

Vertical
Recruitment

NORTH WEST & YORKSHIRE

SALARY GUIDE 2026



IN ASSOCIATION WITH

**NORTH
Place**



Vertical Recruitment

Specialists in Construction &
Design Engineering Recruitment

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SALARY GUIDE 2026

The 2026 Vertical Recruitment Salary Guide provides a clear, data-led view of pay, benefits and sentiment across the built environment in the North West and Yorkshire. Drawing on responses from professionals at every level. From graduates through to Directors and Partners, it highlights how salaries, benefits and expectations are evolving. The market is still defined by skills shortages and economic pressure.

This guide has been produced by Vertical Recruitment in collaboration with Place North. It combines our market insight with their reach and perspective across the property and built environment sectors. Our aim is to give employers, hiring managers and candidates a realistic benchmark for 2025. It is also intended as a practical tool to support better hiring, retention and career decisions in the year ahead.

About Vertical Recruitment

Vertical Recruitment is a specialist recruitment consultancy for the built environment. Our teams focus on disciplines such as building services, civil and structural engineering, project management, surveying and development. We work with consultancies, developers and end clients across the North West, Yorkshire and the wider UK to match experienced professionals with long-term career opportunities. Alongside day-to-day recruitment, we produce regular market insight, including this annual salary guide, to help employers sense-check pay levels and shape their people strategies.

About Place North

Place North is a specialist media outlet for the built environment, covering disciplines from architecture and design through to development, finance, housing and transport. Its website and daily newsletter reach more than 300,000 people each month and generate over half a million page views. Place North also runs conferences and social events that connect developers, consultants, advisers and public sector leaders. Its collaboration with Vertical Recruitment on this guide and the 2023 Vertical Salary Review reflects a shared commitment to practical insight that supports better hiring and career decisions.

Over the past 12 months, the built environment has continued to face a challenging mix of high demand for skills, sustained fee pressure and ongoing economic uncertainty. Against that backdrop, our latest survey confirms what many employers are already feeling: the competition for experienced talent remains intense, and pay expectations are rising fastest at senior level.

Across most disciplines we see year-on-year salary growth, particularly for Senior, Principal, Associate and Director/Partner roles. At the same time, graduate and intermediate salaries have largely stood still. This creates a clear tension: businesses are paying a premium to secure and retain proven leadership while trying to hold the line on costs at the early-career end of the market.

The data also underlines how important the overall package has become. Salary is still the number one driver for candidates considering a move, but career progression, benefits and work–life balance are not far behind. Hybrid working is now an expectation, not a selling point, and many employers are using bonuses, car allowances and more structured development pathways to stand out. Despite these challenges, there is plenty of cause for optimism

Most respondents report being satisfied in their current roles, and attitudes towards technology – including AI – are broadly positive, with many seeing it as a way to work more efficiently rather than a threat. Employers who can combine competitive, transparent pay with clear progression, modern benefits and a forward-thinking culture will be best placed to attract and keep the talent they need.

This salary guide, created in collaboration with Place North, is designed to support those decisions. I hope you find it a useful benchmark and a practical conversation starter – whether you are planning your hiring strategy, reviewing your team’s packages, or assessing your own next career move.



James Adamson

Director, Vertical Recruitment

KEY TRENDS FROM OUR FINDINGS

Our analysis of the data highlights several clear market trends:

Senior pay is rising faster than entry-level salaries

Salary growth is concentrated at the top. Across both regions, the sharpest increases have occurred at Senior, Principal, Associate and Director/Partner levels - typically 5-9% year-on-year. Graduate and Intermediate salaries have moved more modestly, widening the gap between entry and experienced pay.

This creates a squeeze for mid-career professionals: those at Intermediate level face a longer climb to reach the salaries that senior colleagues now command. For employers, it means retention risk sits firmly in the senior population - the people hardest to replace are also the most likely to be approached by competitors.

Regional differences are most pronounced at the top end

At Graduate and Intermediate levels, North West and Yorkshire salaries are broadly comparable - often within £1-2k of each other. The gap widens significantly at Director/Partner level, where Yorkshire frequently edges ahead. This signals stronger competition for senior leadership in Yorkshire.

A smaller pool of senior professionals combined with growing demand from expanding consultancies means firms must pay premiums to secure or retain Director-level talent. North West employers competing for Yorkshire-based seniors should expect to match or exceed local market rates.

Hybrid working is now standard

With 70-72% of respondents working hybrid arrangements across both regions, flexibility is no longer a differentiator - it's a baseline expectation. Fully office-based roles (7-10%) and fully remote positions (2-7%) are now minority arrangements.

Employers still mandating five days in the office are fishing from a dramatically smaller talent pool. The data suggests they're limiting themselves to roughly 10% of the available workforce. For most candidates, hybrid isn't a perk to negotiate - it's a prerequisite to even consider a role.

Salary still leads - but package and progression matter

Increased salary tops the list of reasons candidates consider moving, ranging from 36-43% across disciplines. But it's rarely the only factor. Career progression consistently ranks second (20-37%), with benefits packages, bonuses and work-life balance following.

The disciplines where progression rivals salary as a motivator - Planning at 37.5% each, Project Management at 29% - are those where professionals feel stuck in their current roles. Smart employers will address both: competitive pay to attract, clear advancement pathways to retain.

Car allowances remain particularly important in Development, Project Management and Surveying - disciplines where site visits and client meetings make personal transport essential rather than optional.

A satisfied majority - with a poachable minority

Overall satisfaction is high: most sectors report 75-100% of respondents as satisfied or very satisfied. But the minorities matter.

Architecture's 18% dissatisfaction in the North West and Surveying's 38% dissatisfaction in Yorkshire represent thousands of professionals open to approaches. These aren't passive candidates - they're actively unhappy and receptive to the right opportunity.

Planning and Fire Engineering show the highest satisfaction rates (95-100%), likely reflecting the purpose-driven nature of this work. Employers in less satisfying sectors should ask what these disciplines are getting right.

Skills shortages and fee pressure remain the main headwinds

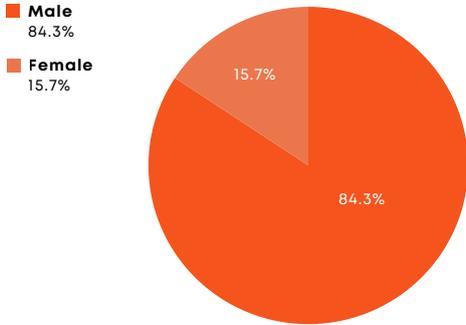
Skills shortage tops the challenges list in both regions (65-70%), followed by economic uncertainty (57-63%) and low fees (23-44%). Employers face a difficult equation: competing hard for scarce talent while managing tight project margins.

The firms navigating this successfully are those with clear, evidence-based reward strategies. Guesswork on salaries leads to either overpaying (margin erosion) or underpaying (failed recruitment and attrition). This survey exists to remove that guesswork.

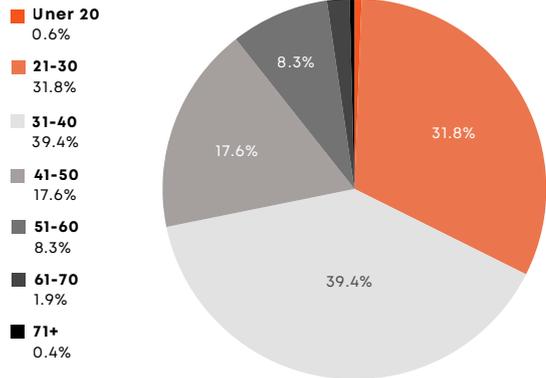
Yorkshire shows greater concern about funding availability and technology adaptation than the North West - reflecting more public sector dependency and smaller average firm sizes. These structural differences should inform regional hiring strategies.

PROFILE OF RESPONDENTS

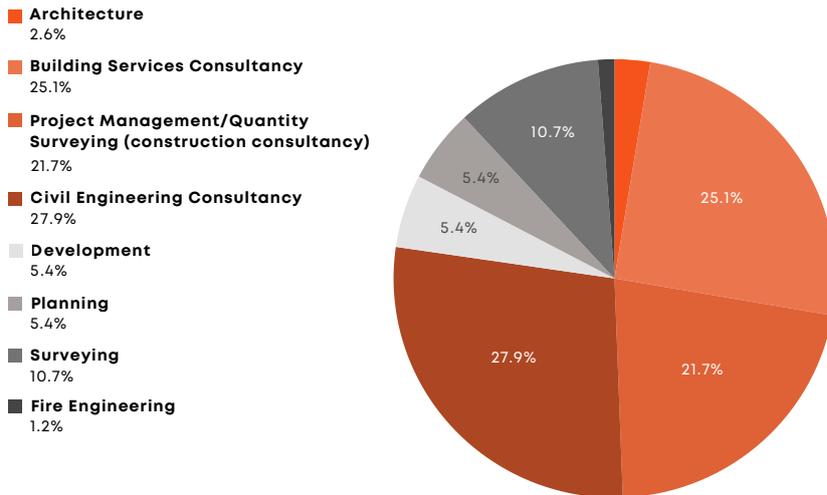
GENDER



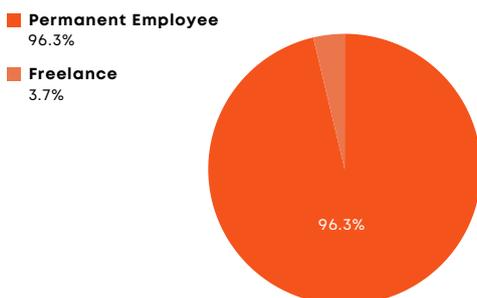
AGE



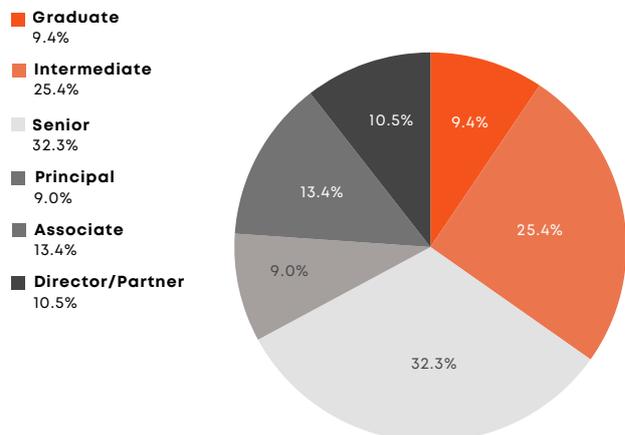
DISCIPLINE



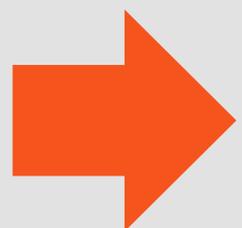
EMPLOYMENT TYPE



JOB LEVEL



Region:
NORTH WEST



ARCHITECTURE

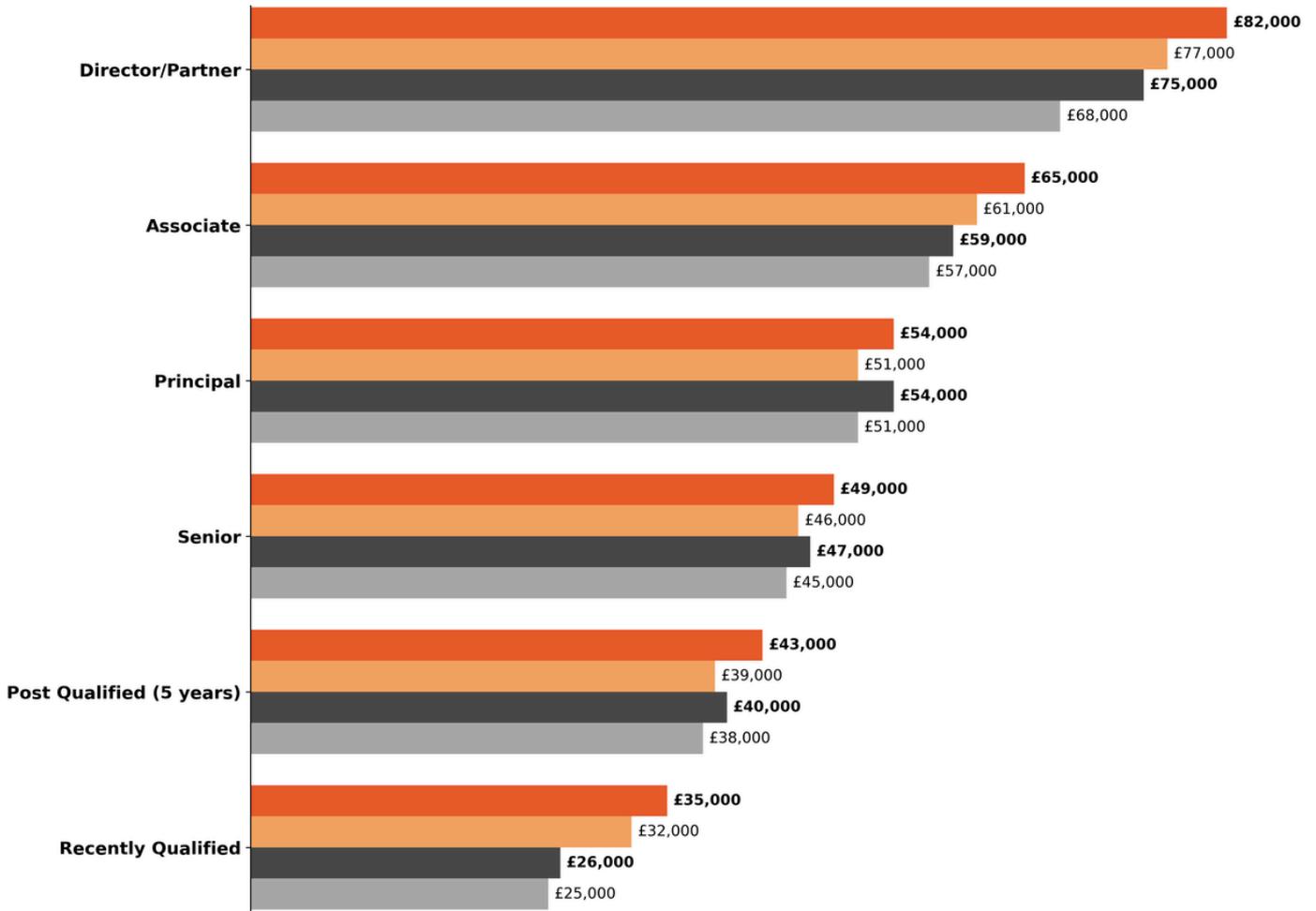
AVERAGE SALARY
£54,667

KEY

- Architecture Current Salary
- Architecture 12 months ago
- Architectural Technologist Current Salary
- Architectural Technologist 12 months ago

AVERAGE INCREASE
+7.2%

CURRENT SALARIES VS 12 MONTHS AGO



Architecture has seen solid salary growth across the North West this year, reflecting sustained demand for design talent across commercial, residential, and mixed-use sectors. The 7.2% rise is driven by a shortage of qualified architects, particularly at post-qualified and senior levels where practices are competing hard for professionals with strong Revit capabilities and experience delivering projects through RIBA stages 3-5.

The most significant increases have come at the top end - Director/Partner salaries have jumped from £77k to £82k as practices fight to retain leadership talent. At entry level, recently qualified architects have also seen healthy growth, with salaries rising from £32k to £35k as firms invest in pipeline talent amid ongoing skills shortages.

We're seeing practices compete aggressively across all levels, with many now offering enhanced benefits packages including hybrid working, CPD allowances, and clear pathways to Associate. Architectural Technologists continue to command competitive salaries, particularly at senior levels where their technical delivery expertise is increasingly valued.



Brin Gleeson, Director, Vertical Recruitment

BUILDING SERVICES

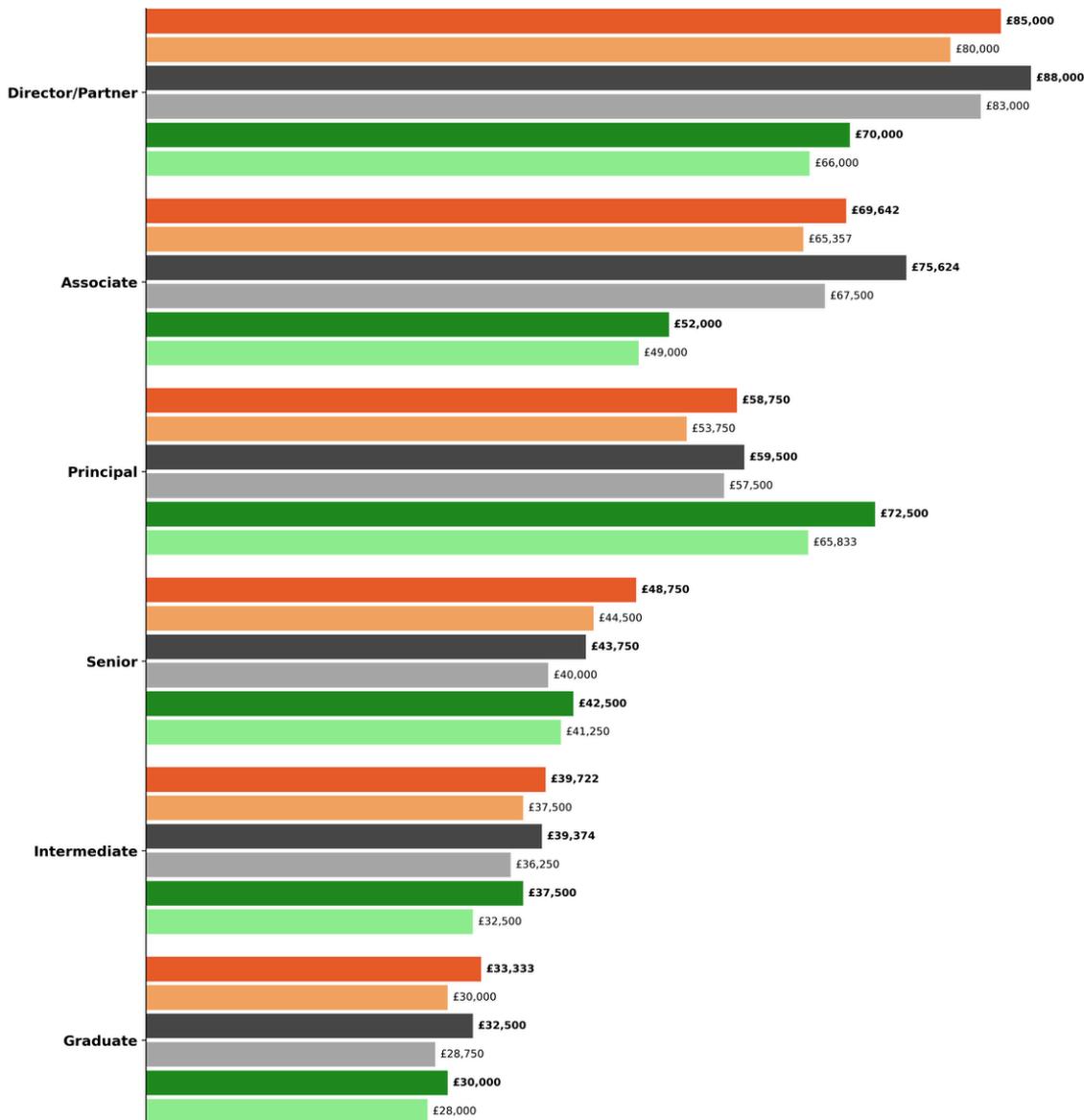
AVERAGE SALARY
£50,162

AVERAGE INCREASE
+8.4%

KEY

- Electrical Design Engineer Current Salary
- Electrical Design Engineer 12 months ago
- Revit Technician Current Salary
- Revit Technician 12 months ago
- Mechanical Design Engineer Current Salary
- Mechanical Design Engineer 12 months ago

CURRENT SALARIES VS 12 MONTHS AGO



Building Services continues to be one of the most competitive disciplines in the North West market. The 8.4% average increase reflects the ongoing battle for MEP talent, particularly at the Senior and Associate levels where the skills gap is most acute.

