



FTS CONSTRUCTION RECRUITMENT

Salary & Benefits Guide 2021/2022

Welcome to our annual salary guide for 2021. In the following pages, you will find a collection of salary and benefits packages for roles across the Production, Pre-construction, and Commercial disciplines.

As we have been recruiting for a wide variety of construction companies for nearly twenty years this has given us a first-hand perspective of salary trends year on year. Our clients operate throughout the South of England and include blue chip national contractors and smaller regional businesses, enabling us to provide you with a cross section of information.

Following a year of unprecedented times in a global pandemic, we are pleased to be able to help more people secure employment, seeing an increase of projects being won and order books filling up. We hope that this industry growth continues and that 2022 is a fruitful year for everyone.

I hope that you find the information contained within this guide of interest and all feedback is welcome.

JARED LEE - MANAGING 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.

Group Managing Director

	South East	South Central	South West
Salary Range	£150,000 to £250,000	£140,000 to £210,000	£120,000 to £165,000

Car Allowance	£11,500 to £14,000
Pension	10 - 20%
Health	Family
Bonus	Up to 100%
Holiday Days	24 - 32 days plus Bank Holidays
Life	2 to 4 x Salary
Shares:	Yes



The Taj Mahal in India is made entirely out of marble.

Group Commercial Director

	South East	South Central	South West
Salary Range	£140,000 to £200,000	£120,000 to £160,000	£110,000 to £145,000

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

The Great Pyramid of Giza was the Tallest Structure in the World for over 3,800 Years; no other building has held the title for longer than 250 years.



Group Construction Director

	South East	South Central	South West
Salary Range	£120,000 to £160,000	£110,000 to £150,000	£100,000 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



The Newby-McMahon building is the World's smallest Skyscraper at a staggering 40 feet tall.

Group Procurement Director

	South East	South Central	South West
Salary Range	£110,000 to £140,000	£100,000 to £130,000	£95,000 to £110,000

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

The Shanghai Tower, the world's second tallest building standing at 2,074 feet (632 meters) tall, has some of the fastest elevators in the world. Manufactured by Mitsubishi Electric, they travel at an incredible 20.5 meters per second (67 ft/s).



Regional Director

	South East	South Central	South West
Salary Range	£125,000 to £180,000	£115,000 to £135,000	£100,000 to £120,000

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



The Shard is 309.6 metres (1,016ft) high, consisting of 11,000 glass panels. A total of 95% of the construction materials used to develop this architectural phenomenon are recycled.

Regional Commercial Director

	South East	South Central	South West
Salary Range	£115,000 to £180,000	£105,000 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

It took the equivalent of a small U.S. city's population to erect the Burj Khalifa, as once construction hit its peak, there were over 12,000 people working on the project every day.



Regional Construction Director

	South East	South Central	South West
Salary Range	£115,000 to £180,000	£105,000 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



Concrete is one of the most popular building materials used, made of just gravel, sand, cement, and air.

The material is among the oldest construction supplies around the world. Ancient Romans and Egyptians relied on it for the likes of the Pantheon and the Pyramids.

Regional Pre-construction Director

	South East	South Central	South West
Salary Range	£110,000 to £160,000	£100,000 to £125,000	£90,000 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

The UK construction industry accounts for approximately 3 million jobs.



Regional Business Development Director

	South East	South Central	South West
Salary Range	£105,000 to £140,000	£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



The Colosseum is the largest amphitheatre (meaning “theatre in the round”) in the world. Oval in shape, it measures 189m long, 156m wide and 50m high (about the height of a 12 storey building).

Pre-construction Manager

	South East	South Central	South West
Salary Range	£85,000 to £110,000	£80,000 to £95,000	£70,000 to £88,000

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

£22m is spent by construction companies on Research and Development.



Business Development Manager

	South East	South Central	South West
Salary Range	£75,000 to £95,000	£60,000 to £80,000	£55,000 to £75,000

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

23% p/a is the percentage that the construction industry is expected to grow.



Key Account / Framework Manager

	South East	South Central	South West
Salary Range	£75,000 to £96,000	£70,000 to £90,000	£70,000 to £84,000

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



As of the first quarter of 2021 there were approximately 781 thousand self-employed workers in the Construction industry in the United Kingdom, the most of any industry.

Senior Estimator > Bid Manager

	South East	South Central	South West
Salary Range	£75,000 to £105,000	£60,000 to £85,000	£55,000 to £78,000

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



Given the Blackpool Tower's height, the number of surrounding buildings and the fact that it is built with 2,500 tonnes of iron and 5 million bricks, there were concerns about safety if it were to collapse. But due to a unique design, in the unlikely event that the Blackpool Tower ever did fall, it would fall into the sea rather than the buildings around it.

