



SALARY REVIEW 2023

IN ASSOCIATION WITH

NORTH WEST
Place



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2023 Salary Survey

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FOREWORD

2023 Salary Survey

Welcome to the Vertical Salary Review 2023 in Association with Place North West

We are delighted to present the **Vertical Salary Review for 2023**, a year that continues to challenge and shape the built environment industry in myriad ways. Conducted in association with **Place North West**, this report aims to provide a comprehensive understanding of the current landscape of salaries, benefits, and job satisfaction across various levels of seniority and specialisations.

In a rapidly evolving job market, the insights gathered here are more crucial than ever. For employers, this report will serve as a valuable resource for making informed decisions about recruitment strategies, compensation packages, and employee benefits. For candidates, it offers a much-needed perspective on whether your current earnings and benefits align with industry standards.

Thank you to all the participants who took the time to contribute to this survey. Your input is invaluable in creating a report that not only serves as a snapshot of the current job market but also as a tool for strategic decision-making.

Should you have any comments, questions, or require further clarification, please do not hesitate to reach out using the contact details provided at the end of this report.

OVERVIEW

2023 Salary Survey



James Adamson

Director
Vertical Recruitment

The 2023 Salary Survey reveals some intriguing shifts in the employment landscape compared to our previous report in 2021. Whilst the overarching theme in 2021 was the uncertainty brought about by the pandemic, this year's focus seems to be on the evolving priorities of the workforce and the challenges facing various industries.

Salary Trends

Salaries have generally seen an uptick across all specialisms since our last survey. This is a positive development, especially considering the lack of a clear pattern in salary changes in 2021. The data also shows significant increases in earnings over the past 12 months, painting an optimistic picture for employees.

Most Valued Benefits

Bonus

One of the standout findings this year is the high value placed on bonuses. This could be attributed to the ongoing cost of living crisis in the UK, making financial incentives more appealing than ever.

Flexible and Hybrid Working

Flexible working continues to be highly valued, much like in 2021. However, the introduction of hybrid working options has also gained prominence. Whilst the demand for flexible working was a reaction to the uncertainties of 2021, its sustained importance suggests that it has become a staple in the modern work environment.

OVERVIEW

2023 Salary Survey

Car Allowance and Company Cars

The need for mobility, particularly in roles that require frequent travel, has made car allowances and company-provided cars a highly valued benefit. This was not a focal point in 2021, indicating a shift in priorities for many workers.

Top Considerations for a New Job

Increased salary remains the most influential factor when seeking new employment. However, improved career progression and a better benefits package have also emerged as critical considerations, emphasising the growing importance of personal growth and feeling valued in one's career. This is a departure from 2021, where the focus was more on the demand for flexible working and less on career progression.

Industry Challenges

The most pressing challenge for 2023 is a skills shortage, replacing the 2021 concern of recovering from the pandemic. This shift could signify that whilst the pandemic's immediate impact has waned, it has left a lasting imprint on the skills available in the job market.

Job Satisfaction and Company Culture

Whilst job satisfaction saw a decline in 2021, with 7% fewer people reporting as somewhat or very satisfied, the emphasis this year is on company culture and wellbeing. This aligns with the broader focus on benefits and work-life balance, indicating that companies may need to invest more in these areas to maintain staff engagement and morale.

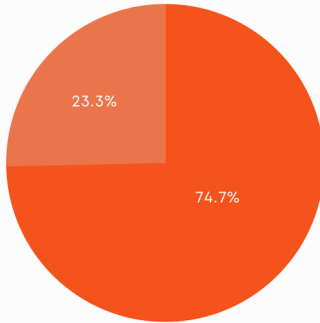
The 2023 Salary Survey shows a workforce adapting to new norms and challenges. From the rise in the importance of financial benefits to the sustained demand for flexible and hybrid working, the trends indicate a shift towards a more holistic approach to employment, balancing both financial and personal needs.

PROFILE OF RESPONDENTS

2023 Salary Survey

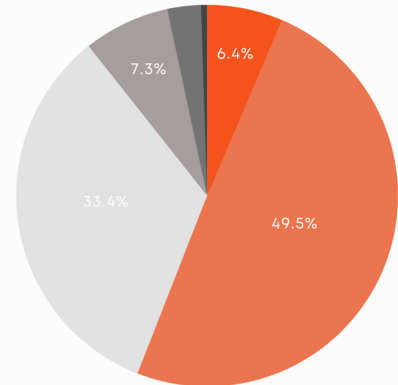
GENDER

- Male 74.7%
- Female 23.3%



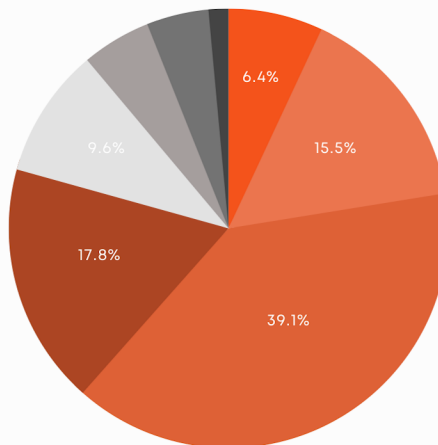
AGE

- 18-24 6.4%
- 25-34 49.5%
- 35-44 33.4%
- 45-54 7.3%
- 55-64 2.8%
- 65+ 0.51%



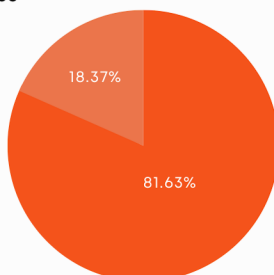
DISCIPLINE

- Architecture 6.4%
- Building Services Consultancy 15.5%
- Project Management/Quantity Surveying (construction consultancy) 39.1%
- Civil Engineering Consultancy 17.8%
- Development 9.6%
- Planning 5.1%
- Surveying 4.57%
- Fire Engineering 1.46%



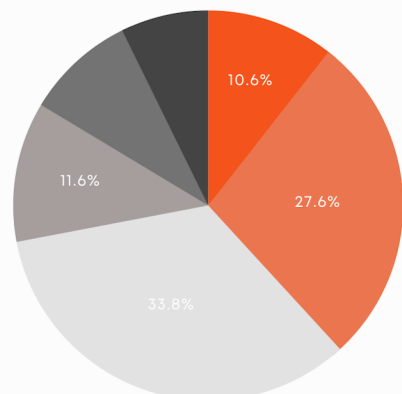
EMPLOYMENT TYPE

- Permanent Employee 81.63%
- Freelance 18.37%



JOB LEVEL

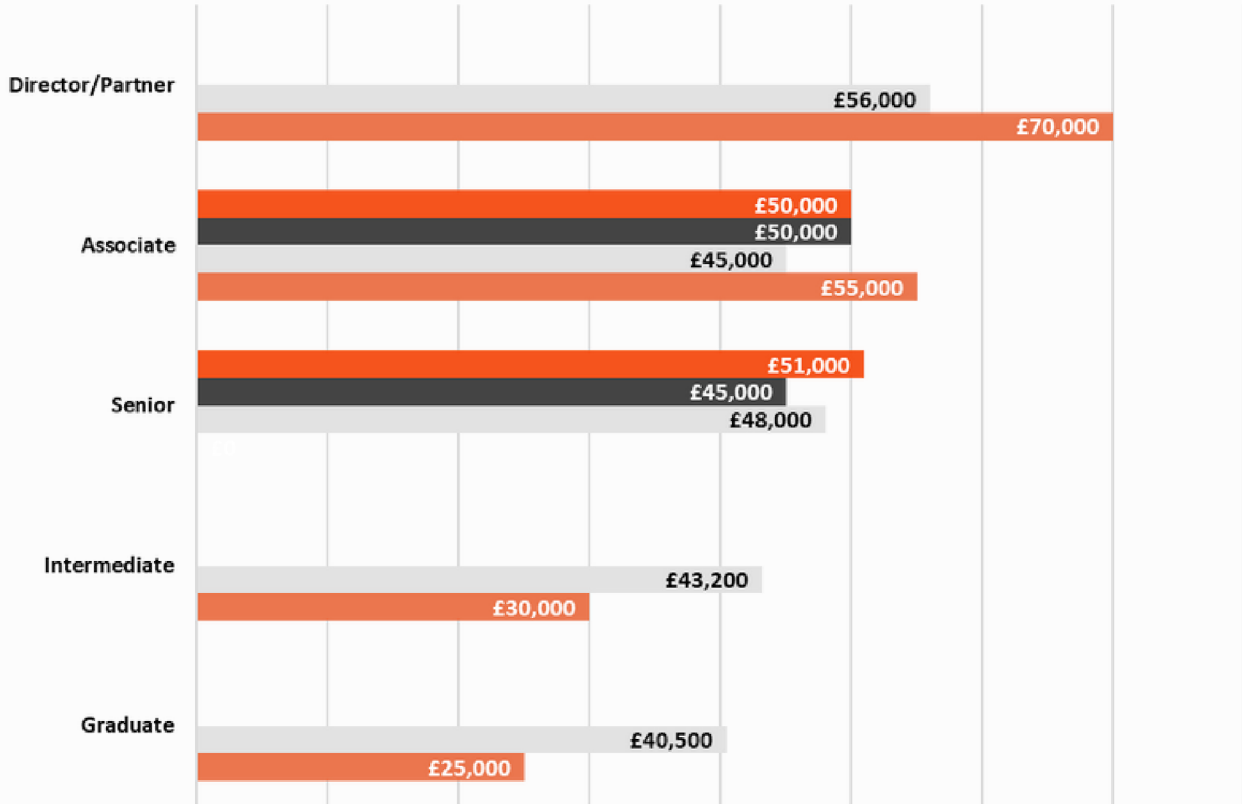
- Graduate 10.6%
- Intermediate 27.6%
- Senior 33.8%
- Principal 11.6%
- Associate 9.1%
- Director/Partner 9.1%



ARCHITECTURE

2023 Salary Survey

SALARY BY LEVEL



- Architectural Technical/Technologist Salary 12 Months Ago
- Architectural Technical/Technologist Current Salary
- Architect Salary 12 Months Ago
- Architect Current Salary

MOST VALUED BENEFITS

- Bonus 58.93%
- Car allowance 33.93%
- Company car 28.57%
- Childcare 19.64%
- Cycle to work scheme 14.29%



