

IR RESOURCING

Salary Survey Guide 2024

Job Function: Quantity Surveying & Commercial

Industries: Construction, Infrastructure, House Building & Building Services

Location: UK

PINPOINTING
THE BEST
TALENT





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About AR Resourcing

We've been providing recruitment and candidate research services for the construction industries since 2011.

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

We can support single and multiple hire campaigns, or national transformation programmes.



Recruitment Services

Recruitment Service Plans

Our recruitment services help companies hire the best people and maintain high performing, streamlined teams.

We offer three service plans, with a varying degree of search depth, to meet the individual needs of our clients. This ensures your hiring managers can recruit all of their leadership, strategic, and operational jobs.

Our plans include:

- Plan 1: Retained Executive Search
- Plan 2: Contingent Exclusive
- Plan 3: Contingent

Candidate Research Plans

Our candidate research services help companies better manage their recruitment and retention strategies. We offer two service plans that provide visibility of competitor organisation structures and employee remunerations.

This ensures your hiring managers can plan for both short term reactive and long term strategic hires and retentions.

Our plans include:

- Plan 1: Market Mapping
- Plan 2: Salary Benchmarking
- Plan 3: Candidate Pipelining

80%

4 out of 5 jobs filled when delivering Plan 1 or 2 of our recruitment services.



Over half of all shortlisted candidates are **selected for interview.**



On average **3 interviews** will be arranged **per job.**

52%

We are the preferred supplier to **13 of the top 25 national construction contractors.**



We have over **14,000 candidates** receiving our monthly **Job Alerts** and **10,000 LinkedIn connections** keeping up to date with our daily job posts.

Our vision is to be the go-to Procurement and Commercial recruitment specialist across the construction industries.

Introduction



Adam Richardson

Managing Director
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314

Survey sample
responses
generated

Introducing our Quantity Surveying & Commercial Salary Survey Guide for 2024

Welcome to AR Resourcing's latest salary survey, a very focused salary survey that only includes candidates currently working for contractors, subcontractors, suppliers and cost consultants, across the construction, infrastructure, house building and building services sectors.

This guide is divided into five sections: **Basic Salary; Car Benefit, Bonus Benefit, Additional Benefits and Future Plans.**

The survey sample, which generated **314 responses**, comprised of quantity surveying and commercial professionals from our network currently operating as an:

- Assistant Quantity Surveyor
- Quantity Surveyor
- Senior Quantity Surveyor
- Managing Quantity Surveyor
- Commercial Manager
- Senior Commercial Manager
- Head of Commercial

We received at least **50 responses** across all job functions apart from Managing Quantity Surveyor (26), Senior Commercial Manager (32), Head of Commercial (18). As such interpretation of data for those functions should be more cautious and will not form part of the key findings.

All data in this guide comes from our survey conducted online in June 2024. No legacy salary or benefits information has been included ensuring this guide is as up to date as possible. When comparing results against previous guides please be mindful that the sample will differ every time.

The guide is particularly helpful when used in conjunction with our latest Salary Trends Report... see the next column for further details.

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



How to calculate an appropriate salary band without overpaying

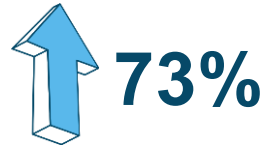
1. Hiring managers recruiting from a competitor should first identify the calibre of candidate required, e.g. is an upper quartile candidate needed? Or could an average calibre candidate carry out the specific role duties? N.B. there are few 'bargain' candidates.
2. Having established the salary band, use this Salary Survey Guide report to understand what suitable candidates are currently earning.
3. Add the percentage salary difference outlined in our Salary Trends Report to the relevant figure from this Salary Survey Guide.

This will provide an 'incentive to move' salary likely to enable you to attract a shortlist of competitor talent.

Key Findings

Another year of very positive salary increases for quantity surveying and commercial professionals.

