

AR RESOURCING

Salary Trends Report 2025

Job Function: Procurement & 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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Most recent
qualifying
placements

Introducing our Salary Trends Report for 2025

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 industry competitors.

This analysis of **permanently employed candidates moving from one industry competitor to another is divided into three sections** covering our 30 most recent qualifying placements for procurement and commercial:

- Senior Buyers, Buyers & Assistant Buyers
- Senior Procurement / Supply Chain Managers and Procurement / Supply Chain Managers
- Senior Quantity Surveyors, Quantity Surveyors and Assistant Quantity Surveyors

related industries, including construction, infrastructure, FM and M&E contractors or subcontractors, house builders, cost consultants, 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.

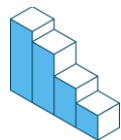


How to calculate an appropriate salary band without overpaying

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.

Market Insights

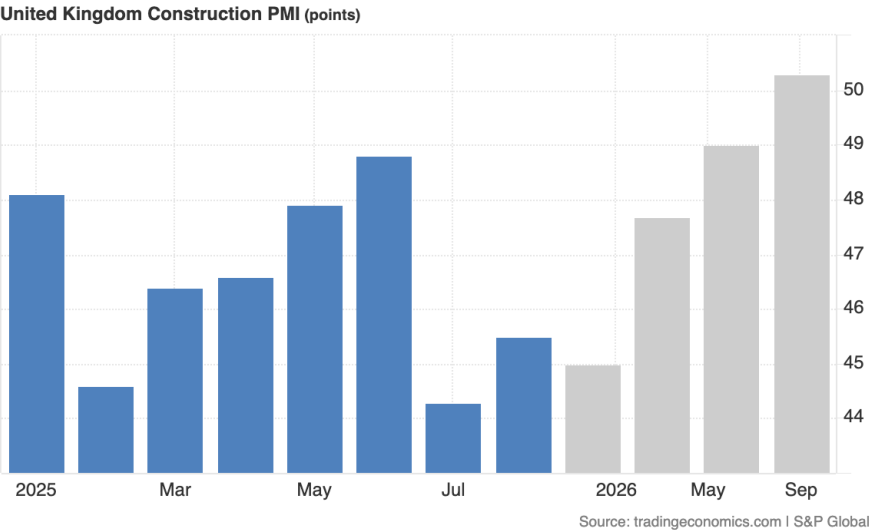


Industry Activity

The Purchasing Managers Index measures the performance of the construction sector and is derived from a survey of 170 construction companies.

The S&P Global UK Construction PMI rose to 46.2 in September 2025 from 45.5 in August, it's highest in three months but still below the 50.0 mark, signalling continued contraction.

Order books fell for the ninth straight month but at the slowest pace in that period, as firms cited weak demand, client caution, and uncertainty ahead of the Autumn Budget.



AR Resourcing Activity

After a positive start to the year in Q1 and most of Q2, our new vacancies were down a quarter against target in Q3.

We are hoping this is a temporary reduction, however it doesn't look like there will be an immediate bounce back when reading the above mentioned PMI update.

We have also seen an increase in rejected offers this year, further highlighting the tightening market conditions in 2025.



Procurement & Supply Chain



Key Findings

When comparing this report to our 2024 report, average salary increases have reduced across both procurement job groups, further highlighting the tightening market conditions.

Base salaries have seen a 4 percentage point reduction, while the real terms monetary increases have reduced by -£803 per placement across more senior jobs.

More junior jobs are less effected with only a 1 percentage point reduction, we feel this is down to the continued high levels of operational job requirements.



Senior Procurement / Supply Chain Managers & Procurement / Supply Chain Managers

Employers have offered, on average, a 12% uplift on existing base salary to attract candidates, which is **down 4 percentage points / -25%** from the previous year's report.

Senior Buyers, Buyers & Assistant Buyers

Employers have offered, on average, a 15% uplift on existing base salary to attract candidates, which is **down 1 percentage point / -6%** from the previous year's report.



16/20

procurement candidates achieved more than a 10% pay increase.

A 10% increase remains less likely to result in an accepted offer in the current market for procurement professionals.