AVERAGE SALARY

£41,429

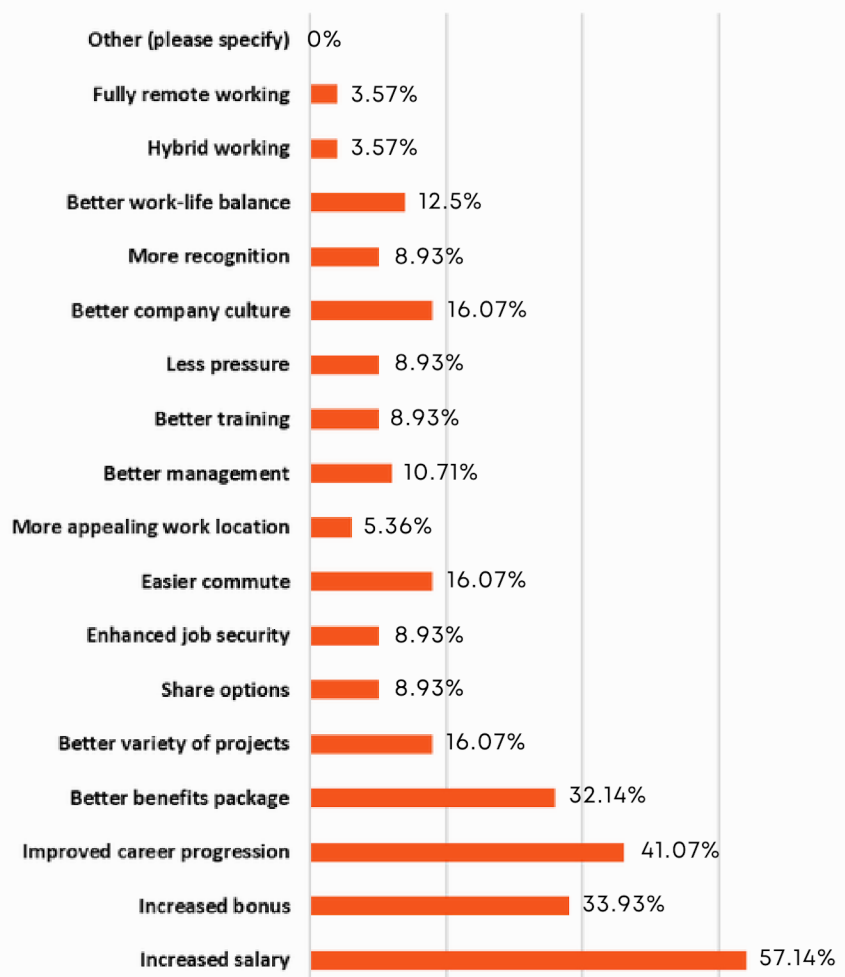
AVERAGE INCREASE ON 2022

5.66%

ARCHITECTURE

2023 Salary Survey

TOP CONSIDERATIONS WHEN LOOKING FOR A NEW JOB



SATISFACTION



“

The consistency of 'increased salary' remaining the top consideration for job seekers in the architecture sector from 2021 to 2023 is a testament to the enduring importance of financial rewards in career decisions. With improved career progression cited by 41.07% of respondents, it's evident that the potential for advancement is also a significant driver for professionals considering a change.

Bonuses have surpassed flexible working as the most valued benefit, this could be due to a variety of factors, such as the recovery of economic stability post-pandemic, allowing firms to reinstate or increase bonus offerings. It may also reflect a shift in work-life priorities as professionals seek tangible recognition of their contributions in a buoyant job market. Additionally, with the rise of remote and hybrid working models, the inherent flexibility may have become a new norm, leading employees to prioritise direct financial compensation over what was once a sought-after perk.

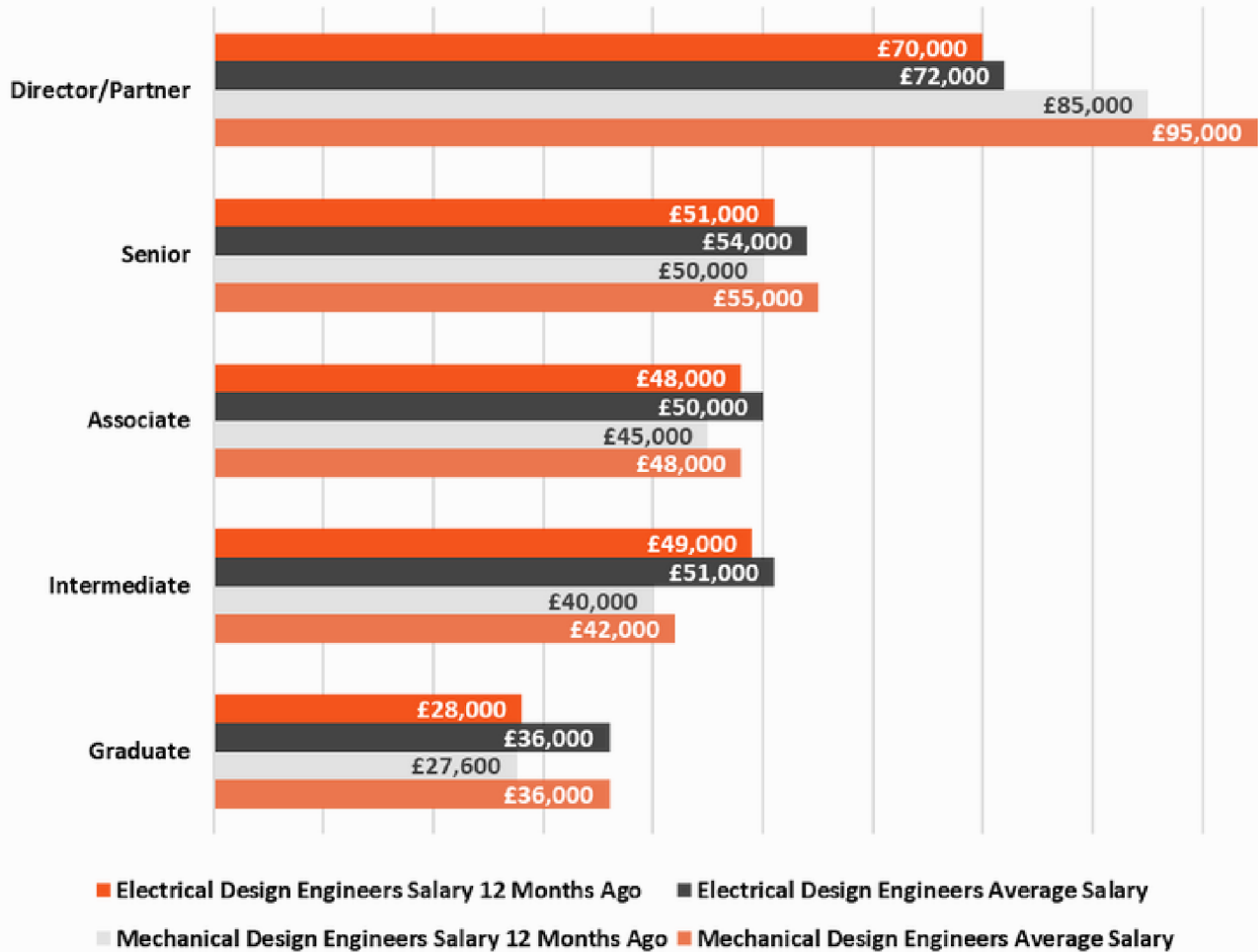
Brin Gleeson, Director, Vertical Recruitment



BUILDING SERVICES CONSULTANCY

2023 Salary Survey

SALARY BY LEVEL



MOST VALUED BENEFITS

- **Bonus**
32.28%
- **Car allowance**
51.18%
- **Company car**
23.62%
- **Childcare**
26.77%
- **Cycle to work scheme**
18.11%



AVERAGE SALARY

£49,300

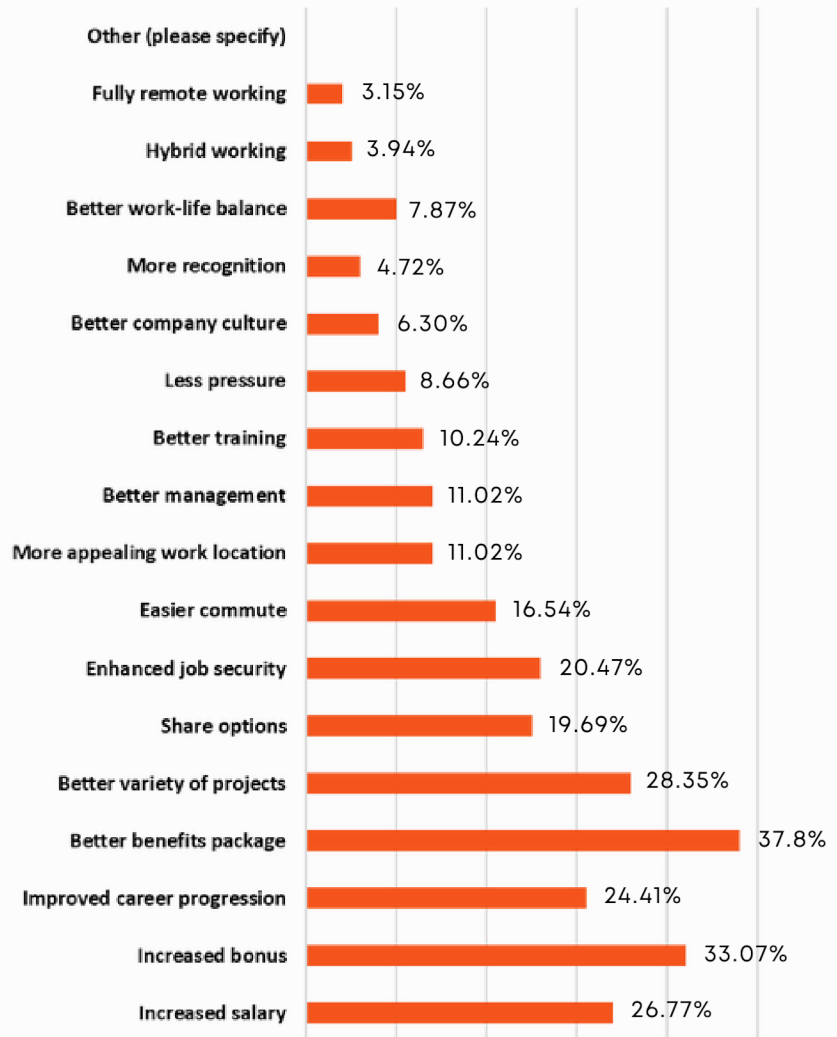
AVERAGE INCREASE ON 2022

7.95%

BUILDING SERVICES CONSULTANCY

2023 Salary Survey

TOP CONSIDERATIONS WHEN LOOKING FOR A NEW JOB



SATISFACTION



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It's great to see a 7.95% increase in building services consultancy salaries as reported in this year's survey, which exceeds the norm and highlights a competitive market landscape. Interestingly, while 'increased salary' was the principal factor for job changes in 2021, our 2023 survey indicates a shift with a better benefits package now taking precedence. This evolution mirrors the industry's broader understanding that benefits play a crucial role in long-term job satisfaction and overall well-being. Career progression and the value of flexible working continue to be important, signifying a workforce that's increasingly forward-looking and conscientious about their work-life balance.