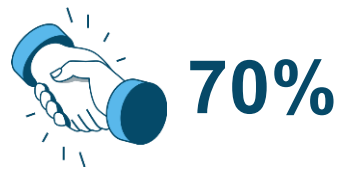
Average salaries and received pay rises were up 6.8%, largely driven by companies' reaction to the cost of live challenges seen over recent years.



Respondents who received a pay rise in the last 12 months.



Average pay increase for those who received a pay rise.

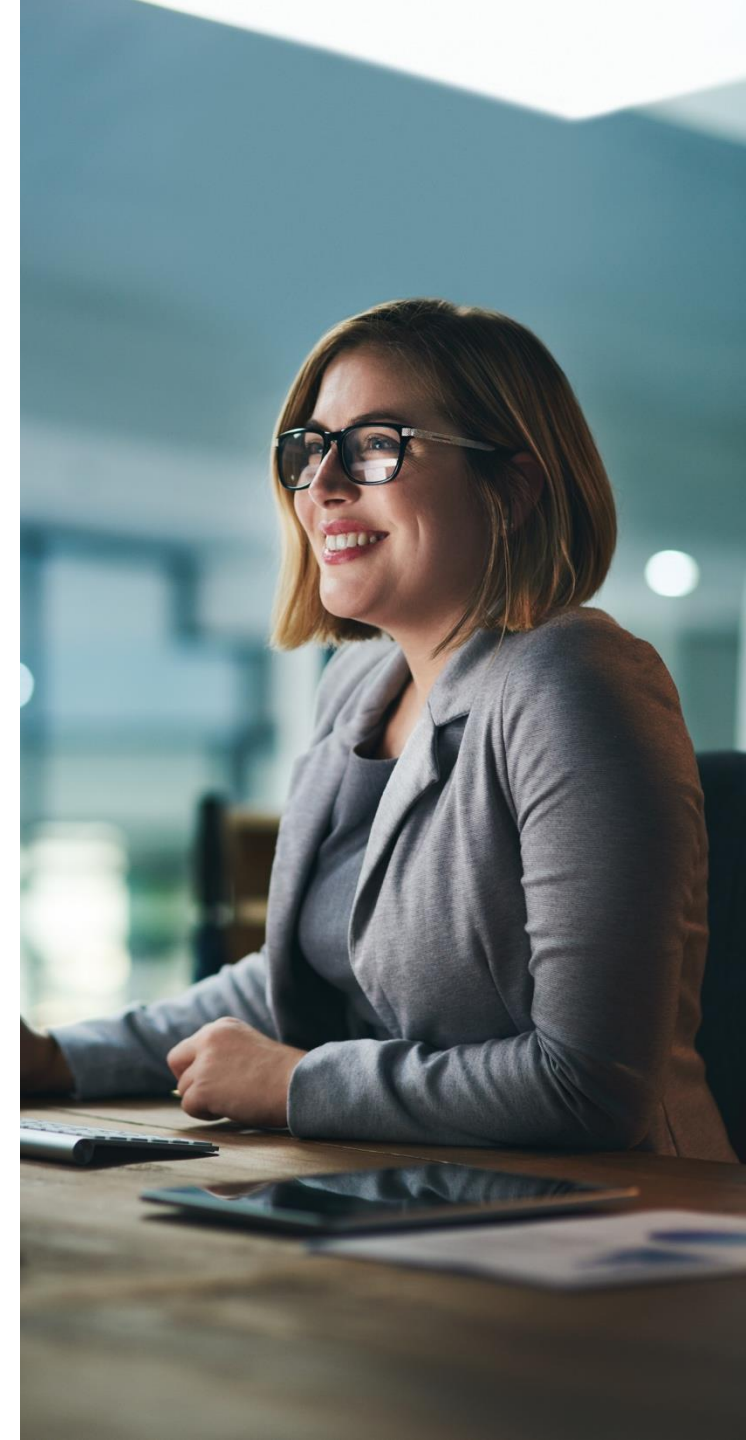


Candidates are either not moving or unsure about moving jobs in the next 12 months.



Basic Salary has overtaken Commute, travel & Flexible Working as the leading factor when considering a move.

