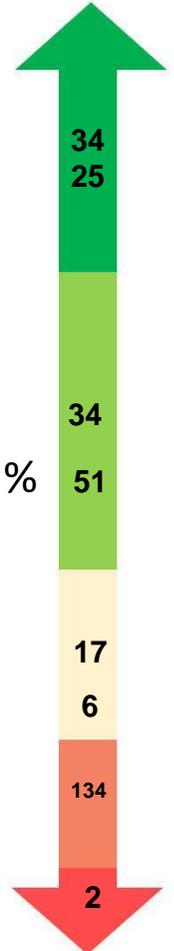


**DEATH IN SERVICE PAYOUT**  
10%

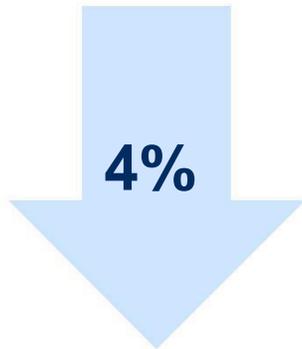
Travel by car appears important, with an emphasis on car allowance, parking and a company car.

Share options are more commonly received in this role at 16%, but are still not considered one of the more important benefits at only 3%.

## Job satisfaction



**Optimistic**  
about the industry's  
economic prospects



**Pessimistic**  
about the industry's  
economic prospects

# Building Services Consultant (M&E) | Industry Challenges

---

*“**Skill shortage**: a lack of good electrical graduates & senior engineers”*

*“Legacy work with **low margins** and the high cost of inflation”*

*“**Fair payment** from the main contractors”*

*“Sustaining **funding** and **growth** in the North West”*

*“How to bridge the **performance gap** i.e. the difference in expected and realised energy performance in buildings”*

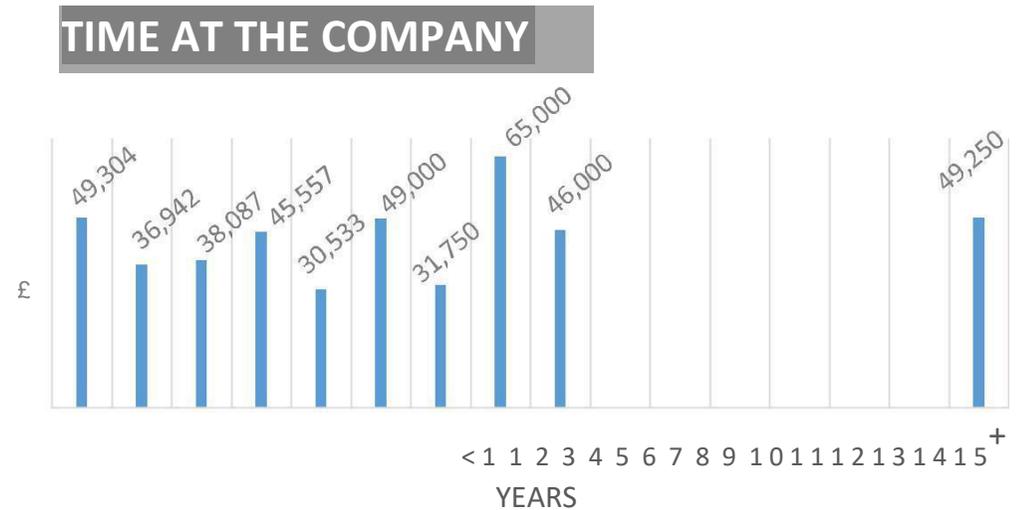
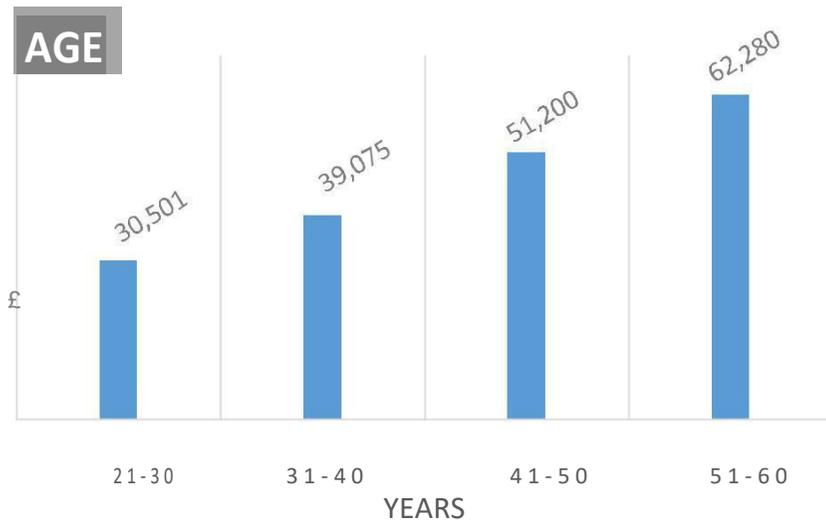
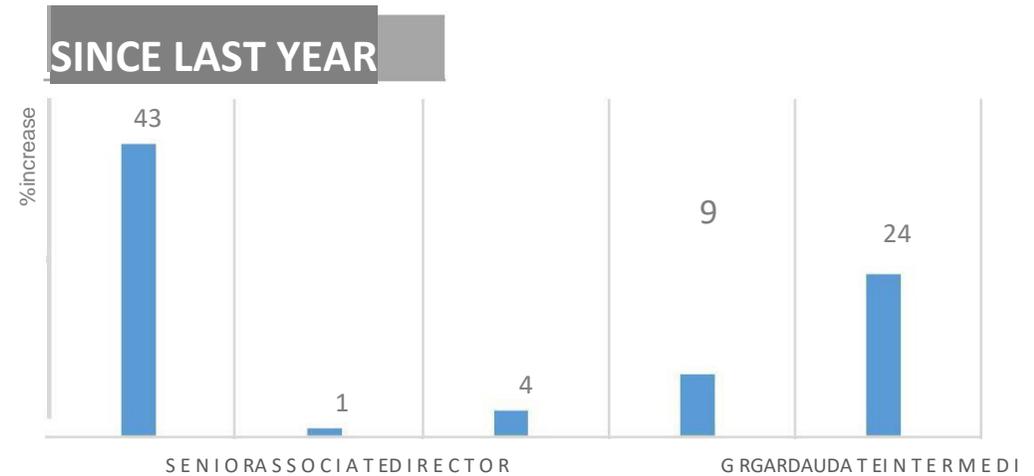
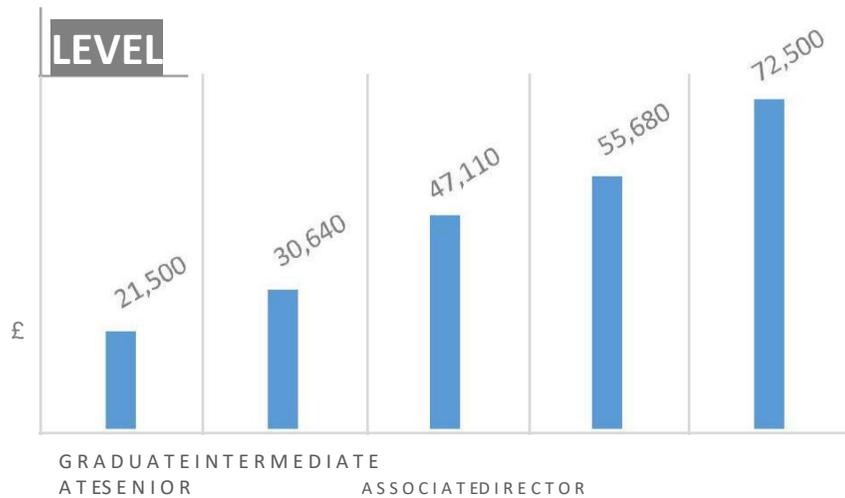
## **Our industry observations**

Over the past 12 months the building services sector has seen a steady demand for skilled engineers and technicians.

Salaries have risen in some areas more than others, such as increased demand for Revit technicians which has led to a sharp rise in salaries in this area.