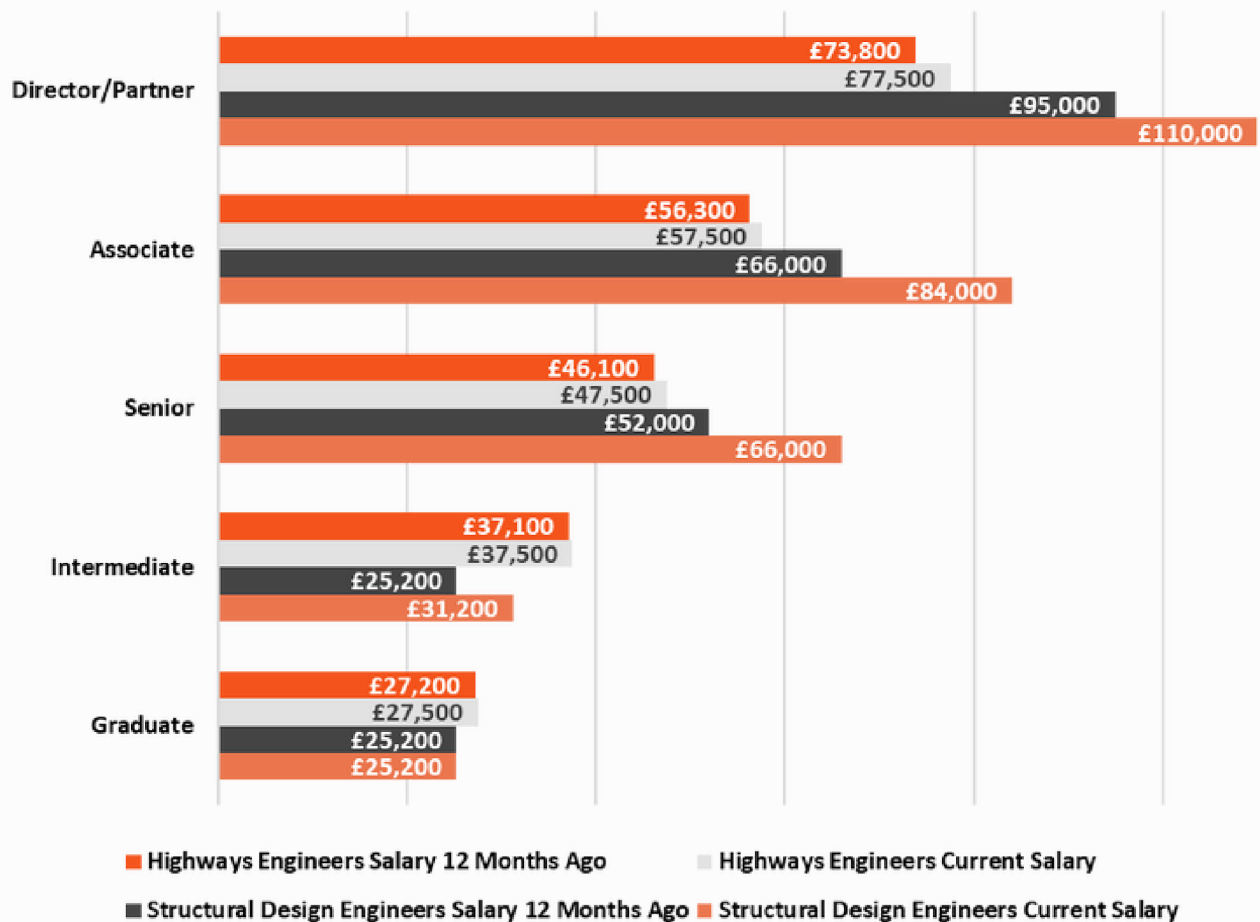
James Smith, Director, Vertical Recruitment



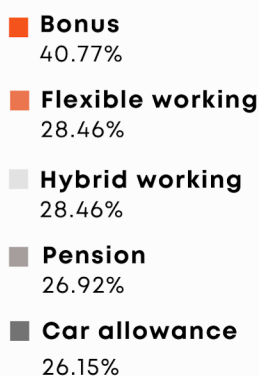
CIVIL ENGINEERING CONSULTANCY

2023 Salary Survey

SALARY BY LEVEL



MOST VALUED BENEFITS



AVERAGE SALARY

£53,590

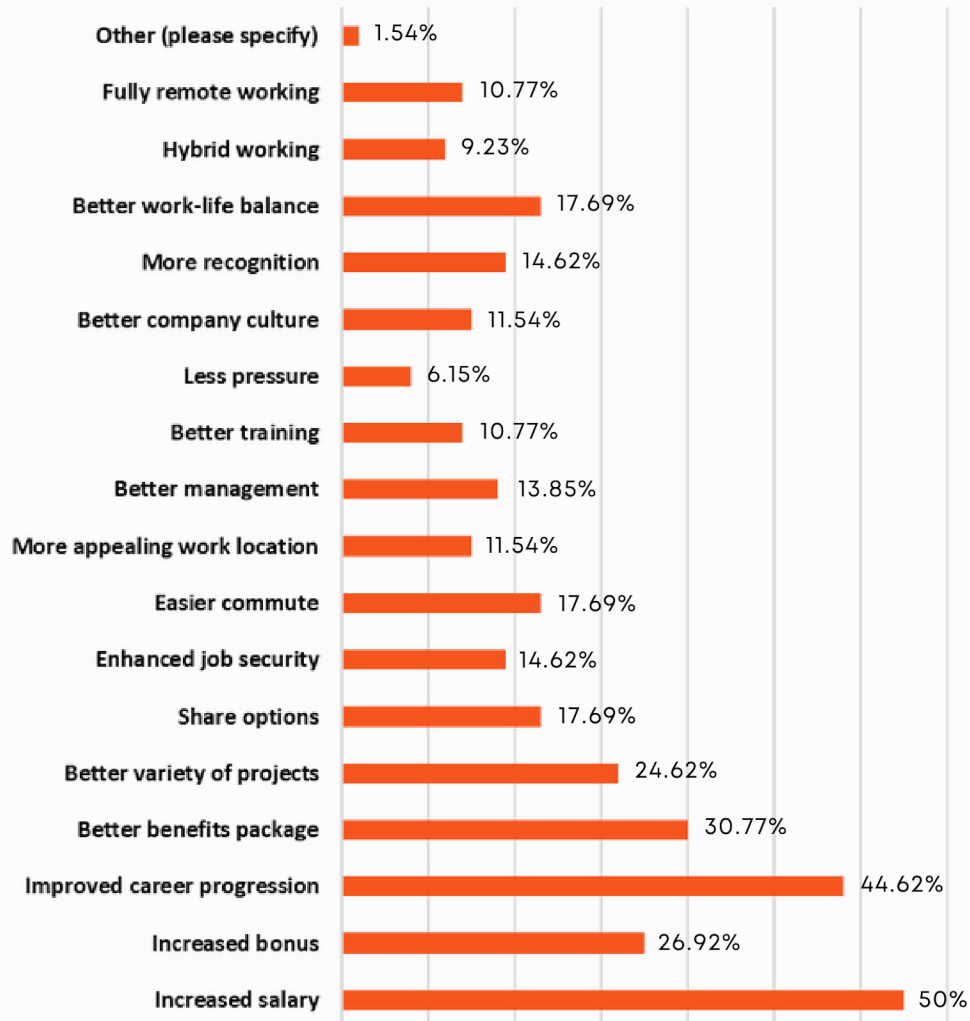
AVERAGE INCREASE ON 2022

10.62%

CIVIL ENGINEERING CONSULTANCY

2023 Salary Survey

TOP CONSIDERATIONS WHEN LOOKING FOR A NEW JOB



SATISFACTION



“

In 2021, the construction consultancy sector was grappling with a pronounced skills shortage, exacerbated by lockdowns that left junior staff without adequate support and led to an overburdening of senior professionals. The result was an 8% increase in director-level salaries, reflecting a market driven by candidates' needs and the premium on experienced talent to manage the widening project load.

By contrast, the 2023 salary survey indicates a strategic shift towards nurturing career progression, valued by over a third of the workforce. This evolution suggests an industry initiative to foster talent from within, providing clear pathways for advancement and potentially alleviating the previous overreliance on senior staff. The increased overall salary growth, coupled with the high valuation of flexible and hybrid working conditions, points to a more balanced, supportive work environment that can attract and retain professionals amidst ongoing market pressures.

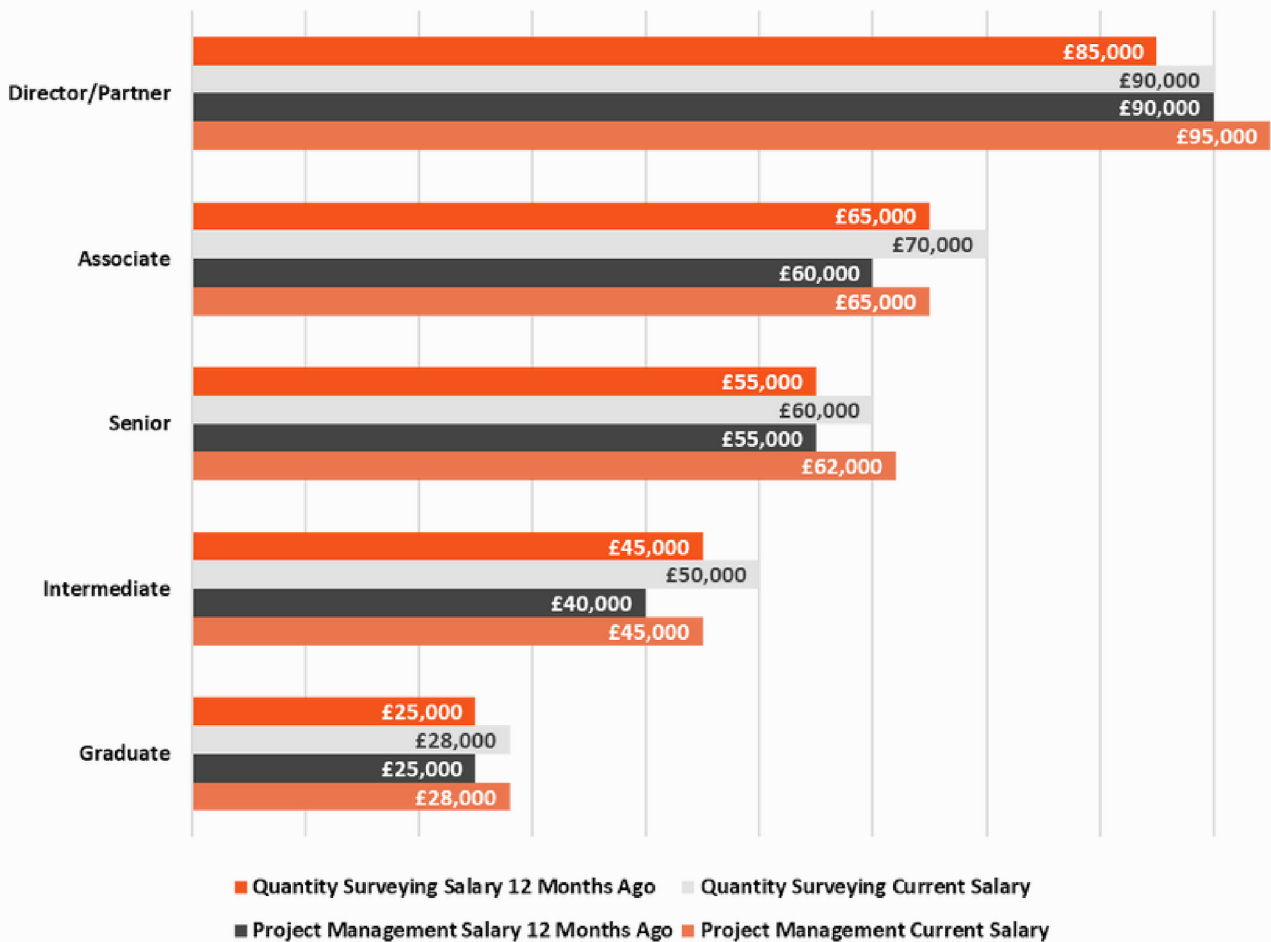
James Smith, Director, Vertical Recruitment



PROJECT MANAGEMENT/QUANTITY SURVEYING (CONSTRUCTION CONSULTANCY)

2023 Salary Survey

SALARY BY LEVEL



MOST VALUED BENEFITS

- **Bonus**
35.09%
- **Car allowance**
27.92%
- **Flexible working**
22.26%
- **Hybrid working**
29.43%
- **Pension**
28.30%



AVERAGE SALARY

£57,800

AVERAGE INCREASE ON 2022

9.69%

PROJECT MANAGEMENT/QUANTITY SURVEYING (CONSTRUCTION CONSULTANCY)

2023 Salary Survey

TOP CONSIDERATIONS WHEN LOOKING FOR A NEW JOB



SATISFACTION



“

There's a pivotal shift, with improved career progression now emphasised by 37.5% of respondents, surpassing the previous focus on increased salary. This change could signify a maturing industry outlook where long-term career planning takes precedence over immediate financial gains. This shift may be driven by an increased recognition of the importance of professional development opportunities in attracting and retaining top talent within the sector.