Career progression & training (48%), is significantly higher than Job security (27%), which is mostly down to the cost of living challenges seen over recent years.



Basic Salary

73% of respondents received a pay rise in the last 12 months... for those who received a pay rise, the average pay increase was 6.8%.

Quantity Surveyors average basic salaries increased the most seeing a 9.0% rise from the previous year, followed by Graduate / Assistant QS 8.3%.

Job Title	Lowest Quartile (25 th Percentile)	Median	Highest Quartile (75 th Percentile)	Received a pay rise	Average Increase
Graduate / Assistant QS	£26,000	£30,500	£35,000	60%	8.3%
Quantity Surveyor	£41,900	£48,850	£53,000	73%	9.0%
Senior Quantity Surveyor	£60,000	£65,400	£71,350	76%	5.5%
Managing Quantity Surveyor	£67,250	£75,000	£79,500	55%	7.0%
Commercial Manager	£74,125	£80,000	£84,750	74%	5.3%
Senior Commercial Manager	£77,250	£83,500	£92,200	91%	4.8%
Head of Commercial	£92,694	£104,500	£132,750	75%	4.5%

*Less than 50 responses received, see page 4 for details

Car Benefit

95% of Senior Quantity Surveyors and 100% of Heads of Commercial receive a car or car allowance benefit.

Just Under half (44%) of all Assistant Quantity Surveyors do not receive a car or car allowance benefit.

Job Title	Company Car	Car Allowance & Average Value	Not Offered
Graduate / Assistant QS	22%	34% £4,242	44%
Quantity Surveyor	34%	47% £5,083	18%
Senior Quantity Surveyor	45%	50% £5,295	5%
Managing Quantity Surveyor*	40%	47% £5,840	13%
Commercial Manager	17%	70% £5,811	13%
Senior Commercial Manager*	50%	36% £7132	14%
Head of Commercial*	83%	17% £9,890	0%

