

# Salary & Benefits Guide 2024

Your Benchmark for Competitive Pay and Benefits

As 2024 draws to a close, I'm pleased to share our annual Salary Guide, designed to assist you in the upcoming salary review season.

This year has been another eventful one for the construction industry, marked by a significant increase in the number of skilled professionals entering the job market. This shift is largely due to ongoing challenges for some of the industry's larger firms. However, the demand for talent remains robust, and it's been encouraging to see those affected by these changes quickly securing new roles - a testament to the resilience and strength of the construction sector.

While the availability of talent has moderated salary growth, we continue to see steady upward trends, particularly within the Design, Planning, Estimating, and Project Management areas. With an average salary across all roles nearing £80,000, construction remains one of the UK's highest-paying industries.

Our client portfolio has generally seen revenue growth this year, setting a positive outlook for 2025. We expect further adjustments in response to economic conditions, presenting both challenges and opportunities for employers and job seekers alike.

This Guide specifically addresses salary bands for contracting and development firms across the South of England, covering a range of roles within the Pre-construction, Commercial, and Operational functions. We hope it provides valuable insights into the current market landscape, and we're always here to discuss any questions or recruitment-related needs.

Wishing you a successful close to 2024 and a prosperous year ahead.



JARED LEE  
**MANAGING DIRECTOR**

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## OPERATIONS

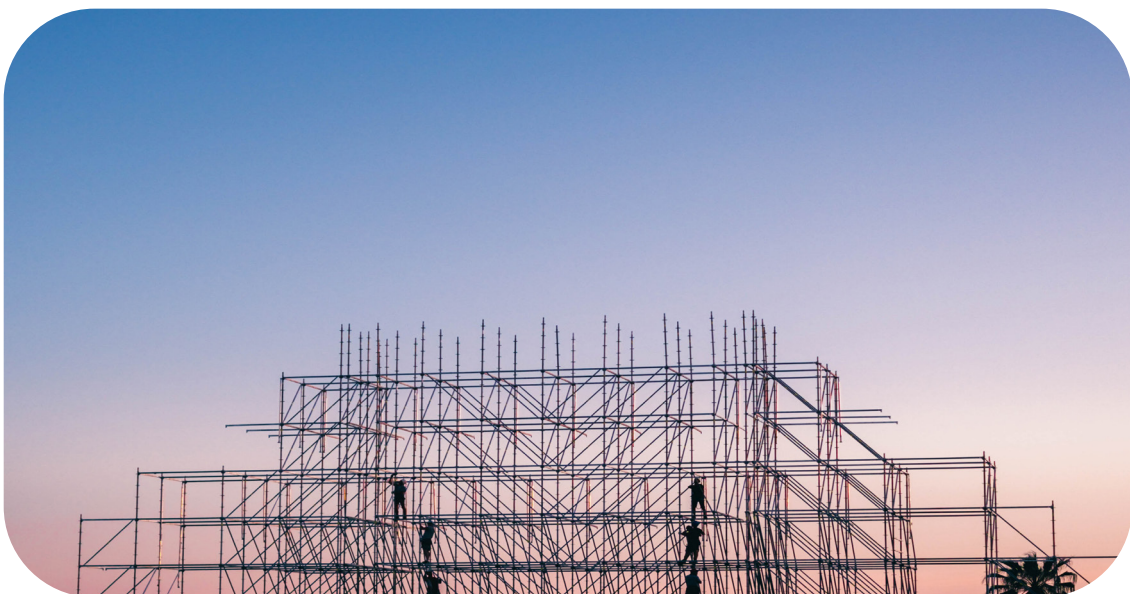
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*These figures are our subjective opinion which are based on placements made during the past twelve months. As such they should not be relied upon for making employment or recruitment decisions as salaries and benefits vary greatly between companies, regions, etc. No responsibility will be accepted by FTS Construction Recruitment for any loss or inconvenience arising from action that is taken as a consequence of this information.*

# Regional Managing Director

	South East	South Central	South West
<b>Salary Range</b>	£165,000 to £210,000	£130,000 to £180,000	£115,000 to £135,000

<b>Car Allowance</b>	£9,500 to £12,000
<b>Pension</b>	10 - 15%
<b>Health</b>	Family
<b>Bonus</b>	Up to 50%
<b>Holiday Days</b>	24 - 30 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Regional Commercial Director