D&B Manager > Senior D&B Manager

	South East	South Central	South West
Salary Range	£65,000 to £95,000	£52,000 to £75,000	£52,000 to £68,000

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

Brighton Pier is 1,760 feet long and contains 85 miles of planking.



Planner > Senior Planner

	South East	South Central	South West
Salary Range	£60,000 to £75,000	£55,000 to £65,000	£50,000 to £60,000

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



Construction of the London Eye took more than a year and a half to complete. In the process over 1,700 tonnes of steel were used for the structure and more than 3,000 tonnes of concrete were used for the foundations.

Assistant > Design Co-ordinator

	South East	South Central	South West
Salary Range	£35,000 to £58,000	£28,000 to £52,000	£25,000 to £48,000

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

The tiered design of St Bride's Church in Fleet Street is believed to have been the inspiration for the tiered wedding cake.



Assistant Estimator > Estimator

	South East	South Central	South West
Salary Range	£35,000 to £65,000	£24,000 to £60,000	£24,000 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



London's smallest house is three and a half feet wide, and forms part of the Tyburn Convent in Hyde Park Place, where 20 nuns live.

Commercial Manager

	South East	South Central	South West
Salary Range	£95,000 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

The construction industry accounts for approximately 10% of total UK employment.



Managing Quantity Surveyor

	South East	South Central	South West
Salary Range	£85,000 to £115,000	£75,000 to £95,000	£67,000 to £80,000

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



There are 560 stairs to the top of Emirates Spinnaker Tower in Portsmouth. If every visitor in the last ten years had climbed the stairs rather than taken the lift, 1.68 billion stairs would have been conquered. That's equivalent to climbing Mount Everest over 30,000 times!

Senior Quantity Surveyor

	South East	South Central	South West
Salary Range	£70,000 to £90,000	£63,000 to £80,000	£55,000 to £70,000

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

Approximately 60% of construction output is new build, whilst 40% is refurbishment and maintenance.



Senior Buyer

	South East	South Central	South West
Salary Range	£55,000 to £65,000	£45,000 to £60,000	£40,000 to £56,000

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



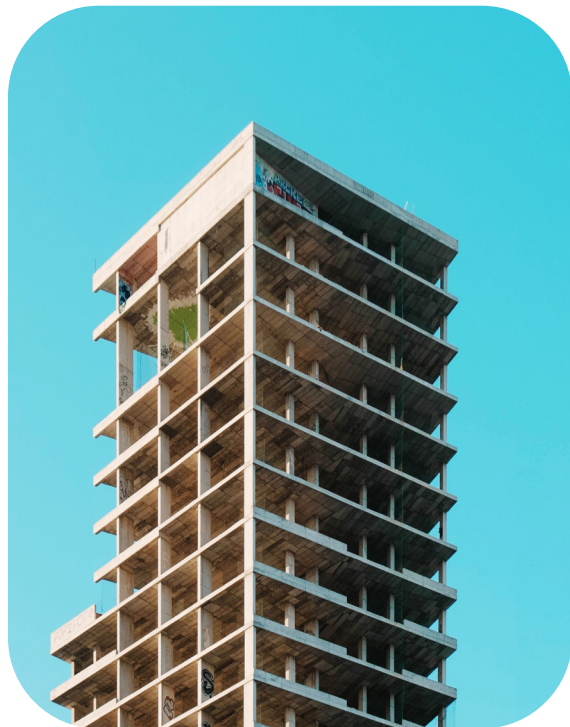
30 St Mary Axe in London, or The Gherkin as it is popularly known, is over three times the height of Niagara Falls.

Assistant Surveyor > Project Surveyor

	South East	South Central	South West
Salary Range	£32,000 to £65,000	£25,000 to £63,000	£23,000 to £56,000

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

Construction contributes nearly £110bn to the UK economy, 7% of the total.



Assistant Buyer > Buyer

	South East	South Central	South West
Salary Range	£25,000 to £45,000	£25,000 to £45,000	£22,000 to £43,000

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



Heathrow Airport is so named because the land it was built on was once a sleepy hamlet called Heath Row.

Contracts > Construction Manager

	South East	South Central	South West
Salary Range	£80,000 to £110,000	£75,000 to £100,000	£65,000 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

Women make up around 14% of construction industry professionals.