The industry's adaptability is also evident in the balanced appreciation of work arrangements, with flexible and hybrid working options closely ranked in value, alongside traditional financial incentives like bonuses and pensions. This balance suggests that professionals are seeking roles that not only compensate well but also support their personal and professional growth, with a clear link to their contributions and future prospects.

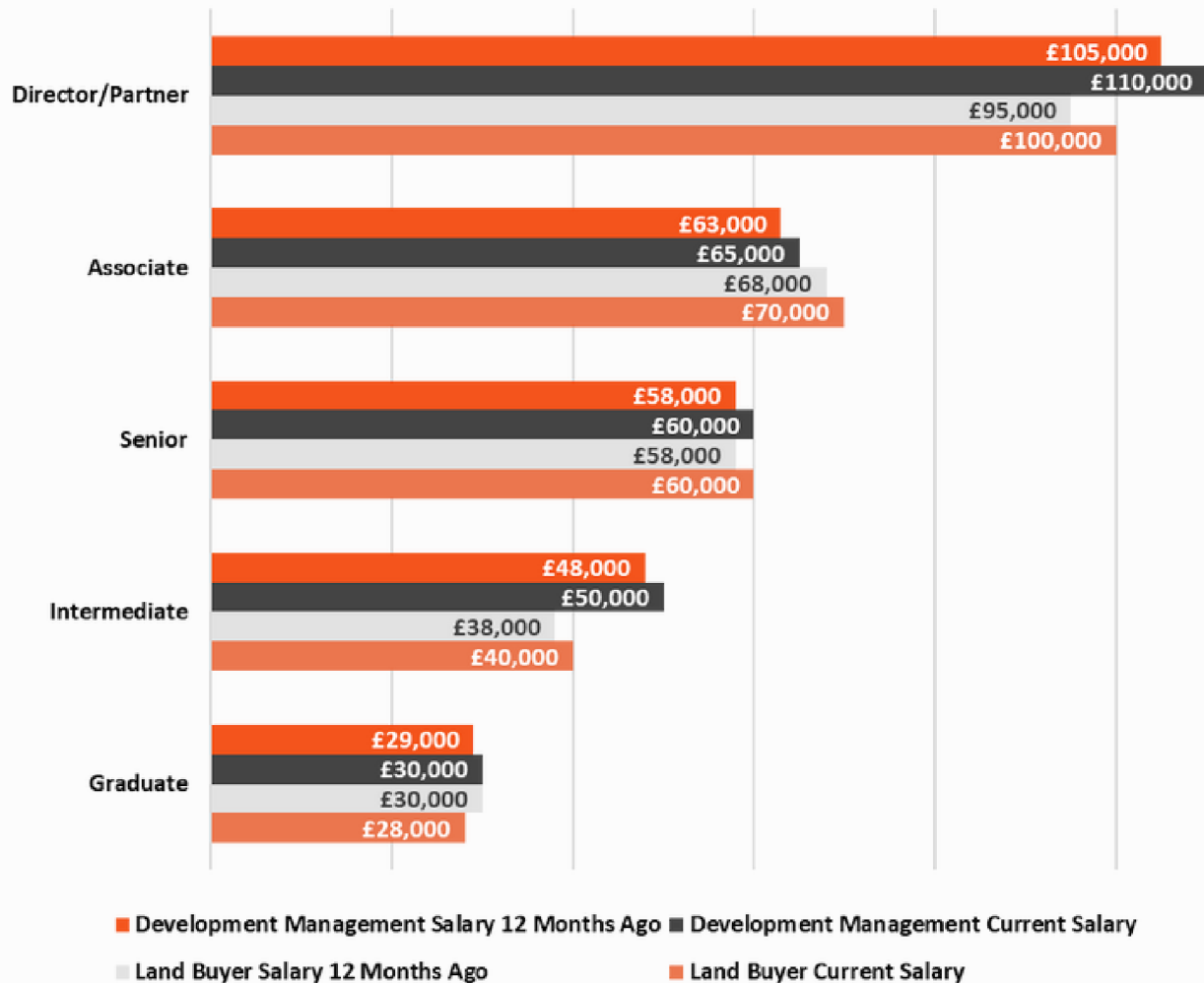
James Adamson, Director, Vertical Recruitment



DEVELOPMENT

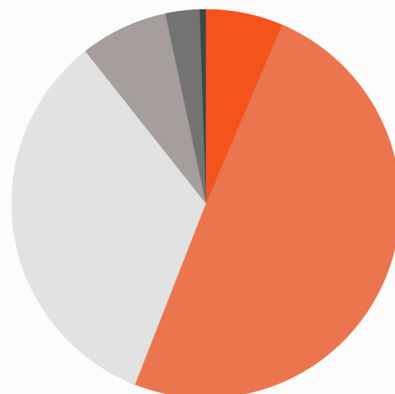
2023 Salary Survey

SALARY BY LEVEL



MOST VALUED BENEFITS

- **Bonus**
33.82%
- **Car allowance**
29.41%
- **Company car**
29.41%
- **Flexible working**
29.41%
- **Death in service**
20.59%



AVERAGE SALARY

£59,000

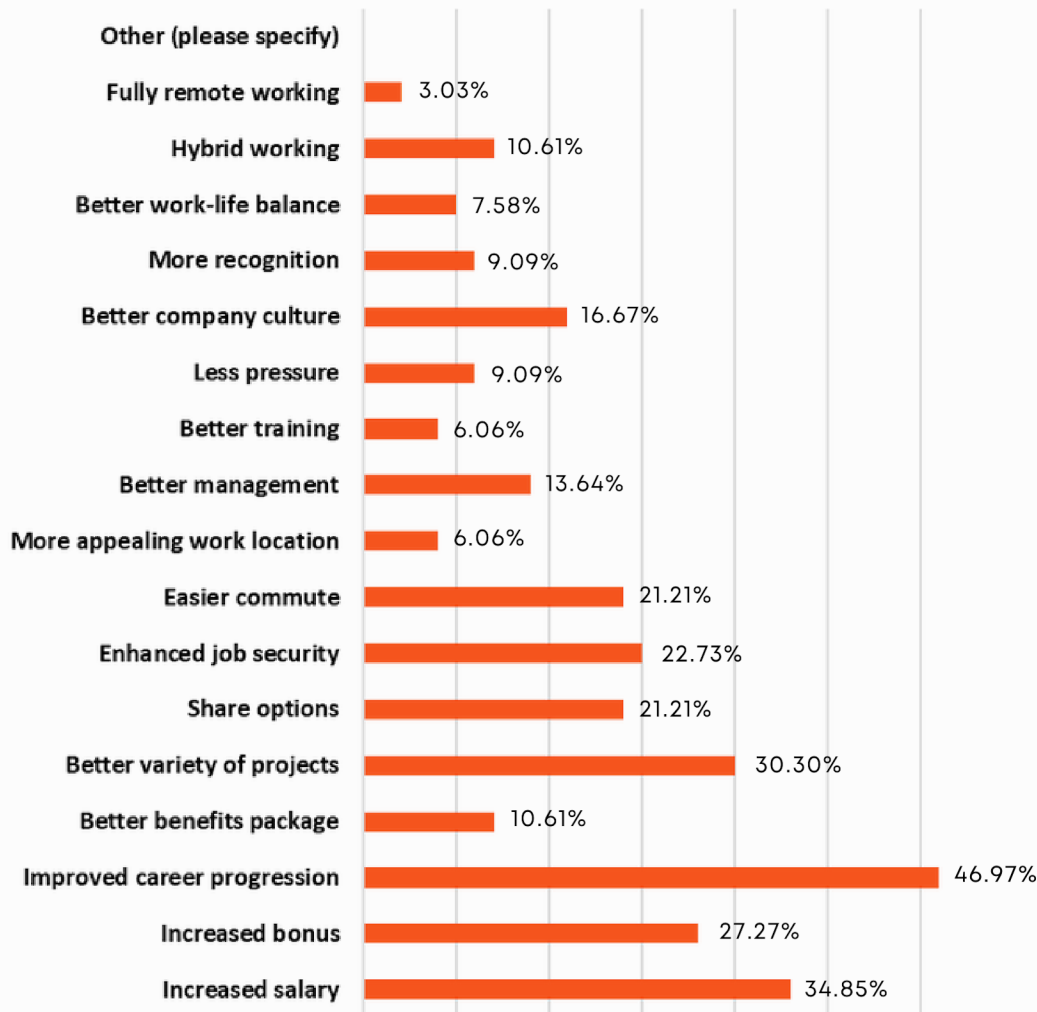
AVERAGE INCREASE ON 2022

4.28%

DEVELOPMENT

2023 Salary Survey

TOP CONSIDERATIONS WHEN LOOKING FOR A NEW JOB



SATISFACTION



“

These findings indicate a more conservative average salary increase of 4.28% from the previous year, bringing the average to £59,000. This is a departure from the 6% increase observed in 2021, suggesting a potential stabilisation in the market or a strategic adjustment in salary increments. The valuation of benefits has seen a shift as well, with car allowance, company car, and flexible working all equally valued at 29.41%, and a bonus at 33.82%. The introduction of 'death in service' as a noted benefit at 20.59% reflects a new dimension in the benefits landscape, possibly as a response to the increased focus on employee well-being and long-term security.

The latest trends in job-seeking priorities reveal a significant shift as 'Enhanced career progression' has emerged as the foremost factor for individuals considering new job opportunities, overtaking 'increased salary' – the predominant choice in 2021. This change highlights a pivotal insight: while salary remains a crucial component, it is no longer the sole determinant in retaining employees. Today's workforce is increasingly focused on the assurance of a clear progression path and the role's contribution to their overall career development. It's not just about immediate financial gain; professionals are seeking roles that promise personal growth and add value to their career journey, rather than exclusively serving the employer's interests.