	<b>South East</b>	<b>South Central</b>	<b>South West</b>
<b>Salary Range</b>	£140,000 to £180,000	£110,000 to £145,000	£100,000 to £125,000

<b>Car Allowance</b>	£8,500 to £10,000
<b>Pension</b>	5 - 10%
<b>Health</b>	Family
<b>Bonus</b>	Up to 30%
<b>Holiday Days</b>	Up to 28 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Regional Operations Director

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	South East	South Central	South West
<b>Salary Range</b>	£140,000 to £180,000	£115,000 to £140,000	£95,000 to £120,000

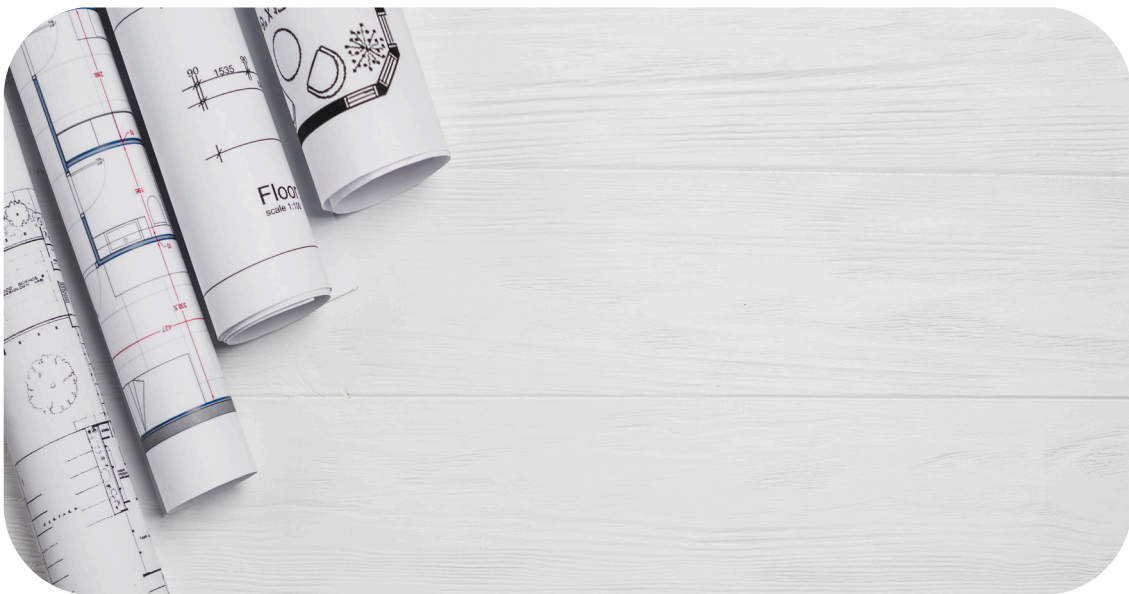
<b>Car Allowance</b>	£8,500 to £10,000
<b>Pension</b>	5 - 10%
<b>Health</b>	Family
<b>Bonus</b>	Up to 30%
<b>Holiday Days</b>	Up to 28 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Regional Pre-construction Director

	South East	South Central	South West
<b>Salary Range</b>	£130,000 to £160,000	£110,000 to £130,000	£95,000 to £115,000

<b>Car Allowance</b>	£8,500 to £10,000
<b>Pension</b>	5 - 10%
<b>Health</b>	Family
<b>Bonus</b>	Up to 30%
<b>Holiday Days</b>	Up to 28 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary

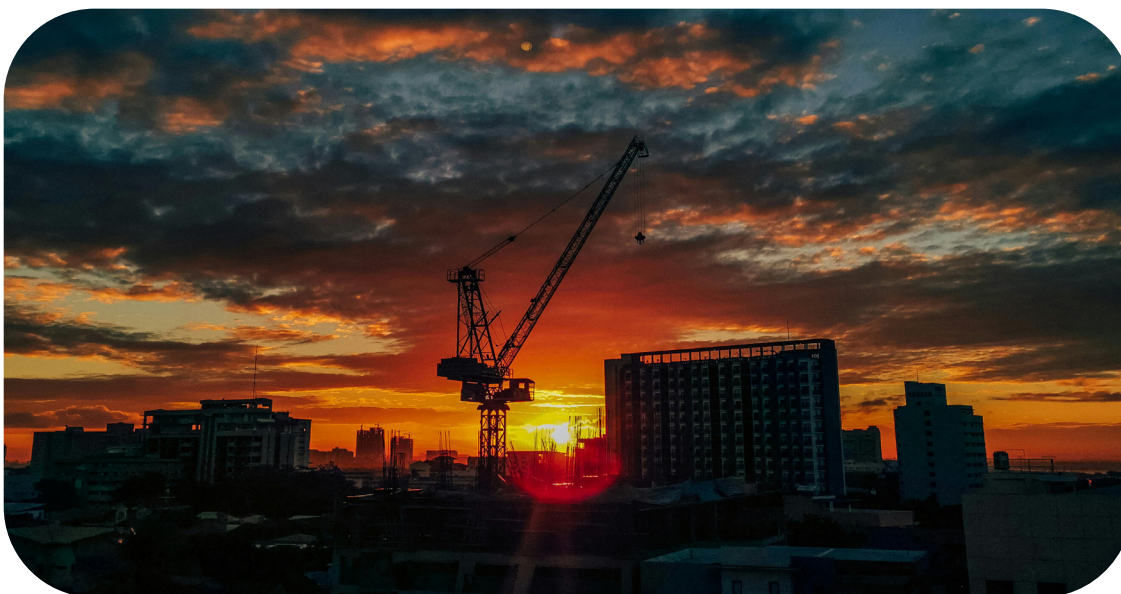


# Regional Business Development Director

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	South East	South Central	South West
<b>Salary Range</b>	£115,000 to £150,000	£90,000 to £115,000	£80,000 to £110,000

<b>Car Allowance</b>	£8,500 to £10,000
<b>Pension</b>	5 - 10%
<b>Health</b>	Family
<b>Bonus</b>	Varies
<b>Holiday Days</b>	Up to 28 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary





# Pre-construction Manager

	South East	South Central	South West
<b>Salary Range</b>	£100,000 to £115,000	£85,000 to £95,000	£75,000 to £85,000

<b>Car Allowance</b>	£8,500 to £10,000
<b>Pension</b>	5 - 10%
<b>Health</b>	Family
<b>Bonus</b>	Up to 25%
<b>Holiday Days</b>	Up to 28 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Business Development Manager

	South East	South Central	South West
<b>Salary Range</b>	£80,000 to £95,000	£70,000 to £90,000	£65,000 to £80,000

<b>Car Allowance</b>	£6,000 to £8,500
<b>Pension</b>	5 - 7.5%
<b>Health</b>	Family
<b>Bonus</b>	Up to 50%
<b>Holiday Days</b>	Up to 26 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Key Account Manager / Framework Manager

	<b>South East</b>	<b>South Central</b>	<b>South West</b>
<b>Salary Range</b>	£90,000 to £105,000	£75,000 to £90,000	£65,000 to £75,000

<b>Car Allowance</b>	£6,000 to £8,500
<b>Pension</b>	5 - 7.5%
<b>Health</b>	Family
<b>Bonus</b>	Up to 25%
<b>Holiday Days</b>	Up to 26 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Senior Estimator

	South East	South Central	South West
<b>Salary Range</b>	£75,000 to £100,000	£70,000 to £90,000	£60,000 to £77,500

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



# Bid Manager

	South East	South Central	South West
<b>Salary Range</b>	£85,000 to £95,000	£70,000 to £90,000	£60,000 to £75,000

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



# Senior Design Manager

	South East	South Central	South West
<b>Salary Range</b>	£80,000 to £95,000	£75,000 to £90,000	£65,000 to £80,000

<b>Car Allowance</b>	£5,500 to £7,000
<b>Pension</b>	5 - 7.5%
<b>Health</b>	Spouse
<b>Bonus</b>	Up to 15%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Design Manager

	South East	South Central	South West
<b>Salary Range</b>	£65,000 to £75,000	£55,000 to £70,000	£50,000 to £65,000

<b>Car Allowance</b>	£5,500 to £7,000
<b>Pension</b>	5 - 7.5%
<b>Health</b>	Spouse
<b>Bonus</b>	Up to 15%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Senior Planner

	South East	South Central	South West
<b>Salary Range</b>	£75,000 to £95,000	£70,000 to £90,000	£60,000 to £75,000