Senior to principal engineers who are able to design and manage projects independently have experienced a similar trend.

# Structural Engineer | Salary Averages





# Structural Engineer

Average salary  
£42,459

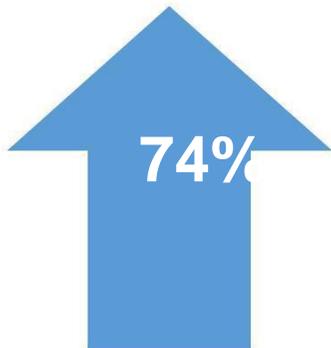
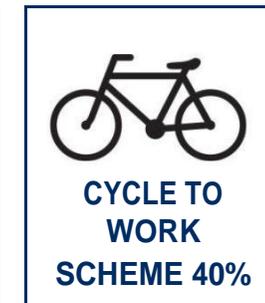
**8%**  
average  
salary  
increase  
since last year

Salary Range  
£20,000 - £80,000

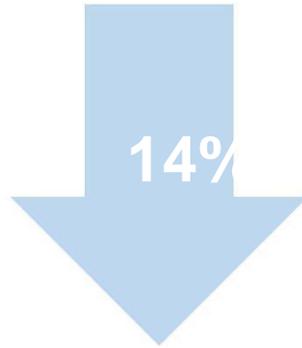
## Most important benefits



## Most received benefits



**Optimistic**  
about the industry's  
economic prospects

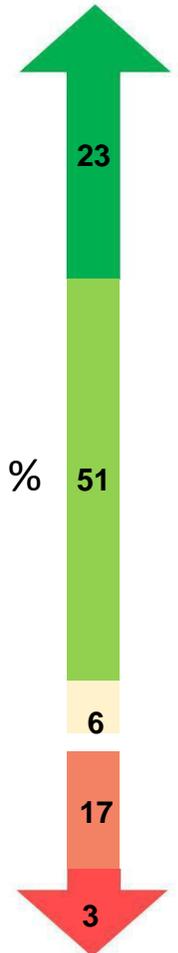


**Pessimistic**  
about the industry's  
economic prospects

Pensions are valued more by structural engineers than other disciplines.

Almost half of structural engineers receive the option of flexible working.

## Job satisfaction



# Structural Engineer | Industry Challenges

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*“**Recognition** of the profession and the responsibility we take in design and management”*

*“Low private and public **funding**”*

*“The **volatility** of the market”*

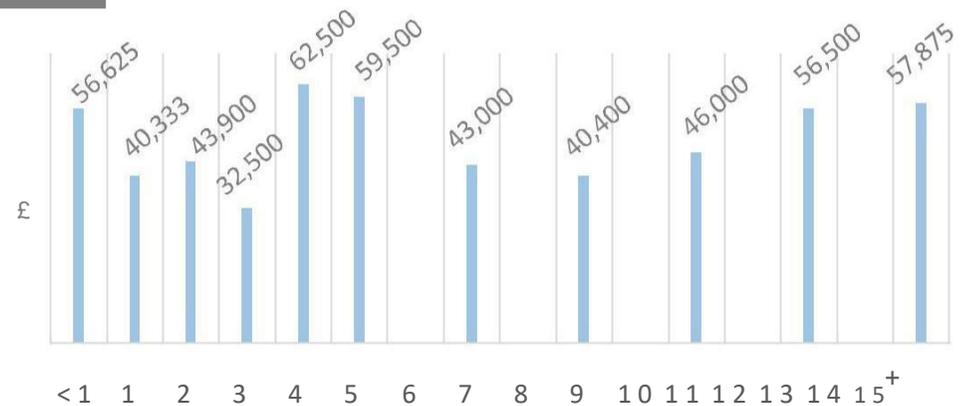
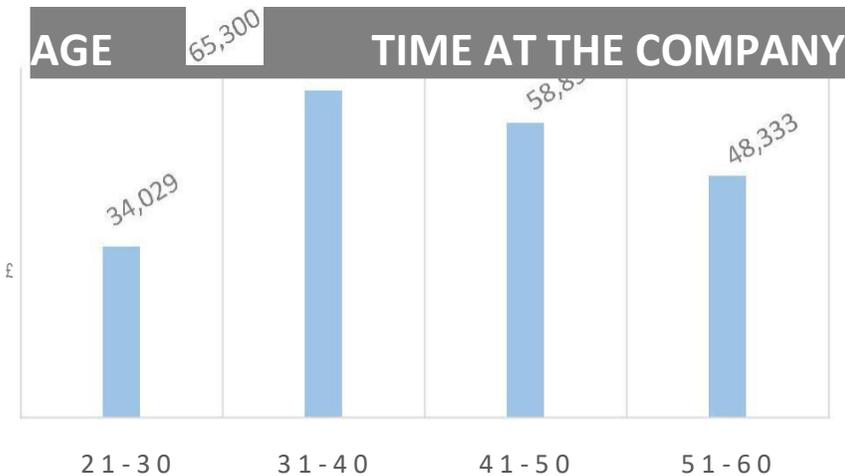
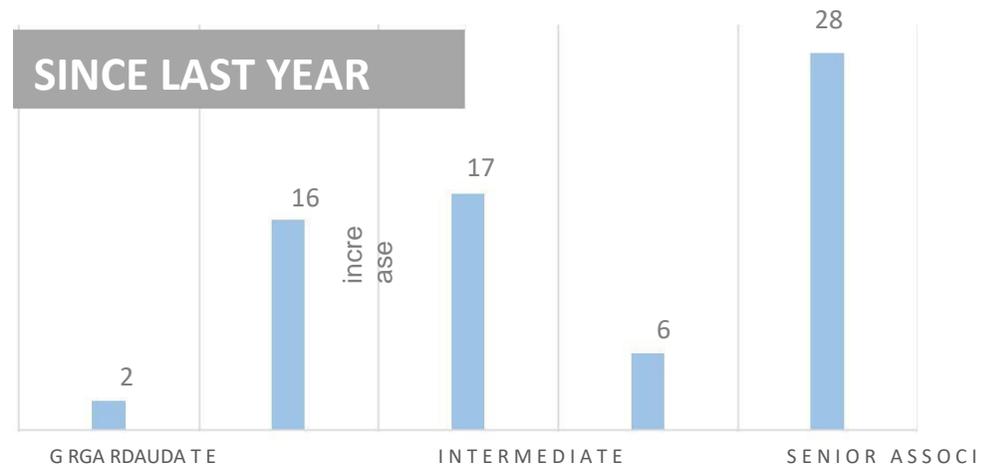
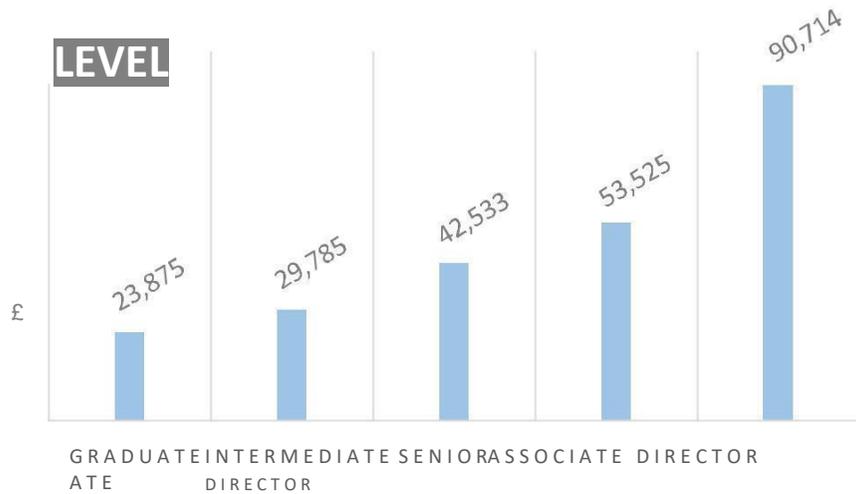
*“Fees not rising in accordance with an improving market which affects **consultancy margins** and therefore salaries and bonuses”*

## **Our industry observations**

This is a busy sector of the market in the North West. With many new developments taking place and more in the pipeline, we have seen a constant demand for skilled structural engineers and technicians.