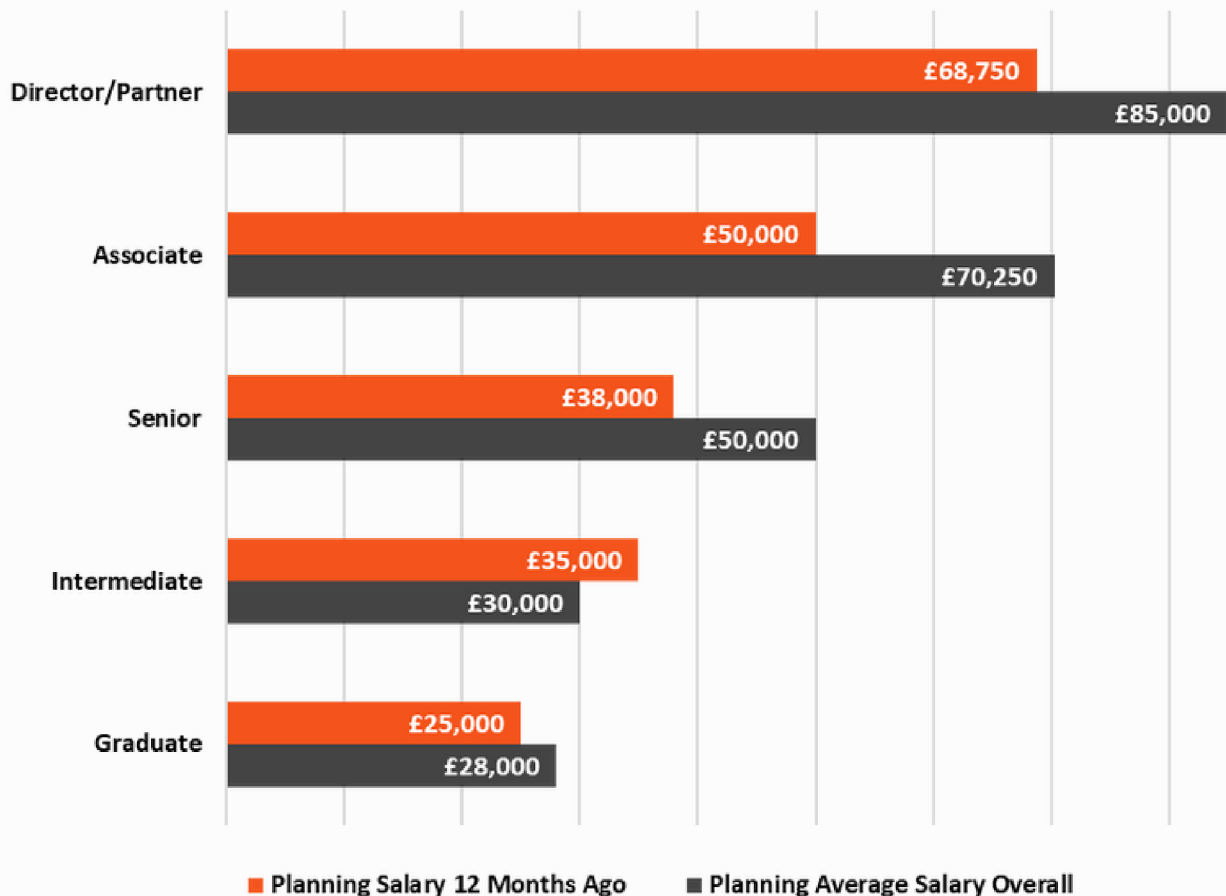
James Adamson, Director, Vertical Recruitment



PLANNING

2023 Salary Survey

SALARY BY LEVEL



MOST VALUED BENEFITS

- Flexible working 57.78%
- Bonus 47.22%
- Hybrid working 38.89%
- Car allowance 33.33%
- Pension 33.33%



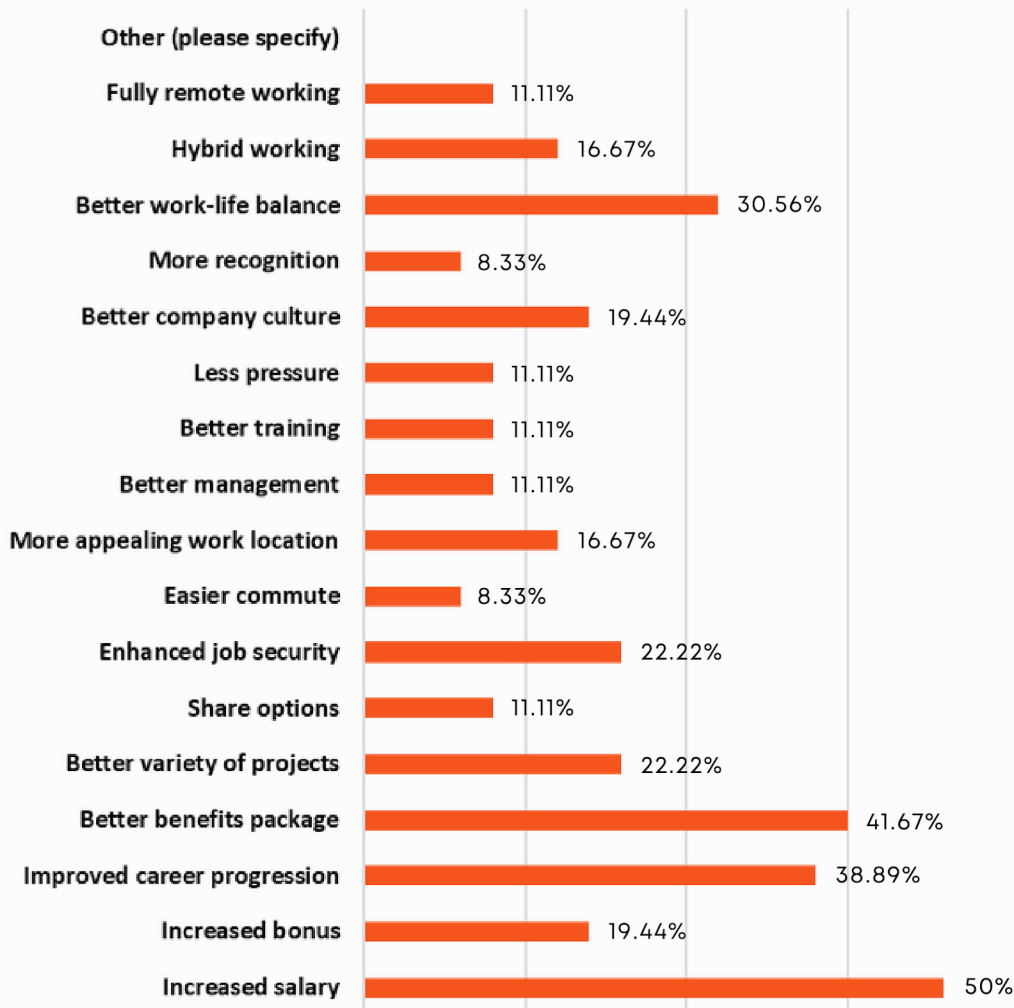
AVERAGE SALARY
£52,650

AVERAGE INCREASE ON 2022
18.69%

PLANNING

2023 Salary Survey

TOP CONSIDERATIONS WHEN LOOKING FOR A NEW JOB



SATISFACTION



“

Between 2021 and 2023, the UK job market has seen a marked increase in the average salary for professionals, from £45,905 to £52,650, representing an 18.69% rise, which is a significant jump from the 5% increase observed in the previous year. This leap reflects the intense competition for skilled talent amidst a pronounced skills shortage in consulting engineering, particularly for mid-level engineers. The salary surge underscores the industry's response to the scarcity of expertise, with companies willing to offer more to secure the right candidates.

In terms of benefits, the last two years have witnessed a shift in employee priorities, with flexible working arrangements now leading at 57.78%, up from 62% in 2021, and hybrid working emerging as a new valued benefit at 38.89%. While the pension remains a staple, its perceived value has dropped to 33.33%, aligning with bonuses and car allowances, which have also adjusted to 47.22% and 33.33%, respectively. These changes suggest a workforce increasingly inclined towards work-life balance and flexibility, guiding companies to reevaluate and tailor their benefits packages to attract and retain top talent in a competitive landscape.

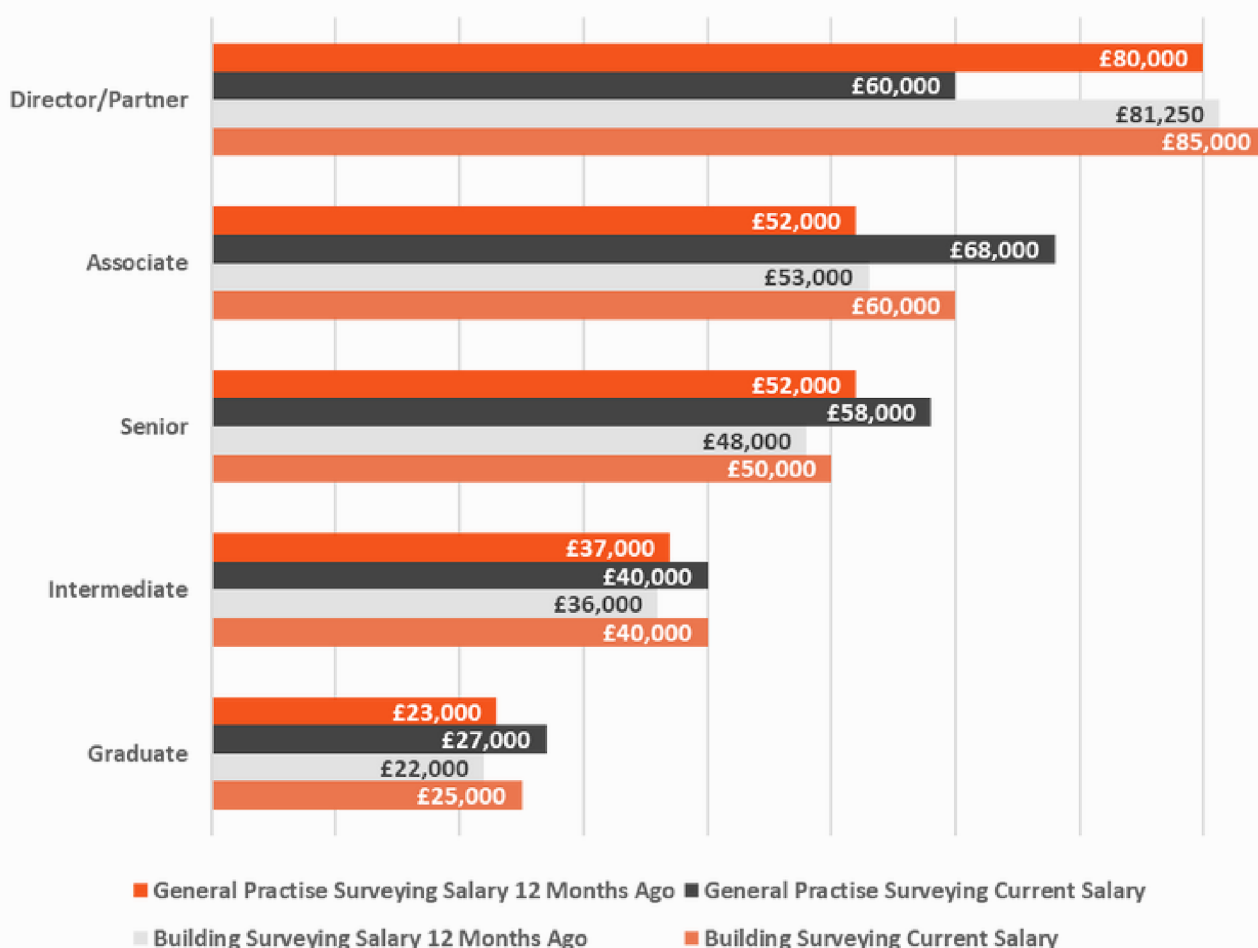
James Adamson, Director, Vertical Recruitment



