

FTS CONSTRUCTION RECRUITMENT

Salary & Benefits Guide 2023

Welcome to our 2023 annual salary guide, designed to assist you in navigating the upcoming season of salary reviews.

Despite the challenges faced in the global economy, our clients have demonstrated remarkable resilience, not only in weathering the storm, but in achieving significant growth, setting the stage for an exciting year ahead.

Although the year brought challenges for several companies, including some well-known names and long-established regional businesses, it was heartening to witness their employees swiftly securing alternative employment, highlighting the enduring strength of the UK job market.

Amidst these developments, we've noticed a general upward trend in salaries across various disciplines and regions. The rate of increase has stabilised compared to recent years; however, and I anticipate a continued realignment throughout 2024 as economic forces continue to take hold.

This guide is tailored for the specific demographic of contracting and development firms, primarily in the South of England, and covering both national and regional companies. The outlined salary bands are representative, encompassing a diverse range of roles within the Pre-construction, Commercial, and Operational disciplines. I hope you will find it informative, and please feel free to reach out if you have any questions or would like to discuss any recruitment-related matters.

Here's to a successful conclusion to 2023, and may the upcoming year bring prosperity to all our valued clients.



JARED LEE
MANAGING DIRECTOR

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 2. Commercial Director
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These figures are our subjective opinion which are based on placements made during the past twelve months. As such they should not be relied upon for making employment or recruitment decisions as salaries and benefits vary greatly between companies, regions, etc. No responsibility will be accepted by FTS Construction Recruitment for any loss or inconvenience arising from action that is taken as a consequence of this information.

Regional Director

	South East	South Central	South West
Salary Range	£165,000 to £210,000	£140,000 to £170,000	£115,000 to £135,000

Car Allowance	£9,500 to £12,000
Pension	10 - 15%
Health	Family
Bonus	Up to 50%
Holiday Days	24 - 30 days plus Bank Holidays
Life	2 to 4 x Salary
Shares:	Yes



Regional Commercial Director

	South East	South Central	South West
Salary Range	£140,000 to £180,000	£110,000 to £145,000	£100,000 to £125,000

Car Allowance	£8,500 to £10,000
Pension	5 - 10%
Health	Family
Bonus	Up to 30%
Holiday Days	Up to 28 days plus Bank Holidays
Life	2 to 4 x Salary
Shares:	Unlikely



Regional Operations Director

	South East	South Central	South West
Salary Range	£140,000 to £180,000	£115,000 to £140,000	£95,000 to £120,000

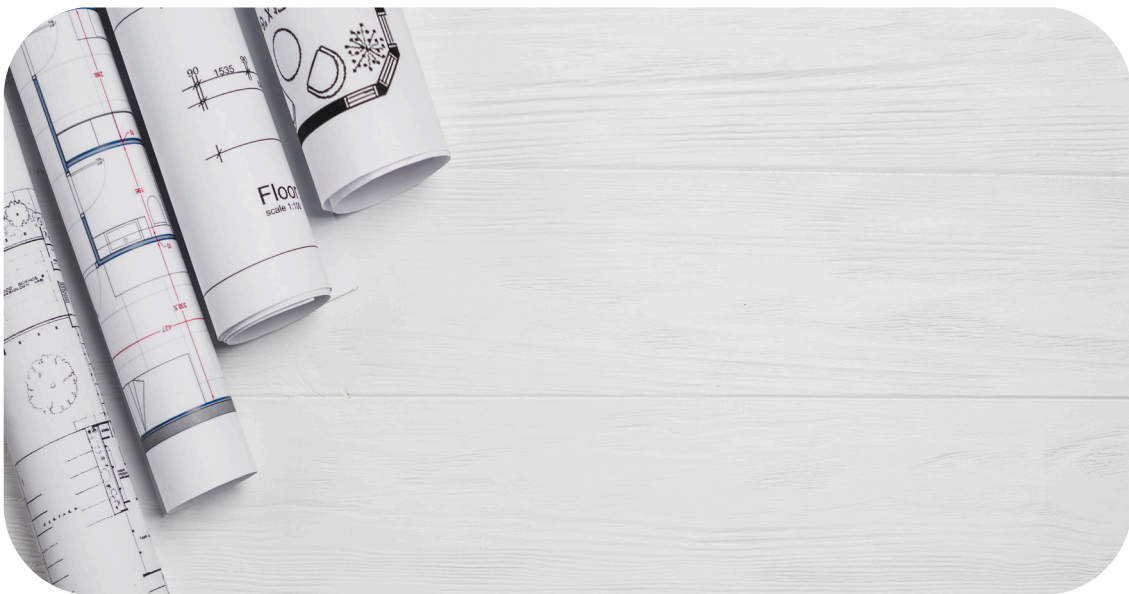
Car Allowance	£8,500 to £10,000
Pension	5 - 10%
Health	Family
Bonus	Up to 30%
Holiday Days	Up to 28 days plus Bank Holidays
Life	2 to 4 x Salary
Shares:	Unlikely