Salaries have risen most aggressively for those with specialist skills, such as Revit, along with recently chartered structural engineers.

# Building Surveyor | Salary Averages



# Building Surveyor

Average salary  
**£49,616**

**22%**  
average  
salary  
increase  
since last year

Salary Range

£22,500 - £250,000

## Most important benefits

£  
**BONUS**  
32%

CAR  
**ALLOWANCE**  
16%

CAR  
**COMPANY CAR**  
16%

## Most received benefits

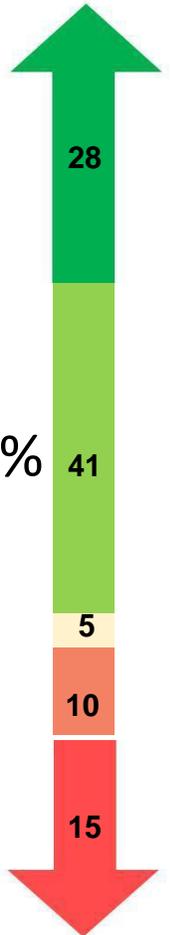
£  
**BONUS**  
59%

PIGGY BANK  
**PENSION**  
54%

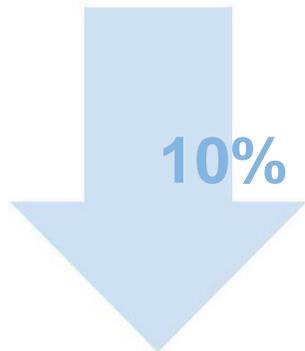
CROSS  
**DEATH IN SERVICE PAYOUT**  
44%

More building surveyors receive bonuses than the other disciplines, at 59%.  
However only half of those who receive them think they are important.

## Job satisfaction



**Optimistic**  
about the industry's  
economic prospects



**Pessimistic**  
about the industry's  
economic prospects

# Building Surveyor | Industry Challenges

---

*“Adapting to the **changing demands** of clients in the flexibility of our role”*

*“**Brexit**, a severe skills shortage and the **instability** of the economy”*

*“Clients **over-spending** and leaving themselves short-coming into the next financial year, resulting in fewer projects”*

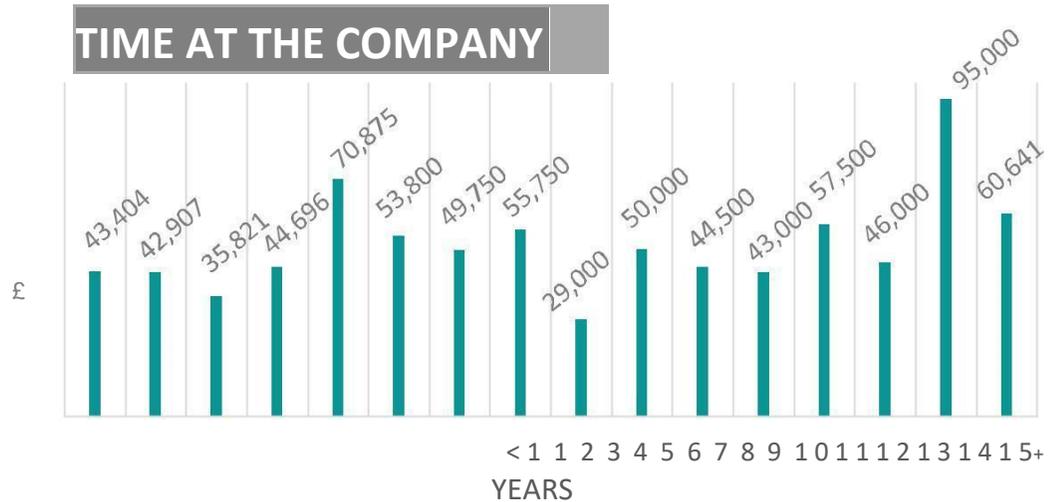
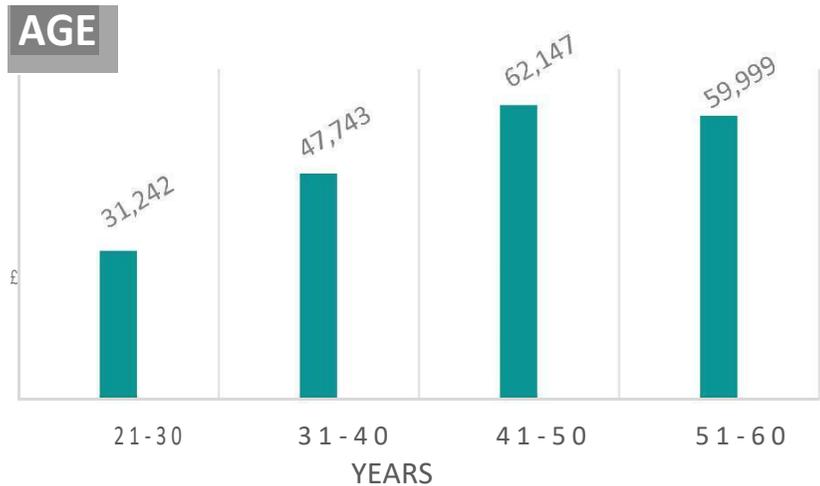
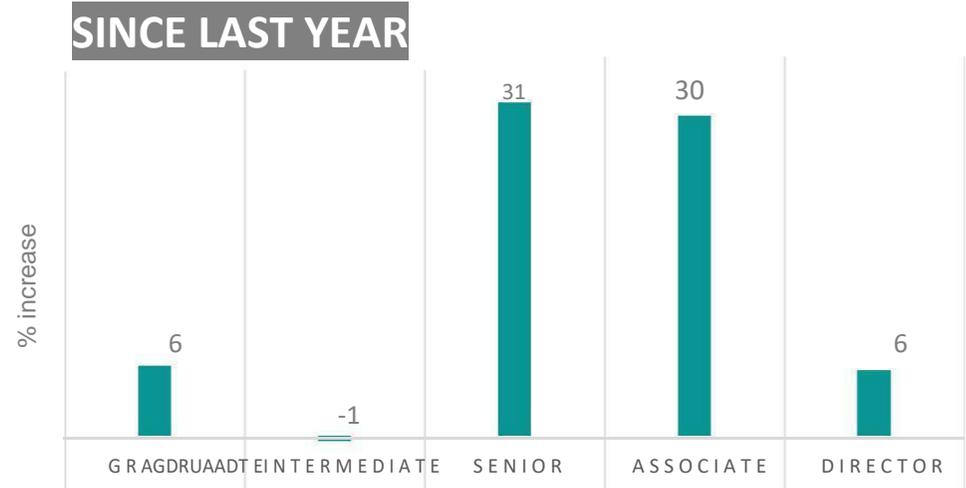
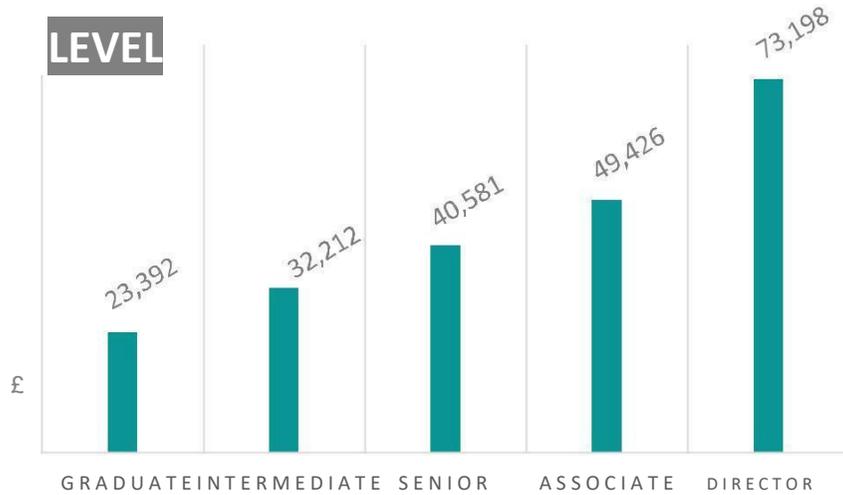
## **Our industry observations**

We are seeing a highly competitive market for chartered building surveyors in the North West, which has led to increased salary expectations.