Mechanical Design Engineers have seen the strongest growth, with demand fuelled by the net-zero agenda and the complexity of modern building systems. Electrical engineers with data centre or life sciences experience are commanding significant premiums. Meanwhile, Revit Technicians have become increasingly vital to project delivery, with salaries rising sharply at the intermediate level as practices invest in BIM capability.



James Smith, Director, Vertical Recruitment

CIVIL ENGINEERING / STRUCTURAL ENGINEERING CONSULTANCY

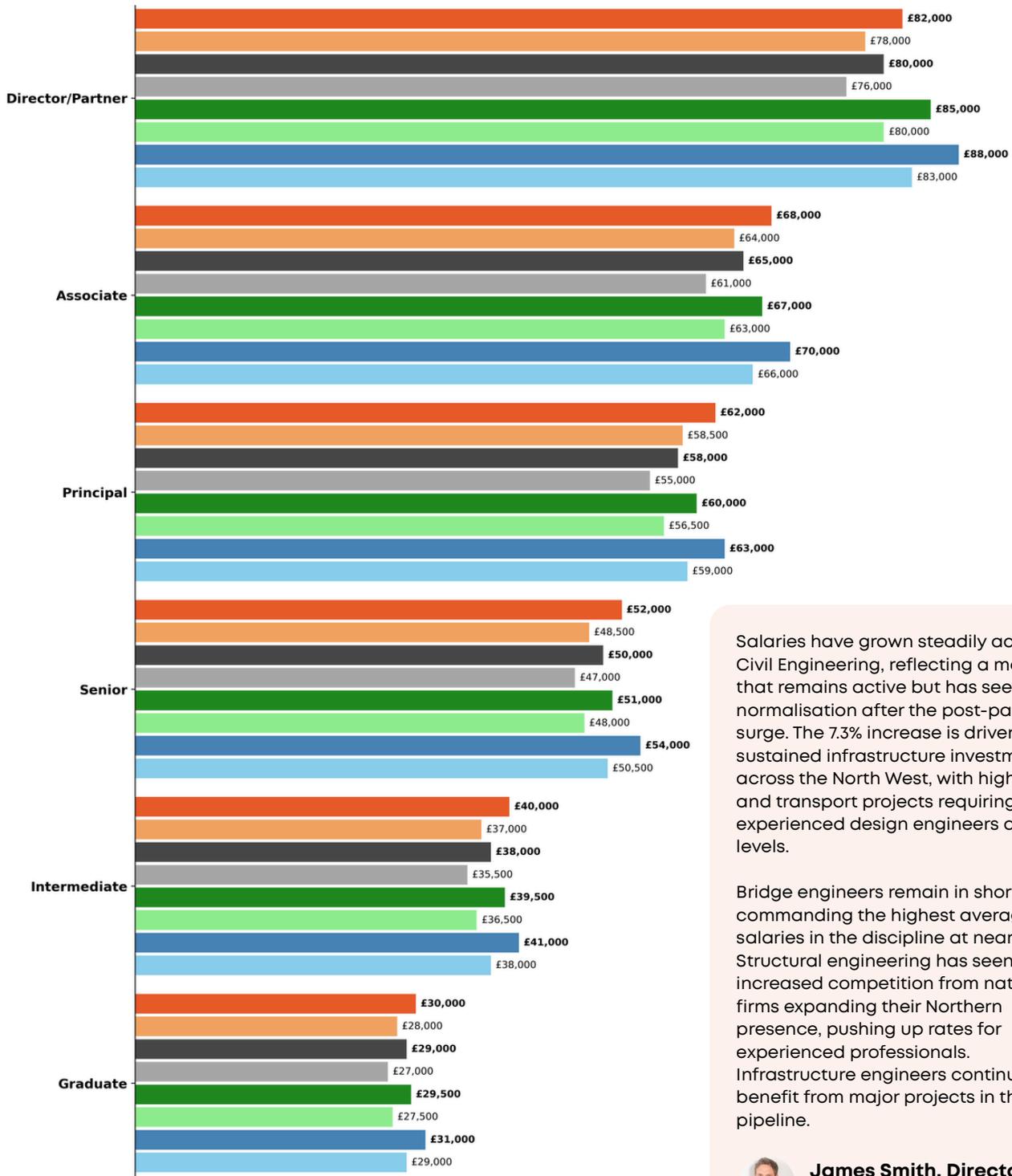
AVERAGE SALARY
£55,542

AVERAGE INCREASE
+7.3%

KEY

- Structural Engineer Current Salary
- Structural Engineer 12 months ago
- Infrastructure Engineer Current Salary
- Infrastructure Engineer 12 months ago
- Highways Engineer Current Salary
- Highways Engineer 12 months ago
- Bridge Engineer Current Salary
- Bridge Engineer 12 months ago

CURRENT SALARIES VS 12 MONTHS AGO



Salaries have grown steadily across Civil Engineering, reflecting a market that remains active but has seen some normalisation after the post-pandemic surge. The 7.3% increase is driven by sustained infrastructure investment across the North West, with highways and transport projects requiring experienced design engineers at all levels.

Bridge engineers remain in short supply, commanding the highest average salaries in the discipline at nearly £58k. Structural engineering has seen increased competition from national firms expanding their Northern presence, pushing up rates for experienced professionals. Infrastructure engineers continue to benefit from major projects in the pipeline.



James Smith, Director, Vertical Recruitment

DEVELOPMENT

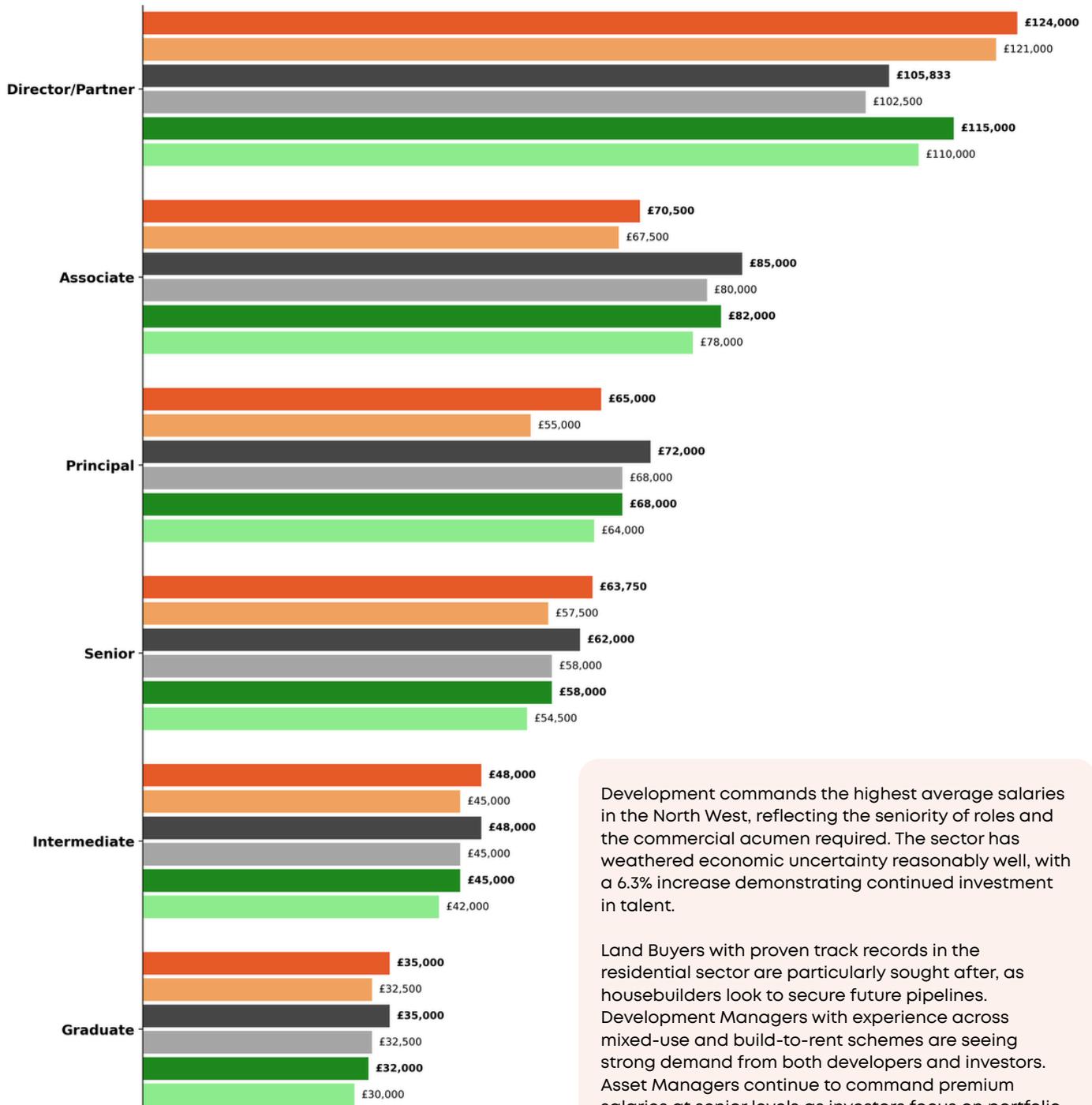
AVERAGE SALARY
£67,449

AVERAGE INCREASE
+6.3%

KEY

- Development Manager Current Salary
- Development Manager 12 months ago
- Asset Manager Current Salary
- Asset Manager 12 months ago
- Land Buyer Current Salary
- Land Buyer 12 months ago

CURRENT SALARIES VS 12 MONTHS AGO



Development commands the highest average salaries in the North West, reflecting the seniority of roles and the commercial acumen required. The sector has weathered economic uncertainty reasonably well, with a 6.3% increase demonstrating continued investment in talent.

Land Buyers with proven track records in the residential sector are particularly sought after, as housebuilders look to secure future pipelines. Development Managers with experience across mixed-use and build-to-rent schemes are seeing strong demand from both developers and investors. Asset Managers continue to command premium salaries at senior levels as investors focus on portfolio performance.



**James Adamson, Director,
Vertical Recruitment**

FIRE ENGINEERING

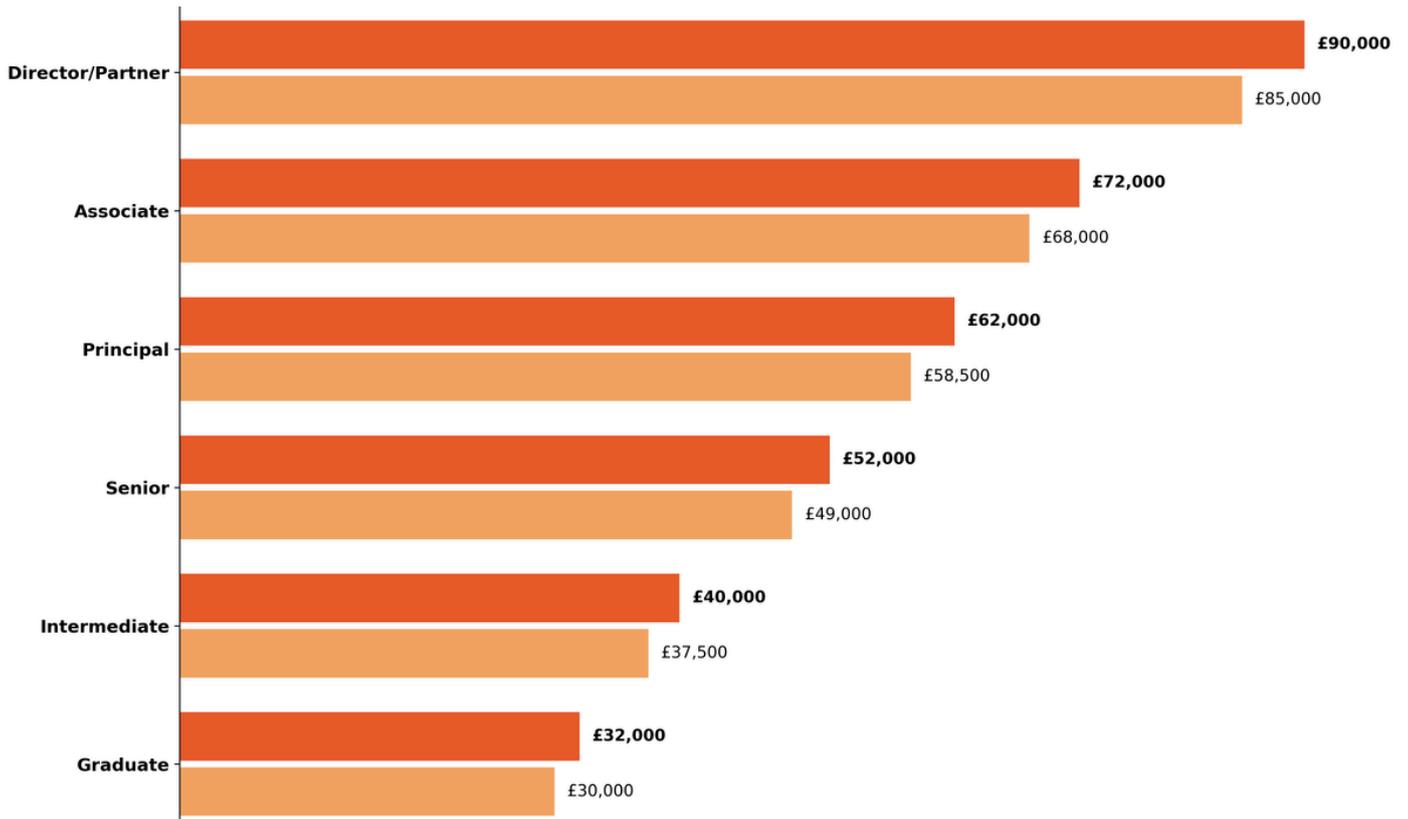
AVERAGE SALARY
£58,000

KEY

- Fire Engineer Current Salary
- Fire Engineer 12 months ago

AVERAGE INCREASE
+6.2%

CURRENT SALARIES VS 12 MONTHS AGO



Fire Engineering has consolidated its position as a specialist discipline with strong salary growth. The 6.1% increase reflects sustained demand driven by regulatory changes and the increased focus on building safety post-Grenfell.

There remains a significant shortage of chartered Fire Engineers, with demand far outstripping supply at the Associate and Principal levels. Consultancies are investing heavily in graduate programmes to build future capacity, but the 5-7 year pathway to chartership means the skills gap will persist.

Candidates with existing building remediation experience or those who can demonstrate expertise in complex residential and healthcare projects are commanding significant premiums.



Adam Wheatland, Recruitment Consultant, Vertical Recruitment

PLANNING

AVERAGE SALARY

£50,167

KEY

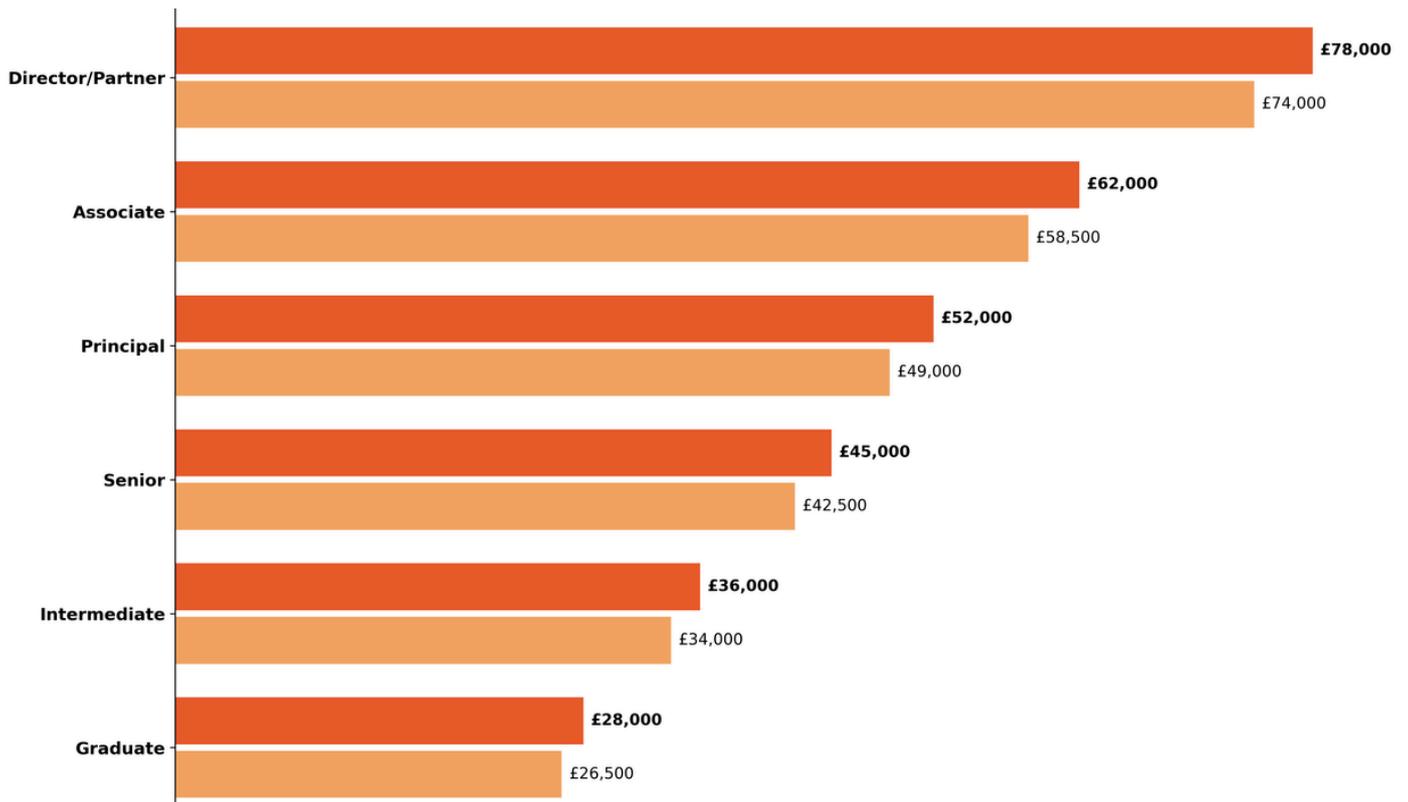
 Planner Current Salary

 Planner 12 months ago

AVERAGE INCREASE

+5.8%

CURRENT SALARIES VS 12 MONTHS AGO



Planning has seen the most modest salary growth in the North West at 5.8%, though the market remains active. The slower growth reflects a period of policy uncertainty and a more cautious approach from some consultancies.