SURVEYING

2023 Salary Survey

SALARY BY LEVEL



MOST VALUED BENEFITS

- **Bonus**
39.97%
- **Car allowance**
32.69%
- **Flexible working**
29.67%
- **Hybrid working**
24.31%
- **Pension**
23.76%



AVERAGE SALARY

£48,300

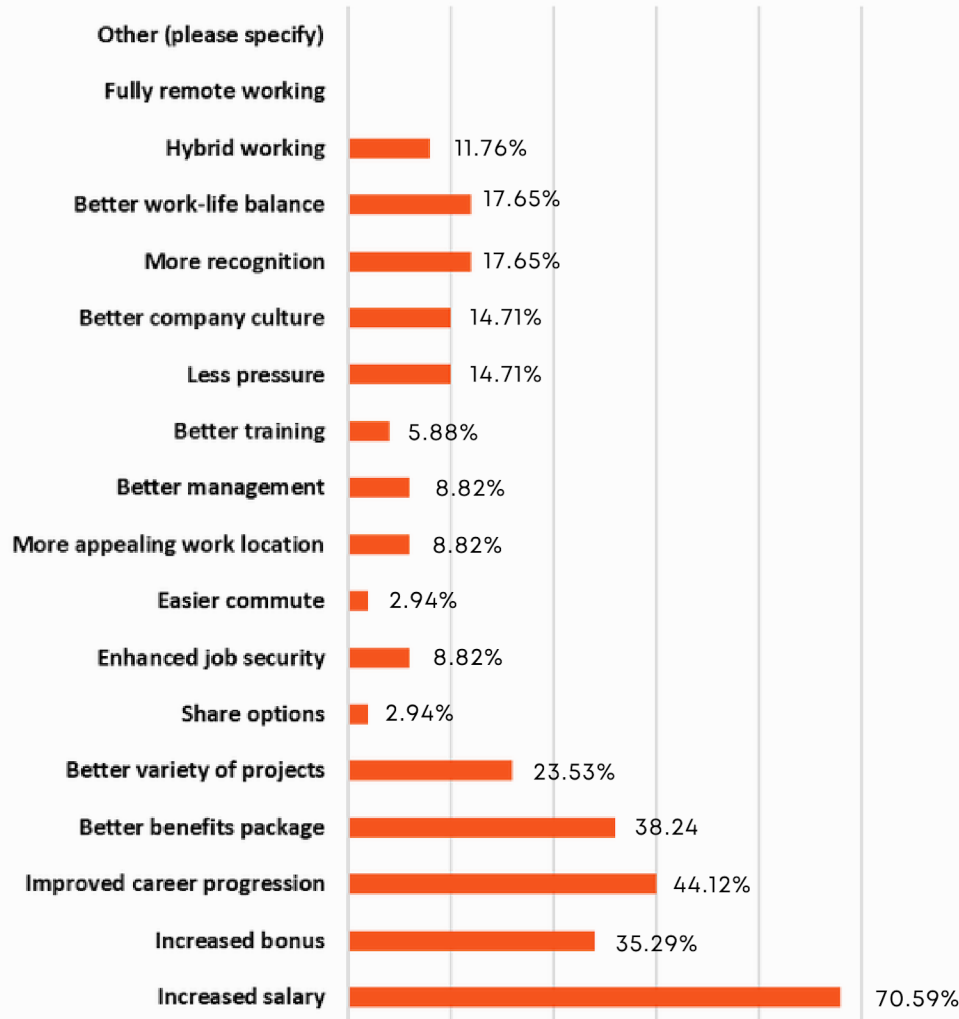
AVERAGE INCREASE ON 2022

8.96%

SURVEYING

2023 Salary Survey

TOP CONSIDERATIONS WHEN LOOKING FOR A NEW JOB



SATISFACTION



“

The 2023 survey for the surveying sector showcases a robust 8.96% increase in average salaries, bringing the figure to £48,300, indicative of the industry's recovery trajectory and market confidence. The emphasis on benefits has evolved, with car allowance and flexible working still highly valued, and hybrid working emerging as a significant consideration, reflecting the post-pandemic shift towards flexible employment structures. While bonuses have dipped in preference to 39.97%, they remain a key benefit, signifying a continued appreciation for performance incentives.

In contrast, 2021 was marked by recovery efforts from the pandemic's impact, with a focus on bouncing back amid economic uncertainty leading to an 8% salary boost to £52,593. At that time, a significant 78% of survey respondents placed increased salary as their top priority when considering a new role, and bonuses were the most valued benefit at 72%. This past focus on financial rewards and salary increments underscores the strategic shifts made within two years to adapt to a changing economic and professional landscape.

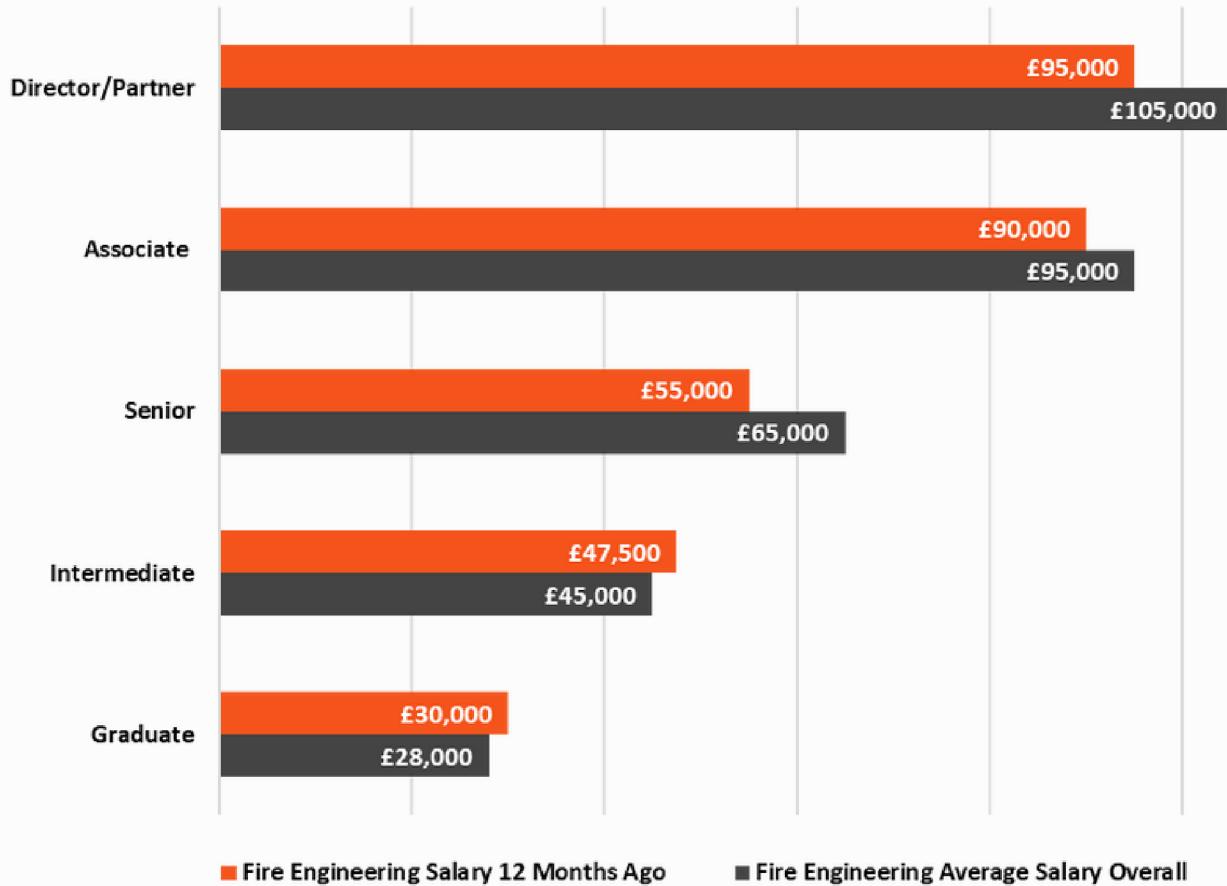
Brin Gleeson, Director, Vertical Recruitment



FIRE ENGINEERING

2023 Salary Survey

SALARY BY LEVEL



MOST VALUED BENEFITS

- Flexible working 44.44%
- Bonus 44.44%
- Pension 44.44%
- Hybrid working 33.33%
- Healthcare 33.33%



AVERAGE SALARY

£78,000

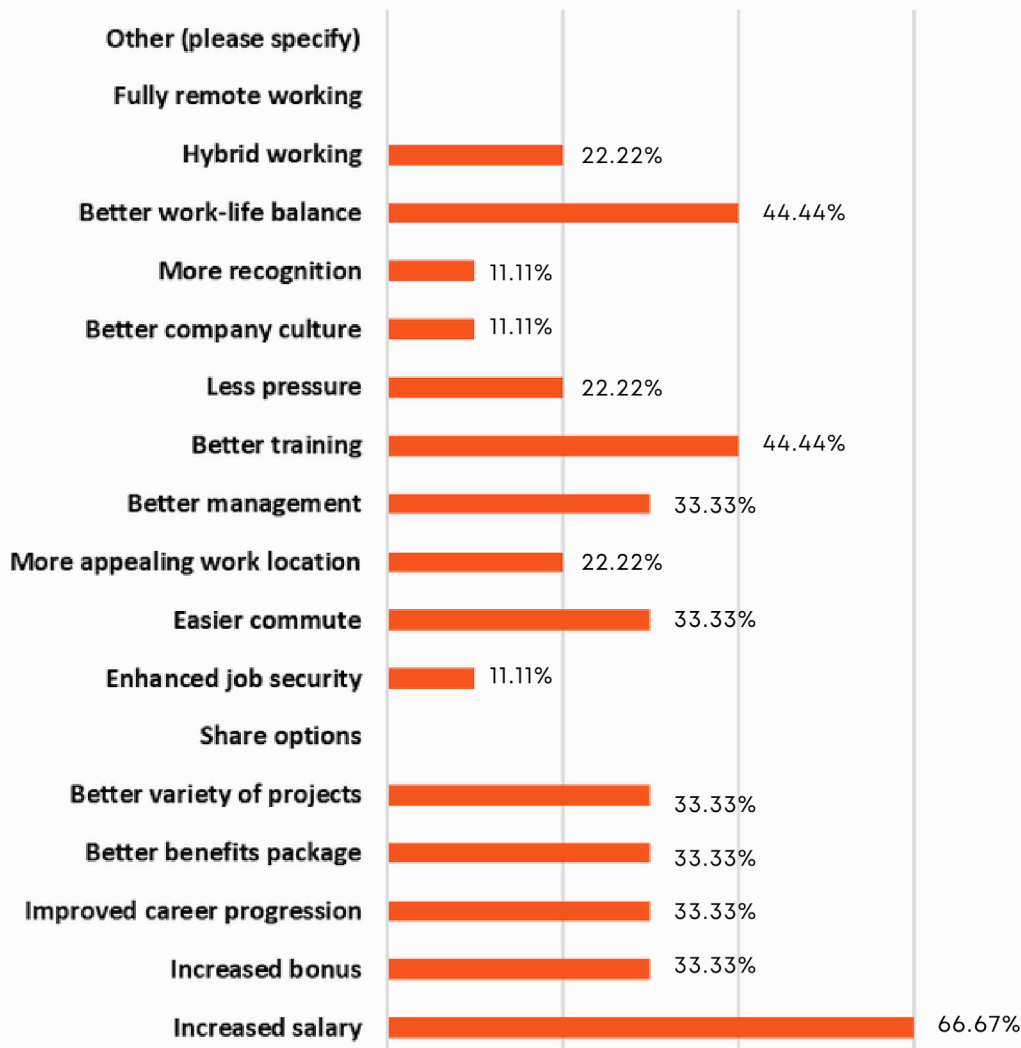
AVERAGE INCREASE ON 2022

8.41%

FIRE ENGINEERING

2023 Salary Survey

TOP CONSIDERATIONS WHEN LOOKING FOR A NEW JOB



SATISFACTION



“

The findings for the fire engineering sector reflect a strong job market with an emphasis on financial incentives and work flexibility. Bonuses, pensions, and flexible working are each valued equally by professionals at 44.44%. An 8.41% increase in average salaries to £78,000 indicates the sector's economic health and the paramount role of fire safety expertise amid stringent building regulations.