As a result, employees are actively seeking to retain their staff through internal promotion and salary reviews.

Increased salaries have also presented new opportunities and responsibilities for building surveyors with some moving into project management roles. This is leading to a lack of building surveyors in industry which, in turn, will continue to drive higher salaries.

# General Practice Surveyor | Salary Averages

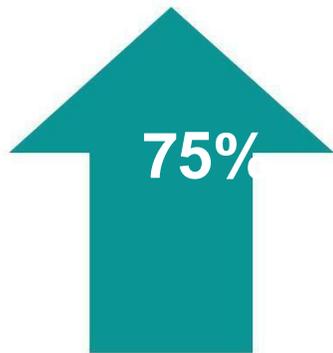


# General Practice Surveyor

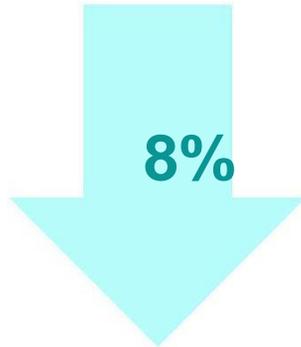
Average salary  
**£46,785**

**9%**  
average salary  
increase  
since last year

Salary Range  
£21,500 - £100,000



**Optimistic**  
about the industry's  
economic prospects

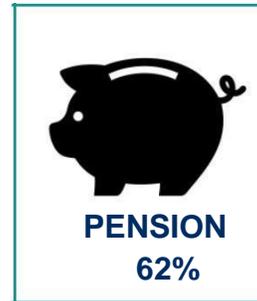


**Pessimistic**  
about the industry's  
economic prospects

## Most important benefits

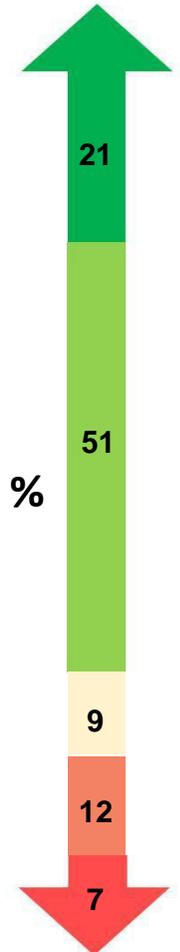


## Most received benefits



Alongside quantity surveyors, general practice surveyors receive the most benefits, with only 7% not receiving any benefits.  
Flexible working is not seen as important, and is rarely received.

## Job satisfaction



# General Practice Surveyor | Industry Challenges

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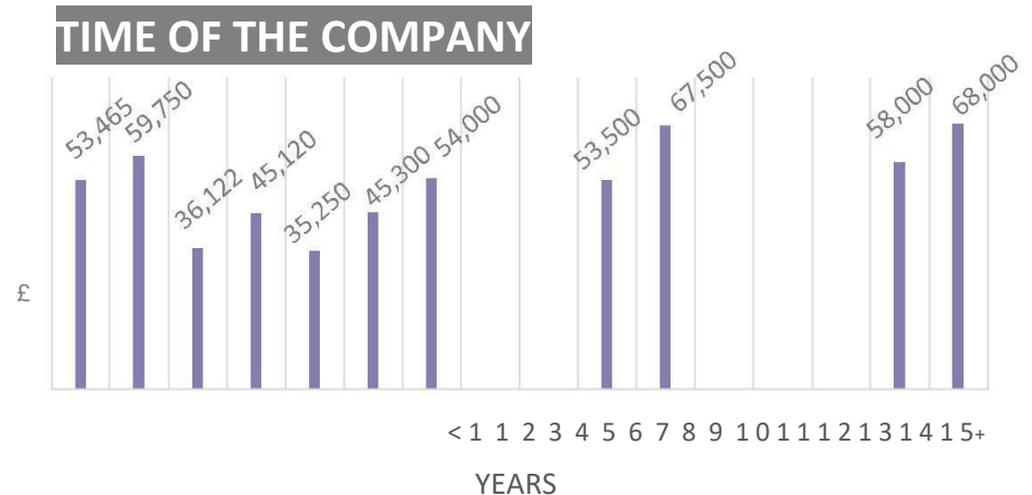
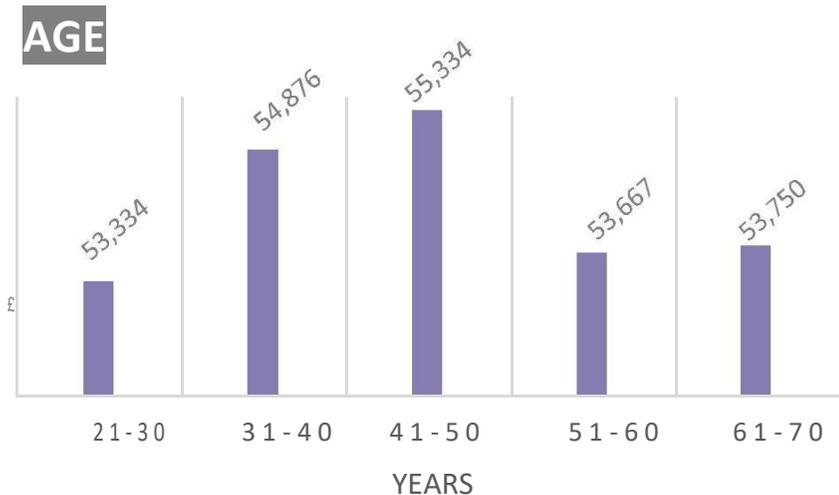
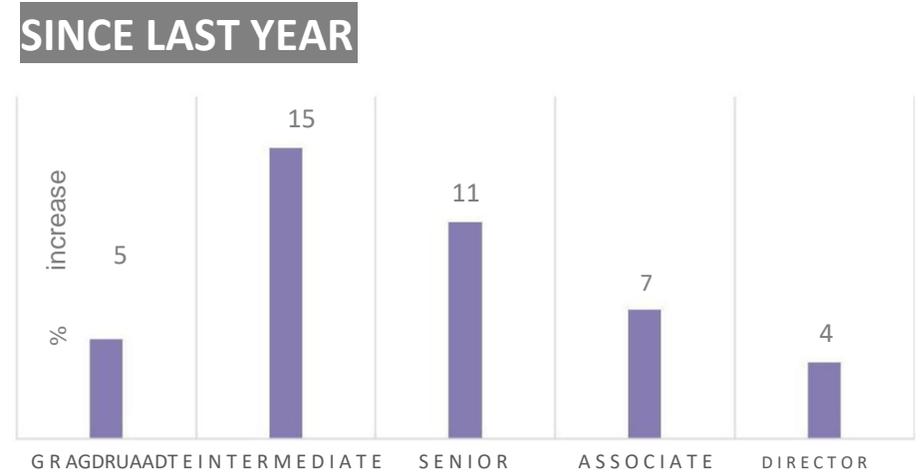
*“**Scarcity** of development land and a lack of **transparency** in town planning system”*

*“An **ageing workforce** and difficulty of recruitment”*

*“**Competition** from larger firms offering free work in exchange for long term client”*

*“A lack of **variety in surveying grads** – most are white and middle class, with parents in the industry”*

# Quantity Surveyor | Salary Averages



# Quantity Surveyor

Average salary

£50,001

Salary Range

£22,500 - £127,650

9%

salary average  
**increase**  
since last year

## Most important benefits



**CAR ALLOWANCE**  
28%



**COMPANY CAR**  
17%



**PENSION**  
16%

## Most received benefits



**PENSION**  
74%



**MOBILE PHONE**  
71%



**CAR ALLOWANCE**  
55%

Three quarters receive a pension, but only 16% think it is important.

A fifth receive gym/leisure membership which is the highest proportion. Quantity surveyors are also the only discipline to think it is important, but at just 2%.