<b>Car Allowance</b>	£5,500 to £7,000
<b>Pension</b>	5 - 7.5%
<b>Health</b>	Spouse
<b>Bonus</b>	Up to 15%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary





# Planner

	South East	South Central	South West
<b>Salary Range</b>	£65,000 to £75,000	£60,000 to £70,000	£50,000 to £60,000

<b>Car Allowance</b>	£5,500 to £7,000
<b>Pension</b>	5 - 7.5%
<b>Health</b>	Spouse
<b>Bonus</b>	Up to 15%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Design Co-ordinator

	<b>South East</b>	<b>South Central</b>	<b>South West</b>
<b>Salary Range</b>	£55,000 to £65,000	£40,000 to £55,000	£40,000 to £50,000

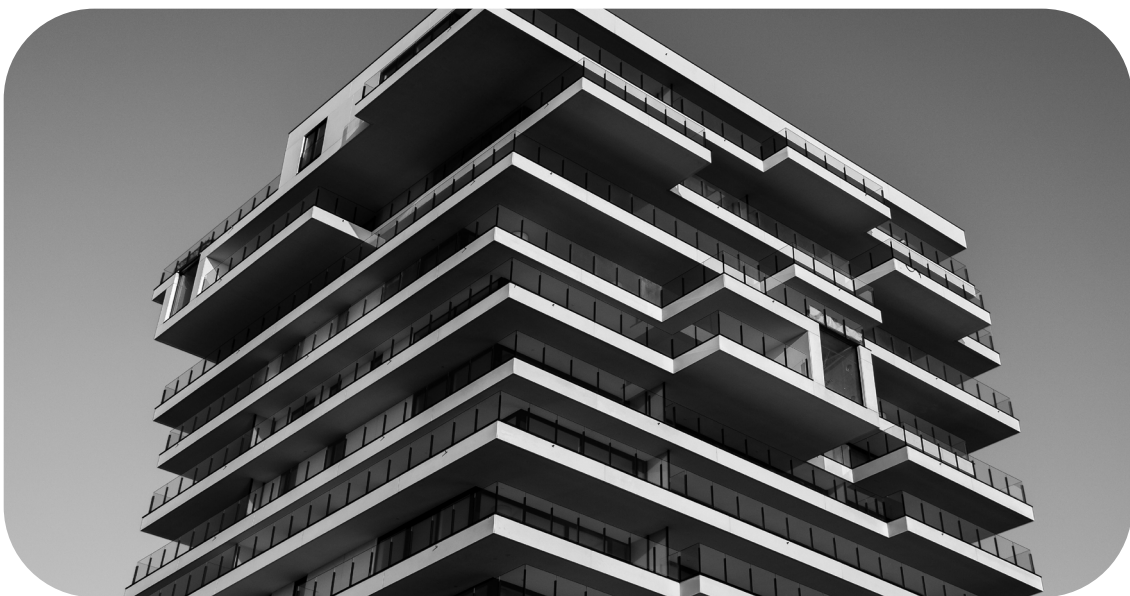
<b>Car Allowance</b>	£4,500 to £6,000
<b>Pension</b>	2 - 5%
<b>Health</b>	Single
<b>Bonus</b>	Up to 10%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 3 x Salary



# Document Controller

	South East	South Central	South West
<b>Salary Range</b>	£40,000 to £55,000	£35,000 to £45,000	£30,000 to £40,000

<b>Car Allowance</b>	£4,500 to £6,000
<b>Pension</b>	2 - 5%
<b>Health</b>	Single
<b>Bonus</b>	Up to 10%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 3 x Salary



# Estimator

	<b>South East</b>	<b>South Central</b>	<b>South West</b>
<b>Salary Range</b>	£55,000 to £75,000	£50,000 to £70,000	£40,000 to £60,000

<b>Car Allowance</b>	£4,000 to £5,000
<b>Pension</b>	3 - 5%
<b>Health</b>	Single
<b>Bonus</b>	Up to 10%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 3 x Salary



# Assistant Estimator

	<b>South East</b>	<b>South Central</b>	<b>South West</b>
<b>Salary Range</b>	£37,500 to £52,500	£35,000 to £47,500	£30,000 to £40,000

<b>Car Allowance</b>	£4,000 to £5,000
<b>Pension</b>	3 - 5%
<b>Health</b>	Single
<b>Bonus</b>	Up to 10%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 3 x Salary