However, demand for experienced planners with major infrastructure or energy project experience remains robust. Town Planners who can navigate complex stakeholder environments and demonstrate strong local authority relationships are highly valued.



James Adamson, Director, Vertical Recruitment

PROJECT MANAGEMENT / QUANTITY SURVEYING

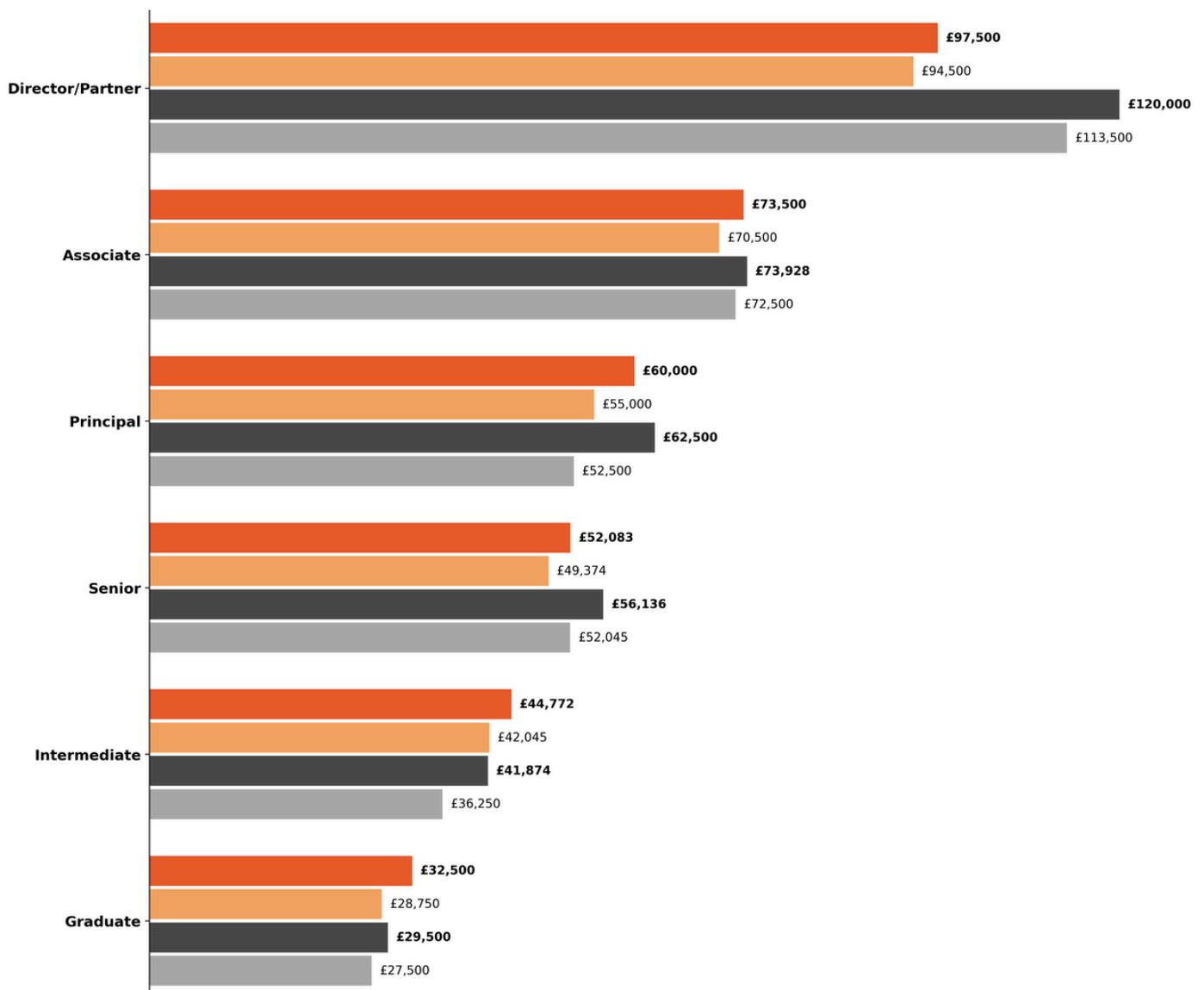
AVERAGE SALARY
£62,024

AVERAGE INCREASE
+7.2%

KEY

- Project Manager Current Salary
- Quantity Surveyor Current Salary
- Project Manager 12 months ago
- Quantity Surveyor 12 months ago

CURRENT SALARIES VS 12 MONTHS AGO



Project Management has delivered strong salary growth of 7.2%, driven by the complexity of modern construction projects and the critical importance of effective delivery. The average salary of over £62,000 reflects the seniority and responsibility these roles command.

Project Managers with experience of cost and programme management across major projects are in high demand. The sector is seeing increased movement between consultancy and client-side roles, with many PMs seeking the stability and benefits that come with direct employment.



James Adamson, Director, Vertical Recruitment

SURVEYING

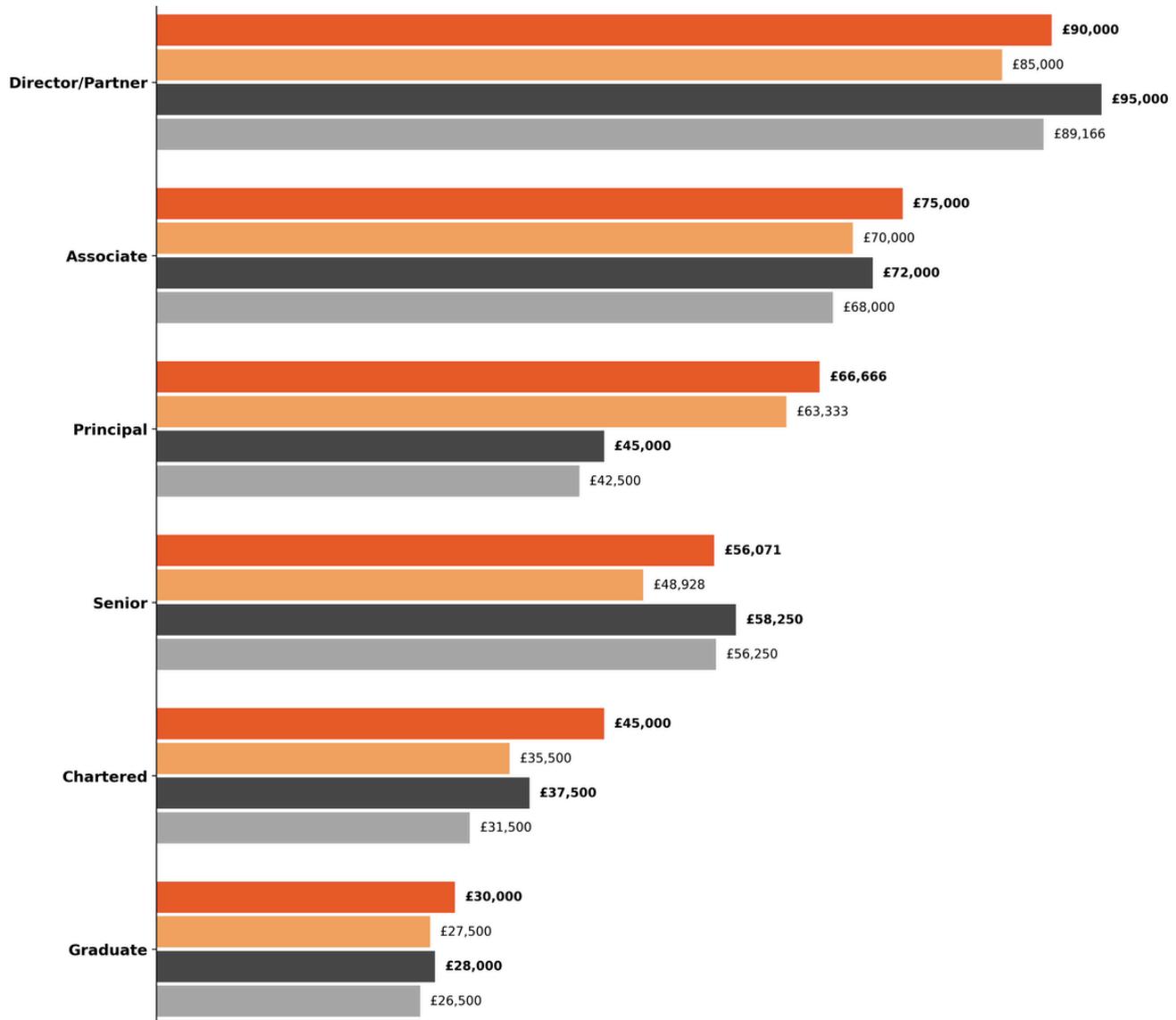
AVERAGE SALARY
£58,207

AVERAGE INCREASE
+8.4%

KEY

- Building Surveyor Current Salary
- General Practise Surveyor Current Salary
- Building Surveyor 12 months ago
- General Practise 12 months ago

CURRENT SALARIES VS 12 MONTHS AGO



Surveying has delivered strong salary growth across the North West, with an 8.4% average increase reflecting sustained demand for qualified professionals. Building Surveyors have seen particularly sharp rises at Director and Associate levels, driven by the ongoing impact of the Building Safety Act and the volume of remediation work requiring specialist expertise.

The renaming of the Intermediate tier to "Chartered" reflects the industry's increasing emphasis on professional qualification as a key milestone. Chartered surveyors are commanding a notable premium as clients and employers prioritise accredited professionals for complex compliance and advisory work.

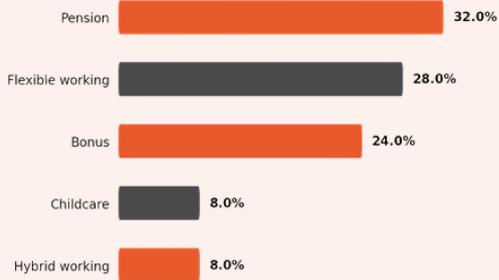
General Practice Surveyors continue to benefit from a buoyant commercial property market, with valuation and agency skills in high demand as investors seek trusted advice in uncertain economic conditions. The gap between newly qualified and senior professionals remains significant, highlighting clear progression opportunities for those building their credentials.



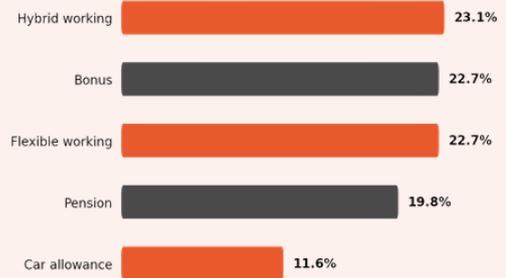
Brin Gleeson, Director, Vertical Recruitment

Top benefits per sector

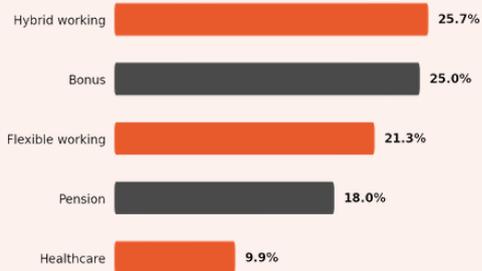
Architecture



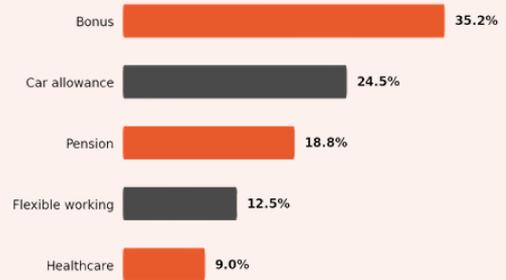
Building Services Consultancy



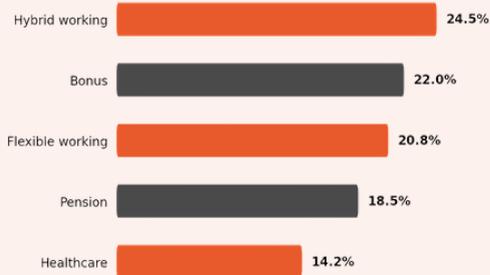
Civil Engineering / Structural Engineering Consultancy



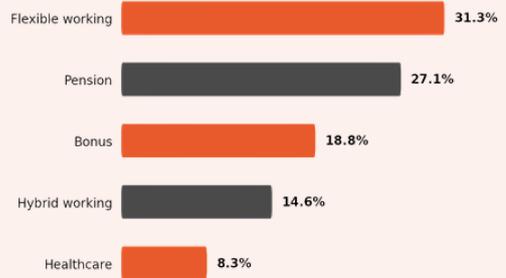
Development



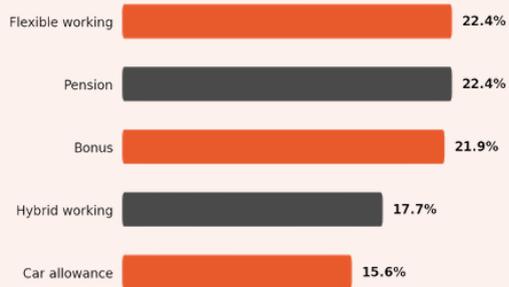
Fire Engineering



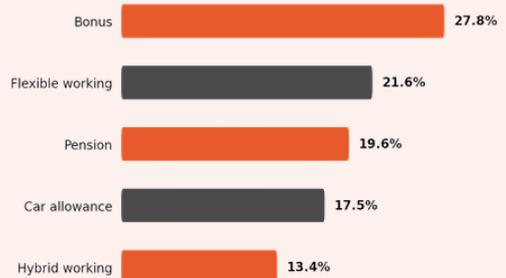
Planning



Project Management / Quantity Surveying



Surveying



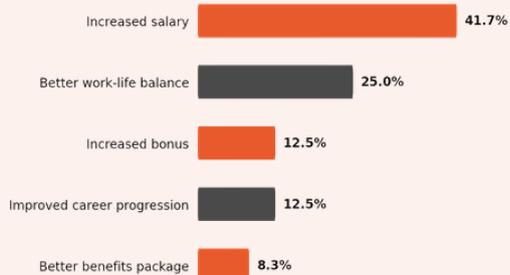
The data reveals a clear divide between traditional and modern benefit expectations. Architecture's pension-first priority (32%) suggests an older workforce or reflects the profession's roots in established practices, while Building Services and Civil Engineering / Structural Engineering Consultancy lead with hybrid working - these disciplines proved during the pandemic that technical design work translates well to remote environments.

Development's bonus-led preferences (35.2%) reflect a sector where success is measurable and rewarded. These professionals expect to share in the deals they deliver. The high car allowance priority (24.5%) isn't about status - it's a practical necessity for professionals constantly moving between sites, agents, and client meetings.

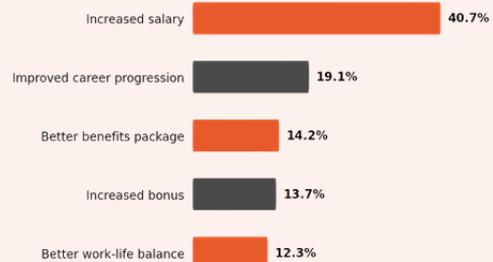
Planning's standout flexible working preference (31.3%) likely reflects the sector's public sector heritage, where flexibility has long been part of the package. As planners increasingly move to private consultancies, they're bringing these expectations with them.

What people would consider when looking for a new role

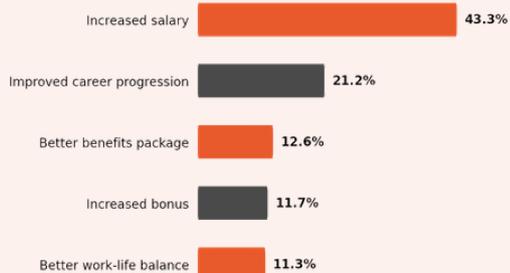
Architecture



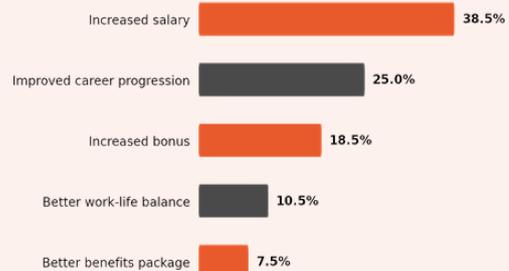
Building Services Consultancy



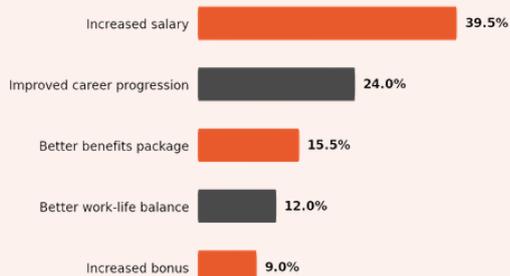
Civil Engineering / Structural Engineering Consultancy



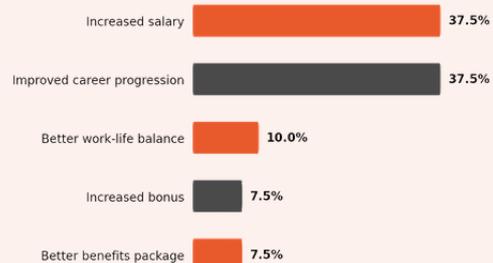
Development

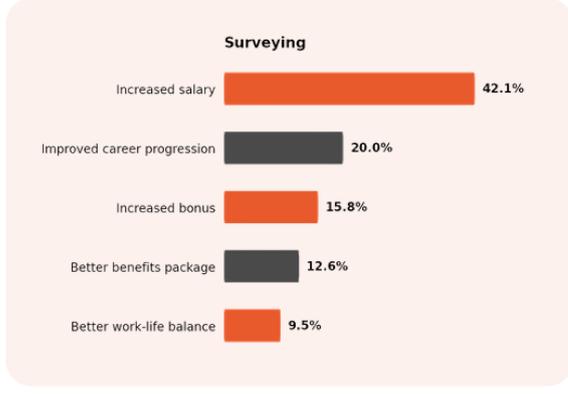
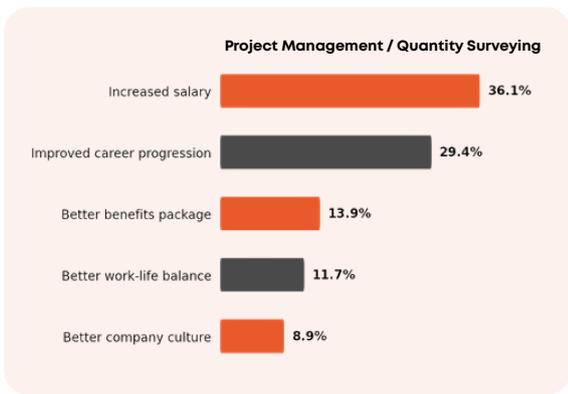


Fire Engineering



Planning





Architecture's unusually high work-life balance priority (25% - highest of any sector) signals a profession under strain. Long hours culture and tight fee margins are pushing talented people to prioritise wellbeing over career advancement. Civil Engineering / Structural Engineering Consultancy's 43.3% salary focus - the strongest anywhere - suggests these professionals feel undervalued. With major infrastructure investment across the North West, engineers know demand is high and are seeking market correction.

The tie between salary and career progression in Planning (both 37.5%) reveals ambitious professionals who feel stuck. Many planners hit a ceiling in local authorities and see private sector moves as the only route to senior positions.

