

# LinkedIn Talent Insights 2025

Job Function:

Procurement & Commercial

Industries:

Construction, Infrastructure, Engineering, House Building & Building Services

Location:

Based in the UK





## Introducing our Procurement & Commercial LinkedIn Talent Insights for 2025

Welcome to AR Resourcing's latest Talent Insights report, a comprehensive analysis of procurement and commercial department activity from across the construction and engineering industries, together with a selection of notable senior job moves that we've recently noticed.

The report provides an annual benchmark of procurement and commercial professionals who have listed a job change on their LinkedIn profile during the past year, data is gathered from **34 of the most common procurement and commercial job titles**, within the construction, building construction, civil engineering, building materials, specialty trade contractors, and facilities services LinkedIn industry codes in the UK.

We measure five procurement and commercial data points annually every March, **Total Professionals**, **Top 20 Employers (Inc changes to their department size)**, **Job Changes**, **Gender Diversity**, and **Tenure Median**.

All data in this report comes from the LinkedIn Talent Insights product, and is accurate at the time of publication.

It is accepted that this data will not be a completely accurate representation of the selected data points, however these real-time insights from the world's largest professional network should offer a very close comparison.

If you would like to discuss these reports or your recruitment and retention strategies, please get in touch.

Adam Richardson, Managing Director | 07795 148 182

## LinkedIn Assessment of Procurement & Commercial 'Hiring Demand': **Very High**

The hiring demand for procurement and supply chain professionals is consistently ranked by LinkedIn at the joint highest level of all disciplines.

The means candidates are continuously receiving a high level of InMail's from inhouse teams and recruiters.

The strength of AR Resourcing is our network, with over 20 years' experience of building and maintaining candidate relationships, we are seen as a credible source of genuine and relevant jobs.

Advertising jobs and sending InMail's on LinkedIn is not enough to get the attention of upper quartile talent!