# Commercial Manager

	<b>South East</b>	<b>South Central</b>	<b>South West</b>
<b>Salary Range</b>	£110,000 to £125,000	£90,000 to £110,000	£80,000 to £95,000

<b>Car Allowance</b>	£8,500 to £10,000
<b>Pension</b>	5 - 10%
<b>Health</b>	Family
<b>Bonus</b>	Up to 25%
<b>Holiday Days</b>	Up to 28 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Managing Quantity Surveyor

	<b>South East</b>	<b>South Central</b>	<b>South West</b>
<b>Salary Range</b>	£90,000 to £110,000	£80,000 to £95,000	£75,000 to £85,000

<b>Car Allowance</b>	£6,000 to £8,500
<b>Pension</b>	5 - 7.5%
<b>Health</b>	Family
<b>Bonus</b>	Up to 20%
<b>Holiday Days</b>	Up to 26 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Senior Quantity Surveyor

	South East	South Central	South West
<b>Salary Range</b>	£80,000 to £95,000	£70,000 to £90,000	£65,000 to £75,000

<b>Car Allowance</b>	£5,000 to £7,000
<b>Pension</b>	5 - 7.5%
<b>Health</b>	Spouse
<b>Bonus</b>	Up to 15%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary





# Project Quantity Surveyor

	<b>South East</b>	<b>South Central</b>	<b>South West</b>
<b>Salary Range</b>	£65,000 to £75,000	£50,000 to £70,000	£50,000 to £57,500

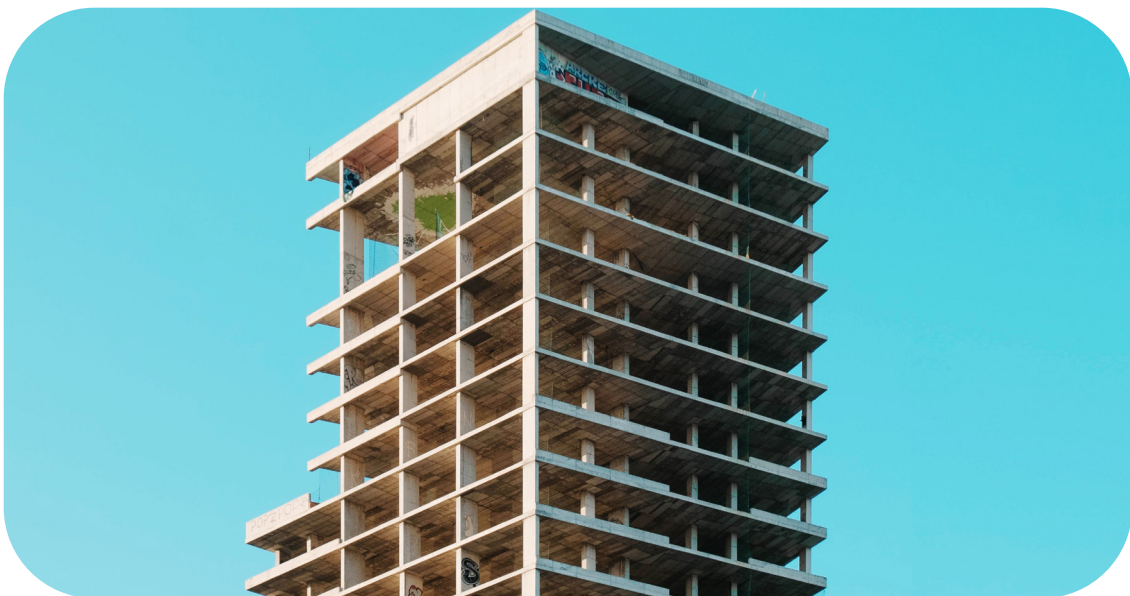
<b>Car Allowance</b>	£4,000 to £6,000
<b>Pension</b>	5 - 7.5%
<b>Health</b>	Single
<b>Bonus</b>	Up to 10%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 3 x Salary



# Assistant Quantity Surveyor

	South East	South Central	South West
<b>Salary Range</b>	£40,000 to £55,000	£35,000 to £45,000	£30,000 to £42,500

<b>Car Allowance</b>	£4,000 to £6,000
<b>Pension</b>	3 - 5%
<b>Health</b>	Single
<b>Bonus</b>	Up to 10%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 3 x Salary