## Job satisfaction



20

31

%

23

13

13



**Optimistic**  
about the industry's  
economic prospects



**Pessimistic**  
about the industry's  
economic prospects

# Quantity Surveyor | Industry Challenges

---

*“Fluctuating private and government **investment**”*

*“Filling the **gap between graduates and associates**”*

*“Recruitment of quality, knowledgeable and dedicated staff”*

*“**Quality of service**: understanding client needs rather than assuming client needs”*

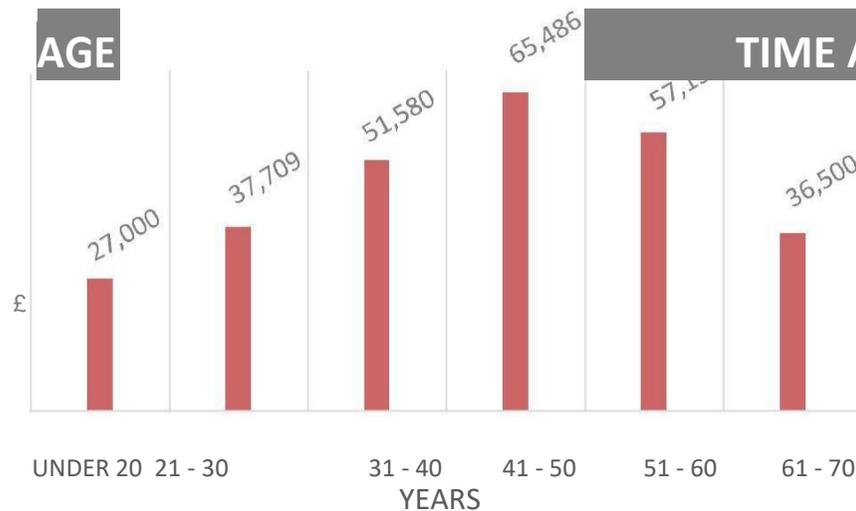
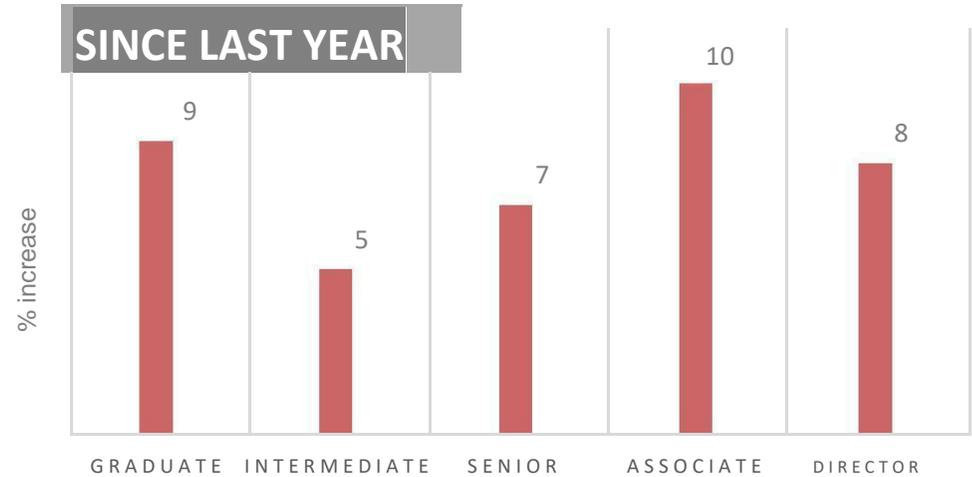
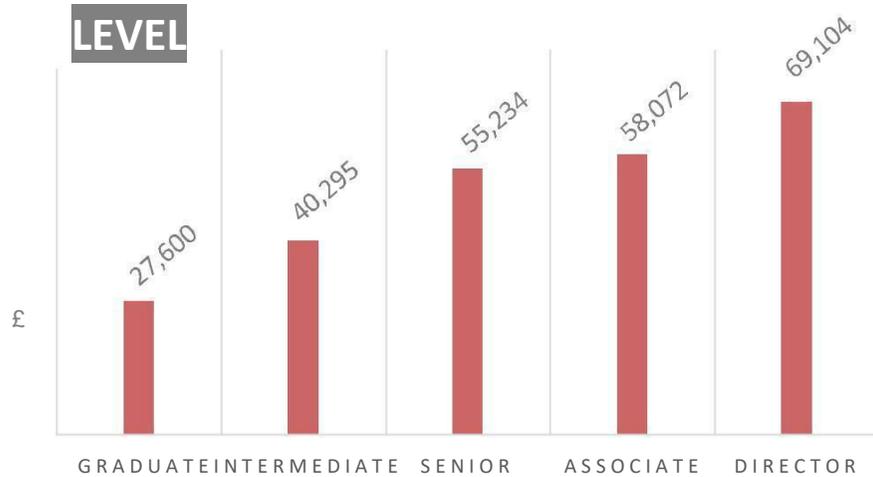
*“**Fee competition** against company growth projections”*

## **Our industry observations**

We have found a gap in the number of candidates at intermediate levels, largely due to a reduction in new people entering the industry during the recession. This has led to increased demand, higher salary expectations and more opportunities for freelance quantity surveyors.

Many companies have also reviewed their recruitment and retention strategies with a focus on financial reward and other benefits such as flexible working.

# Project Manager | Salary Averages



# Project Manager

Average salary  
**£53,895**

**6%**  
average salary  
increase  
since last year

Salary Range  
£10,000 - £170,000

## Most important benefits



**PENSION**  
29%

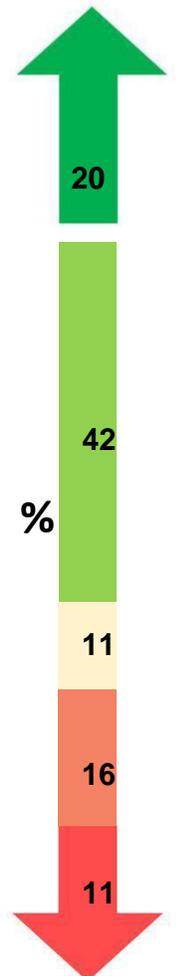


**BONUS**  
19%



**FLEXIBLE  
WORKING**  
14%

## Job satisfaction



## Most received benefits



**PENSION**  
65%

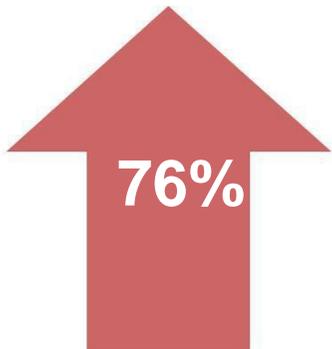


**MOBILE  
PHONE** 57%

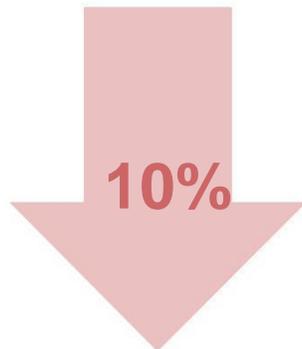


**BONUS**  
49%

Project managers receive the highest average salary but are the least satisfied at work.