Development's relatively low work-life balance priority (10.5%) isn't apathy - it's acceptance. Professionals in this sector knowingly trade personal time for financial reward. The question for employers is whether this model remains sustainable as workforce expectations shift.

Satisfaction Rating by Sector

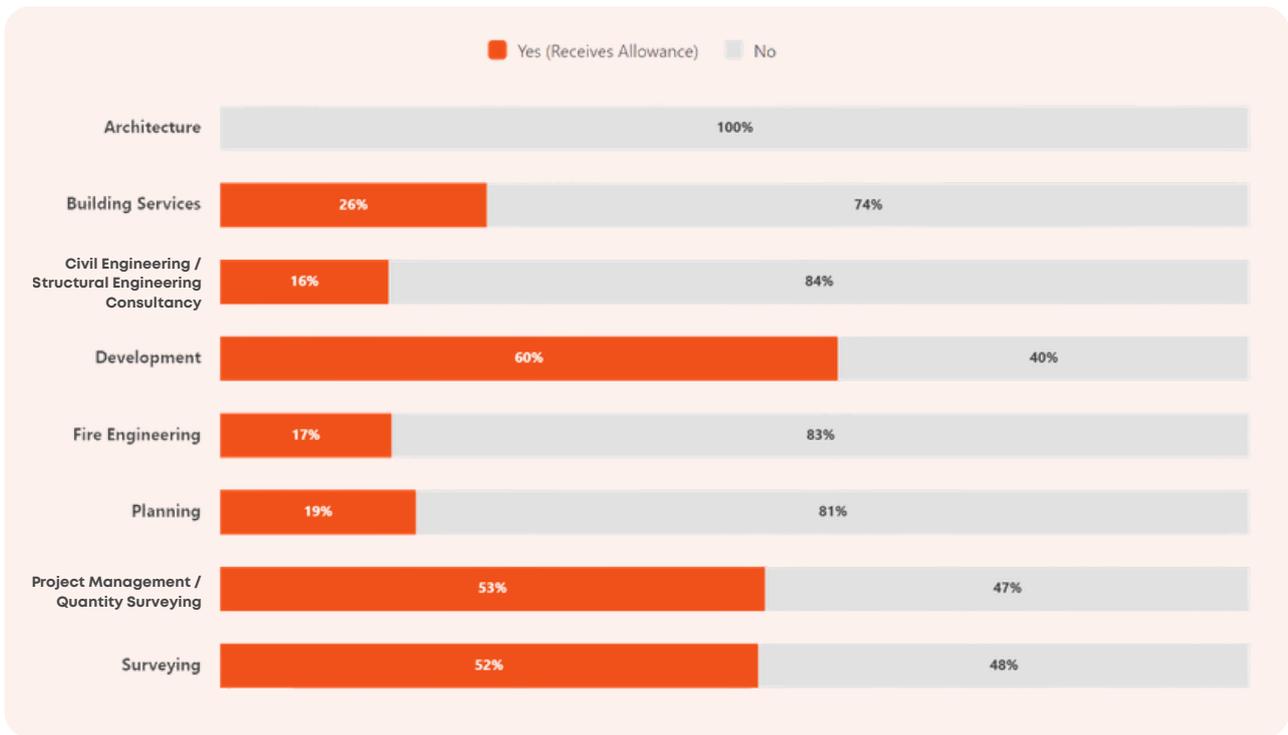


Fire Engineering and Planning showing near-universal satisfaction (100% and 95%) reflects the appeal of specialist, purpose-driven work. Fire engineers are solving critical safety challenges post-Grenfell; planners are shaping communities. This sense of impact sustains satisfaction even when salaries lag other disciplines.

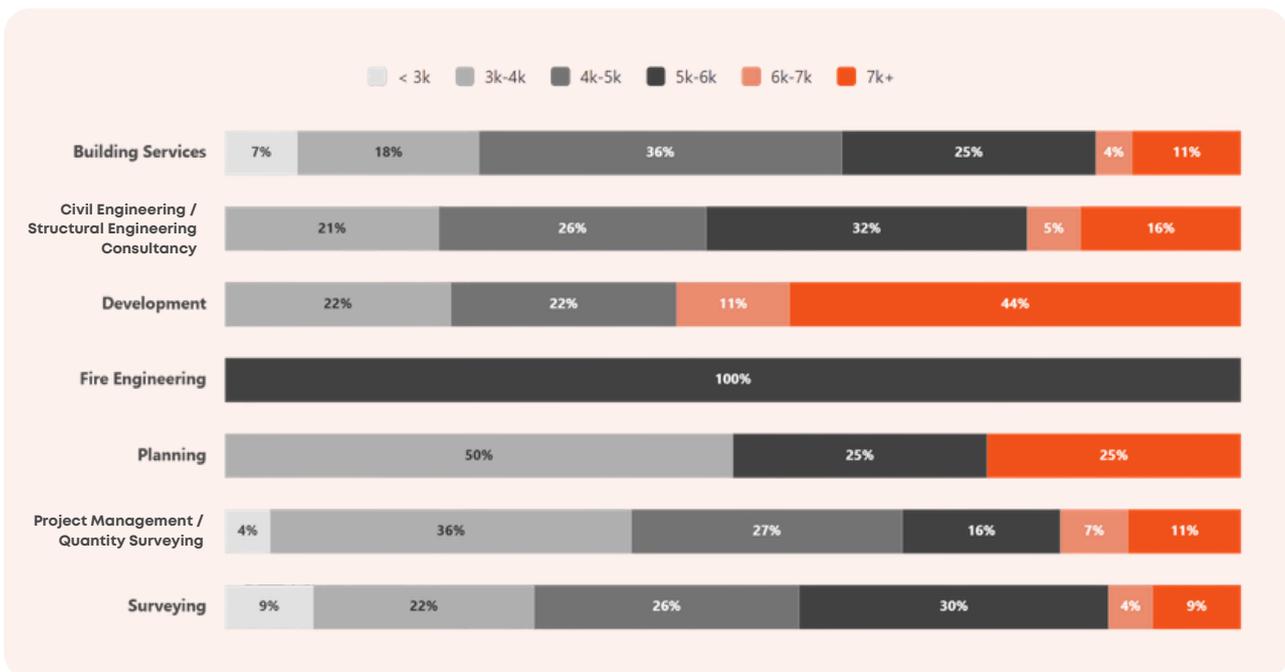
Architecture's 18% dissatisfaction rate - the highest recorded - correlates directly with the work-life balance concerns flagged earlier. The profession has a retention problem that salary alone won't fix. Practices need to fundamentally rethink workload management and project resourcing.

Surveying's 23% dissatisfaction, combined with strong salary-driven mobility intentions, creates a volatile talent market. Employers relying on loyalty rather than competitive packages will lose people.

Car Allowance Eligibility by Sector



Car Allowance by sector

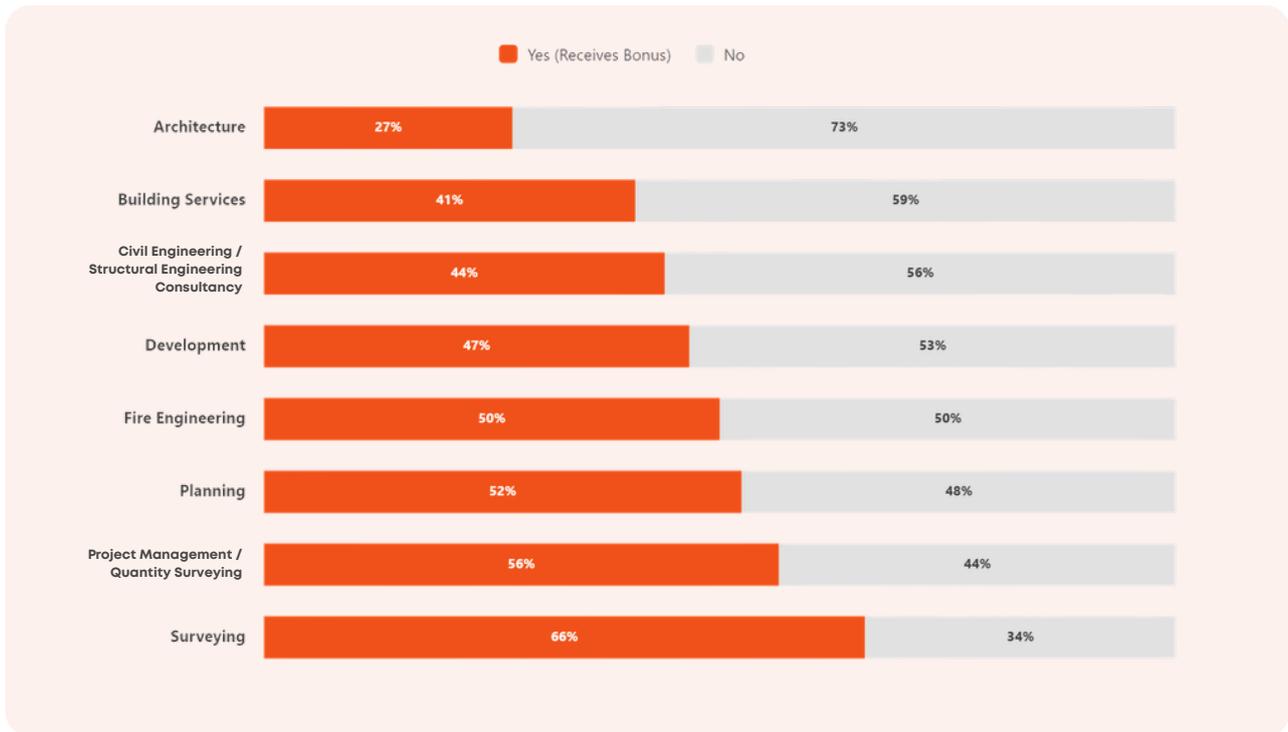


The eligibility gap between Development (60%) and Architecture (0%) reflects fundamentally different working models. Development, Project Management / Quantity Surveying, and Surveying professionals spend significant time away from the office - on sites, with clients, at viewings. Car allowances aren't perks; they're operational necessities that employers must factor into total compensation.

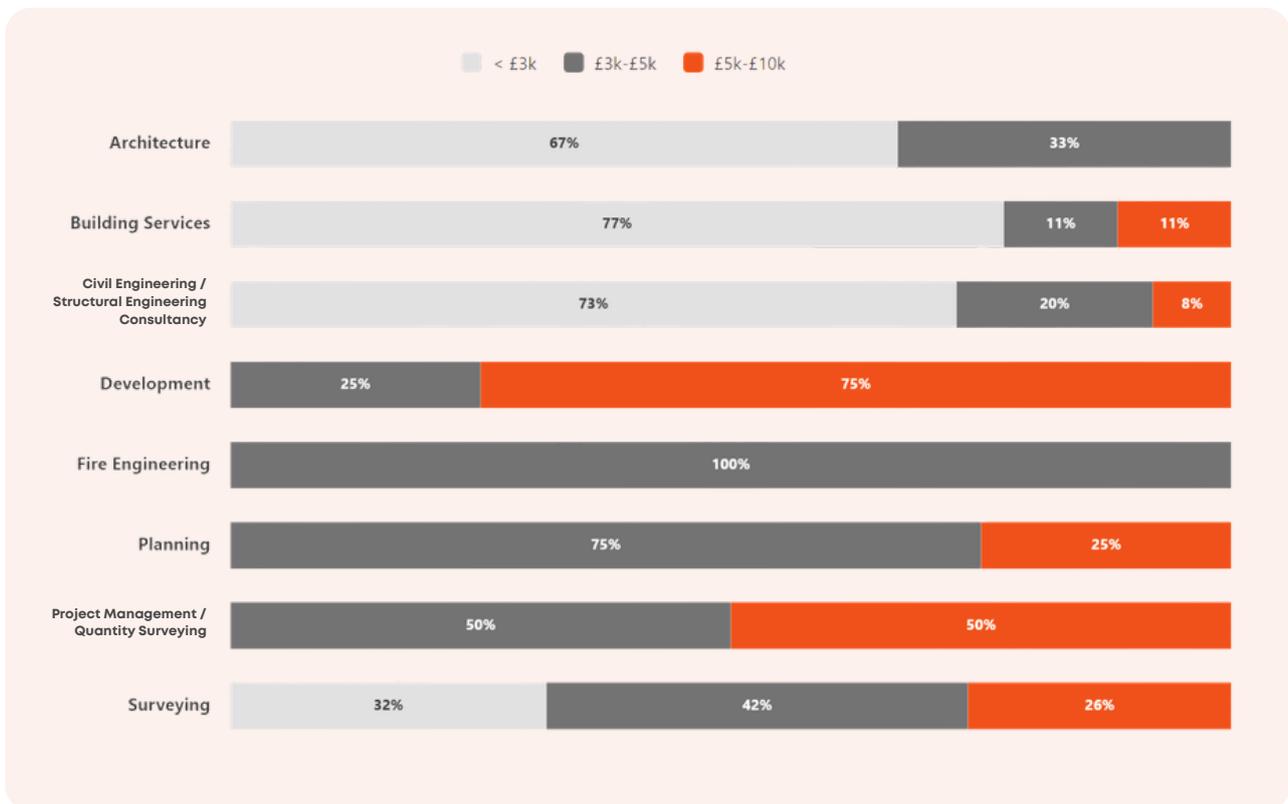
The generous allowances in Development (44% at £7k+) acknowledge that these professionals often use personal vehicles for business purposes daily. Fire Engineering's standardised £4-5k band suggests a smaller, more homogeneous market where packages have converged.

Planning's polarised distribution (50% under £3k, 25% at £7k+) reflects the public/private divide. Local authority planners receive modest allowances if any; private sector planning directors command premium packages.

Bonus Eligibility by Sector



Bonus amount breakdown



Surveying's 66% bonus eligibility reflects a profession built on measurable output - fees generated, deals completed, valuations delivered. This target-driven culture attracts commercially-minded professionals and creates clear performance incentives.

Architecture's 27% eligibility - lowest across all sectors - exposes the profession's fee margin challenges. When projects run over budget and over time, there's simply no surplus to distribute. This limits practices' ability to reward high performers and creates retention risk.

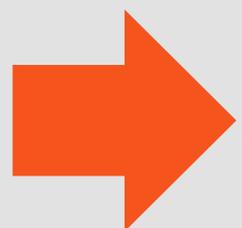
Development's bonus amounts (75% in the £5-10k range) dwarf other sectors because the underlying deal values justify it. A Development Manager who secures a site acquisition or planning consent generates value far exceeding a £10k bonus. Smart employers understand this multiplier effect.

The prevalence of sub-£3k bonuses in technical disciplines (Fire Engineering 100%, Planning 75%, Civil Engineering 73%) suggests many firms use bonuses as token gestures rather than genuine incentives. For bonuses to drive performance, they need to be meaningful enough to influence behaviour.

Region:

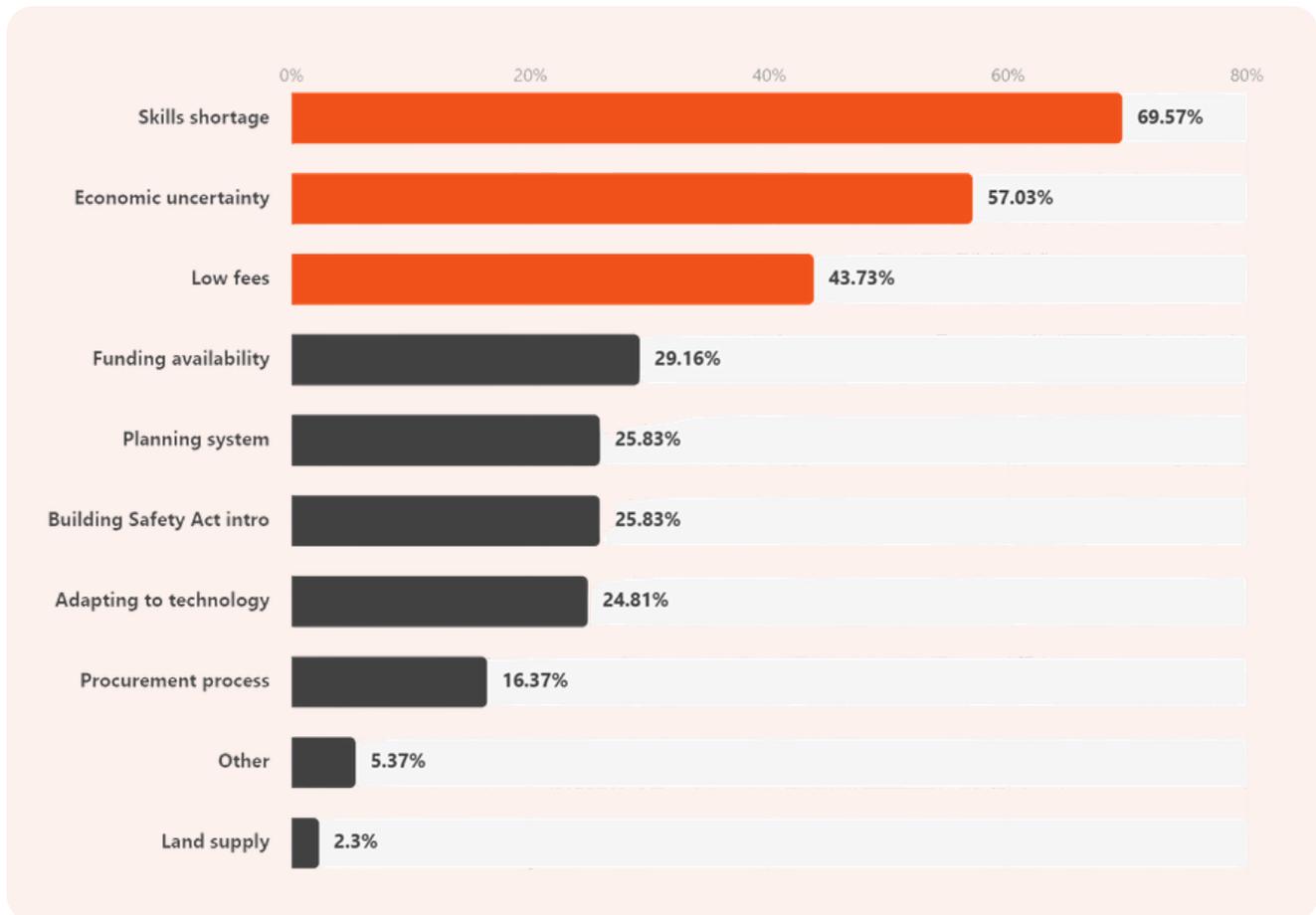
NORTH WEST

Overall analysis



Top 3 Biggest Challenges Facing the Industry

% of respondents who selected this as a top challenge



Skills shortage topping the list at 70% isn't surprising - but the gap between first and second place is. Economic uncertainty (57%) and low fees (44%) are significant concerns, yet they're problems firms can navigate. A skills shortage is existential - you simply cannot deliver projects without people.