# Senior Buyer

	<b>South East</b>	<b>South Central</b>	<b>South West</b>
<b>Salary Range</b>	£55,000 to £65,000	£50,000 to £60,000	£45,000 to £55,000

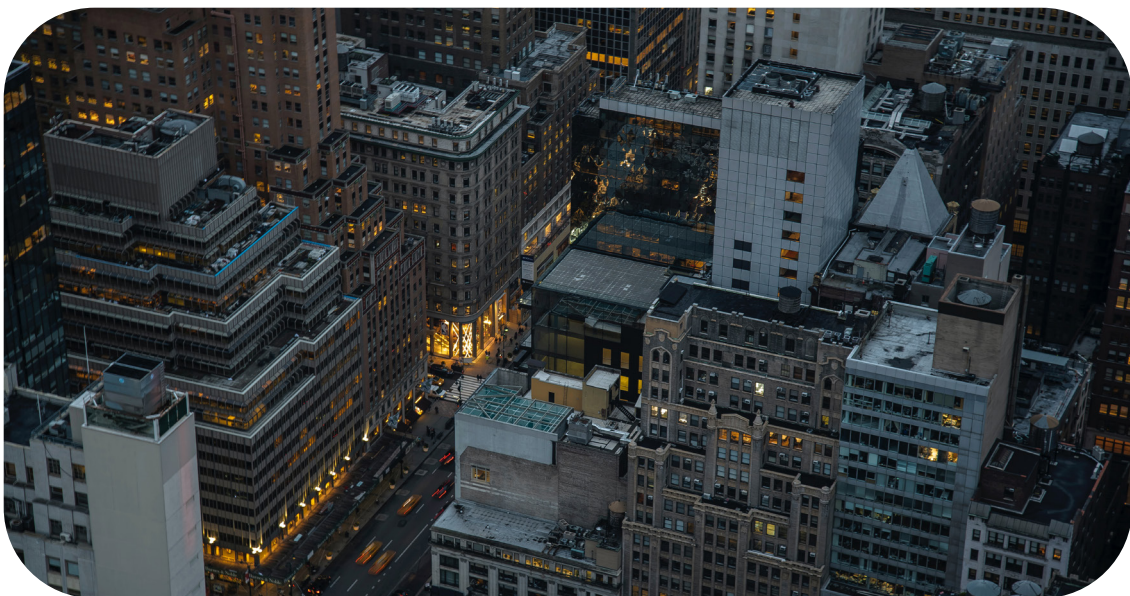
<b>Car Allowance</b>	£4,500 to £6,000
<b>Pension</b>	5 - 7.5%
<b>Health</b>	Single
<b>Bonus</b>	Up to 15%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Buyer

	South East	South Central	South West
<b>Salary Range</b>	£45,000 to £55,000	£40,000 to £50,000	£40,000 to £45,000

<b>Car Allowance</b>	£4,000 to £6,000
<b>Pension</b>	3 - 5%
<b>Health</b>	Single
<b>Bonus</b>	Up to 10%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 3 x Salary



# Assistant Buyer

	<b>South East</b>	<b>South Central</b>	<b>South West</b>
<b>Salary Range</b>	£35,000 to £45,000	£30,000 to £40,000	£27,500 to £40,000

<b>Car Allowance</b>	£4,000 to £5,000
<b>Pension</b>	3 - 5%
<b>Health</b>	Single
<b>Bonus</b>	Up to 10%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 3 x Salary



# Operations Manager

	South East	South Central	South West
<b>Salary Range</b>	£110,000 to £125,000	£90,000 to £115,000	£80,000 to £95,000