Regional Pre-construction Director

	South East	South Central	South West
Salary Range	£130,000 to £160,000	£110,000 to £130,000	£95,000 to £115,000

Car Allowance	£8,500 to £10,000
Pension	5 - 10%
Health	Family
Bonus	Up to 30%
Holiday Days	Up to 28 days plus Bank Holidays
Life	2 to 4 x Salary
Shares:	Unlikely



Regional Business Development Director

	South East	South Central	South West
Salary Range	£115,000 to £150,000	£90,000 to £115,000	£80,000 to £110,000

Car Allowance	£8,500 to £10,000
Pension	5 - 10%
Health	Family
Bonus	Varies
Holiday Days	Up to 28 days plus Bank Holidays
Life	2 to 4 x Salary
Shares:	Unlikely



Pre-construction Manager

	South East	South Central	South West
Salary Range	£100,000 to £115,000	£85,000 to £95,000	£75,000 to £85,000

Car Allowance	£8,500 to £10,000
Pension	5 - 10%
Health	Family
Bonus	Up to 25%
Holiday Days	Up to 28 days plus Bank Holidays
Life	2 to 4 x Salary



Business Development Manager

	South East	South Central	South West
Salary Range	£80,000 to £95,000	£70,000 to £90,000	£65,000 to £80,000

Car Allowance	£6,000 to £8,500
Pension	5 - 7.5%
Health	Family
Bonus	Up to 50%
Holiday Days	Up to 26 days plus Bank Holidays
Life	2 to 4 x Salary



Key Account Manager / Framework Manager

	South East	South Central	South West
Salary Range	£90,000 to £105,000	£75,000 to £90,000	£65,000 to £75,000

Car Allowance	£6,000 to £8,500
Pension	5 - 7.5%
Health	Family
Bonus	Up to 25%
Holiday Days	Up to 26 days plus Bank Holidays
Life	2 to 4 x Salary



Senior Estimator

	South East	South Central	South West
Salary Range	£80,000 to £95,000	£75,000 to £90,000	£60,000 to £77,500

Car Allowance	£5,500 to £7,000
Pension	5 - 7.5%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 26 days plus Bank Holidays
Life	2 to 4 x Salary



Bid Manager

	South East	South Central	South West
Salary Range	£85,000 to £95,000	£70,000 to £90,000	£60,000 to £75,000

Car Allowance	£5,500 to £7,000
Pension	5 - 7.5%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 26 days plus Bank Holidays
Life	2 to 4 x Salary



Design Manager > Senior Design Manager

	South East	South Central	South West
Salary Range	£75,000 to £90,000	£70,000 to £85,000	£55,000 to £75,000

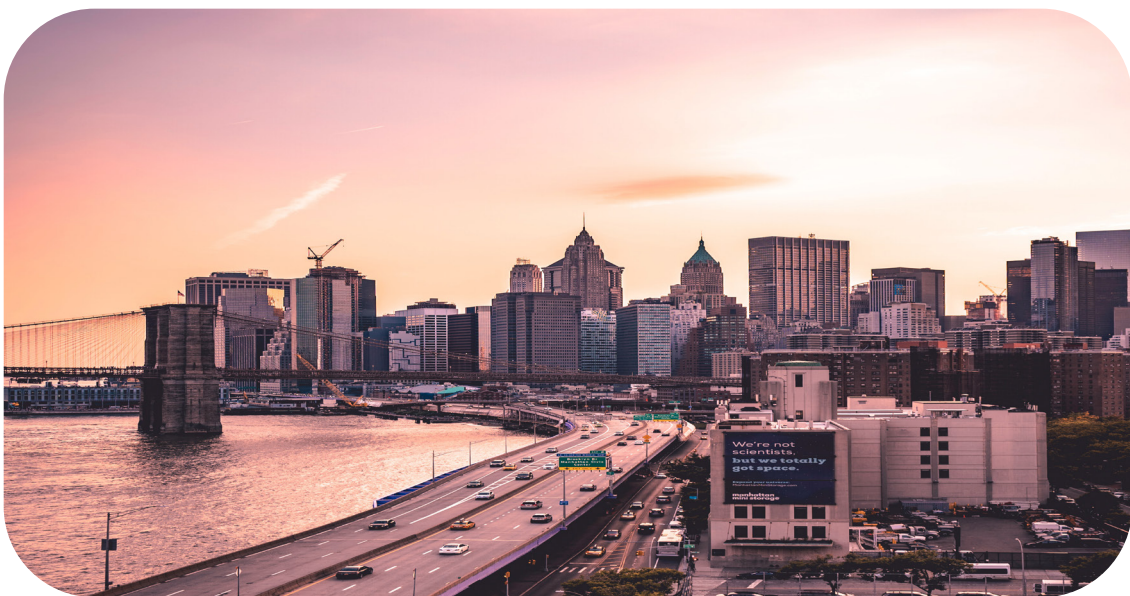
Car Allowance	£5,500 to £7,000
Pension	5 - 7.5%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