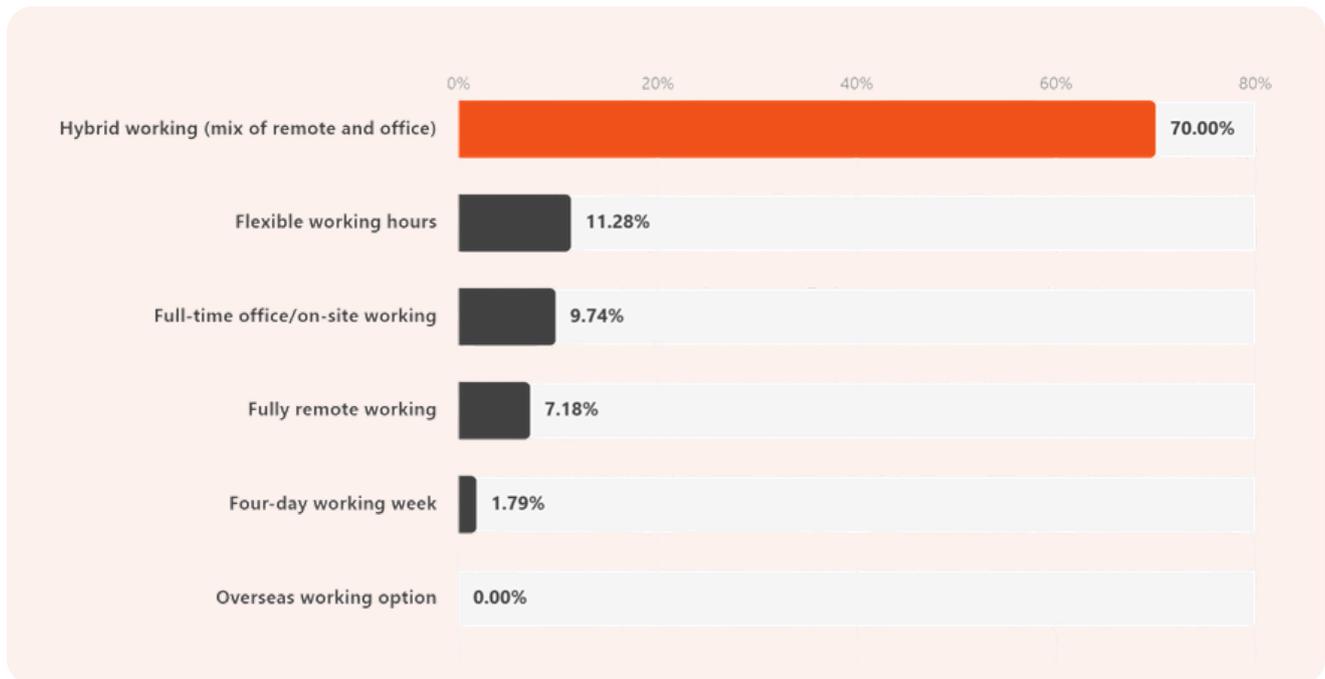
The clustering of planning system, Building Safety Act and funding availability around 25-30% reveals an industry caught between regulatory change and financial constraint. Firms are being asked to do more - more compliance, more documentation, more safety considerations - while fee levels haven't adjusted to reflect this additional burden.

Technology adaptation concerns (25%) signal that the industry knows it needs to modernise but is struggling to find capacity while managing day-to-day delivery pressures. This creates a vicious cycle: firms too busy to invest in efficiency remain too busy.

Land supply ranking last at just 2% is telling. Despite media narratives around housing delivery, professionals on the ground see the constraint as people and money, not land.

Current Working Arrangements

% of working arrangements offered by current/most recent employer



Hybrid working at 70% confirms what we already knew - flexible working is no longer a perk, it's the baseline expectation.

Employers still mandating full-time office attendance (10%) are fishing in a significantly smaller talent pool.

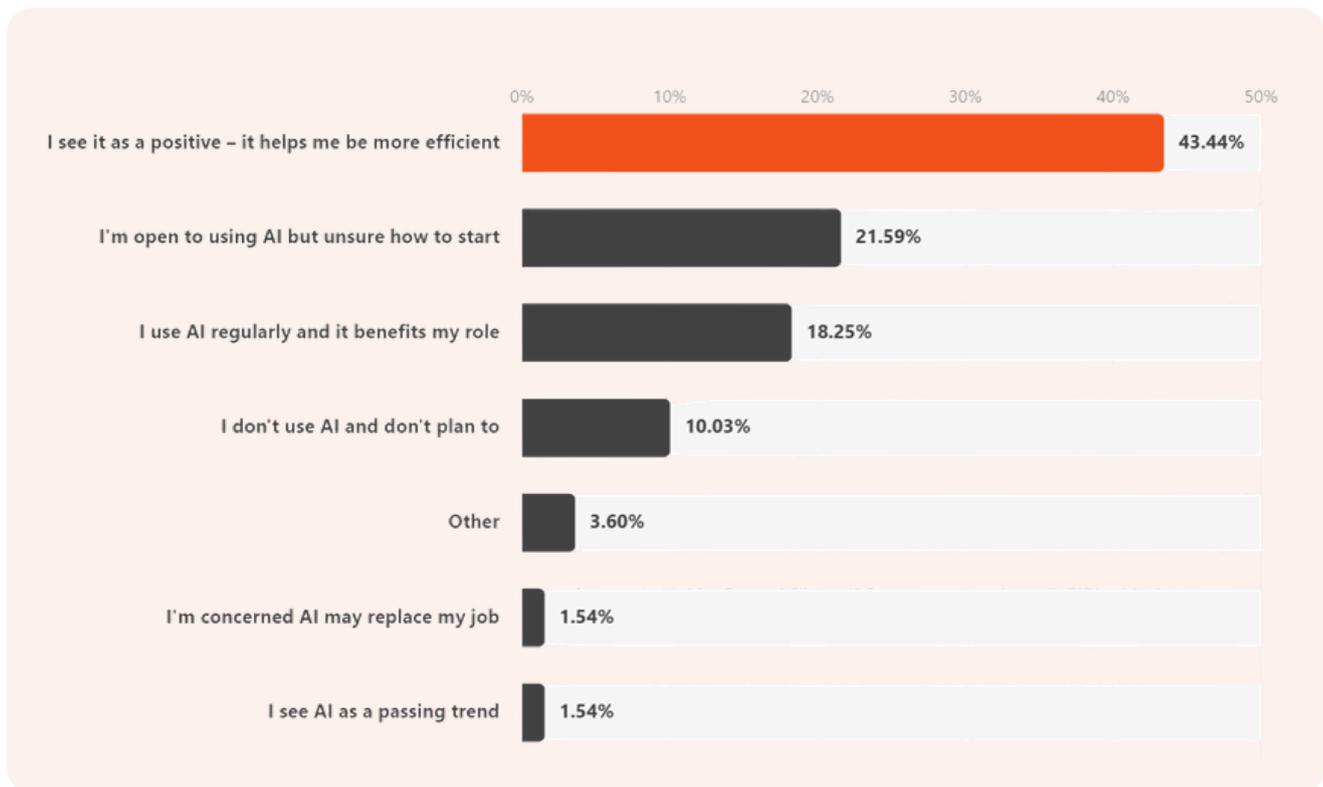
The minimal uptake of four-day weeks (1.8%) and overseas working (0%) suggests the industry isn't ready for the next wave of flexibility. These arrangements require fundamental rethinks of project resourcing and client expectations - something most firms haven't tackled.

Fully remote at just 7% indicates that despite hybrid's dominance, the built environment remains a collaborative, presence-requiring profession. Site visits, client meetings, and design reviews still benefit from physical interaction. The future isn't fully remote - it's thoughtfully hybrid.

The 11% on flexible hours (distinct from hybrid location) points to a missed opportunity. Flexible timing - early starts, compressed hours, school-run accommodation - costs employers nothing but delivers significant value to working parents and those with caring responsibilities.

Attitudes Toward Artificial Intelligence (AI)

% of respondents selection regarding AI in their work



The headline here isn't the 43% who see AI positively - it's the 22% who are open but don't know where to start. This represents a massive training and adoption opportunity. These professionals aren't resistant; they're waiting for guidance.

Combined with the 18% already using AI regularly, over 60% of the industry is either using or ready to use AI tools. The narrative that construction is a technology laggard needs updating.

Only 10% have no interest in AI, and just 1.5% see it as a passing trend. The sceptics are a small minority. More notably, only 1.5% fear job replacement - suggesting professionals understand AI as augmentation rather than substitution. They're not worried about being replaced; they're focused on being more efficient.

The opportunity for forward-thinking employers is clear: invest in AI training and tools now, and you'll attract the 22% who are ready but unsupported. Let competitors figure it out later while you build capability today.

Region:
YORKSHIRE



ARCHITECTURE

AVERAGE SALARY

£51,250

KEY

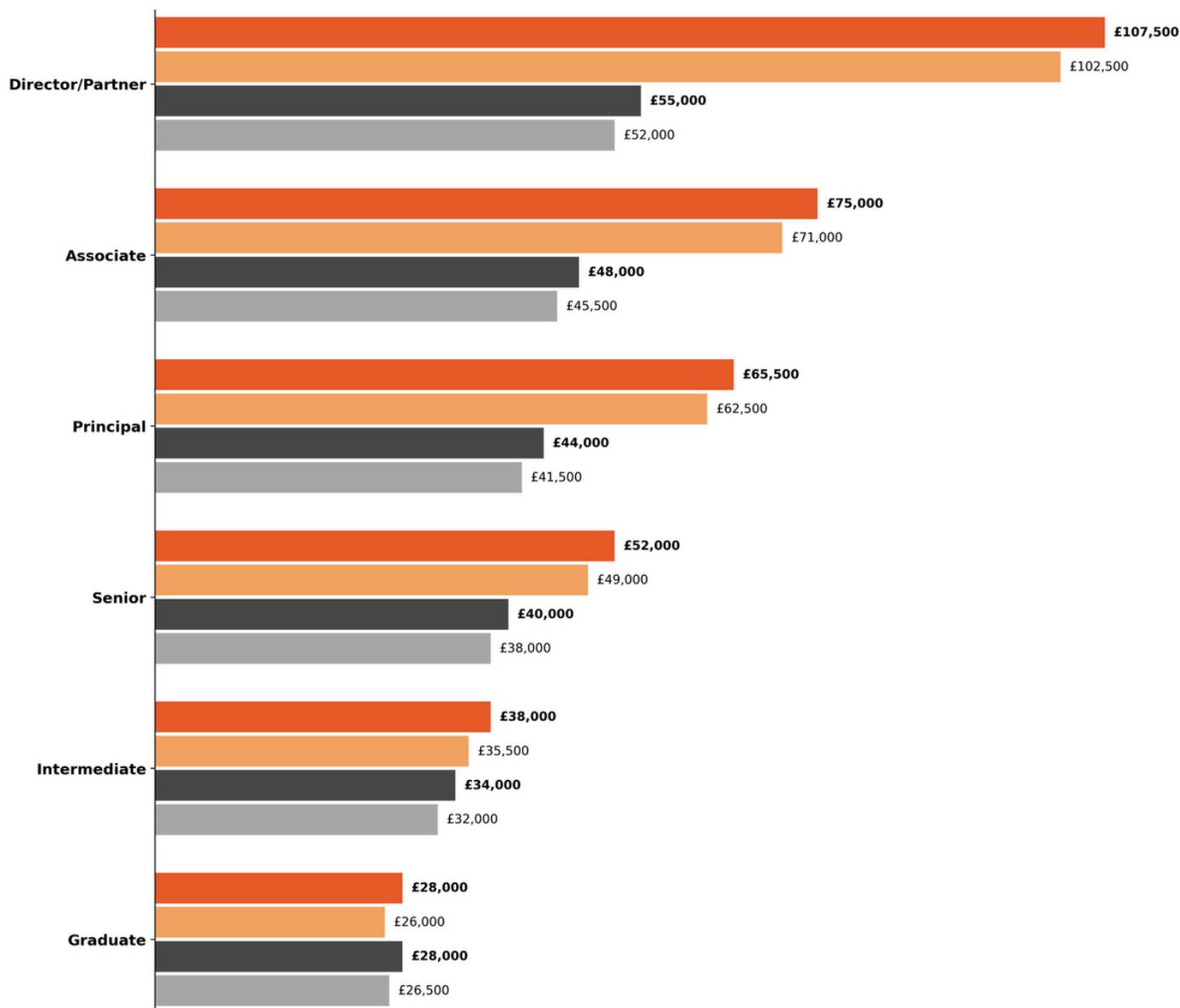
Architect Current Salary
Architect 12 months ago

Architectural Technologist Current Salary
Architectural Technologist 12 months ago

AVERAGE INCREASE

+5.7%

CURRENT SALARIES VS 12 MONTHS AGO



Yorkshire's architecture market has seen more modest growth at 5.7%, though average salaries are slightly higher than the North West. The region has benefited from an influx of practices establishing or expanding their presence, particularly in Leeds and Sheffield.

Demand is strongest for architects with residential and commercial sector experience. The growing tech and creative industries in Yorkshire's cities are also driving interesting workplace and mixed-use projects that appeal to candidates seeking varied portfolios.



Brin Gleeson, Director, Vertical Recruitment

BUILDING SERVICES

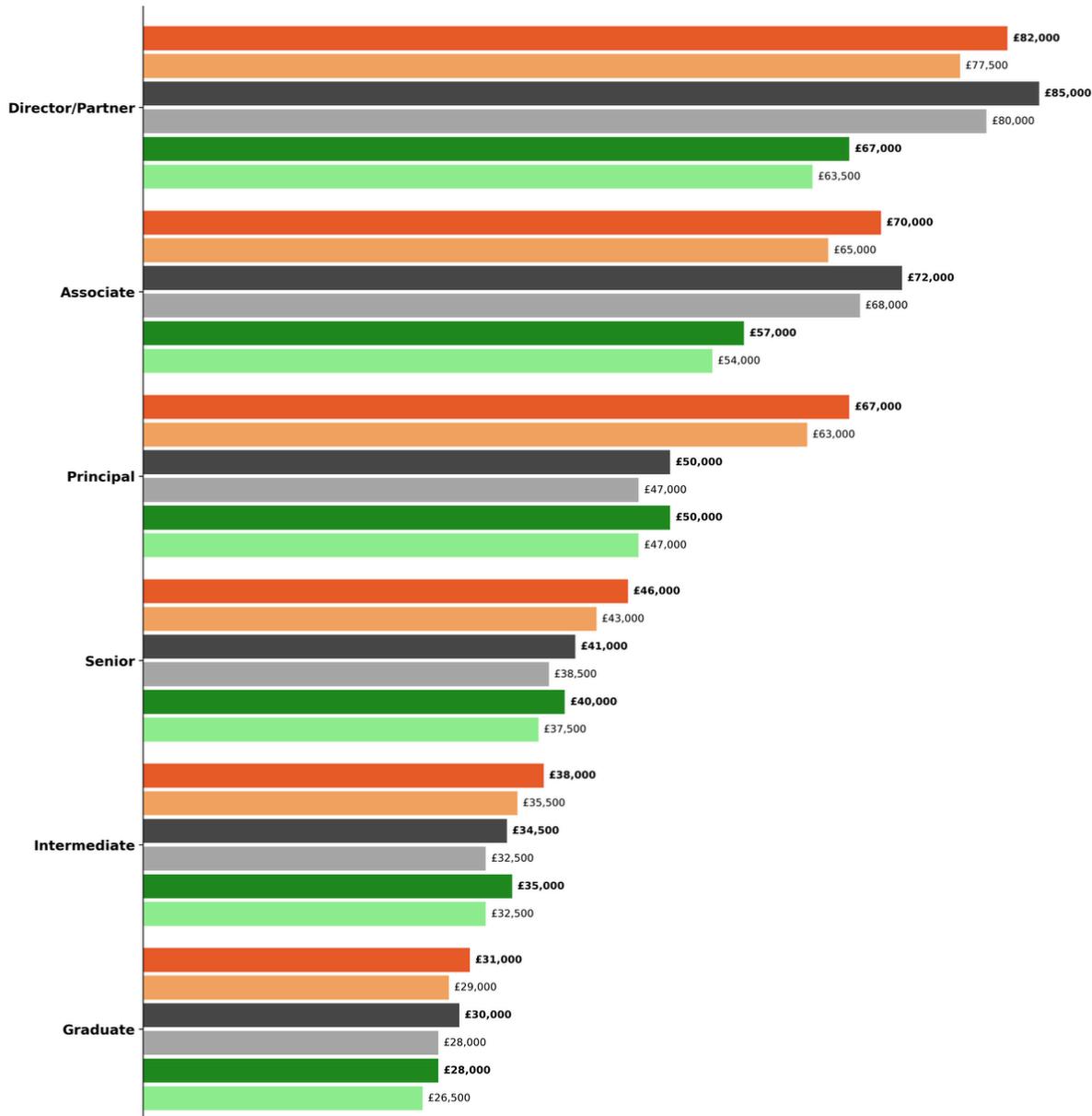
AVERAGE SALARY
£51,306

AVERAGE INCREASE
+6.4%

KEY

- Electrical Design Engineer Current Salary
- Electrical Design Engineer Salary 12 months ago
- Revit Technician Current Salary
- Revit Technician 12 months ago
- Mechanical Design Engineer Current Salary
- Mechanical Design Engineer 12 months ago

CURRENT SALARIES VS 12 MONTHS AGO



Building Services in Yorkshire has shown solid growth at 6.4%, with the market maturing as more consultancies establish regional offices. The average salary sits slightly below the North West, though this gap is narrowing.

Leeds has emerged as a hub for MEP consultancy, with several national firms now operating significant teams in the city. This has increased competition for talent and driven salary growth, particularly at the Associate and Principal levels.