*Less than 50 responses received, see page 4 for details



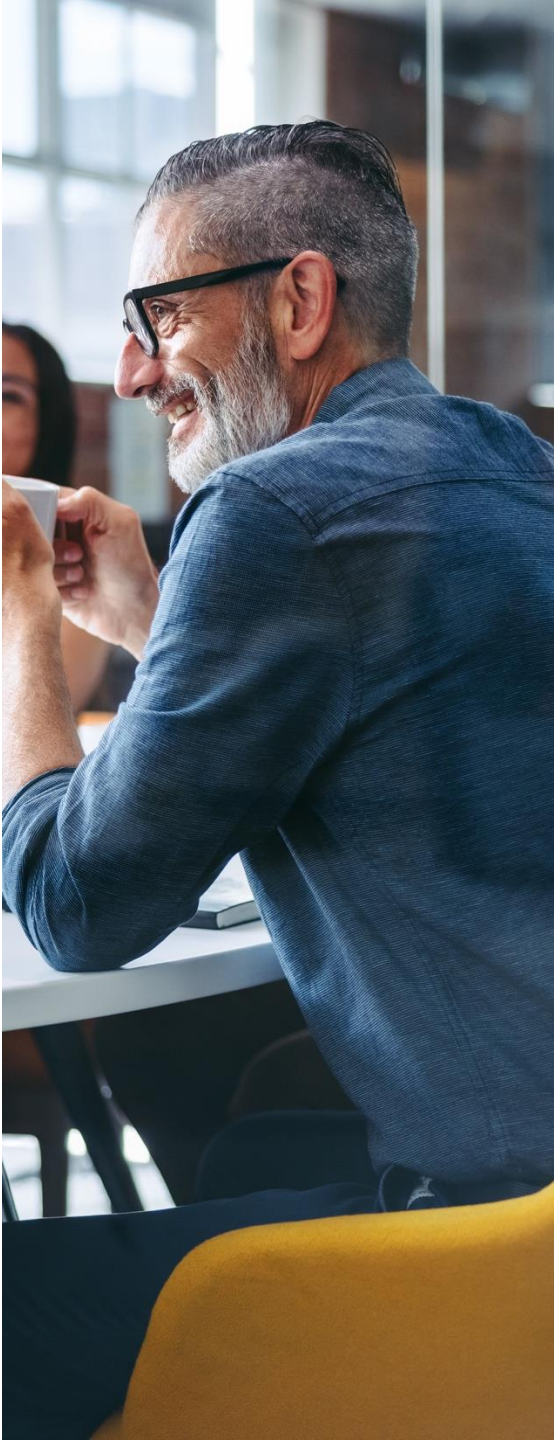
Bonus Benefit

Only 14% of those surveyed receive performance related bonuses as displayed above, with 44% receiving discretionary bonuses, and 42% without any type of bonus.

Heads of Commercial receive significantly higher performance bonuses (36%), than all other job titles.

Job Title	With Bonus	Max Potential	Last Actual
Graduate / Assistant QS	0%	0.0%	0.0%
Quantity Surveyor	12%	7.4%	3.4%
Senior Quantity Surveyor	14%	12.3%	8.7%
Managing Quantity Surveyor*	20%	8.3%	2.7%
Commercial Manager	22%	16.0%	6.0%
Senior Commercial Manager*	31%	15.0%	9.2%
Head of Commercial*	36%	18.3%	13.8%

*Less than 50 responses received, see page 4 for details



Additional Benefits

As companies continue to adapt to employee expectations, these additional benefits remain key factors in attracting and retaining talent.



Pension Contribution

We saw no change to employer pension contributions when compared to the previous year's 5.8% average.

5.8%

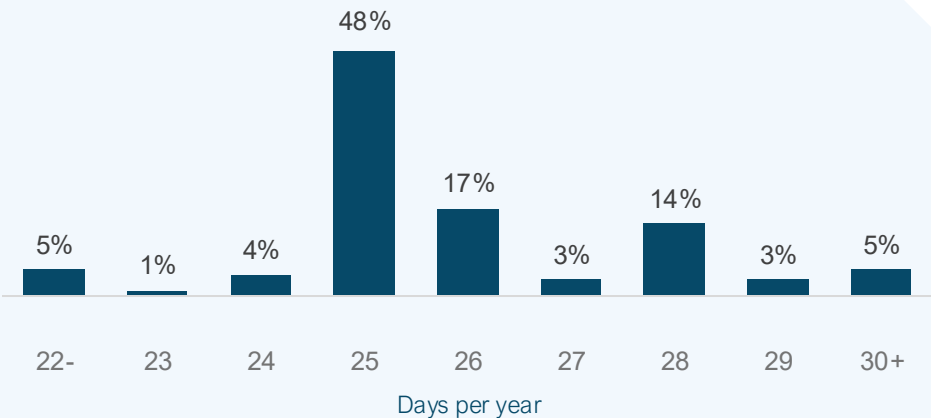
Average Employer Maximum Pension Contribution



Annual Leave

65% of respondents receive 25 or 26 days annual leave.

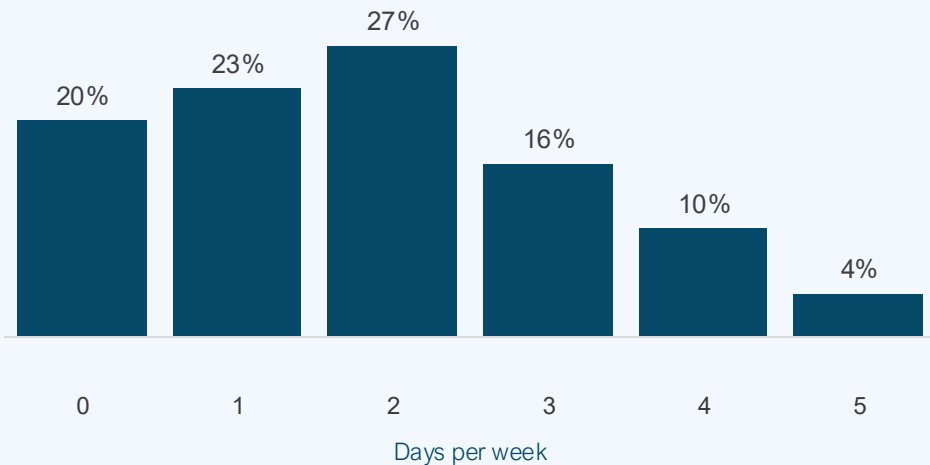
With 25 days being the standard that almost half of all companies offer candidates.



