FTS CONSTRUCTION RECRUITMENT

Salary & Benefits Guide 2022 - 2023

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Welcome to our annual salary guide for 2022.

Contained within these pages is a summary of the salary and benefits packages that have been offered by our construction clients throughout the year.

These contracting and development companies are typically located within the South of England and include both blue-chip nationals together with smaller regional businesses. As offers have been to candidates working within the Production, Pre-construction, and Commercial disciplines the salary ranges provided relate to this demographic specifically.

Although it has been a turbulent year for the Global economy, the UK Construction industry has generally stood strong, and I have been pleased to see our clients enjoying profitable growth whilst cultivating a healthy pipeline of opportunities for the year ahead.

Sadly, a small handful of companies have fallen during 2022 and, whilst this is always saddening, I have been delighted that their people have found alternative employment quickly. This further highlights the strong position of the employment market this year.

The high demand for talent has continued to push salaries upwards and whilst this is likely to continue during 2023, I feel that we will see the curve flatten out as the wider economic factors start to take hold.

I hope that the year ahead will be fruitful everyone.

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.

Regional Director

	South East	South Central	South West
Salary Range	£150,000 to £200,000	£130,000 to £165,000	£100,000 to £125,000

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

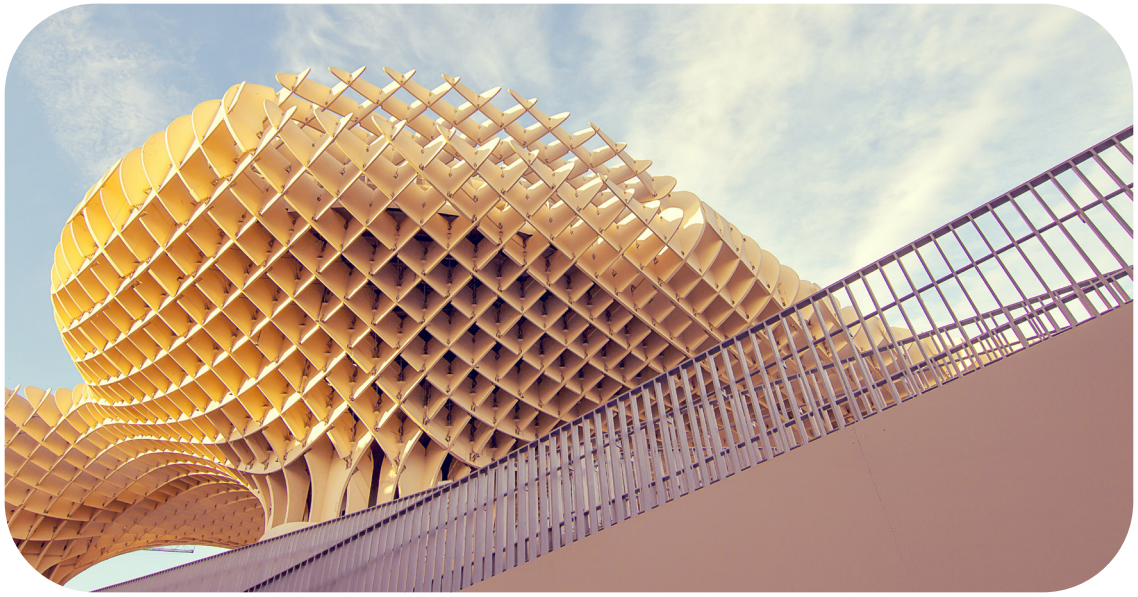
	South East	South Central	South West
Salary Range	£140,000 to £180,000	£120,000 to £150,000	£110,000 to £130,000

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	£120,000 to £140,000	£110,000 to £130,000

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	£110,000 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	£95,000 to £110,000	£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	£60,000 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

Key Account / Framework Manager

	South East	South Central	South West
Salary Range	£85,000 to £100,000	£70,000 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	£70,000 to £85,000	£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

Bid Manager

	South East	South Central	South West
Salary Range	£75,000 to £85,000	£65,000 to £80,000	£55,000 to £70,000

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

Design Manager > Senior Design Manager

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

Planner > Senior Planner

	South East	South Central	South West
Salary Range	£65,000 to £80,000	£60,000 to £75,000	£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

Design Co-ordinator / Document Controller

	South East	South Central	South West
Salary Range	£45,000 to £60,000	£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	£40,000 to £70,000	£30,000 to £60,000	£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	£100,000 to £120,000	£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	£85,000 to £100,000	£80,000 to £95,000	£70,000 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

Senior Quantity Surveyor

	South East	South Central	South West
Salary Range	£75,000 to £90,000	£65,000 to £80,000	£60,000 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

Project Quantity Surveyor

	South East	South Central	South West
Salary Range	£60,000 to £70,000	£50,000 to £65,000	£47,500 to £60,000

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

Assistant Quantity Surveyor

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

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

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	£90,000 to £120,000	£80,000 to £100,000	£70,000 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	£100,000 to £115,000	£90,000 to £105,000	£70,000 to £85,000

Car Allowance	£6,000 to £8,500
Pension	4 - 6%W
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	£75,000 to £95,000	£70,000 to £90,000	£67,500 to £80,000

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

Site Manager > Senior Site Manager

	South East	South Central	South West
Salary Range	£60,000 to £75,000	£55,000 to £70,000	£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 £55,000	£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	£50,000 to £70,000	£45,000 to £70,000	£40,000 to £65,000

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	£35,000 to £45,000	£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

Building, Civil Engineering & Residential Sectors

Permanent, Freelance & Fixed Term Contracts

Production, Pre-construction & Commercial Disciplines

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