



Salary Guide

for the UK Residential Property
and Construction Industry

Welcome to the TDM Recruitment Group salary guide for the UK residential property and construction industry.

This report has been produced to act as a quick reference guide for both clients and candidates working in the property sector. Looking at our database of over 20,000 contacts we have compiled an easy-to-reference guide for both temporary and permanent roles across London and the Home Counties.

Exceed Be Better Rival Measure Up Outshine

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Methodology

03

About TDM

05

Surveying

07

Construction

08

Land
Planning (Town)

09

Development

10

Residential Design & Technical

11

New Homes Sales & Marketing

13

Future Insights

15

Methodology

We have a database of over 20,000 contacts who work within the property industry. Our consultants are in regular contact with many of these, ensuring we have an up to date database that allows us to connect clients and candidates quickly and efficiently.

The database, combined with the extensive knowledge of the consultants at TDM, has formed the information you see here in the salary guide, providing insights based on real offers and placements.

Results

As with most industries, the salary someone is paid can vary depending on experience, skills, employer and many other factors. Taking this in to consideration we have split our results into the lowest, highest and average salaries we have seen paid for specific job titles. The average has been based on the number of placements made around this given figure along with the input of expertise from the consultants that deal with these specific job titles day in, day out.

Locations

Although the majority of our clients are London based, we also have a strong presence in the Home Counties and other parts of the UK. Having a better work/life balance is increasingly seen by many as a requirement when seeking a new position.

Tom Morris - Managing Director, TDM Recruitment Group

Over the past 12 months we have seen a general rise in salaries across all markets but in particular surveying and technical. However, clients are starting to pushing back and are not willing to continue encouraging upward cycle in salaries.



Can you outshine
David?

About TDM

TDM Recruitment Group was formed in 2009 and is now one of the leading property recruiters across the UK.

The business has grown rapidly with a team of industry specific recruitment consultants covering each sector, which is supported by a research function that is constantly identifying the current and next generation of industry leaders.

Our client base includes a number of the leading names in the residential property industry, including national FTSE 100 house builders, international main contractors, property companies and private equity backed developers.

Whether you are a client looking to make a key appointment or a candidate looking for your next job in the property sector, from start to finish the full recruitment life cycle is handled by a dedicated industry expert who understands the sector.

Our Values

Discretion	Quality
Honest & Integrity	Determination
Passion	Fun

Our Services

TDM offers three types of recruitment:

Executive Search

Permanent

Temporary and Contract

The consultants at TDM are market specialists and will only recruit in their niche sector. This means that whether you are a client looking for a senior executive board appointment or a site based 3 month fixed contract hire, you will deal with a company that fully understands your requirements and have the knowledge and contacts to source the candidates for that role.

Sectors

TDM Recruitment Group is the leading residential property job specialist. We work across a number of residential property recruitment sectors, including:

Residential Design & Technical
Land & Planning
Surveying & Cost Consultancy
Construction Project Management

New Homes Sales & Marketing
Estate Agency
Property Finance & Investment
Development



Are you better than James?

Permanent

	London			Home Counties		
	Low	Average	High	Low	Average	High
Assistant Quantity Surveyor	£25,000	£35,000	£45,000	£20,000	£30,000	£40,000
Quantity Surveyor	£40,000	£50,000	£60,000	£45,000	£52,500	£65,000
Senior Quantity Surveyor	£65,000	£80,000	£95,000	£65,000	£70,000	£85,000
Commercial Manager	£85,000	£97,500	£110,000	£75,000	£85,000	£100,000
Commercial Director	£110,000	£135,000	£160,000	£100,000	£120,000	£145,000

Contract

	London			Home Counties		
	Low	Average	High	Low	Average	High
Quantity Surveyor	£200	£250	£300	£200	£250	£300
Senior Surveyor	£325	£363	£400	£325	£363	£400
Commercial Manager	£500	£575	£650	£450	£500	£550

Permanent

	London			Home Counties		
	Low	Average	High	Low	Average	High
Assistant Site Manager	£35,000	£45,000	£50,000	£30,000	£37,500	£50,000
Site Manager	£55,000	£65,000	£85,000	£50,000	£67,500	£75,000
Construction Manager	£70,000	£75,000	£90,000	£60,000	£70,000	£85,000
Project Manager	£75,000	£90,000	£110,000	£65,000	£75,000	£85,000
Contracts Manager	£75,000	£80,000	£90,000	£75,000	£85,000	£90,000
Project Director	£100,000	£110,000	£150,000	£90,000	£100,000	£110,000
Construction Director	£110,000	£130,000	£150,000	£100,000	£125,000	£140,000
Operations Director	£135,000	£140,000	£150,000	£135,000	£140,000	£150,000

Tanya Stanford - Resourcing Manager, Linden Homes

As an employer, we need to stand out in an overcrowded and highly competitive market. Recruiting for key discipline areas has been a challenge over the past 12 months partly due to the ever increasing skills shortage. This naturally leads to experienced candidates being in high demand which is encouraging a continuous increase in salary expectations. Long term this is going to be difficult to sustain.