Alex McCall, Senior Recruitment Consultant, Vertical Recruitment

CIVIL ENGINEERING / STRUCTURAL ENGINEERING CONSULTANCY

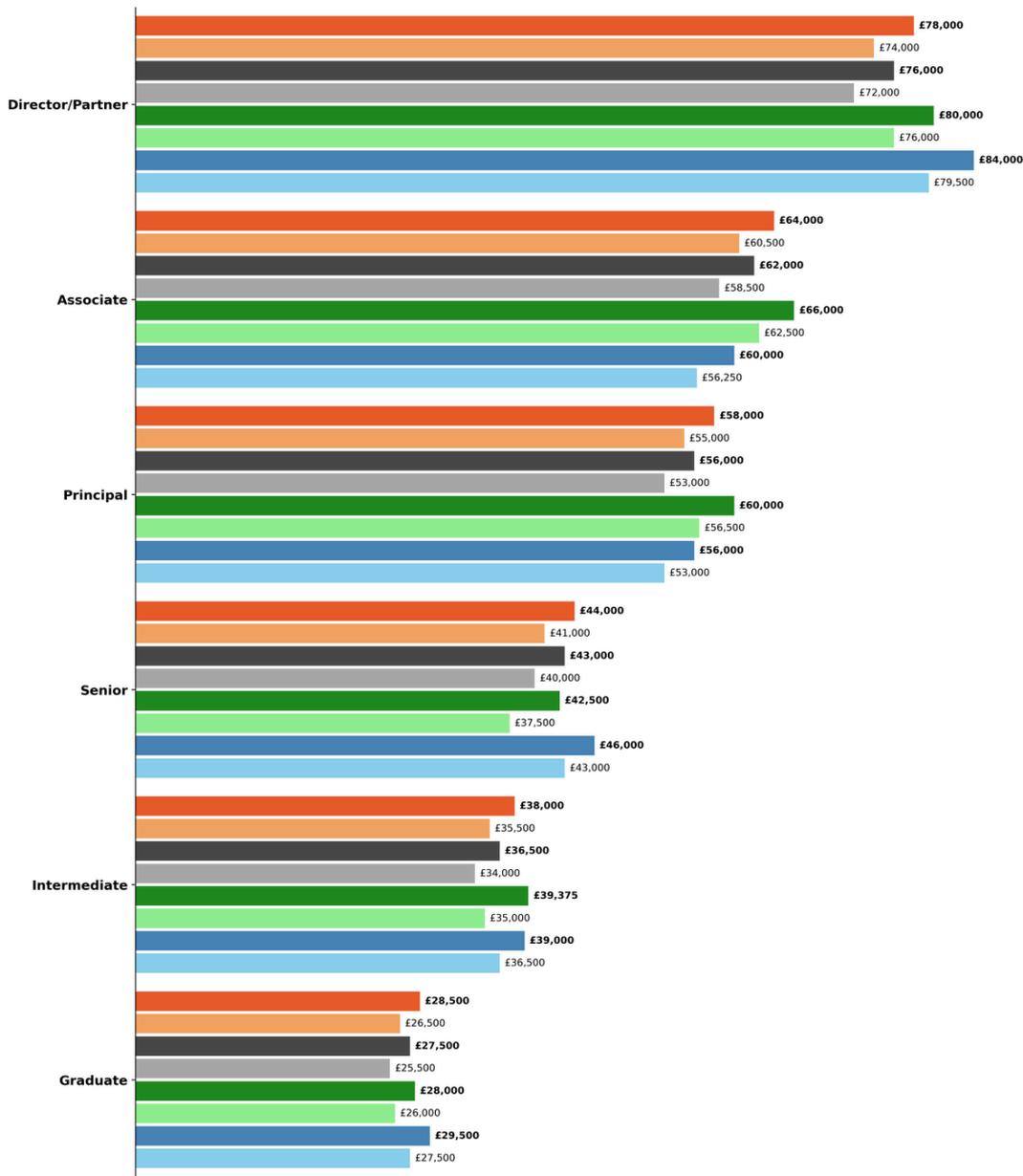
AVERAGE SALARY
£51,745

AVERAGE INCREASE
+6.6%

KEY

- Structural Engineer Current Salary
- Structural Engineer 12 months ago
- Infrastructure Engineer Current Salary
- Infrastructure Engineer 12 months ago
- Highways Engineer Current Salary
- Highways Engineer 12 months ago
- Bridge Engineer Current Salary
- Bridge Engineer 12 months ago

CURRENT SALARIES VS 12 MONTHS AGO



Civil Engineering in Yorkshire has slightly outpaced the North West with 6.6% growth, driven by significant infrastructure investment including transport and flood defence projects.

The region's highways and infrastructure sectors remain particularly active, with experienced design engineers in strong demand. Leeds, Sheffield, and York all offer growing opportunities for civil engineering professionals.



Alex McCall, Senior Recruitment Consultant, Vertical Recruitment

DEVELOPMENT

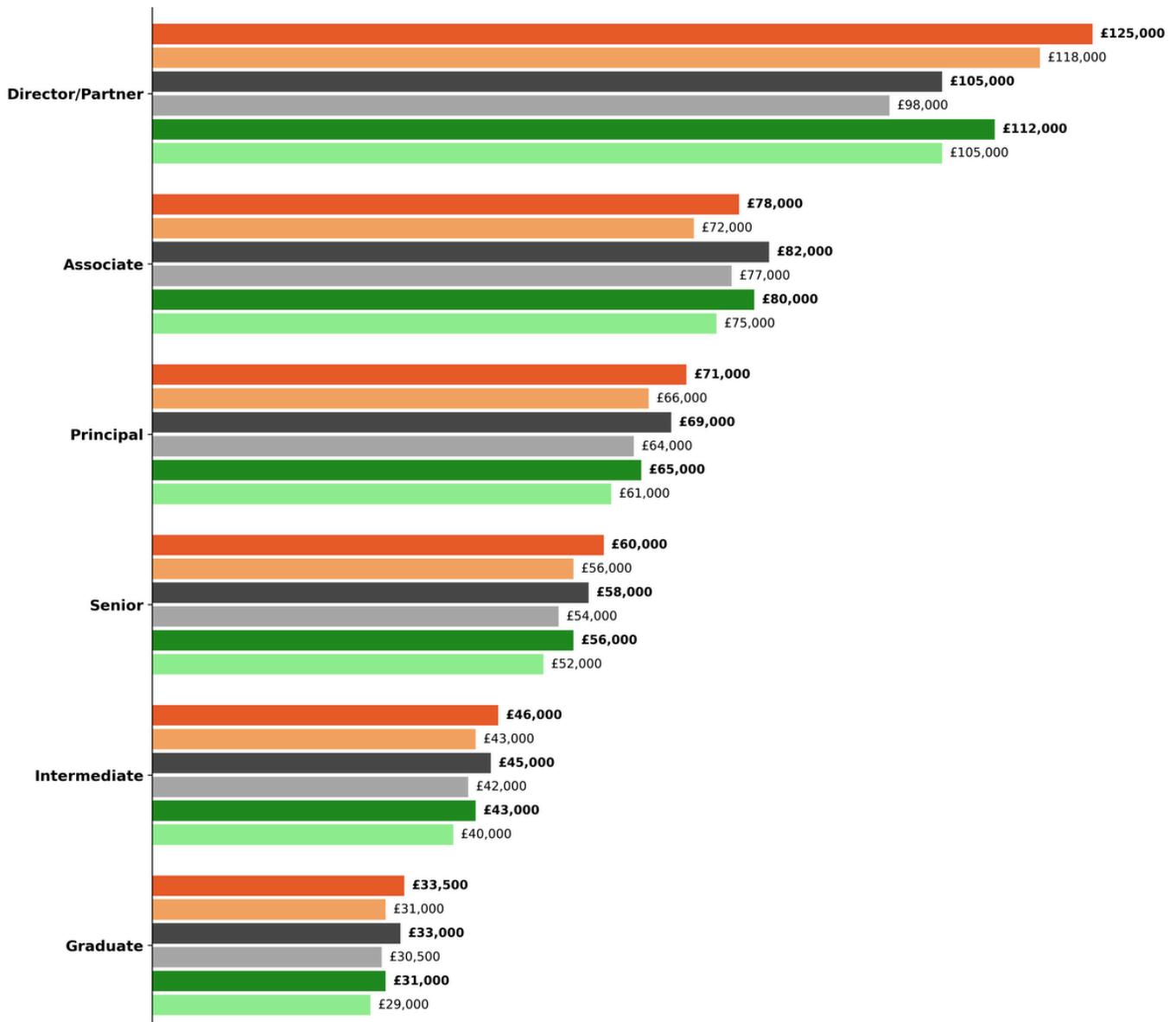
AVERAGE SALARY
£66,250

AVERAGE INCREASE
+7.1%

KEY

- Development Manager Current Salary
- Development Manager 12 months ago
- Asset Manager Current Salary
- Asset Manager 12 months ago
- Land Buyer Current Salary
- Land Buyer 12 months ago

CURRENT SALARIES VS 12 MONTHS AGO



Development salaries in Yorkshire are competitive with the North West, reflecting the national nature of many development roles. The 7.1% increase demonstrates a healthy regional market driven by continued regeneration activity.

Regeneration projects across Yorkshire's cities continue to create opportunities, particularly for Development Managers with urban regeneration experience. The region's relative affordability compared to the South is attracting investment and talent, with Leeds and Sheffield seeing particular growth in development activity.



James Adamson, Director, Vertical Recruitment

FIRE ENGINEERING

AVERAGE SALARY

£67,250

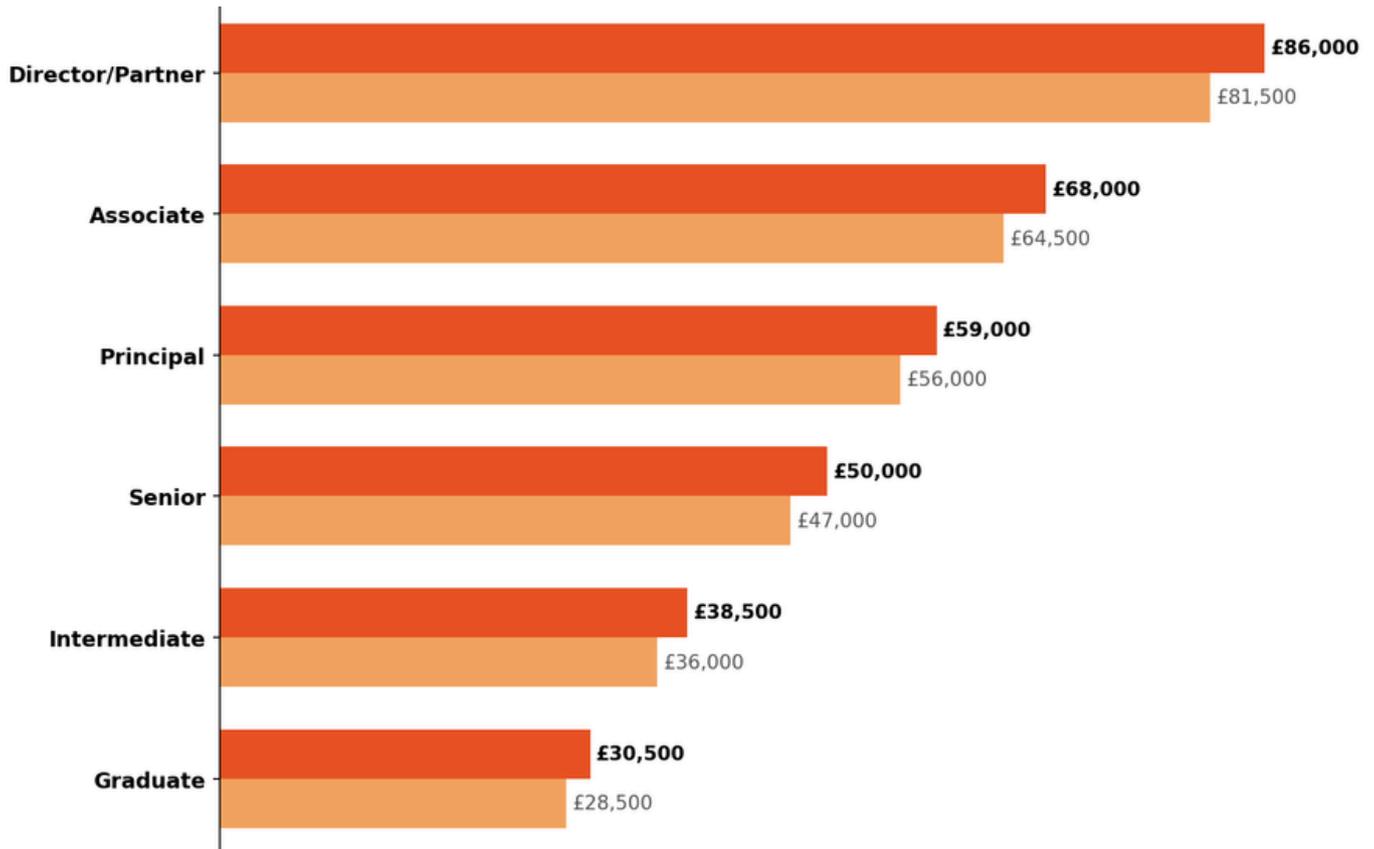
AVERAGE INCREASE

+6.1%

KEY

- Fire Engineer Current Salary
- Fire Engineer 12 months ago

CURRENT SALARIES VS 12 MONTHS AGO



Fire Engineering in Yorkshire mirrors national trends, with strong demand for specialists but a limited talent pool. The 6.1% increase reflects the regulatory-driven demand that shows no signs of abating.

Candidates are often required to cover broader geographic areas than their North West counterparts, which some view as a drawback but others see as an opportunity for varied project experience.



Adam Wheatland, Recruitment Consultant, Vertical Recruitment

PLANNING

AVERAGE SALARY

£47,583

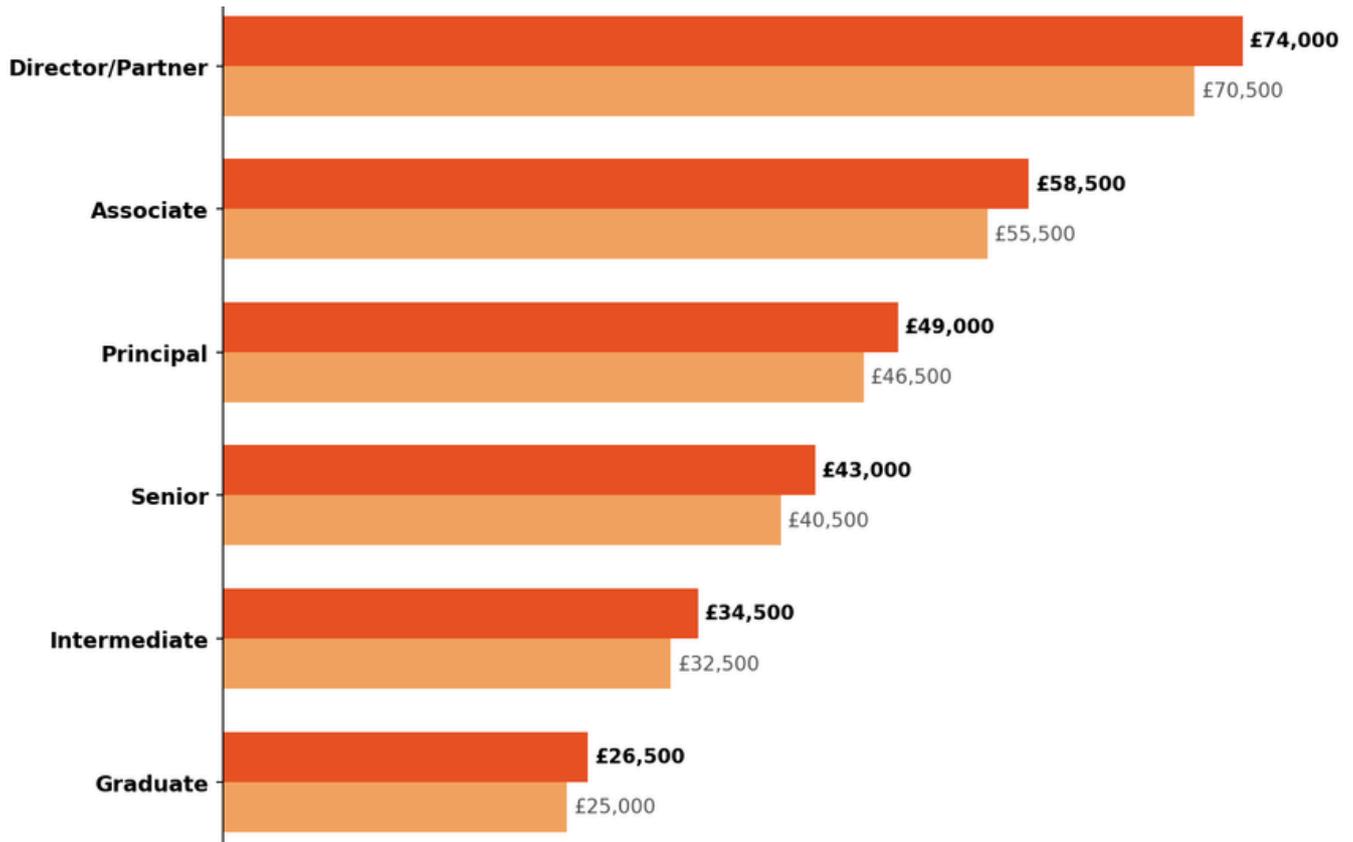
KEY

- Planner Current Salary
- Planner 12 months ago

AVERAGE INCREASE

+5.5%

CURRENT SALARIES VS 12 MONTHS AGO



Planning in Yorkshire has seen similar modest growth to the North West. The region's planning market is characterised by a mix of major infrastructure projects and local residential and commercial developments.

Experienced planners with Yorkshire local authority knowledge are valued by consultancies, while the public sector continues to face recruitment challenges.



James Adamson, Director, Vertical Recruitment

PROJECT MANAGEMENT

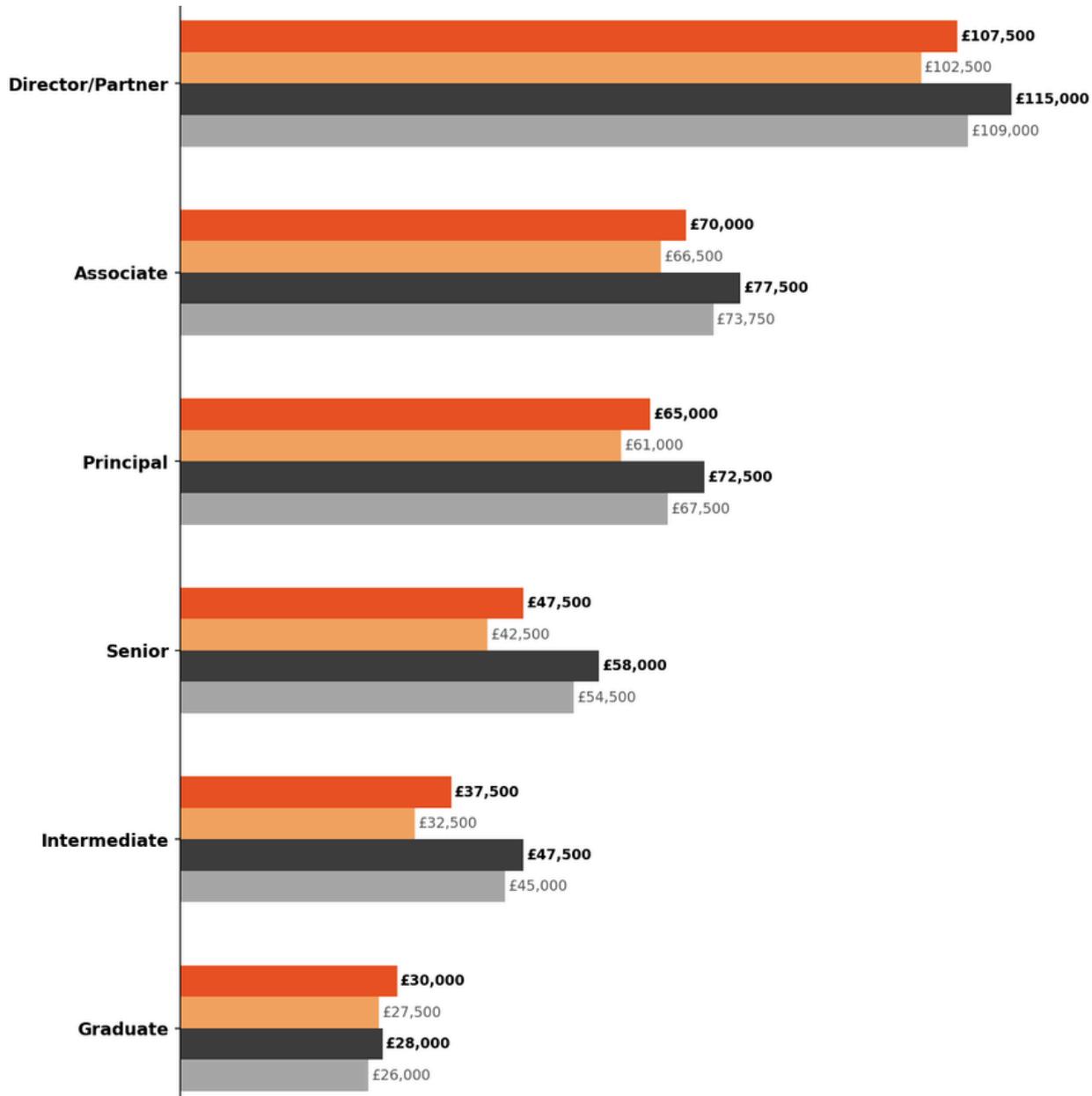
AVERAGE SALARY
£63,000

KEY

- Project Manager Current Salary
- Project Manager 12 months ago
- Quantity Surveyor Current Salary
- Quantity Surveyor 12 months ago

AVERAGE INCREASE
+6.7%

CURRENT SALARIES VS 12 MONTHS AGO



Project Management and Quantity Surveying salaries in Yorkshire have seen strong growth at 6.7%, with Quantity Surveyors consistently commanding higher salaries than Project Managers across all seniority levels. The gap is most pronounced at Director/Partner level, where QS salaries exceed PM by £7,500.