Planner > Senior Planner

	South East	South Central	South West
Salary Range	£70,000 to £90,000	£65,000 to £85,000	£50,000 to £75,000

Car Allowance	£5,500 to £7,000
Pension	5 - 7.5%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



Document Controller / Design Co-ordinator

	South East	South Central	South West
Salary Range	£45,000 to £65,000	£35,000 to £55,000	£35,000 to £50,000

Car Allowance	£4,500 to £6,000
Pension	2 - 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Assistant Estimator > Estimator

	South East	South Central	South West
Salary Range	£45,000 to £75,000	£35,000 to £65,000	£30,000 to £55,000

Car Allowance	£4,000 to £5,000
Pension	3 - 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Commercial Manager

	South East	South Central	South West
Salary Range	£110,000 to £125,000	£90,000 to £110,000	£80,000 to £95,000

Car Allowance	£8,500 to £10,000
Pension	5 - 10%
Health	Family
Bonus	Up to 25%
Holiday Days	Up to 28 days plus Bank Holidays
Life	2 to 4 x Salary
Shares:	Yes



Managing Quantity Surveyor

	South East	South Central	South West
Salary Range	£95,000 to £110,000	£80,000 to £95,000	£75,000 to £85,000

Car Allowance	£6,000 to £8,500
Pension	5 - 7.5%
Health	Family
Bonus	Up to 20%
Holiday Days	Up to 26 days plus Bank Holidays
Life	2 to 4 x Salary



Senior Quantity Surveyor

	South East	South Central	South West
Salary Range	£80,000 to £95,000	£70,000 to £90,000	£65,000 to £75,000

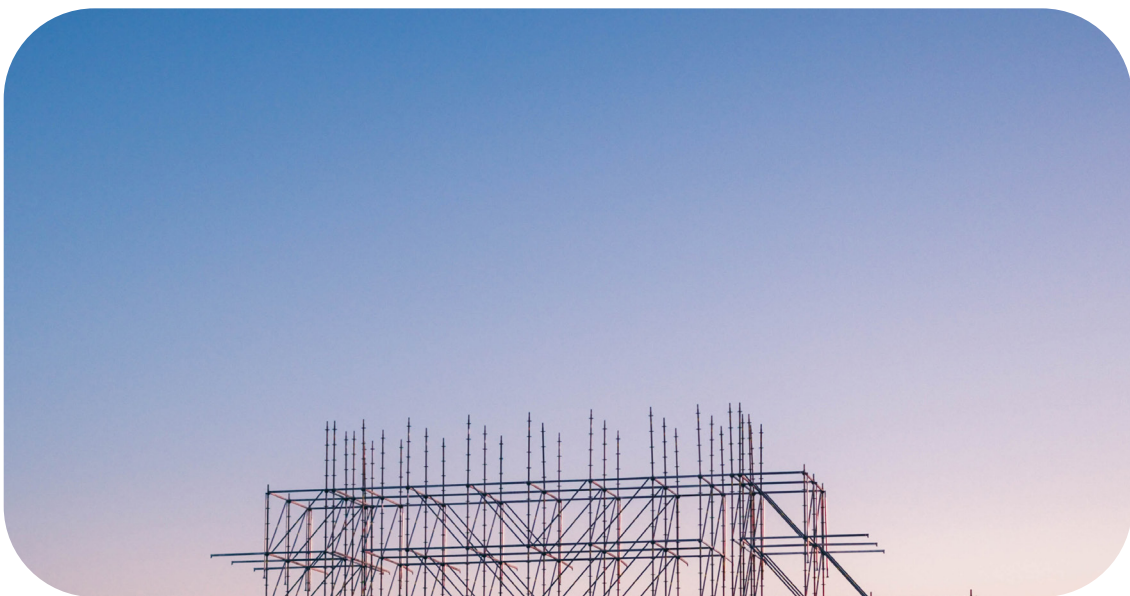
Car Allowance	£4,500 to £6,500
Pension	5 - 7.5%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