# LinkedIn Talent Insights | Key Findings 2025

## Procurement & Supply Chain

### Total Professionals

**+189 (+2.3%)** increase in total professionals compared with the previous year.

### Top 3 Employer Team Increases

Balfour Beatty +22

Mitie +8

Vistry +6

### Top 3 Employer Team Decreases

Barratt Homes, DWH -16

Kier -4

Sodexo / Costain / BAM -2

### Job Changes

**-105 (-8.9%)** decrease in job changes compared with the previous year.

## Commercial & Quantity Surveying

### Total Professionals

**+413 (+5.9%)** increase to the top 20 employers compared with the previous year.

### Top 3 Employer Team Increases

Kier +86

Balfour Beatty +74

Turner & Townsend + 67

### Top 3 Employer Team Decreases

Costain -21

Sir Robert McAlpine -19

Morgan Sindall -11

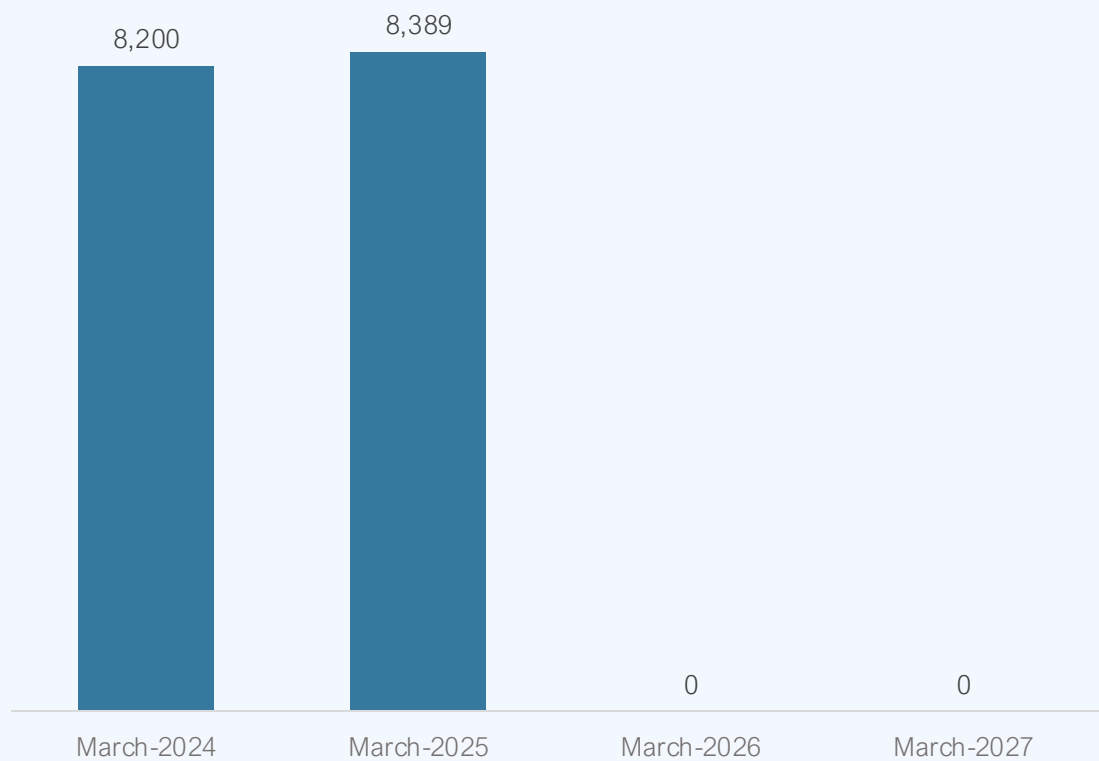
### Job Changes

**-25 (-0.4%)** decrease in job changes compared with the previous year.

# Procurement | LinkedIn Talent Insights

## Total Professionals

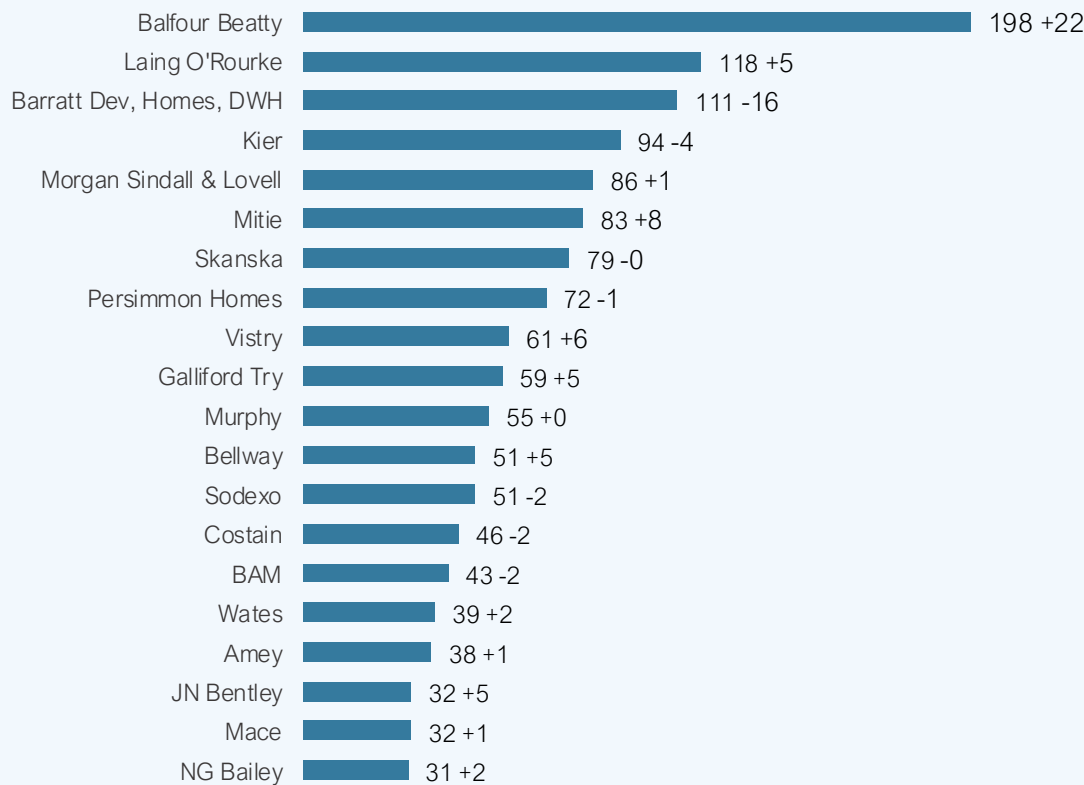
The number of procurement professionals from across the construction industries on LinkedIn.



**Change:** +189 (+2.3%) increase in total professionals compared with the previous year.

## Top 20 Employers

The leading companies who are employing procurement professionals from across the construction industries on LinkedIn.