Demand for both disciplines remains high as Yorkshire's construction sector continues to expand, particularly around major infrastructure and regeneration projects in Leeds and Sheffield. Quantity Surveyors with commercial experience are especially sought after, contributing to the premium they command over their PM counterparts.



James Adamson, Director, Vertical Recruitment

SURVEYING

AVERAGE SALARY

£53,710

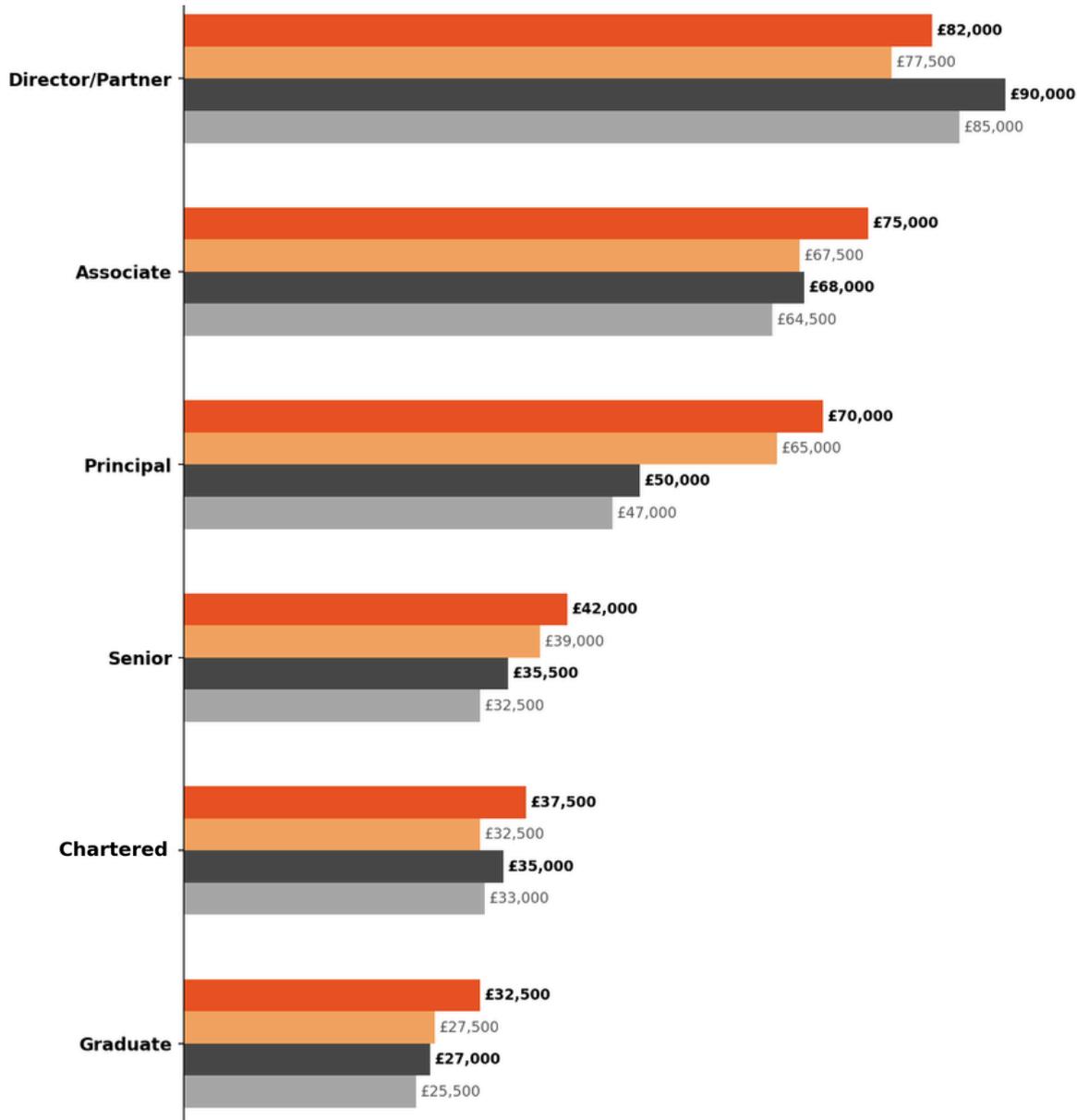
AVERAGE INCREASE

+8.0%

KEY

- Building Surveyor Current Salary
- General Practise Surveyor Current Salary
- Building Surveyor 12 months ago
- General Practise 12 months ago

CURRENT SALARIES VS 12 MONTHS AGO



Surveying salaries in Yorkshire have seen strong growth at 8.0%, with General Practice Surveyors commanding higher salaries at Director/Partner level while Building Surveyors earn more at Associate and Senior levels. The crossover reflects differing demand dynamics across the two specialisms.

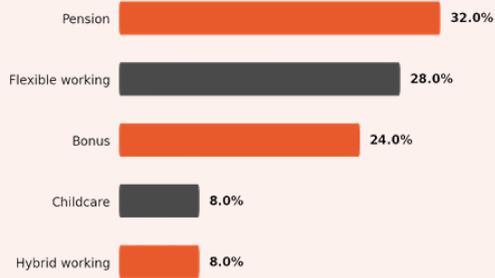
Building Surveyors are in particularly high demand as the region's commercial property market recovers, while General Practice Surveyors benefit from steady instruction volumes across valuation and agency work. Leeds continues to anchor the region's surveying market, with several national practices maintaining significant teams in the city, driving competition for talent across both disciplines.



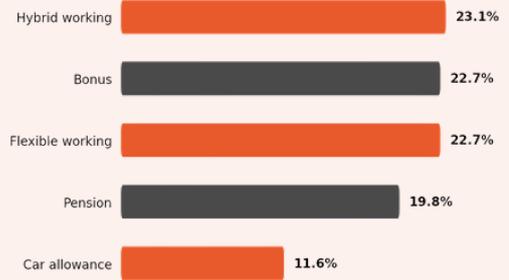
Brin Gleeson, Director, Vertical Recruitment

Top benefits per Sector

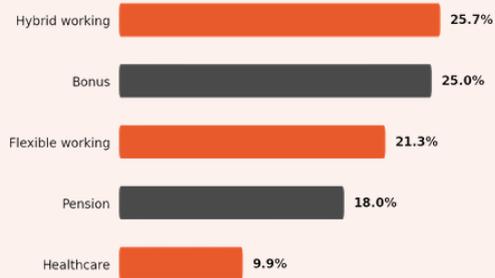
Architecture



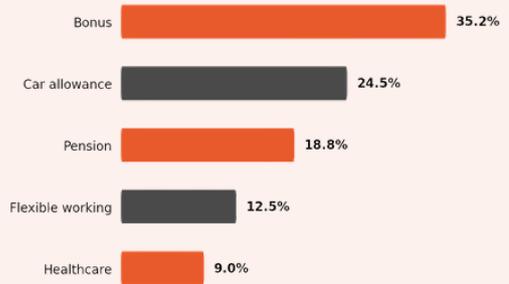
Building Services Consultancy



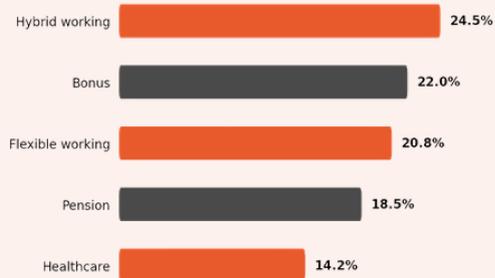
Civil Engineering / Structural Engineering Consultancy



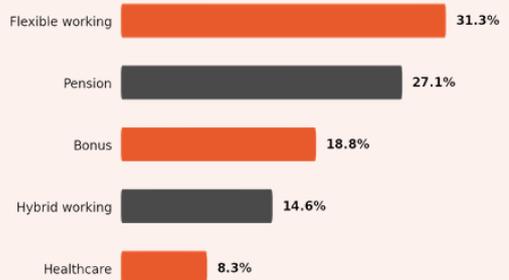
Development



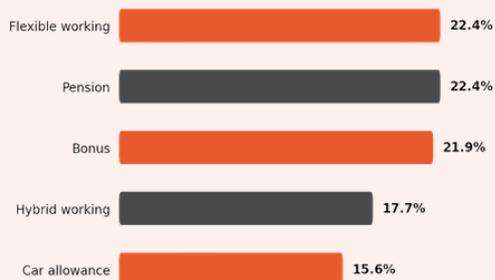
Fire Engineering



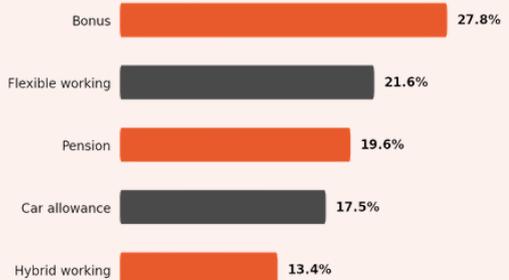
Planning



Project Management / Quantity Surveying



Surveying



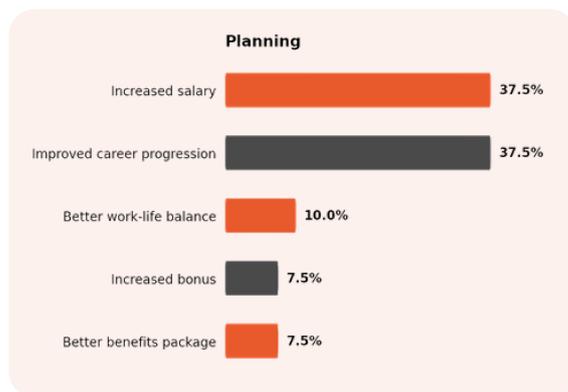
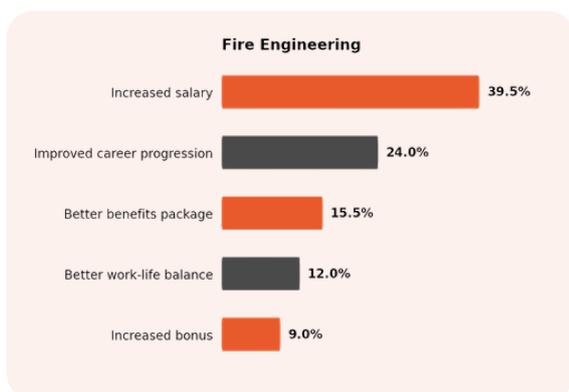
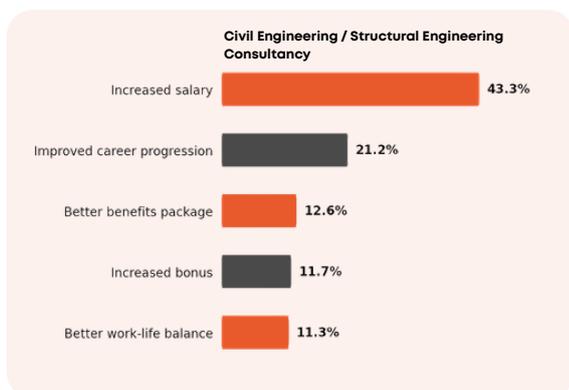
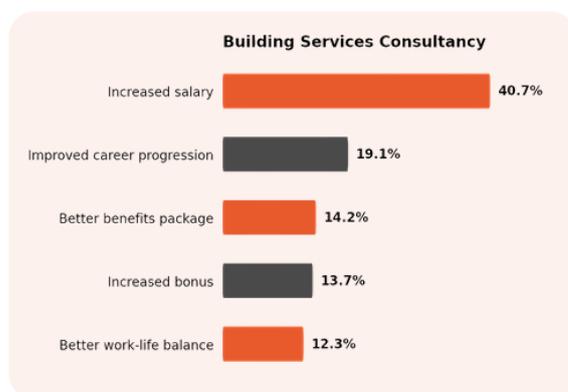
Yorkshire shows some stark contrasts with the North West. Architecture here prioritises pension and flexible working similarly, but the presence of childcare support (8%) is notable - this rarely features elsewhere and suggests Yorkshire practices may be more attuned to working parents' needs.

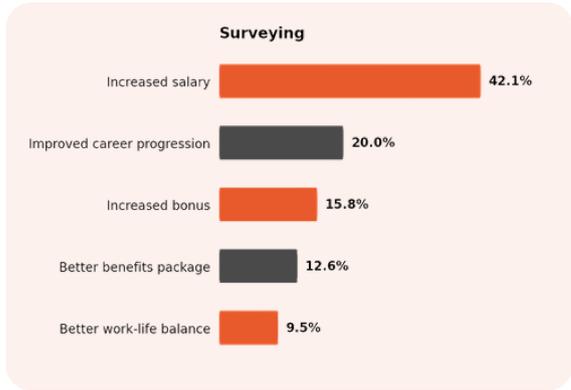
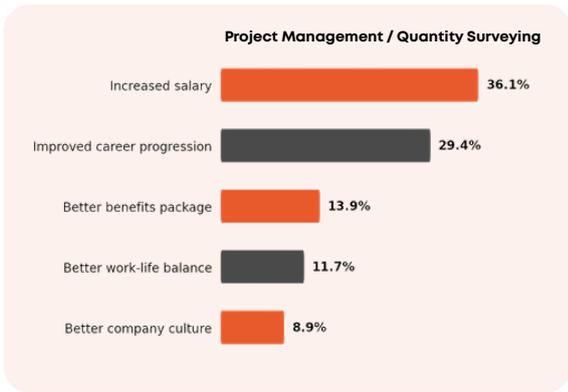
Building Services sees hybrid working, bonus and flexible working all clustering around 22-23% - a workforce that wants everything and isn't willing to compromise. Employers need comprehensive packages to compete.

Development's bonus focus (35%) mirrors the North West, but the car allowance emphasis (24.5%) is even more pronounced here. Yorkshire's geography - more dispersed sites, longer travel distances between cities - makes vehicle provision genuinely essential rather than a nice-to-have.

Planning's flexible working priority (31%) again leads all sectors, confirming this is a profession-wide expectation regardless of region. The strong pension focus (27%) likely reflects local authority influence in Yorkshire's planning market.

What people would consider when looking for a new role





The Yorkshire data reveals a workforce laser-focused on money and progression, with work-life balance less of a driver than in the North West.

Architecture shows the familiar salary focus (42%) but work-life balance at 25% remains the highest of any Yorkshire sector - the profession's structural problems transcend regional boundaries.

Civil Engineering / Structural Engineering Consultancy 43% salary focus matches the North West exactly. This isn't regional variation; it's a discipline that collectively feels underpaid relative to demand.

Planning's perfect tie between salary and career progression (both 37.5%) is identical to the North West - planners across both regions are ambitious but feel stuck.

Surveying's 38% dissatisfaction rate is alarming. Combined with 42% prioritising salary increases, this sector faces serious retention challenges. Employers paying below market will lose people quickly.

Satisfaction Rating by Sector



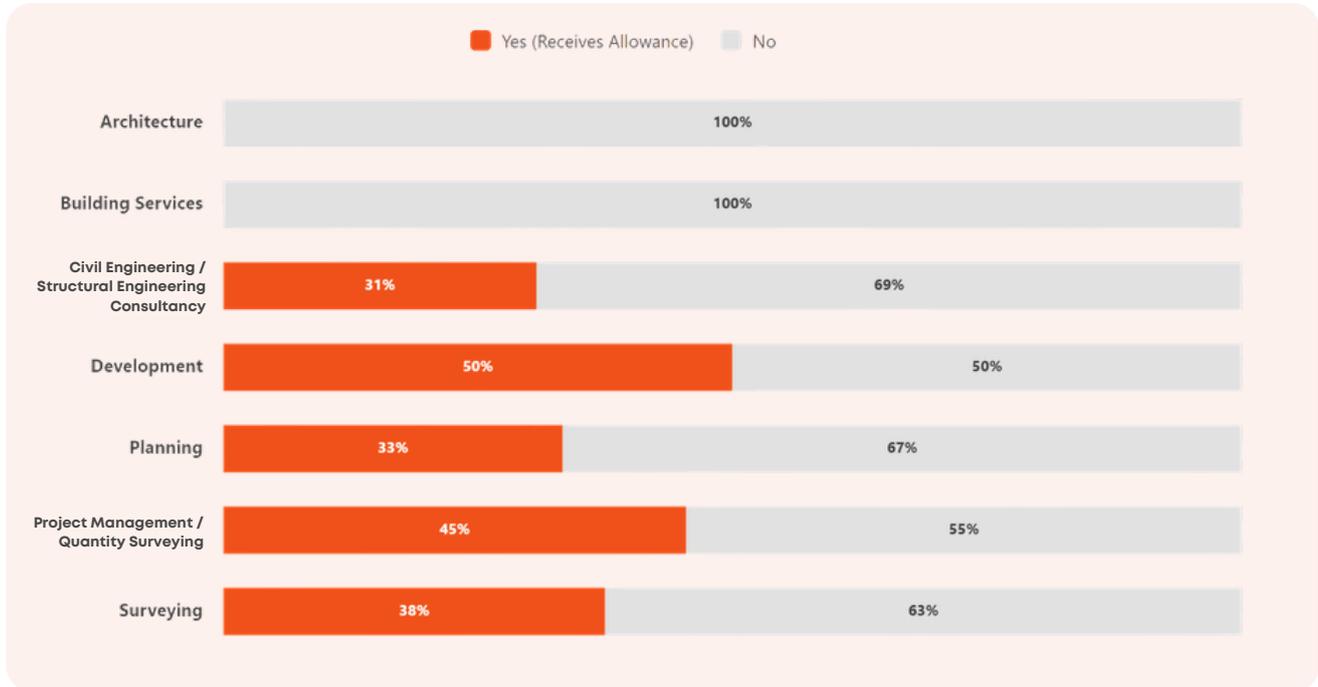
Planning leads Yorkshire with 100% satisfaction (67% very satisfied) - dramatically higher than any other sector. Yorkshire's planning market, with its mix of major regeneration projects and strategic infrastructure, appears to offer genuinely fulfilling work.

Architecture splits 50/50 between very satisfied and satisfied - no dissatisfaction recorded, which is markedly better than the North West. Yorkshire practices may offer better working conditions.