Permanent

	London			Home Counties		
	Low	Average	High	Low	Average	High
Trainee Land Buyer	£20,000	£25,000	£30,000	£20,000	£22,500	£25,000
Land Buyer	£25,000	£45,000	£55,000	£20,000	£40,000	£45,000
Land Manager	£55,000	£65,000	£75,000	£50,000	£55,000	£65,000
Senior Land Manager	£70,000	£85,000	£110,000	£65,000	£80,000	£95,000
Land Director	£100,000	£150,000	£175,000	£90,000	£120,000	£140,000

Planning (Town)

Permanent

	London			Home Counties		
	Low	Average	High	Low	Average	High
Graduate	£20,000	£25,000	£30,000	£20,000	£25,000	£25,000
Planner	£25,000	£35,000	£40,000	£25,000	£30,000	£35,000
Senior Planner	£35,000	£50,000	£60,000	£30,000	£45,000	£55,000
Planning Manager	£60,000	£70,000	£90,000	£50,000	£65,000	£75,000
Planning Director	£75,000	£100,000	£125,000	£75,000	£90,000	£100,000

Permanent

	London			Home Counties		
	Low	Average	High	Low	Average	High
Graduate	£25,000	£25,000	£30,000	£25,000	£25,000	£30,000
Development Surveyor	£30,000	£40,000	£50,000	£25,000	£40,000	£45,000
Development Manager	£45,000	£60,000	£70,000	£50,000	£60,000	£70,000
Senior Development Manager	£70,000	£75,000	£100,000	£65,000	£72,500	£85,000
Development Director	£100,000	£120,000	£150,000	£90,000	£110,000	£130,000

Vicky Beckwith - Head of HR, Bovis Homes

The war for talent is very real at the moment and this starts at the very bottom with apprentices through to directors. Salary expectations seem to have come level with what the market is paying but there is still a real shortage of high calibre individuals. In particular, niche roles in both Technical and Commercial are becoming very difficult to fill where the candidate pool is limited.

Permanent

	London			Home Counties		
	Low	Average	High	Low	Average	High
Technical Graduate	£25,000	£25,000	£35,000	£20,000	£25,000	£30,000
Technical Coordinator	£40,000	£65,000	£70,000	£35,000	£47,500	£60,000
Technical Manager	£65,000	£75,000	£100,000	£55,000	£67,500	£80,000
Technical Director	£100,000	£120,000	£150,000	£90,000	£105,000	£130,000
Engineer	£30,000	£45,000	£55,000	£30,000	£40,000	£45,000
Engineering Manager	£60,000	£65,000	£80,000	£45,000	£60,000	£70,000
Architectural Technician	£25,000	£42,500	£55,000	£22,500	£37,500	£45,000
Architectural Technologist	£25,000	£40,000	£55,000	£22,500	£37,500	£45,000



Do you measure up to
Jennifer?

Permanent

	London			
	Low	Average	High	
Sales Consultant	£24,000	£28,000	£35,000	£55,000+ OTE
Senior Sales Consultant	£28,000	£35,000	£38,000	£60,000+ OTE
Sales Manager	£50,000	£70,000	£85,000	£100,000
Head of Sales	£80,000	£100,000	£110,000	100%
Sales Director	£90,000	£110,000	£140,000	100%
Marketing Executive	£25,000	£28,000	£35,000	20%
Marketing Manager	£35,000	£55,000	£70,000	20%
Marketing Director	£90,000	£100,000	£120,000	50%

	Home Counties			
	Low	Average	High	
Sales Consultant	£22,000	£25,000	£30,000	£50,000 OTE
Senior Sales Consultant	£27,000	£30,000	£35,000	£55,000 OTE
Sales Manager	£40,000	£55,000	£75,000	£70,000
Head of Sales	£60,000	£70,000	£90,000	100%
Sales Director	£90,000	£110,000	£130,000	100%
Marketing Executive	£18,000	£25,000	£32,000	20%
Marketing Manager	£28,000	£45,000	£60,000	20%
Marketing Director	£60,000	£90,000	£100,000	50%

Hannah Mockridge - Group Internal Recruiter, Crest Nicholson

We are always after the best staff for Crest and the fight for high quality staff has become more intense over the past 12 months. Utilising the correct recruitment strategy alongside positive branding has allowed us to secure a number of key hires across the business in candidate poor markets.



Can you exceed like
Sophie?

Future Insights

The property market without a doubt has seen some difficult times and will face some more challenges moving forward – beyond the gloom though there has been continued growth and positivity.

At TDM we have seen a real growth previously and continue to do so in the surveying and construction areas of the business, fuelled in part by the chronic and ongoing shortage in those sectors. This drive is also a by-product of the Government targets of building 320,000 new homes per year by the mid 2020's. Our clients continue to encounter problems regarding new blood entering these sectors, but equally finding qualified candidates to fill roles to help manage costs and keep projects running on time.

New Homes Sales & Marketing continues to still be an important area as England and Wales continue to deliver more new homes than in previous recent history, however there is still the challenge of meeting the Government targets. Land has seen a mixed bag of activity in recent times with no real consistent activity.

Additional “threats” that continue to hang over the sector as a whole are obviously Brexit and the issues of the deal that the UK will finalise with the EU before 2019. Another threat that continues to have potential impact is the independent review by Sir Oliver Letwin and his team; whilst initial findings have been released at the time of writing this report the finalised one will not be released until late 2018.

These initial findings though reflect TDM's conclusions of strong demand within the Surveying and Construction sector with the review distinguishing that there is a significant demand for bricklayers and a number of other construction roles facing shortages to meet the Government targets. Less welcome to the industry will be the issues surrounding the slow release of new homes onto the open market.

The next 12 months in the industry will be interesting and possibly the most challenging in recent times with multiple areas of potential impact.