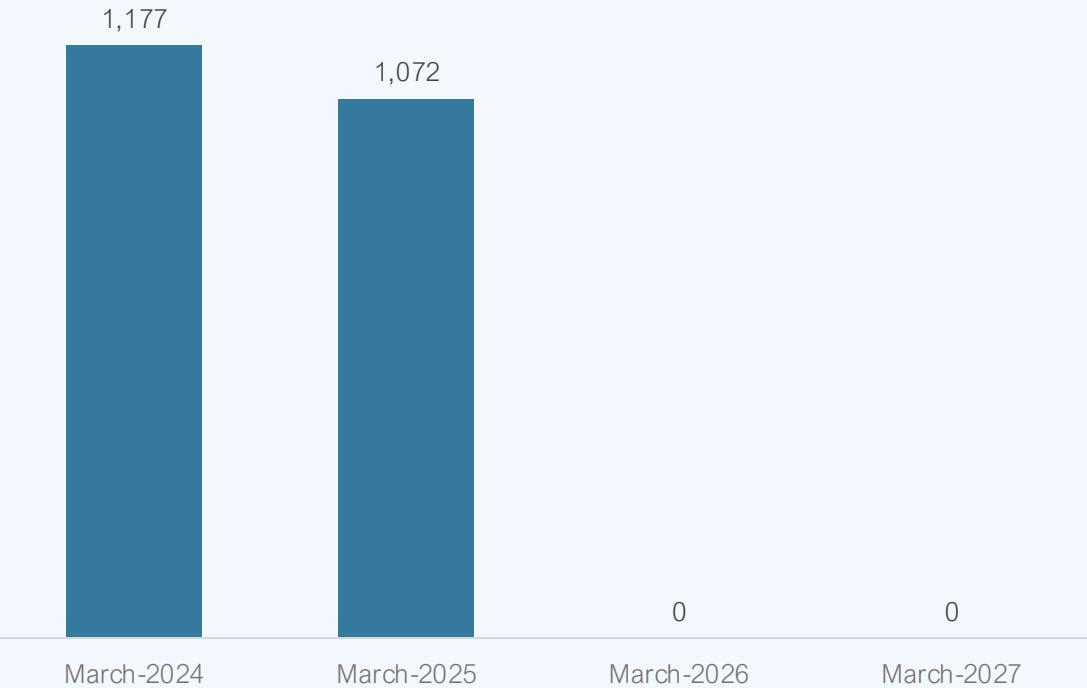


**Change:** +38 (+2.8%) increase to the top 20 employers compared with the previous year.

# Procurement | LinkedIn Talent Insights

## Job Changes

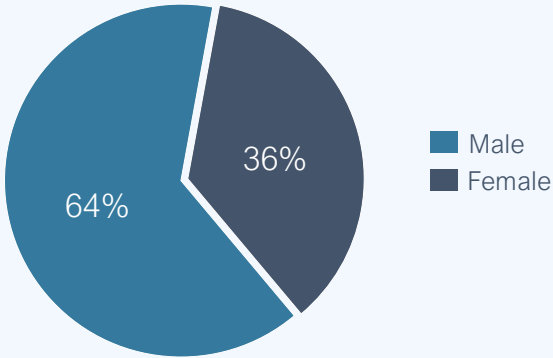
The number of procurement professionals from across the construction industries who have listed a job change on their LinkedIn profile during the past year.



**Change:** -105 (-8.9%) decrease in job changes compared with the previous year.

## Gender Diversity

Gender composition for procurement professionals from across the construction industries, using only male and female data points, based on LinkedIn's inferred gender data.



**Change:** No change in gender diversity compared to the previous year.

## Tenure Median

When procurement professionals from across the construction industries are most likely to switch jobs.