Project Quantity Surveyor

	South East	South Central	South West
Salary Range	£65,000 to £75,000	£55,000 to £70,000	£50,000 to £57,500

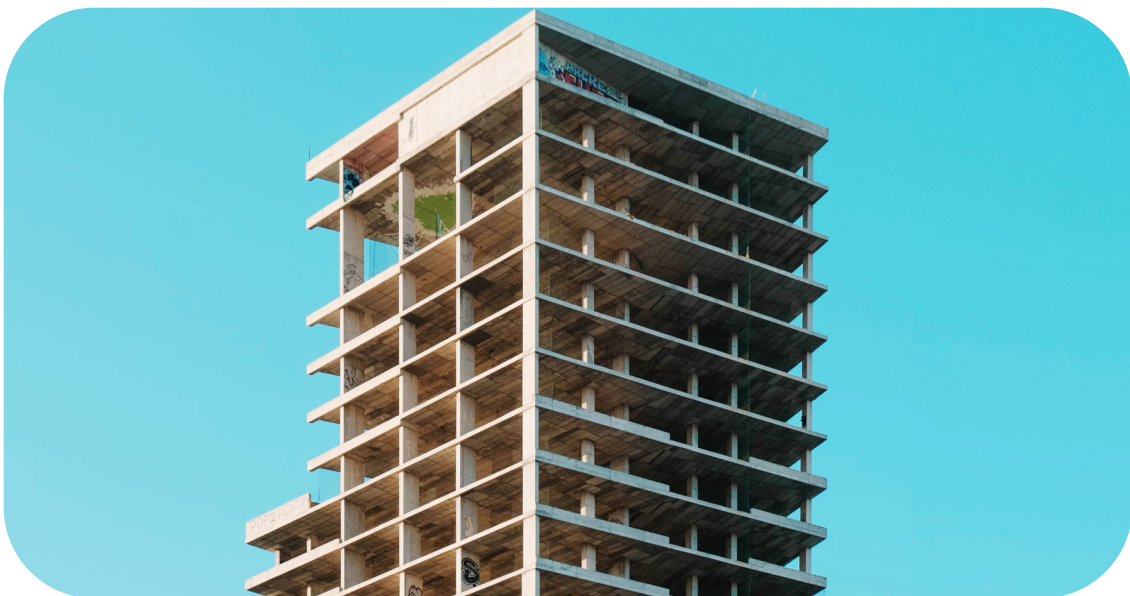
Car Allowance	£4,000 to £5,000
Pension	3 - 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Assistant Quantity Surveyor

	South East	South Central	South West
Salary Range	£42,500 to £55,000	£35,000 to £45,000	£30,000 to £42,500

Car Allowance	£4,000 to £5,000
Pension	3 - 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Senior Buyer

	South East	South Central	South West
Salary Range	£55,000 to £65,000	£45,000 to £60,000	£40,000 to £55,000