Fire engineers prioritise increased salary as their top concern, with two-thirds of the survey participants citing it as the primary motivator for job change, highlighting the need for competitive remuneration in this in-demand field. The joint focus on improved training and work-life balance, each at 44.44%, suggests professionals are seeking to enhance their skills and maintain personal well-being in a challenging work environment. The minimal interest in remote working options and share schemes may reflect the sector's on-site requirements and a preference for immediate, tangible benefits over speculative, variable equity investments.

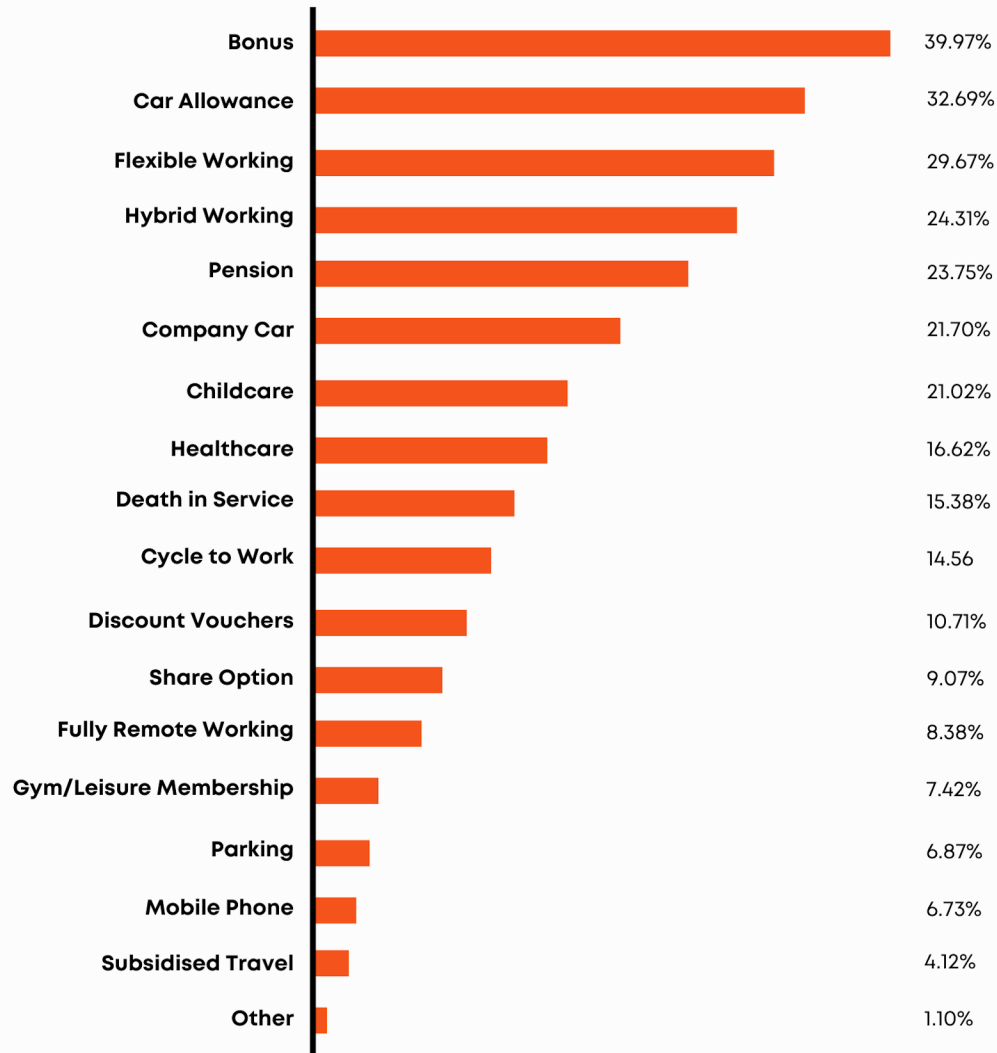
Adam Wheatland, Recruitment Consultant, Vertical Recruitment