2.3 Years

**Change:** No change in average tenure compared to the previous year.

# Procurement | Who's On The Move

## CPOs, CSCOs, Directors & Heads of Procurement & Supply Chain

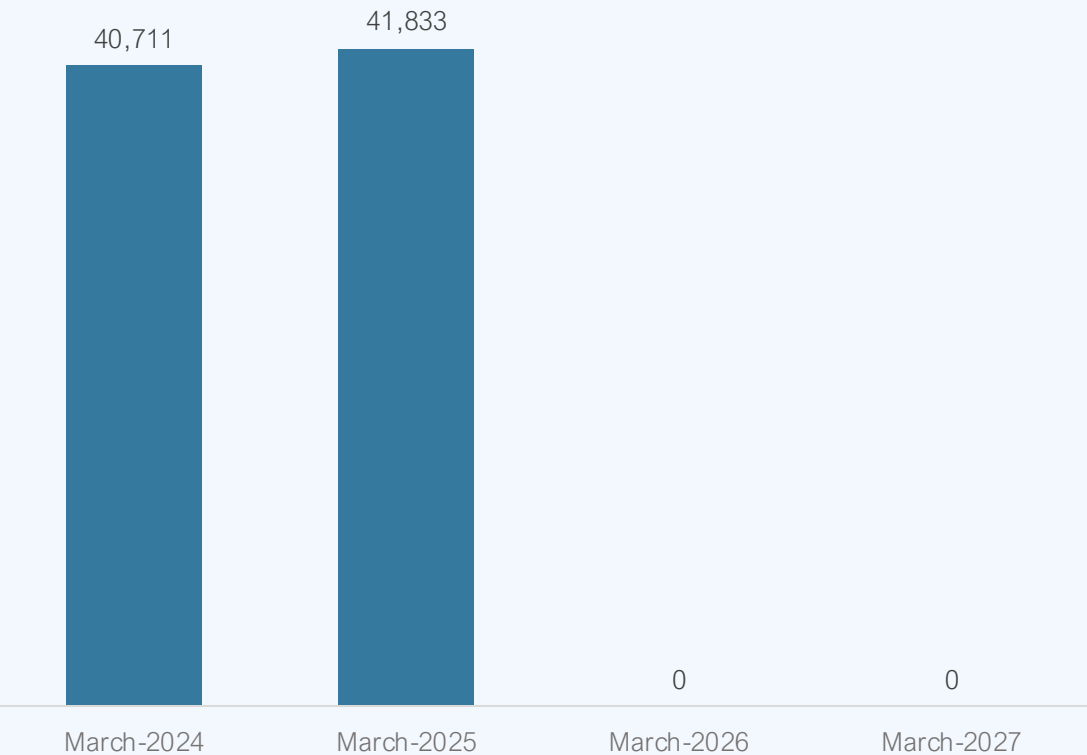
Candidate	New Company	New Job Title	Previous Company	Previous Job Title
Mark Fox	JSM	Procurement Director	Bouygues Construction	Senior Procurement & Supply Chain Manager
Matthew Allen	VolkerRail	Head of Procurement	Equans	Senior Procurement Performance Manager
Paul McCulloch	Octavius	Head of Supply Chain & Strategic Projects	Geoffrey Osborne	Head of Corporate Services
Helen Carter	Costain	Head of Sustainable Procurement & SRM	Action Sustainability	Lead Consultant – Sustainable Procurement
Martin Brook	Wates	Group Supply Chain Development Director	Legal & General Director	
Alison Jupp Curtis	M Group	Head of Group Procurement	Convatec	Procurement Excellence Director
Catherine Wilkins	Kier Group	Head of Supply Chain	National Highways	Category Management Group Lead
Jeremy Sparkes	Costain	Head of Procurement & Supply Chain	UK Ministry of Defence	Principal Category Manager
David Duggan	Balfour Beatty	Head of Procurement	Santander	Procurement Transformation Lead
Ian Adamson	EMCOR	Head of Projects Procurement	Signify	Procurement Manager
Karen Hall	Serco	Head of Supply Chain Management	Capita	Business Development Manager
Paul Hands	Amey	Head of Procurement – Group	Modulaire Group	Global Business Process Owner
Adam Reid	City Facilities Management Holdings	Director of Procurement	Whitbread	Senior Procurement Manager

Source: Procurement and Supply Chain leaders who have updated their LinkedIn profile in the past 12 months with an external job move.