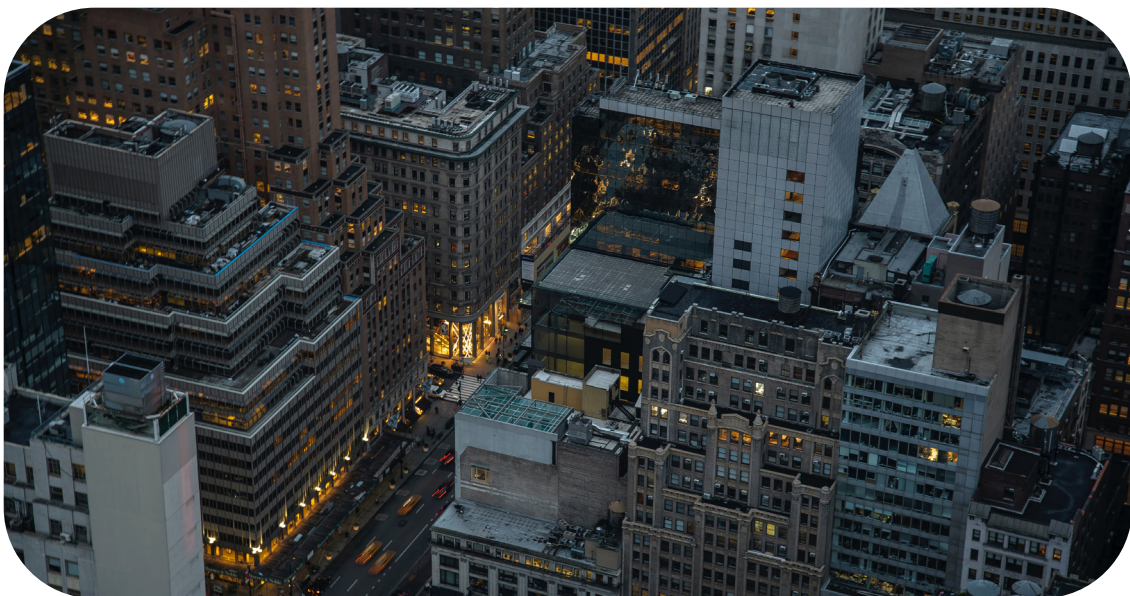
Car Allowance	£4,500 to £6,000
Pension	5 - 7.5%
Health	Single
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



Assistant Buyer > Buyer

	South East	South Central	South West
Salary Range	£35,000 to £50,000	£25,000 to £45,000	£25,000 to £40,000

Car Allowance	£4,000 to £5,000
Pension	3 - 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Contracts Manager > Operations Manager

	South East	South Central	South West
Salary Range	£110,000 to £125,000	£90,000 to £115,000	£75,000 to £90,000

Car Allowance	£8,500 to £10,000
Pension	5 - 10%
Health	Family
Bonus	Up to 25%
Holiday Days	Up to 28 days plus Bank Holidays
Life	3 to 5 x Salary



Project Director

	South East	South Central	South West
Salary Range	£105,000 to £120,000	£95,000 to £107,500	£75,000 to £87,500

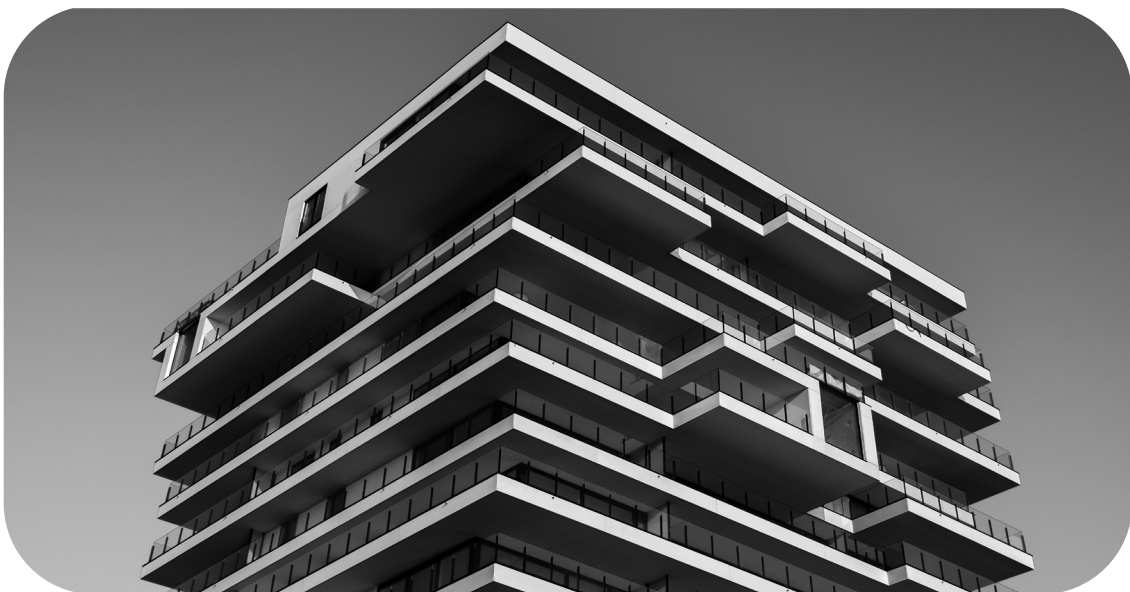
Car Allowance	£6,000 to £8,500
Pension	4 - 6%
Health	Family
Bonus	Up to 20%
Holiday Days	Up to 26 days plus Bank Holidays
Life	2 to 4 x Salary