Home Working Balance

43% of respondents receive 0 or 1 home working days per week.

43% of respondents receive 2 or 3 home working days per week.



Future Plans

When considering a job move, there are several aspects that play an important role in the candidates' decisions.

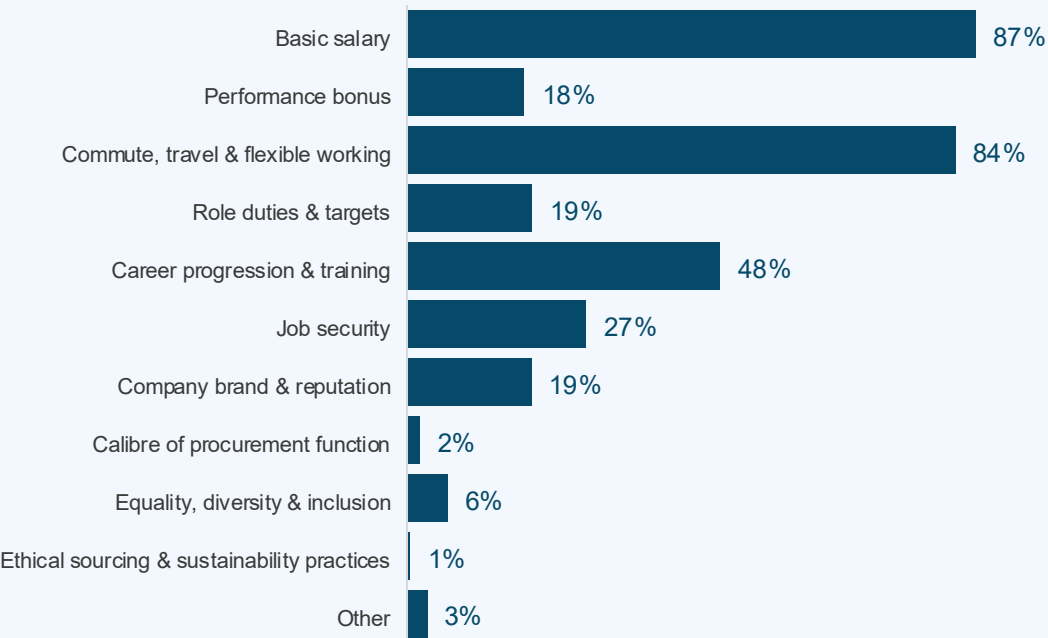
The number of candidates looking for a move in the next year is often affected by external factors such as GDP and job market fluctuations.



Top 3 Factors When Considering A Move

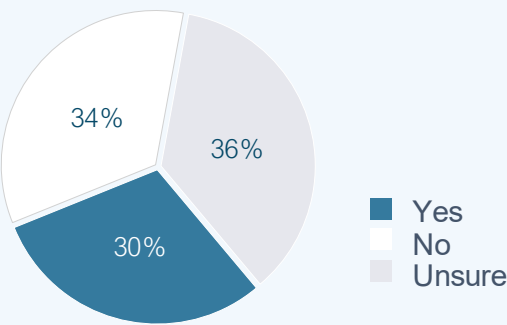
Basic salary (87%) has overtaken Commute, travel & flexible working (84%) as the leading factor when considering a move.

Career progression & training (48%), is significantly higher than Job security (27%), which is mostly down to the cost of living challenges seen over recent years.



Candidates Looking to Move in the Next 12 Months

70% of candidates are either not moving or unsure about moving jobs in the next 12 months.



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Email: onpoint@arresourcing.com
 linkedin.com/in/arresourcing

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