# Commercial | LinkedIn Talent Insights

## Total Professionals

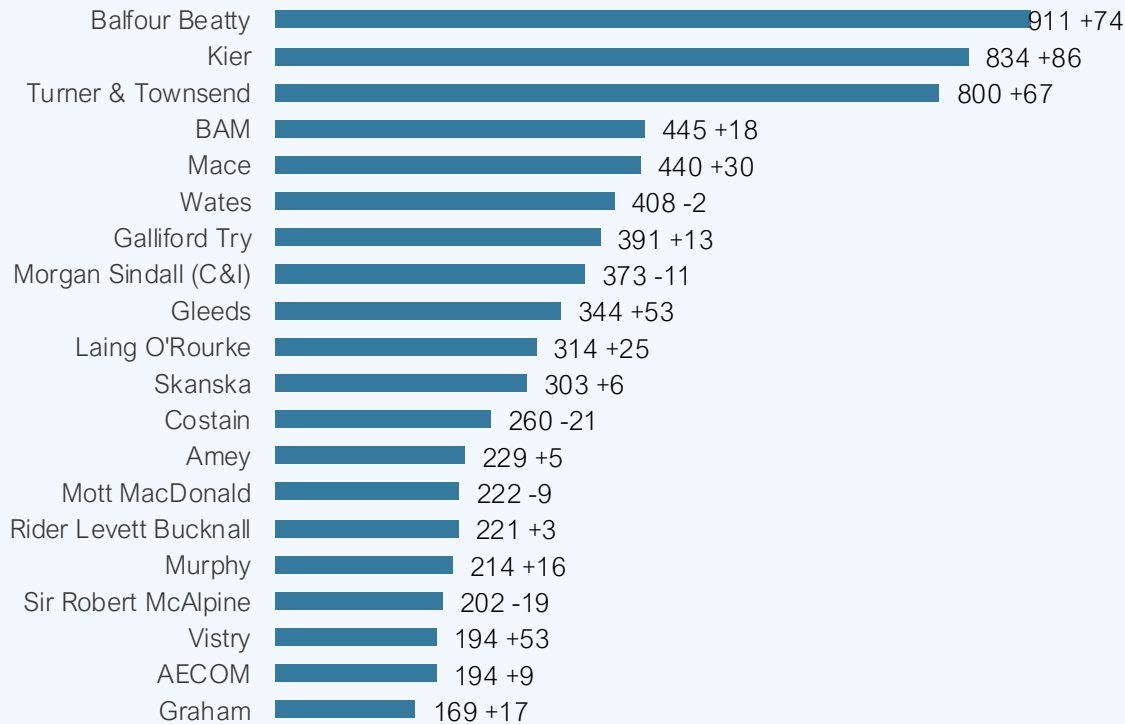
The number of commercial professionals from across the construction industries on LinkedIn.



**Change:** +1122 (+2.8%) increase in total professionals compared with the previous year.

## Top 20 Employers

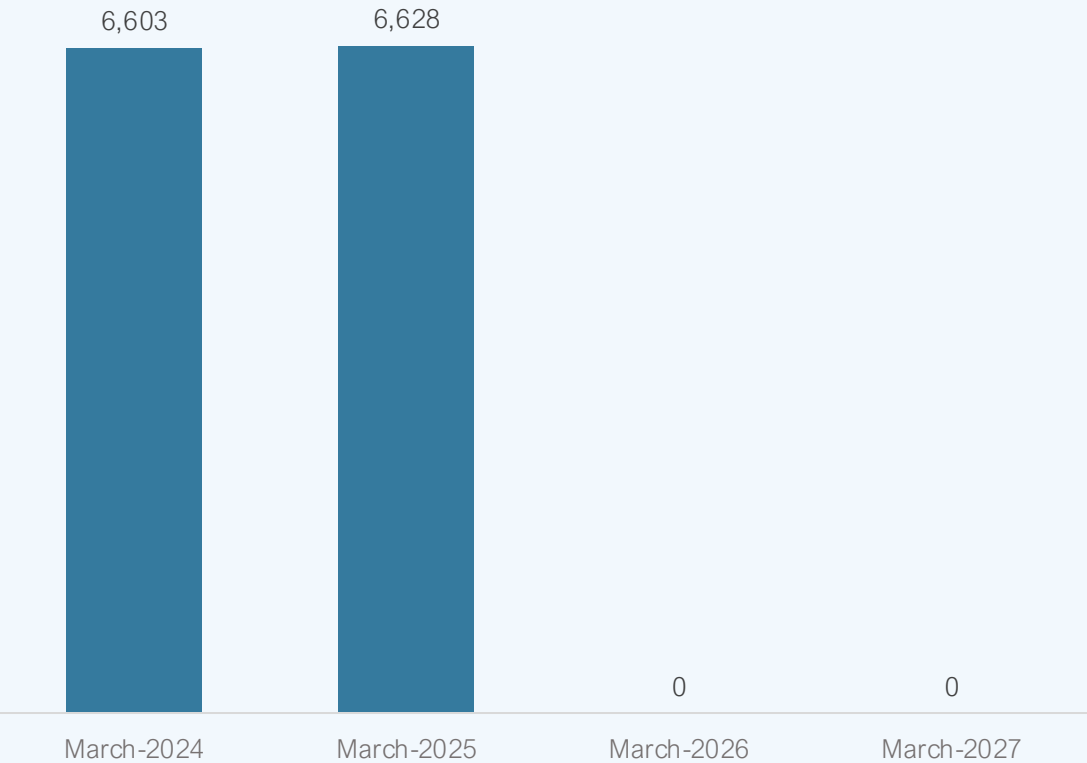
The leading companies who are employing commercial professionals from across the construction industries on LinkedIn.