Project Manager > Project Director

	South East	South Central	South West
Salary Range	£80,000 to £120,000	£70,000 to £105,000	£60,000 to £95,000

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



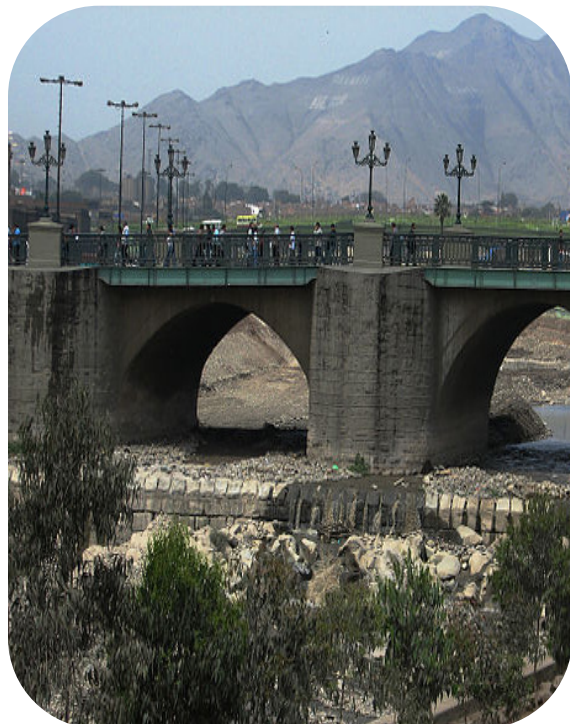
The Millau Viaduct in Southern France is the tallest bridge in the world. Constructed in only three years, the bridge soars 343 meters (1,125 ft) above ground; that's 19 meters (62 ft) taller than the Eiffel Tower!

Site Manager > Senior Site Manager

	South East	South Central	South West
Salary Range	£55,000 to £80,000	£50,000 to £70,000	£40,000 to £62,000

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

A bridge built in Lima, Peru around 1610 was made of mortar that was mixed not with water but with the whites of 10,000 eggs. The bridge, appropriately called the Bridge of Eggs, is still standing today.



M&E Manager > Senior M&E Manager

	South East	South Central	South West
Salary Range	£65,000 to £95,000	£60,000 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



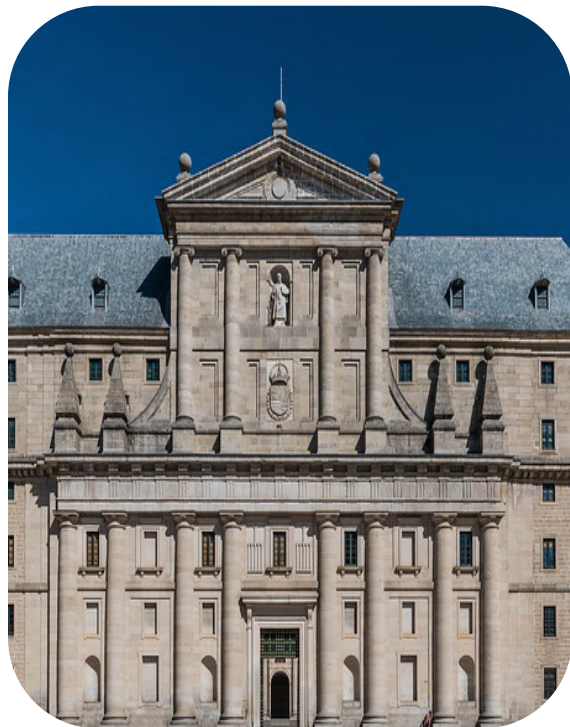
There are 10 million bricks in the Empire State Building.

General / Finishing Foreman

	South East	South Central	South West
Salary Range	£40,000 to £50,000	£40,000 to £47,000	£40,000 to £45,000

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

The Escorial, the famous palace located outside Madrid, was built in the shape of a gridiron because Saint Lawrence, to whom the palace was dedicated, was roasted on one.



Site Engineer > Regional Engineer

	South East	South Central	South West
Salary Range	£43,000 to £70,000	£40,000 to £65,000	£35,000 to £58,000

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



The base of the Great Pyramid in Egypt is large enough to cover ten football fields. According to the Greek historian Herodotus, it took 400,000 men twenty years to construct this great monument.

Assistant Site Manager

	South East	South Central	South West
Salary Range	£35,000 to £45,000	£28,000 to £40,000	£25,000 to £38,000

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

The only man made structure visible from space is the Great Wall of China.



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