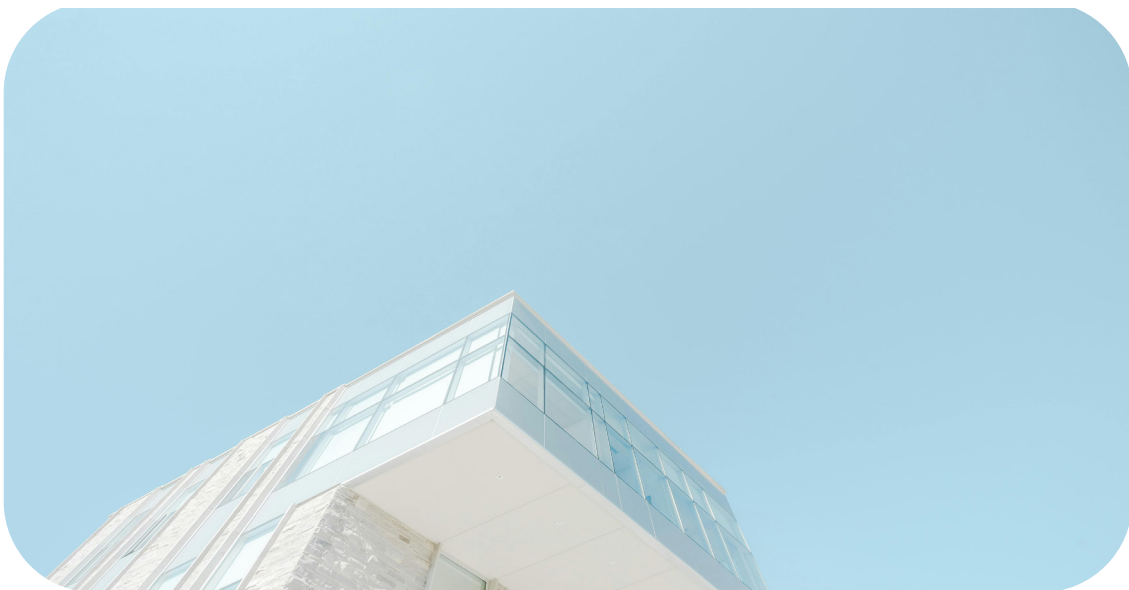
<b>Car Allowance</b>	£8,500 to £10,000
<b>Pension</b>	5 - 10%
<b>Health</b>	Family
<b>Bonus</b>	Up to 25%
<b>Holiday Days</b>	Up to 28 days plus Bank Holidays
<b>Life</b>	3 to 5 x Salary



# Contracts Manager

	<b>South East</b>	<b>South Central</b>	<b>South West</b>
<b>Salary Range</b>	£95,000 to £110,000	£80,000 to £95,000	£72,500 to £83,750

<b>Car Allowance</b>	£8,500 to £10,000
<b>Pension</b>	5 - 10%
<b>Health</b>	Family
<b>Bonus</b>	Up to 25%
<b>Holiday Days</b>	Up to 28 days plus Bank Holidays
<b>Life</b>	3 to 5 x Salary



# Project Director

	South East	South Central	South West
<b>Salary Range</b>	£105,000 to £120,000	£95,000 to £110,000	£80,000 to £93,000

<b>Car Allowance</b>	£6,000 to £8,500
<b>Pension</b>	4 - 6%
<b>Health</b>	Family
<b>Bonus</b>	Up to 20%
<b>Holiday Days</b>	Up to 26 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary





# Senior Project Manager

	<b>South East</b>	<b>South Central</b>	<b>South West</b>
<b>Salary Range</b>	£90,000 to £105,000	£85,000 to £100,000	£75,000 to £85,000

<b>Car Allowance</b>	£6,000 to £8,500
<b>Pension</b>	4 - 6%
<b>Health</b>	Family
<b>Bonus</b>	Up to 20%
<b>Holiday Days</b>	Up to 26 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Project Manager

	South East	South Central	South West
<b>Salary Range</b>	£80,000 to £90,000	£70,000 to £85,000	£65,000 to £78,000

<b>Car Allowance</b>	£6,000 to £8,500
<b>Pension</b>	4 - 6%
<b>Health</b>	Family
<b>Bonus</b>	Up to 20%
<b>Holiday Days</b>	Up to 26 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Senior Site Manager

	South East	South Central	South West
<b>Salary Range</b>	£65,000 to £80,000	£62,500 to £70,000	£55,000 to £65,000

<b>Car Allowance</b>	£5,500 to £7,000
<b>Pension</b>	5 - 7.5%
<b>Health</b>	Spouse
<b>Bonus</b>	Up to 15%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Site Manager

	South East	South Central	South West
<b>Salary Range</b>	£60,000 to £70,000	£55,000 to £62,500	£50,000 to £57,000

<b>Car Allowance</b>	£5,500 to £7,000
<b>Pension</b>	5 - 7.5%
<b>Health</b>	Spouse
<b>Bonus</b>	Up to 15%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Senior Building Services Manager