**Change:** +413 (+5.9%) increase to the top 20 employers compared with the previous year.

## Job Changes

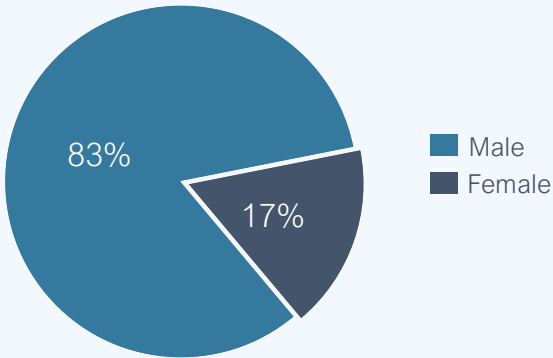
The number of commercial professionals from across the construction industries who have listed a job change on their LinkedIn profile during the past year.



Change: -25 (-0.4%) decrease in job changes compared with the previous year.

## Gender Diversity

Gender composition for commercial professionals from across the construction industries, using only male and female data points, based on LinkedIn's inferred gender data.



Change: +0% increase in gender diversity compared to the previous year.

## Tenure Median

When commercial professionals from across the construction industries are most likely to switch jobs.

2.2 Years

Change: +0.1 increase in average tenure compared to the previous year.



# Commercial | Who's On The Move

CCOs, Directors & Heads of Commercial				
Candidate	New Company	New Job Title	Previous Company	Previous Job Title
John Fisher	Murphy	Project Commercial Director	Binnies	Commercial Director
William Lowes	United Living	Commercial Director	Kier	Head of Commercial
Andrew Smith	Story Contracting	Commercial Director	AmcoGiffen	Regional Commercial Director
Philip Largan	Balfour Beatty	Head of Commercial	Crown House Technologies	Commercial Leader
Anthony Fisher	Kier	Project Commercial Director	Wates Group	Commercial Manager
Martin Davies	United Living	Commercial Director	Seddon	Commercial Manager
Jonathan Biddy	Colas Ltd	Commercial Director	Future Water	Commercial Director
David Griffin	Tilbury Douglas	Commercial Director	VolkerFitzpatrick	Commercial Director
Chris Weathers	Henry Boot Construction	Commercial Director	GMI Construction	Group Commercial Director
Gareth Peerman	Kier	Commercial Director	Wates	Commercial Director
Daniel Howarth	Murphy	Head of Commercial	Balfour Beatty	Head of Commercial & Finance
Gordan Caufield	Mace	Commercial Operations Director	ISG	Divisional Commercial Manager
Paul Warrington	John Sisk	Commercial Director	Webuild	Commercial Director

Source: Commercial leaders who have updated their LinkedIn profile in the past 12 months with an external job move.

# About AR Resourcing | Pinpointing The Best Talent

## Procurement and Commercial recruitment specialists across the construction industries

AR Resourcing is a permanent recruitment business that specialises in recruiting procurement and commercial professionals nationally, throughout the construction and engineering industries.

We recruit all experience levels across our specialist job functions, managing vacancies from Assistants through to Heads of Department and Directors.

If you would like to discuss these insights or your recruitment and retention strategies, please get in touch.

### Adam Richardson

Managing Director | 07795 148 182

 [linkedin.com/in/arresourcing](https://www.linkedin.com/in/arresourcing)



*"I've used Adam as a client and a candidate for over 10 years, so I had no hesitation in using his services in my new role."*

*"It was critical that my first senior hire was a market leading candidate who would help demonstrate my intentions for the function... Adam delivered just that."*

**Ben McCluskey**

Procurement & Supply Chain Director | AmcoGiffen