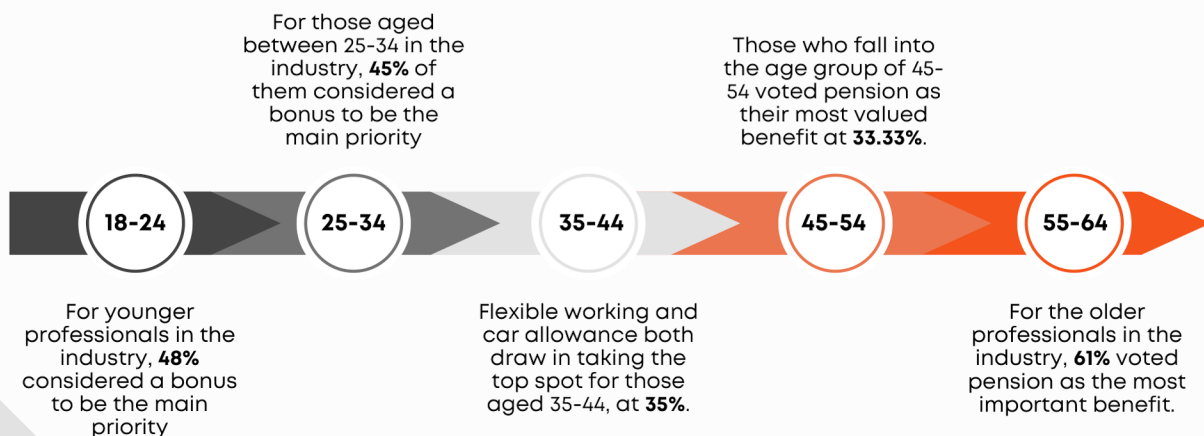
BENEFITS

2023 Salary Survey

MOST VALUED BENEFITS



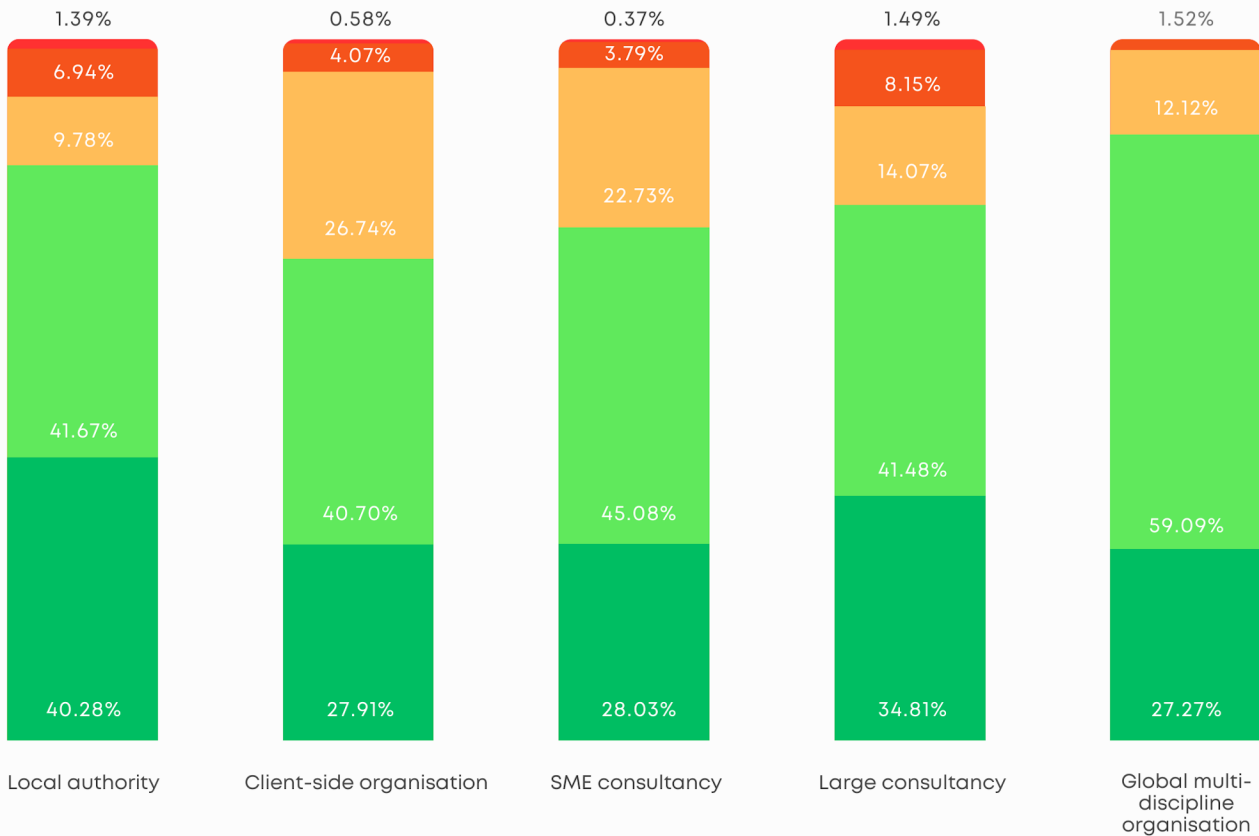
VALUED BENEFITS BY AGE



SATISFACTION

2023 Salary Survey

SATISFACTION BY COMPANY TYPE



Satisfied

Fairly Satisfied

Neither Satisfied nor Unsatisfied

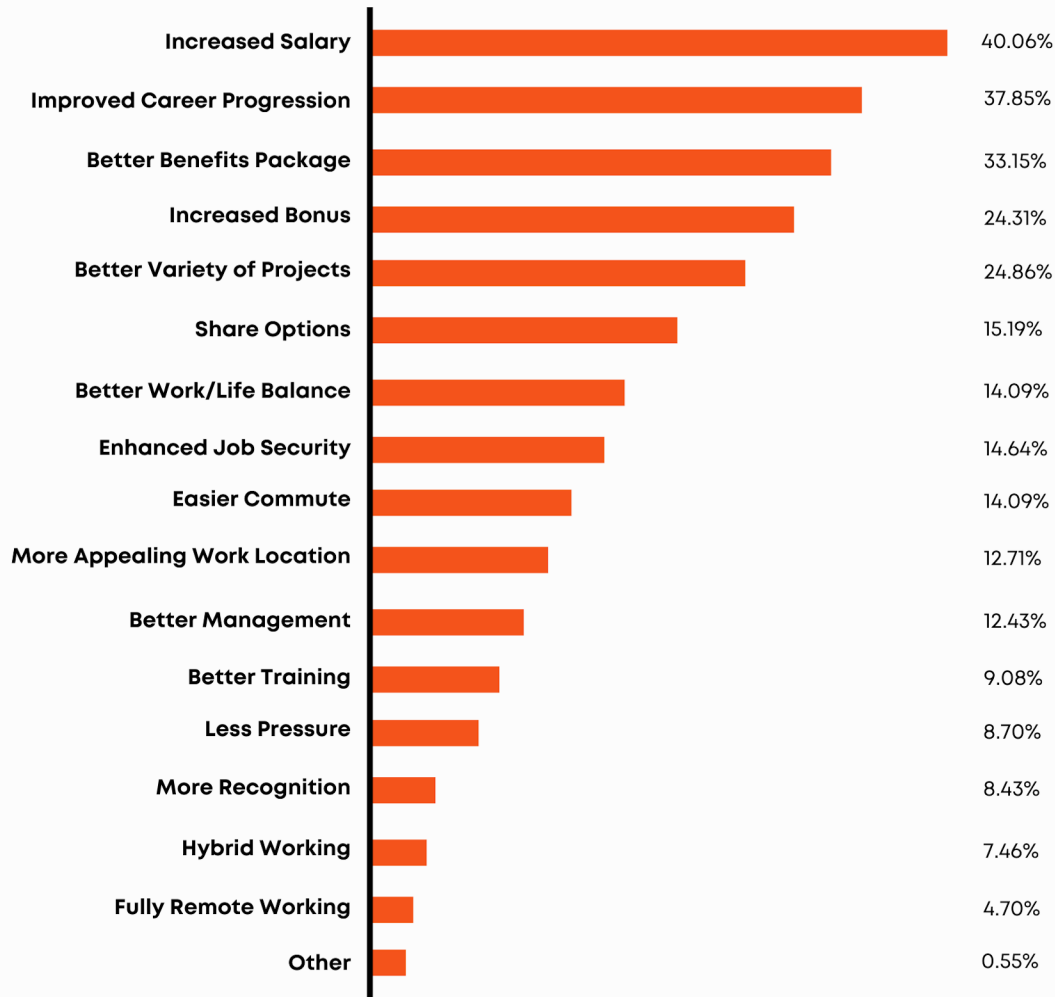
Fairly Unsatisfied

Unsatisfied

JOB FACTOR CHANGE

2023 Salary Survey

WHAT ARE THE TOP CONSIDERATIONS FOR SEEKING A NEW JOB?



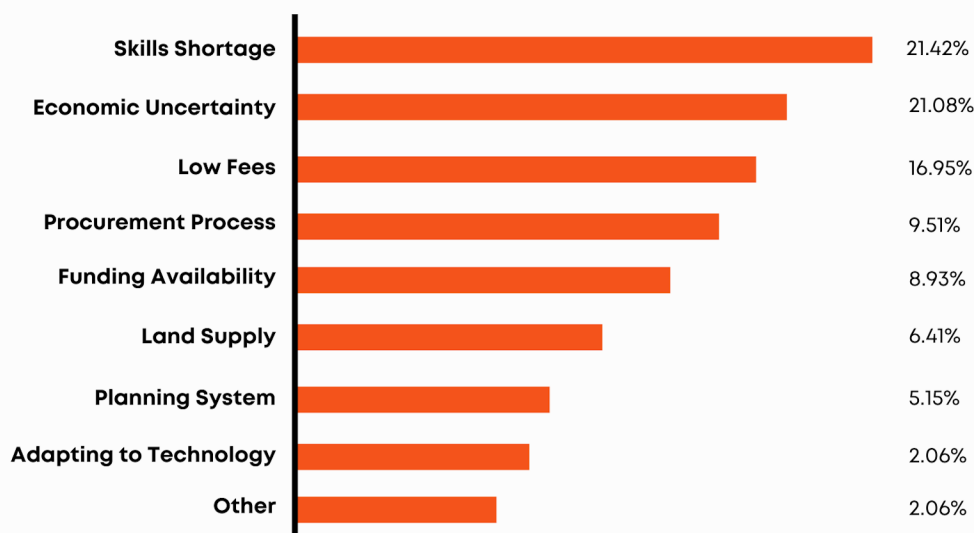
OTHER CONSIDERATIONS



INDUSTRY CHALLENGES

2023 Salary Survey

WHAT ARE THE BIGGEST CHALLENGES FACING THE INDUSTRY?



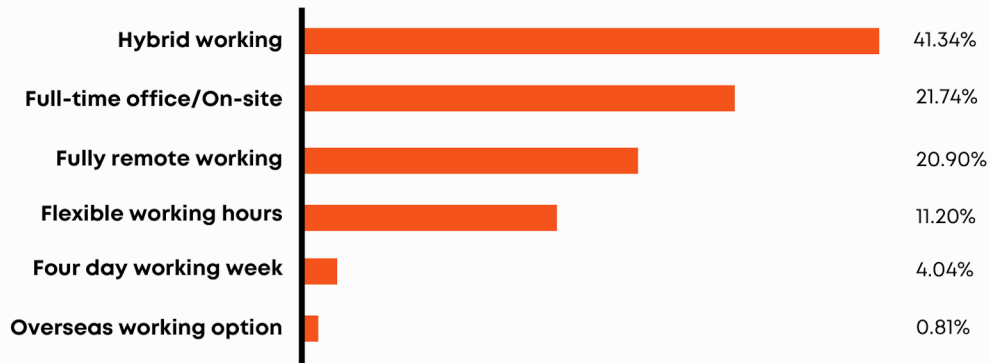
OTHER CONSIDERATIONS



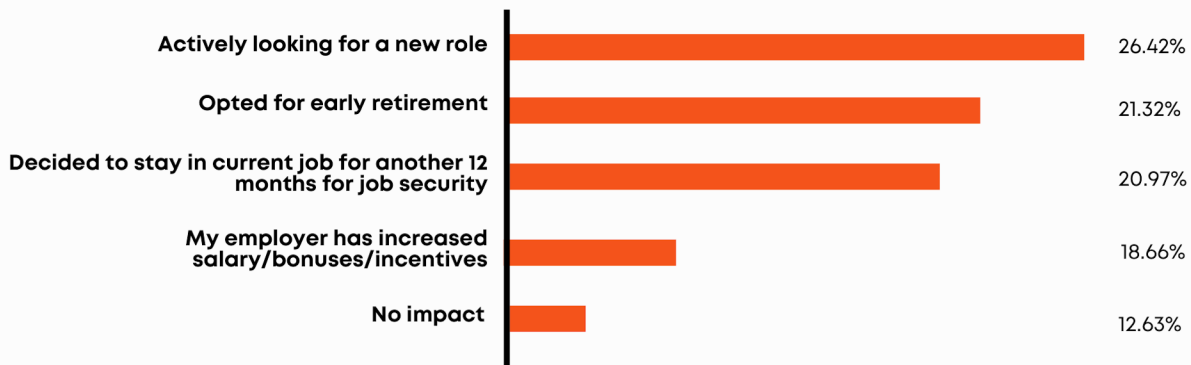
INDUSTRY INSIGHTS

2023 Salary Survey

WHAT WORKING ARRANGEMENTS ARE OFFERED BY YOUR CURRENT EMPLOYER?



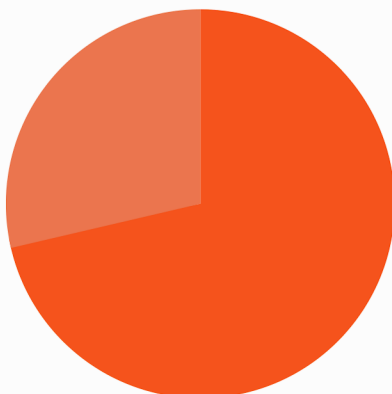
HOW HAS THE COST OF LIVING AFFECTED YOUR OUTLOOK ON YOUR CURRENT ROLE OR EMPLOYER?



DID YOU RECEIVE A BONUS IN THE LAST 12 MONTHS?

Yes
71.37%

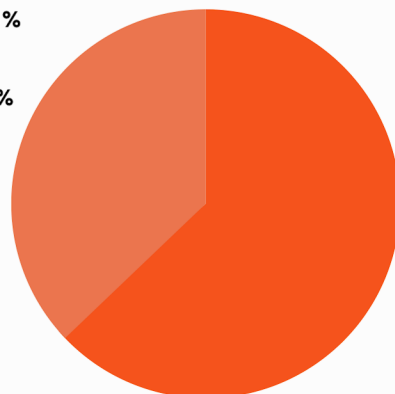
No
28.63%



WAS YOUR BONUS ABOVE OR BELOW 5% OF YOUR BASIC SALARY?

Above 5%
64.75%

Below 5%
38.25%



METHODOLOGY

2023 Salary Survey

Any data used or referenced in this report was gathered from a comprehensive survey of 994 professionals across various sectors of the North West property industry. The data collection took place from July to September of 2023 through an online questionnaire designed to gauge current industry trends and sentiment.

The survey methodology included a mix of closed questions with preset options and open questions allowing for free-form responses. This dual approach was intended to capture a broad set of data while giving room for individual insights that extend beyond predefined choices. Any gaps in the data presentation, such as in graphs or tables, result from an intentional omission where the available data was considered insufficient for accurate representation. For the sake of statistical integrity, these omissions prevent the portrayal of potentially misleading figures. Salary change data presented in this report compare figures from the years 2022 to 2023, unless specified differently.

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ABOUT VERTICAL RECRUITMENT

2023 Salary Survey

Vertical Recruitment is a distinguished recruitment consultancy with a focus on various specialisations within the built environment sector. Our areas of expertise include:

Vertical Recruitment is an award-winning recruitment consultancy with a focus on various specialisations within the built environment. Our areas of expertise include:

- Architecture
- Building Services Consultancy
- Building Services Contracting
- Building Surveying
- Civil Engineering Consultancy
- Development Management
- Fire Engineering
- Project Management
- Quantity Surveying
- Structural Engineering Consultancy

We have the privilege of collaborating with a diverse range of organisations in the industry, from small independent firms to international multidisciplinary consultancies. This breadth of partnership allows us to offer a wide array of opportunities to our candidates and a diverse talent pool to our clients.

Our services are not confined to a specific level of seniority or contract type. Whether it's Graduate or high-level executives, temporary contracts or permanent roles, each vacancy receives our full attention and commitment to ensure the best match possible.

What sets us apart is our approach to understanding the unique needs and aspirations of both our clients and candidates. We invest time in listening and engaging with them to comprehend what truly matters to them. This enables us to make placements that are not just jobs but career-defining opportunities. Our commitment to building lasting relationships has been a cornerstone of our success and continues to be a driving force behind our operations.

ABOUT PLACE NORTH WEST

2023 Salary Survey

Place North West is a comprehensive media outlet that covers a wide range of disciplines, including architecture, design, construction, development, environment, conservation, finance, economics, housing, transport, and professional and legal matters. This extensive coverage ensures that its audience is well-informed on various aspects of the built environment sector.

With its website and daily newsletter reaching over 250,000 people each month and accumulating more than half a million total monthly page views, Place North West stands as a highly influential source of information in the industry.

Beyond its digital reach, the platform also organises conferences and social events that offer valuable networking opportunities and serve as platforms for knowledge-sharing. The collaboration with Vertical Recruitment for the Vertical Salary Review 2023 highlights Place North West's commitment to providing valuable insights that aid in making informed decisions in today's complex job market.

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