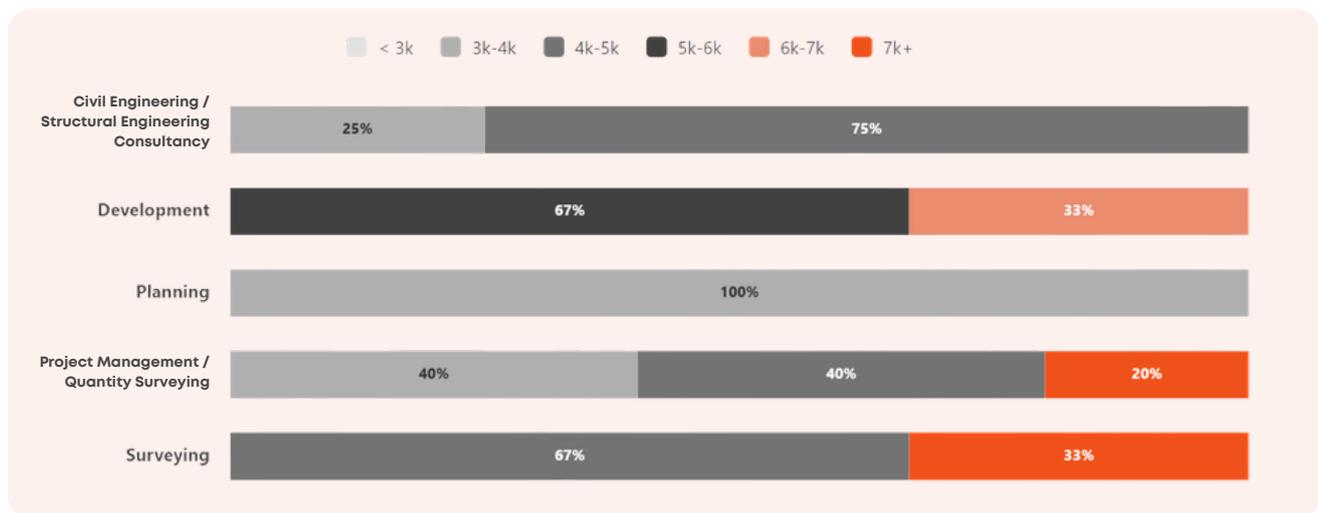
Surveying shows a crisis: only 63% satisfied, with 38% unsatisfied. This is the worst satisfaction rating across both regions and demands attention. Something is structurally wrong - likely a combination of workload pressure, below-market pay, and limited progression opportunities.

Building Services at 100% satisfied (though none "very" satisfied) suggests adequate but uninspiring working conditions. People aren't unhappy, but they're not thriving either.

Car Allowance Eligibility



Car Allowance by sector



Yorkshire mirrors the North West pattern: Architecture and Building Services at 0% eligibility confirms these are office/studio-based disciplines where car provision isn't standard.

Development at 50% is lower than the North West's 60% - perhaps reflecting Yorkshire's smaller development market and fewer site-intensive roles.

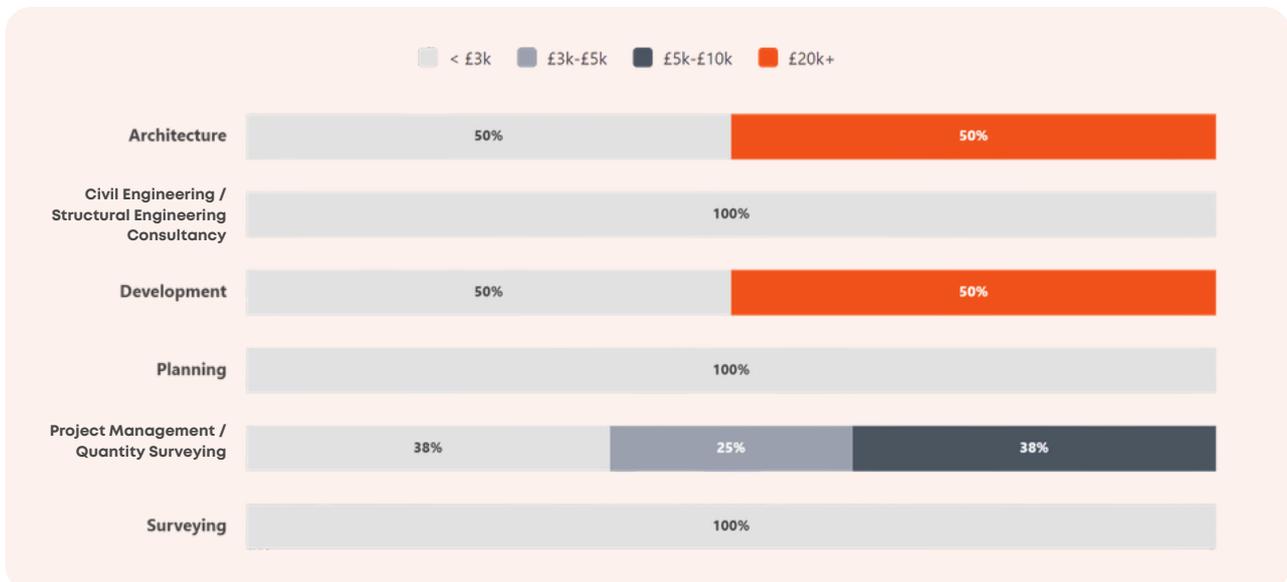
The allowance amounts tell an interesting story: Civil Engineering / Structural Engineering Consultancy sees 75% receiving £5-6k, while Development clusters at £5-6k (67%) with a third at £6-7k. Yorkshire allowances appear slightly lower than the North West, possibly reflecting regional cost-of-living differences.

Planning's 100% in the under-£3k bracket confirms public sector influence - statutory allowances rather than competitive commercial packages.

Bonus Eligibility



Bonus Amount Breakdown



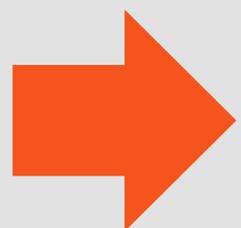
Architecture and Building Services both show 100% bonus eligibility - a complete reversal from the North West where Architecture had just 27%. This suggests Yorkshire's respondent sample skews toward larger, more established practices with formal bonus structures.

Project Management / Quantity Surveying leads at 73%, consistent with the discipline's commercial focus. Development's low 33% eligibility seems counterintuitive for a deal-driven sector, but the amounts tell the real story: those who do receive bonuses see 50% in the £20k+ bracket. Yorkshire Development rewards the few rather than the many.

Architecture's bonus amounts split 50/50 between under £3k and £5-10k - a bimodal distribution suggesting clear junior/senior tiers with little in between.

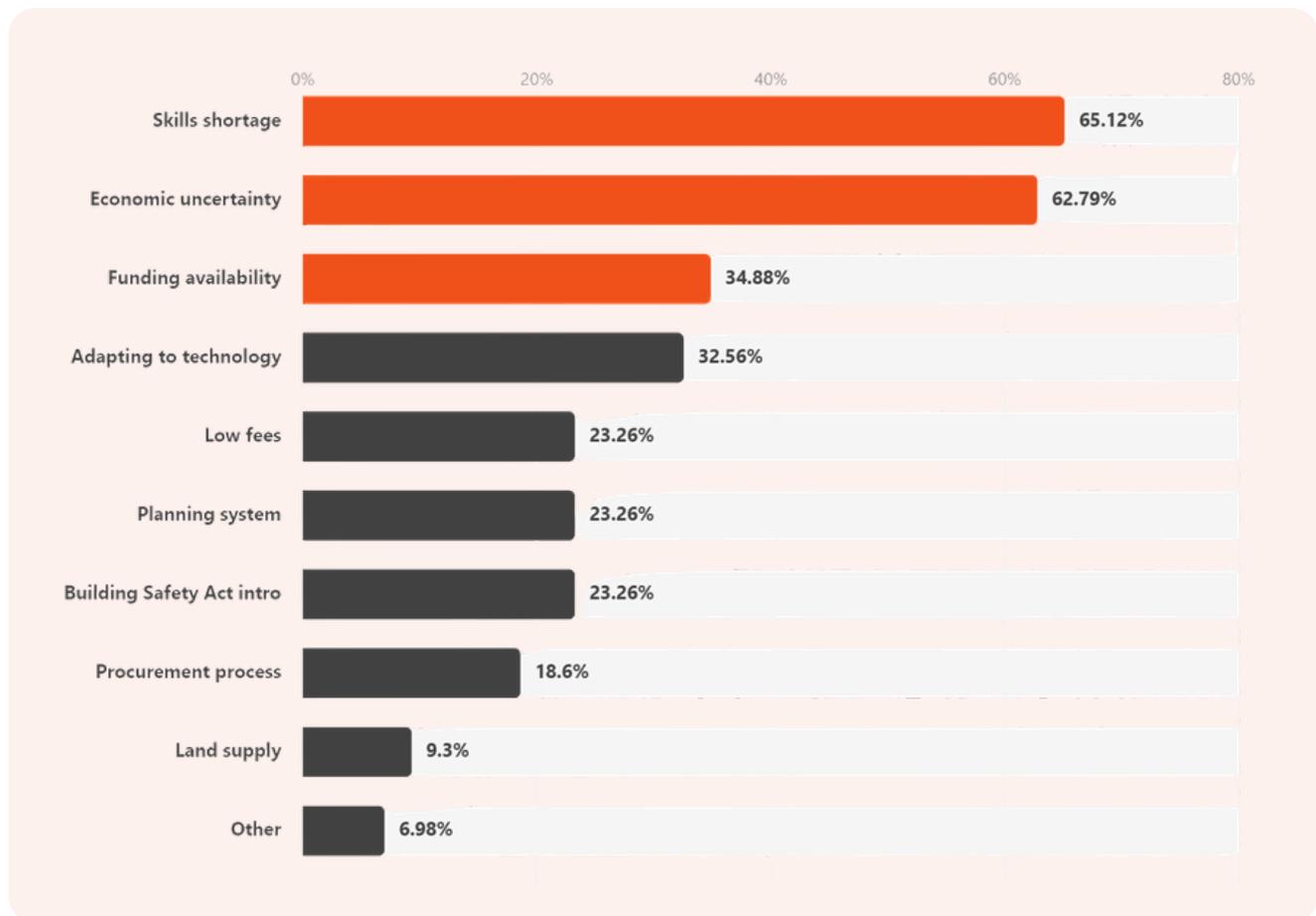
Surveying at 100% under £3k indicates token recognition rather than meaningful incentives - a potential factor in that sector's satisfaction problems.

Region:
YORKSHIRE
Overall analysis



Top 3 Biggest Challenges Facing the Industry

% of respondents who selected this as a top challenge



The gap between skills shortage (65%) and economic uncertainty (63%) is razor-thin in Yorkshire - just 2 percentage points compared to 12 points in the North West. This tells us Yorkshire professionals feel the economic squeeze more acutely, likely reflecting greater dependence on public sector funding and a smaller private development pipeline. Funding availability ranking third (35%) - ahead of low fees - reinforces this. When regeneration grants dry up or local authority budgets tighten, Yorkshire's pipeline feels it immediately. The North West, with its larger private sector base, has more insulation.

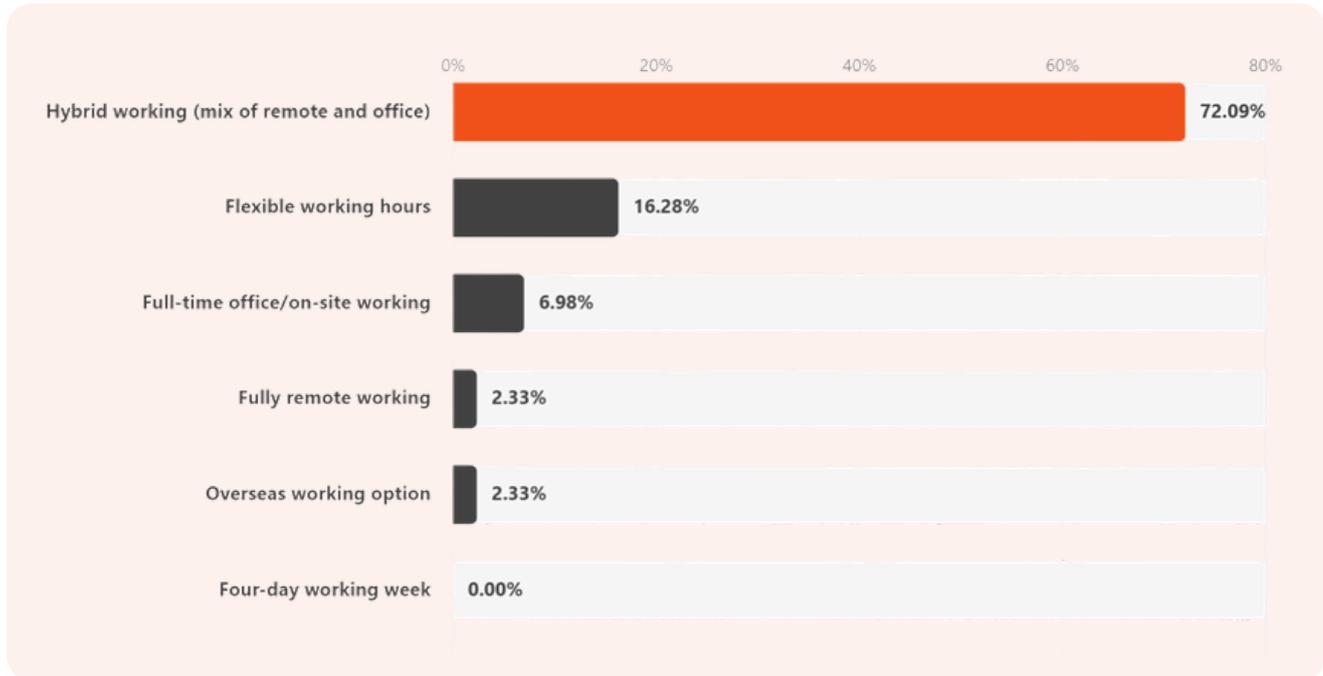
Technology adaptation at 33% (versus 25% in the North West) suggests Yorkshire firms are struggling more to invest in digital transformation. Smaller average firm sizes mean less capacity for R&D and training. This risks becoming a competitive disadvantage if not addressed.

Low fees, planning system and Building Safety Act all cluster at 23% - a three-way tie suggesting multiple pressures without a clear secondary priority. Yorkshire professionals see challenges coming from all directions.

Land supply at 9% - four times higher than the North West's 2% - indicates site availability is a more tangible constraint here. Yorkshire's urban brownfield sites come with more complexity and remediation costs.

Current Working Arrangements

% of working arrangements offered by current/most recent employer



Yorkshire edges ahead of the North West on hybrid adoption (72% vs 70%) and flexible hours (16% vs 11%). This may reflect a more pragmatic, less London-influenced working culture where output matters more than presence.

Full-time office mandates at just 7% means employers still requiring five days a week are now outliers competing for a fraction of the talent pool.

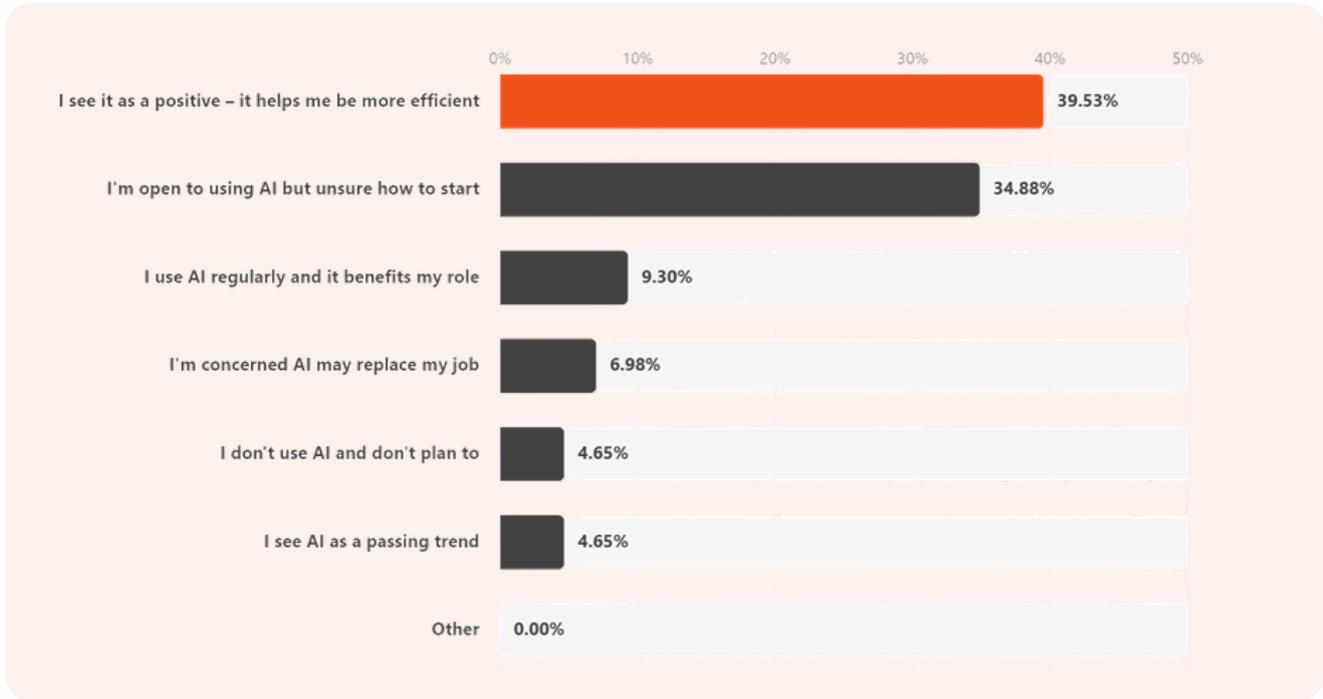
The surprise: overseas working at 2.3% compared to 0% in the North West. While still marginal, some Yorkshire firms are experimenting with international flexibility - a potential differentiator for attracting talent who want to combine work with travel or family time abroad.

Fully remote at just 2.3% confirms the built environment remains a collaborative profession. The future isn't fully remote - it's thoughtfully hybrid with occasional site and client presence.

Zero uptake of four-day weeks mirrors the North West. Neither region is ready for this conversation yet - project timelines and client expectations haven't adapted.

Attitudes Toward Artificial Intelligence (AI)

% of respondents selection regarding AI in their work



Yorkshire's AI picture is notably more cautious than the North West's.

The 35% who are "open but unsure where to start" is the largest single segment - and the biggest opportunity. These aren't resisters; they're willing adopters waiting for guidance. Employers who provide AI training will capture this talent. Regular AI users drop to just 9% versus 18% in the North West. Yorkshire is roughly a year behind on adoption - not through resistance, but through lack of infrastructure and training investment.

The 7% fearing job replacement (versus 1.5% in the North West) is concerning. This anxiety typically stems from unfamiliarity - people fear what they don't understand. Hands-on AI exposure would likely convert many of these sceptics into users. Combined sceptics (don't plan to use + see as passing trend) total under 10%. The narrative that construction resists technology needs updating - the vast majority are engaged or ready to engage.

The risk: if Yorkshire doesn't accelerate AI adoption, productivity gaps with the North West will widen. Forward-thinking firms have a window to differentiate through technology investment.

SALARY GUIDE 2026



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