

AR RESOURCING

Salary Trends Report 2024

Job Function: Procurement & Supply Chain

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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Most recent
qualifying
placements

Introducing our Salary Trends Report for 2024

Welcome to AR Resourcing's latest Salary Trends report, an analysis of how much hiring managers have been offering over basic salary to successfully attract procurement and commercial talent from construction and engineering industry competitors, together with a selection of notable senior job moves that we've recently noticed.

This analysis of **permanently employed candidates moving from one industry competitor to another is divided into four sections** covering our 40 most recent qualifying placements for procurement and commercial:

- Senior Buyers & Buyers
- Snr Procurement / Supply Chain Managers and Procurement / Supply Chain Manager
- Senior Quantity Surveyors, Quantity Surveyors and Assistant Quantity Surveyors
- Senior Commercial Managers, Commercial Managers and Managing Surveyors

Candidates are from across the construction and engineering related industries, including construction, infrastructure, FM, M&E and engineering contractors or subcontractors, house builders, cost consultants, engineering manufacturers, relevant procurement / cost consultancies; and public sector organisations that involve managing construction projects.

We have not included interim or fixed term contract placements, any placements where candidates have moved into or out of industry, or any rejected offers.

All responses are strictly confidential, and results are aggregated so no individual company's performance can be identified through the report.

The report is particularly helpful when used in conjunction with our latest procurement or commercial Salary Survey Guide... see the next collum for further details.

If you would like to discuss this report, 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 our Salary Survey Guide report to understand what suitable candidates are currently earning.
3. Add the percentage salary difference outlined in this Salary Trends Report to the relevant figure from the Salary Survey Guide.

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

Procurement & Supply Chain



Key Findings

When comparing this report to our 2023 report, average salary increases have remained consistent at 16% across both job groups.

Although year on year percentages have remained the same, the real terms monetary increases have reduced significantly (-£2,400 & -£496 per placement across our job groups), signalling that clients are focusing on lesser experienced candidates.



Senior Procurement / Supply Chain Managers & P/SCMs

Employers currently need to offer, on average, a 16% uplift on existing base salary to attract these candidates, which is the same as the previous year's report.

Senior Buyers & Buyers

Employers currently need to offer, on average, a 16% uplift on existing base salary to attract these candidates, which is the same as the previous year's report.



14/20

candidates achieved more than a 10% pay increase.

A 10% increase is less likely to result in an accepted offer in the current market.



Market Insights

Across all jobs, new vacancies were down a third in Q1 and Q2, however have rebounded in Q3 to targeted levels, we are hoping this signals a positive turning point in the market, and this will continue into 2025.

UK construction activity has reported the fastest growth in nearly two and half years according to the latest Purchasing Managers Index (PMI) report. ([View here](#))



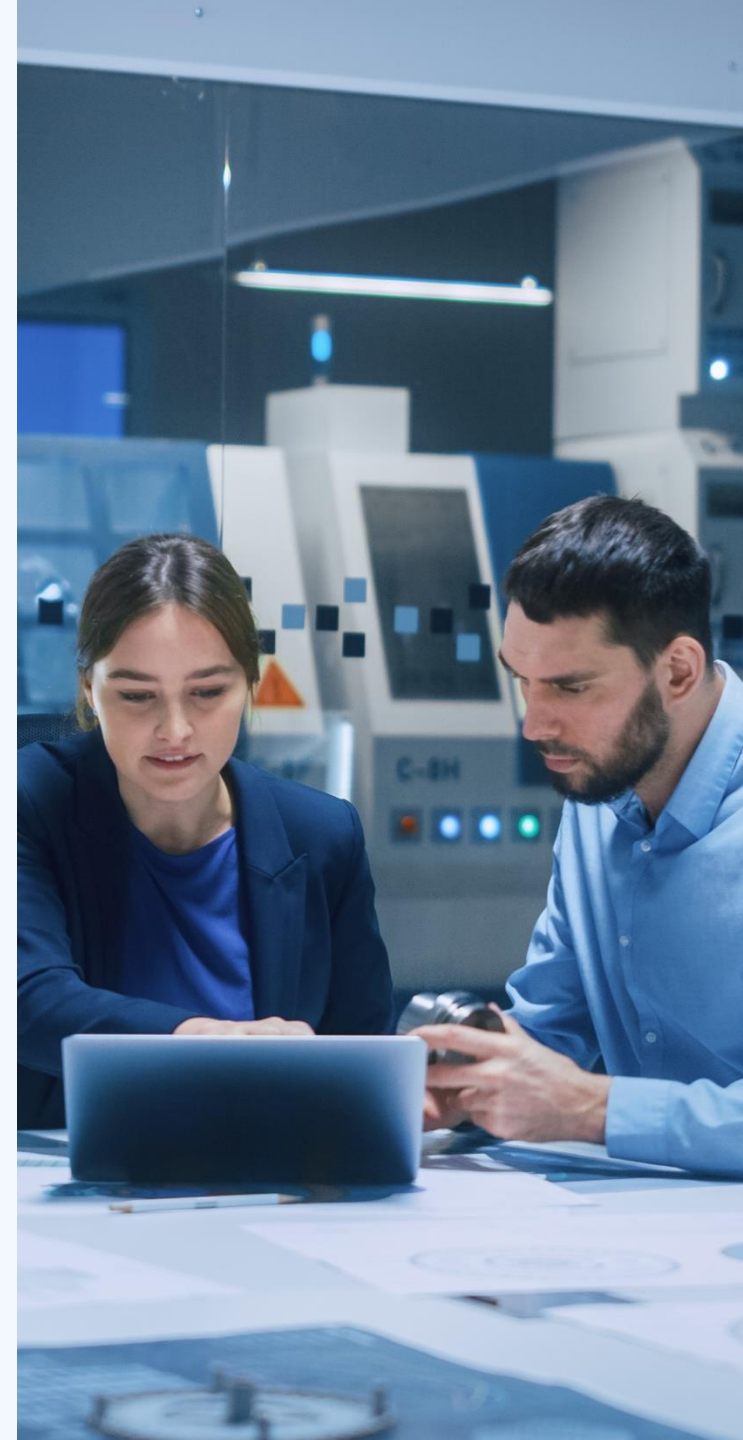
Industry Activity

50% of all procurement and supply chain placements have been made with Infrastructure Contractors, this sector has remained very resilient this year.