	<b>South East</b>	<b>South Central</b>	<b>South West</b>
<b>Salary Range</b>	£75,000 to £90,000	£70,000 to £85,000	£65,000 to £75,000

<b>Car Allowance</b>	£5,500 to £7,000
<b>Pension</b>	5 - 7.5%
<b>Health</b>	Spouse
<b>Bonus</b>	Up to 15%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# Building Services Manager

	South East	South Central	South West
<b>Salary Range</b>	£65,000 to £75,000	£60,000 to £70,000	£54,000 to £65,000

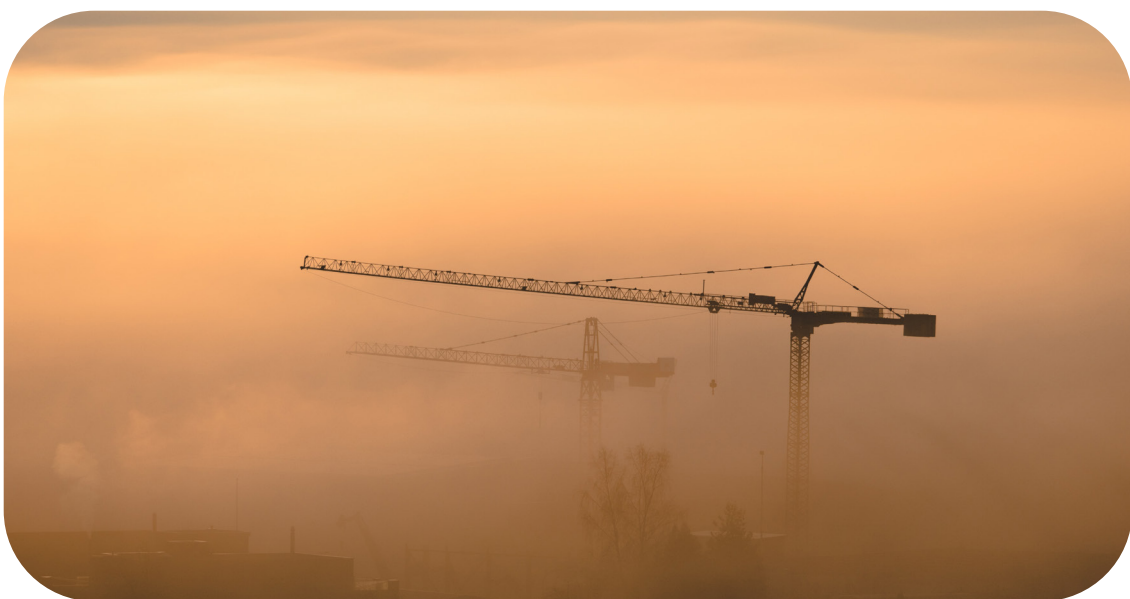
<b>Car Allowance</b>	£5,500 to £7,000
<b>Pension</b>	5 - 7.5%
<b>Health</b>	Spouse
<b>Bonus</b>	Up to 15%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 4 x Salary



# General / Finishing Foreman

	South East	South Central	South West
<b>Salary Range</b>	£45,000 to £55,000	£45,000 to £50,000	£40,000 to £48,000

<b>Car Allowance</b>	£4,500 to £6,000
<b>Pension</b>	5 - 7.5%
<b>Health</b>	Single
<b>Bonus</b>	Up to 10%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 3 x Salary



# Site Engineer > Regional Engineer

	<b>South East</b>	<b>South Central</b>	<b>South West</b>
<b>Salary Range</b>	£55,000 to £80,000	£45,000 to £70,000	£40,000 to £60,000

<b>Car Allowance</b>	£4,500 to £6,000
<b>Pension</b>	3 - 5%
<b>Health</b>	Single
<b>Bonus</b>	Up to 10%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 3 x Salary





# Assistant Site Manager

	South East	South Central	South West
<b>Salary Range</b>	£40,000 to £50,000	£35,000 to £47,000	£30,000 to £40,000

<b>Car Allowance</b>	£4,000 to £5,000
<b>Pension</b>	3 - 5%
<b>Health</b>	Single
<b>Bonus</b>	Up to 10%
<b>Holiday Days</b>	Up to 25 days plus Bank Holidays
<b>Life</b>	2 to 3 x Salary



**Building, Civil Engineering & Residential Sectors**  
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