**Optimistic**  
about the industry's  
economic prospects



**Pessimistic**  
about the industry's  
economic prospects

# Project Manager | Industry Challenges

---

*“No capacity or funding for local authorities, which is slowing down **decision making**”*

*“Clients understanding and believing in **innovative methods of construction**”*

*“Concerns over the economic recovery and the **Brexit**”*

*“**Poor leadership** and macroeconomic factors”*

*“Young professionals with **no experience**”*

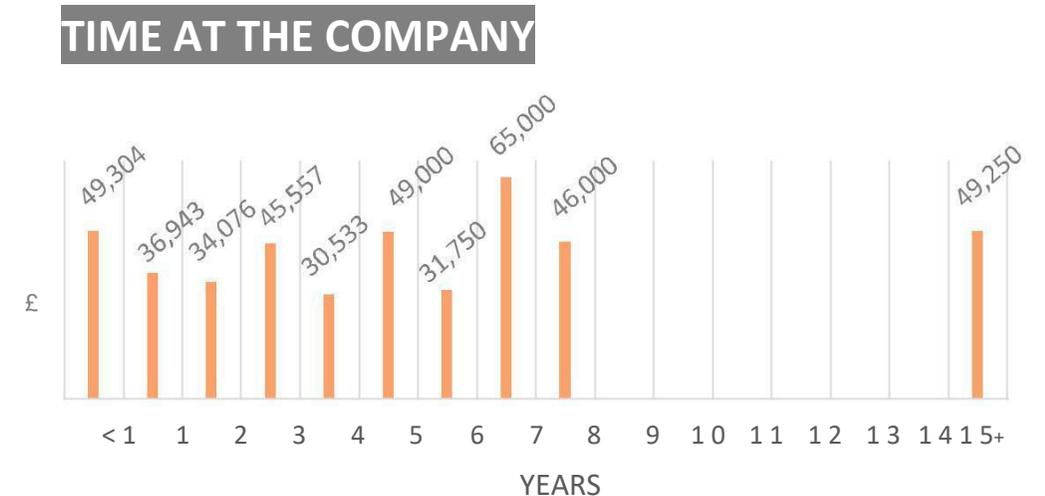
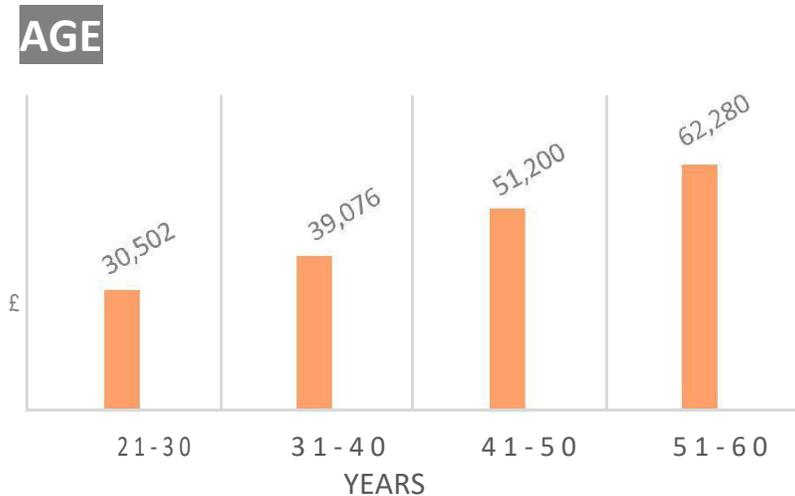
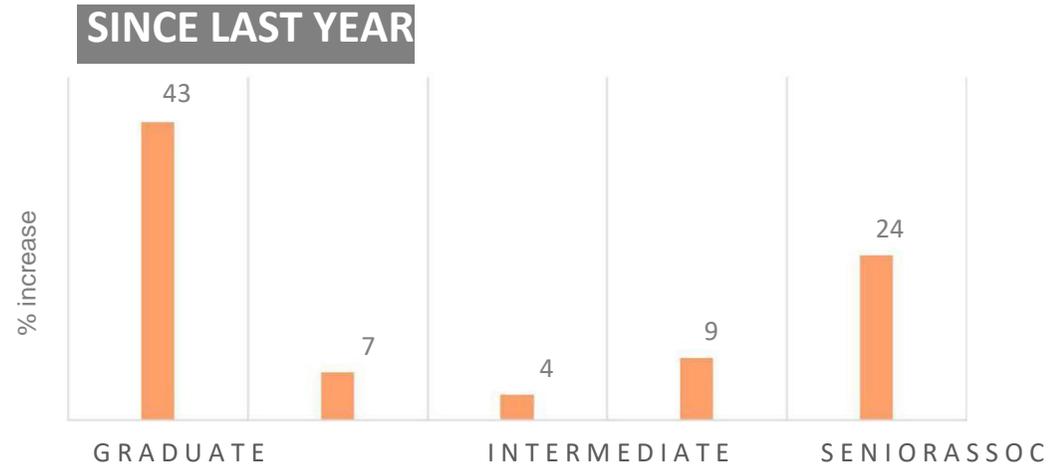
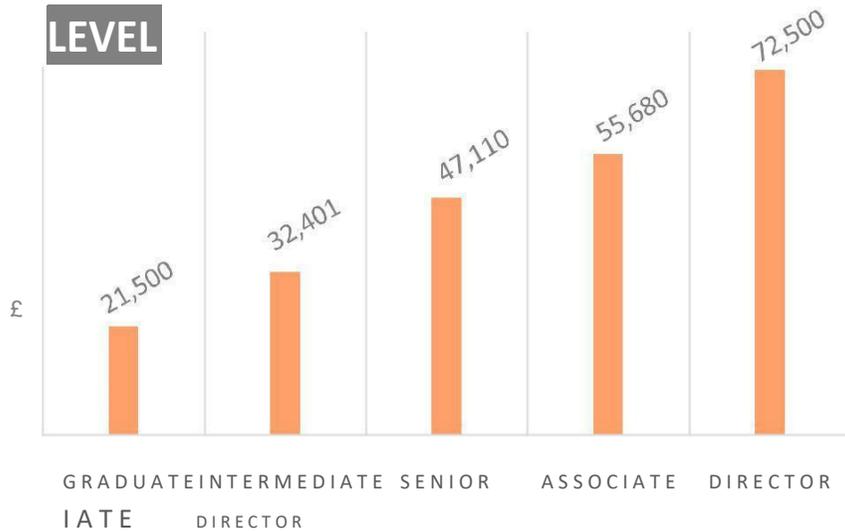
*“**Pressure** to deliver more with less resources”*

## **Our industry observations**

We have seen an increase in the demand for project managers specialising in specific sectors. At the time of the survey, this was most notable for high rise residential and commercial office projects. However, due to low levels of work in this area in recent years, there are limited project managers with current relevant experience.

This has led to an increase in demand for freelance project managers.

# Structural Technician | Salary Averages



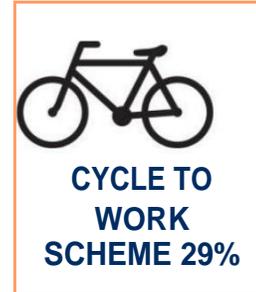
# Structural Technician

Average salary  
£37,332

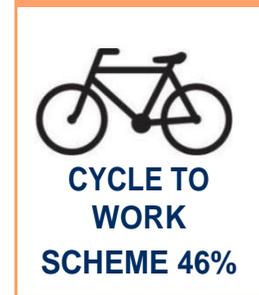
salary  
average  
  
increase  
since last year

Salary Range  
£14,000 - £60,000

## Most important benefits



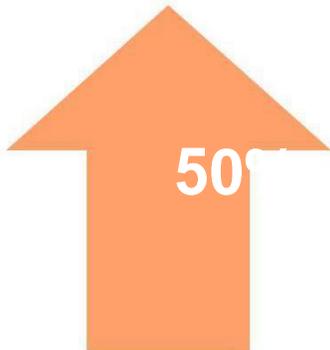
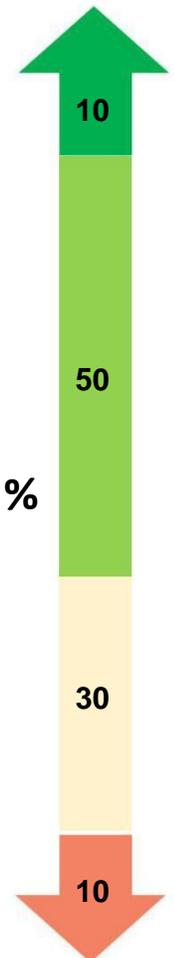
## Most received benefits



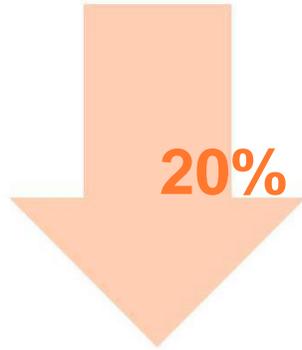
Pensions are comparatively unimportant to structural technicians at only 14%.

None think a bonus is important, and the fewest receive it at 18%. Lifestyle is more of a crucial element with almost half citing flexible working as important.