Project Manager > Senior Project Manager

	South East	South Central	South West
Salary Range	£85,000 to £100,000	£75,000 to £95,000	£65,000 to £77,500

Car Allowance	£6,000 to £8,500
Pension	4 - 6%
Health	Family
Bonus	Up to 20%
Holiday Days	Up to 26 days plus Bank Holidays
Life	2 to 4 x Salary



Site Manager > Senior Site Manager

	South East	South Central	South West
Salary Range	£65,000 to £80,000	£55,000 to £72,500	£50,000 to £65,000

Car Allowance	£5,500 to £7,000
Pension	5 - 7.5%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



Building Services Manager > Senior Building Services Manager

	South East	South Central	South West
Salary Range	£65,000 to £90,000	£60,000 to £85,000	£50,000 to £70,000

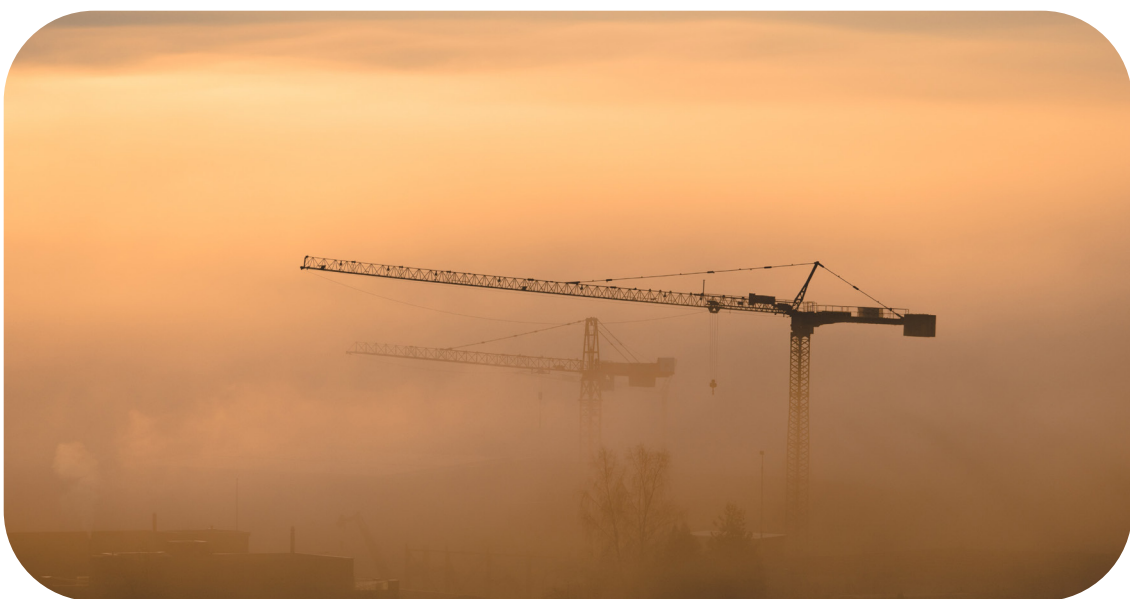
Car Allowance	£5,500 to £7,000
Pension	5 - 7.5%
Health	Spouse
Bonus	Up to 15%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 4 x Salary



General / Finishing Foreman

	South East	South Central	South West
Salary Range	£45,000 to £55,000	£45,000 to £50,000	£40,000 to £50,000

Car Allowance	£4,500 to £6,000
Pension	5 - 7.5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Site Engineer > Regional Engineer

	South East	South Central	South West
Salary Range	£55,000 to £80,000	£45,000 to £70,000	£40,000 to £60,000

Car Allowance	£4,500 to £6,000
Pension	3 - 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



Assistant Site Manager

	South East	South Central	South West
Salary Range	£40,000 to £50,000	£35,000 to £45,000	£30,000 to £40,000

Car Allowance	£4,000 to £5,000
Pension	3 - 5%
Health	Single
Bonus	Up to 10%
Holiday Days	Up to 25 days plus Bank Holidays
Life	2 to 3 x Salary



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