In Demand Jobs

Upper quartile Senior Buyers remain the hardest candidates to attract as the salaries needed to persuade them to move are unachievable for most companies' salary bands.



Placements

10 Most Recent
Placements:

Senior Procurement /
Supply Chain Managers

Procurement / Supply
Chain Managers

Client	Job Title	Location	New Basic	Previous Basic	Difference	Difference %
Infrastructure Contractor	Supply Chain Manager	South East	£55,000	£40,000	+£15,000	38%
Infrastructure Contractor	Category Manager	South East	£55,000	£45,000	+£10,000	22%
Infrastructure Contractor	Senior Procurement Manager	South East	£68,000	£60,000	+£8,000	13%
FM / M&E Contractor	Senior Procurement Manager	Midlands	£75,000	£76,000	+£1,000	-1%
FM / M&E Contractor	Supply Chain Manager	South East	£60,000	£50,000	+£10,000	20%
FM / M&E Contractor	Supply Chain Manager	South East	£62,000	£57,000	+£5,000	9%
FM / M&E Contractor	Procurement & Supply Chain Manager	South East	£68,000	£55,000	+£13,000	24%
Construction Subcontractor	Procurement Manager	North East	£50,000	£47,000	+£3,000	6%
EPC Contractor	Procurement Manager	Scotland	£67,000	£59,000	+£8,000	14%
Engineering Manufacturer	Senior Procurement Manager	North West	£88,000	£74,000	+£14,000	19%

Placements

10 Most Recent
Placements:

Senior Buyers

Buyers

Client	Job Title	Location	New Basic	Previous Basic	Difference	Difference %
Construction Contractor	Buyer	North West	£40,000	£37,000	+£3,000	8%
Infrastructure Contractor	Buyer	North East	£38,000	£35,000	+£3,000	9%
Infrastructure Contractor	Buyer	North East	£33,000	£27,000	+£6,000	22%
Infrastructure Contractor	Buyer	North West	£38,000	£30,000	+£8,000	27%
Infrastructure Contractor	Senior Buyer	North East	£50,000	£45,000	+£5,000	11%
Infrastructure Contractor	Senior Buyer	Midlands	£52,000	£45,000	+£3,000	7%
Infrastructure Contractor	Senior Buyer	South East	£55,000	£42,600	+£12,400	29%
Infrastructure Contractor	Senior Buyer	South East	£47,000	£42,000	+£5,000	12%
House Builder	Buyer	South East	£45,000	£37,000	+£8,000	22%
Construction Contractor	Procurement Coordinator	North East	£30,000	£27,000	+£3,000	11%

Placement Summary

Average Basic
Salary Difference



Senior Procurement / Supply Chain Managers & P/SCMs

2024	2023	Difference
+8,500	+£10,900	-£2,400
+16%	+16%	+0%



Senior Buyers & Buyers

2024	2023	Difference
+5,640	+£6,136	-£496
+16%	+16%	+0%

Attracting Upper
Quartile Candidates

Job Title	Lower Quartile (25 th Percentile)	Highest Quartile (75 th Percentile)	Average Increase	Suggested Salary To Attract
Senior Procurement & Supply Chain Manager	£80,000	£92,000	16%	£106,720 - £117,392
Procurement Manager	£60,000	£74,250	16%	£86,130 - £94,743
Supply Chain Manager	£61,000	£71,500	16%	£82,940 - £91,234
Senior Buyer	£52,000	£61,500	16%	£71,340 - £78,474
Buyer	£35,250	£47,000	16%	£54,520 - £59,972

Procurement & Supply Chain

Who's on the Move?

CPOs, CSHOs, Directors & Heads of Procurement & Supply Chain, UK

Candidate	New Company	New Job Title	Previous Company	Previous Job Title
Debbie Jose	M Group Services	Chief Procurement Officer	M&G	Director of Commercial
Rosie Toogood	Wates	Chief Supply Chain & Quality Officer	Severfield	Non-Executive Director
Malcolm Dare	Sizewell C	Executive Director – Supply Chain	National Highways	Executive Director – Commercial & Procurement
Mark Fox	JSM	Procurement Director	Bouygues Construction	Senior Procurement & Supply Chain Manager
Martin Sanwell	Chartway Partnerships	Group Procurement Director	Berkeley	Group Supply Chain Manager
Matthew Allen	VolkerRail	Head of Procurement	Equans	Senior Procurement Performance Manager
Sara Leith	Dalkia	Head of Procurement	BNP Paribas Real Estate	Head of Procurement
Steven Garner	Morrison Water Services	Head of Procurement	Octavius	Procurement Lead
Lukasz Olszewski	Keltbray	Head of Procurement	Rizzani de Eccher	Senior Procurement Manager
Richard Howell	Morrison Energy Services	Head of Procurement	Costain	Head of Supply Chain
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
Andy Walton	Britcon	Head of Procurement	Kier	Senior Buyer

Source: Procurement and Supply Chain leaders who have updated their LinkedIn profile in the past 6 months with an external job move.

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