## Job satisfaction



**Optimistic**  
about the industry's  
economic prospects



**Pessimistic**  
about the industry's  
economic prospects

# Structural Technician | Industry Challenges

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*“Keeping pace with **technology** in order to be competitive with other professionals”*

*“The continuing **volatile global economy**”*

*“**Deadlines** are too tight with not enough time to create a quality product. Consultants need to tell clients how long it will take rather than be pressured to meet impossible deadlines”*

*“The **Government budget** for infrastructure projects”*

# Gender



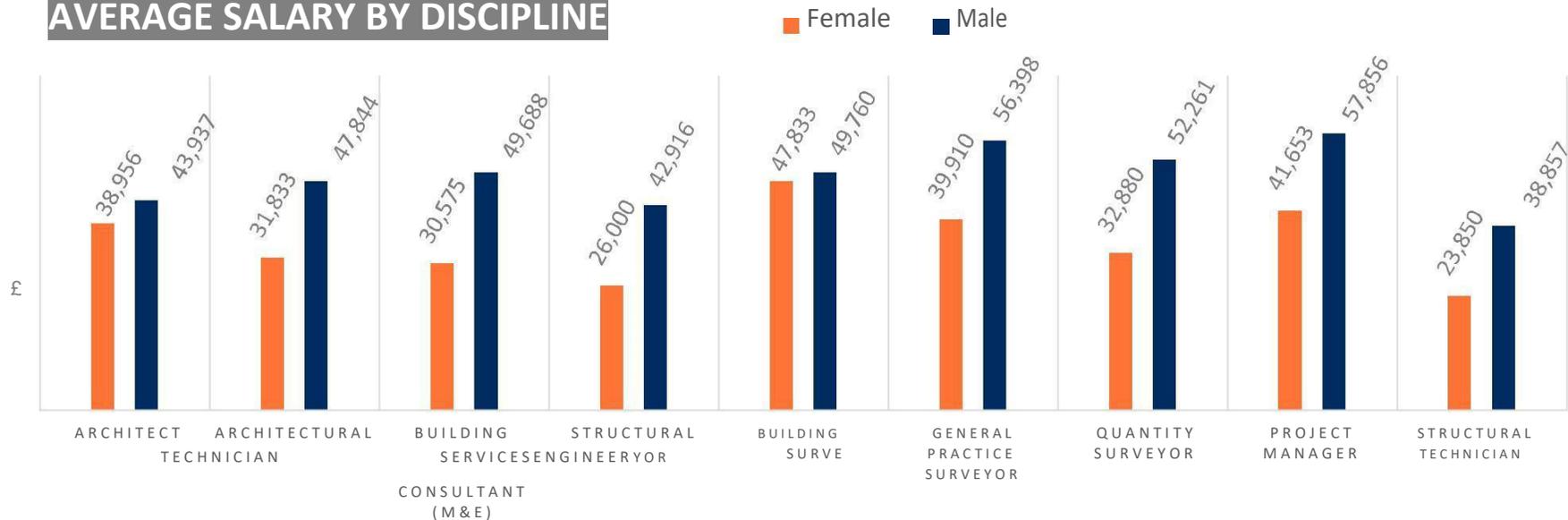
The data shows an average gender **pay gap of £10,428**.

A pay gap exists **across all disciplines** to varying degrees.

The largest gap is among quantity surveyors and building services consultants, with an average salary difference of £19,381 and £19,113 respectively.

The smallest pay gap is for building surveyors, with an average difference of £1,927.

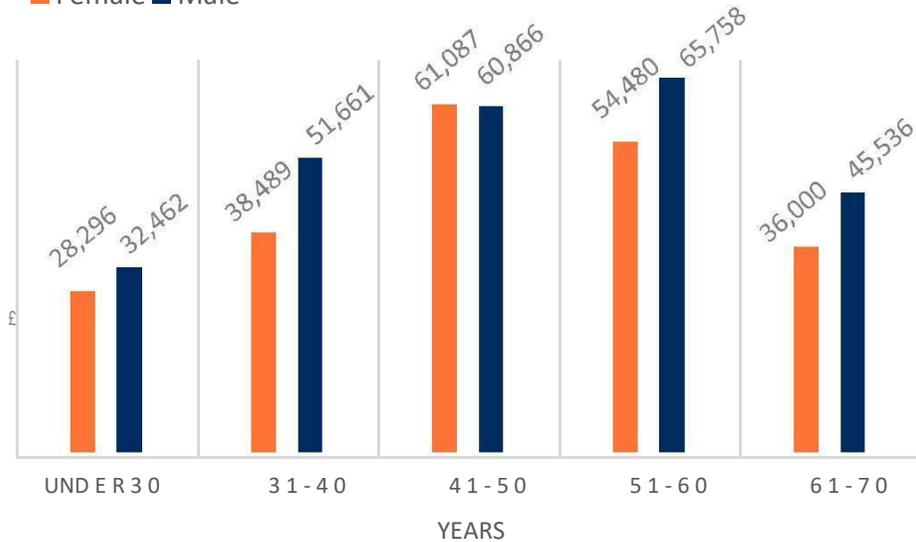
## AVERAGE SALARY BY DISCIPLINE



# Gender

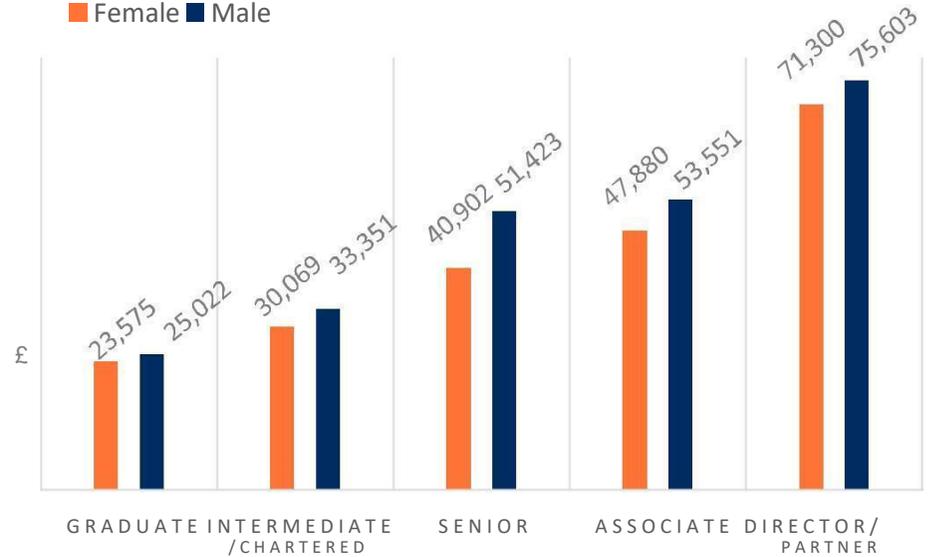
## AGE

Female Male



## LEVEL

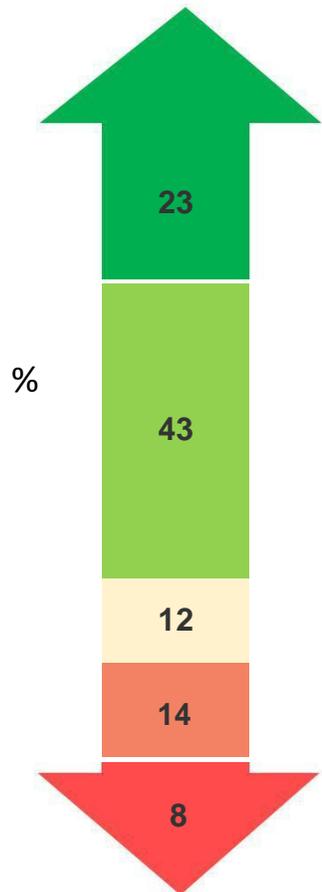
Female Male



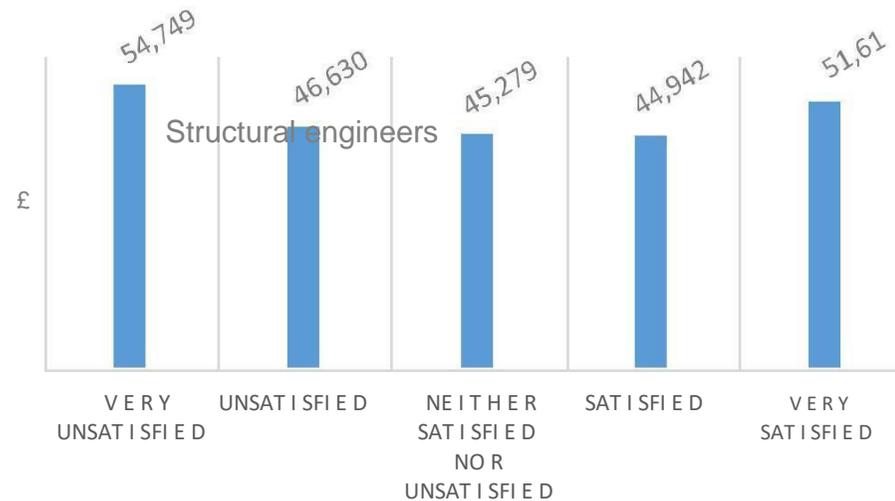
The gender pay gap persists across **all job levels including graduates** and every age group, notably except for **41-50 years old** where the average female salary **slightly exceeds the average male salary** by £221.

The largest gap for job level is among **senior professionals**, at £10,521.

# Job Satisfaction Cross-discipline



AVERAGE SALARY BY JOB SATISFACTION



**MOST SATISFIED**

Architects

**LEAST SATISFIED**

Quantity surveyors  
Building surveyors  
Project managers

The results show a level of **polarisation**, with every profession except for structural technicians showing high levels of both satisfied and unsatisfied professionals.

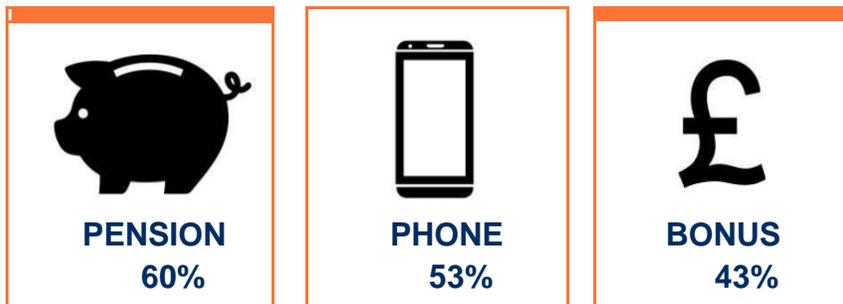
Salary and job satisfaction appear to be inversely related, with **low satisfaction levels correlating with higher pay**, except for in those that are very satisfied.

# Job Satisfaction Cross-discipline

## MOST IMPORTANT BENEFITS



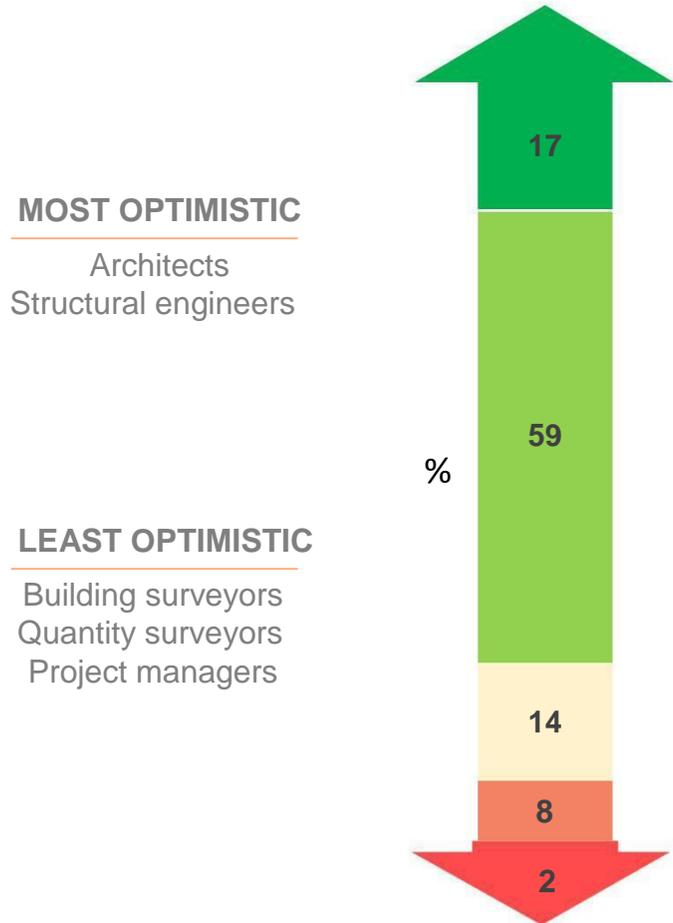
## MOST RECEIVED BENEFITS



## THE MOST IMPORTANT FACTORS IN LEADING TO A NEW JOB SEARCH (%)



# Optimism Cross-discipline



The results show a polarised opinion, with every profession except for structural technicians showing high levels of both optimism and pessimism.

The disciplines that are most optimistic are those that are the most satisfied in their jobs, and those who are least optimistic are those who are the least satisfied.

The highest proportion of very pessimistic professionals is among building surveyors, at 13% above the average across all disciplines.

Women are more optimistic than men, with 82% expressing optimism compared to 74% of men.



# Average Salaries (£) for All Disciplines

DISCIPLINE	TIME WITH THE COMPANY (YEARS)																JOB LEVEL				
	<1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15+	GRADUATE	INTERMEDIATE	SENIOR	ASSOCIATE	DIRECTOR
ARCHITECT	29,917	40,740	48,412	57,857	27,500	48,833	47,333	40,000	25,000	48,882	35,000	24,000	66,500	88,333	58,200	58,088	23,051	No DATA	40,397	No DATA	64,717
ARCHITECTURAL TECHNICIAN	28,375	34,625	34,282	36,300	41,500	34,250	No DATA	50,000	38,000	56,000	No DATA	No DATA	38,500	48,000	72,000	82,000	25,250	30,500	54,410	No DATA	70,500
BUILDING SERVICES CONSULTANT (M&E)	44,624	32,000	51,583	40,100	59,500	44,019	45,000	No DATA	60,000	60,000	58,000	No DATA	73,650	No DATA	No DATA	68,000	23,750	28,182	50,189	58,063	70,571
STRUCTURAL ENGINEER	49,304	36,942	38,087	45,557	30,533	49,000	31,750	65,000	46,000	No DATA	49,250	21,500	30,640	47,110	55,680	72,500					
BUILDING SURVEYOR	43,404	42,907	35,821	44,696	70,875	53,800	49,750	55,750	29,000	50,000	44,500	43,000	57,500	46,000	95,000	60,641	23,875	29,785	42,533	53,525	90,714
GENERAL PRACTICE SURVEYOR	56,625	40,333	43,900	32,500	62,500	59,500	No DATA	43,000	No DATA	40,400	No DATA	46,000	No DATA	56,500	No DATA	57,875	23,392	32,212	40,581	49,426	73,198
QUANTITY SURVEYOR	53,465	59,750	36,122	45,120	35,250	45,300	54,000	No DATA	No DATA	53,500	67,500	No DATA	No DATA	No DATA	58,000	68,000	25,250	34,552	54,120	53,183	78,714
PROJECT MANAGER	50,350	42,570	54,361	45,979	49,348	61,000	35,000	40,000	73,000	74,333	69,167	53,000	45,167	78,000	72,100	59,858	27,600	40,295	55,234	50,872	69,104
STRUCTURAL TECHNICIAN	49,340	36,943	34,076	45,557	30,533	49,000	31,750	65,000	46,000	No DATA	49,250	21,500	32,401	47,110	55,680	72,500					



# Final Words...

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We hope you found this report useful as a resource and as a gauge of the salaries and staff perceptions in property and construction.

If you have any questions or would like more information about this report, contact us using the details on the next page.

Thank you to all those who took part.