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	Midlands	£70,000	£60,000	+£10,000	17%
FM / M&E Contractor	Supply Chain Manager	South East	£75,000	£66,000	+£9,000	14%
Construction Product Manufacturer	Senior Procurement Manager	North West	£88,000	£74,000	+£14,000	19%
FM / M&E Contractor	Senior Category Manager	North West	£52,000	£44,000	+£8,000	18%
Infrastructure Contractor	Procurement Manager	North East	£83,000	£75,000	+£8,000	11%
Infrastructure Contractor	Senior Procurement Manager	North West	£105,000	£88,500	+£16,500	19%
Infrastructure Contractor	Supply Chain Manager	Scotland	£75,000	£70,000	+£5,000	7%
Infrastructure Contractor	Senior Procurement Manager	South East	£75,000	£70,000	+£5,000	7%
Infrastructure Contractor	Senior Procurement Manager	Scotland	£95,000	£85,000	+£10,000	12%
Construction Contractor	Senior Procurement Manager	South West	£85,000	£90,000	-£5,000	-6%

Placements

10 Most Recent
Placements:

Senior Buyers

Buyers

Assistant Buyers

Client	Job Title	Location	New Basic	Previous Basic	Difference	Difference %
Construction Contractor	Buyer	South East	£40,000	£36,000	+£4,000	11%
Construction Contractor	Buyer	Midlands	£45,000	£37,000	+£8,000	22%
Infrastructure Contractor	Senior Buyer	North East	£50,000	£44,000	+£6,000	14%
Construction Product Manufacturer	Category Buyer	North West	£50,000	£45,000	+£5,000	11%
Construction Subcontractor	Senior Buyer	South East	£40,000	£35,000	+£5,000	14%
Infrastructure Contractor	Senior Buyer	North West	£47,000	£42,000	+£5,000	12%
Infrastructure Contractor	Senior Buyer	North East	£60,000	£49,000	+£11,000	22%
Construction Contractor	Senior Buyer	South East	£45,000	£38,000	+£7,000	18%
Infrastructure Contractor	Buyer	Ireland	£52,434	£42,000	+£10,434	25%
Infrastructure Contractor	Procurement Specialist	Midlands	£65,000	£62,000	+£3,000	5%

Placement Summary

Average Basic
Salary Difference



Senior Procurement / Supply Chain Managers & P/SCMs

2025	2024	Difference
+8,050	+£8,500	-£450
+12%	+16%	-25%



Senior Buyers, Buyers & Assistant Buyers

2025	2024	Difference
+6,443	+£5,640	+£803
+15%	+16%	-6%

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	£73,000	£92,000	12%	£103,040 - £113,344
Procurement Manager	£57,000	£75,000	12%	£84,000 - £92,400
Supply Chain Manager	£65,000	£75,000	12%	£84,000 - £92,400
Senior Buyer	£49,000	£61,000	15%	£70,150 - £77,165
Buyer	£36,750	£45,000	15%	£51,750 - £56,925
Assistant Buyer	£30,750	£35,000	15%	£40,250 - £44,275

Quantity Surveying & Commercial



Key Findings

When comparing this report to our 2024 report, average salary increases have reduced for commercial professionals, further highlighting the tightening market conditions.

Base salaries have seen a 3 percentage point reduction, while the real terms monetary increases have reduced by -£795 per placement in the previous year.

Due to the size of commercial functions, companies now seem less likely to break existing salary structures, which is leading to increased resourcing pressures on already stretched functions.



Senior Quantity Surveyors, Quantity Surveyors & Assistant Quantity Surveyors

Employers have offered, on average, a 10% uplift on existing base salary to attract candidates, which is **down 3 percentage points / -23%** from the previous year's report.



5/10

commercial candidates achieved more than a 10% pay increase.

A 10% increase is more likely to result in an accepted offer in the current market for commercial professionals.



Placements

10 Most Recent
Placements:

Senior Quantity
Surveyors

Quantity Surveyors

Assistant Quantity
Surveyors

Client	Job Title	Location	New Basic	Previous Basic	Difference	Difference %
Infrastructure Contractor	Quantity Surveyor	South East	£58,000	£50,000	+£8,000	16%
Public Sector	Assistant Quantity Surveyor	North East	£35,000	£27,000	+£8,000	30%
Infrastructure Contractor	Senior Quantity Surveyor	South East	£68,000	£70,000	-£2,000	-3%
Consultancy	Senior Quantity Surveyor	North West	£65,000	£60,000	+£5,000	8%
Infrastructure Contractor	Quantity Surveyor	South East	£71,000	£70,000	+£1,000	1%
Infrastructure Contractor	Quantity Surveyor	South East	£50,000	£45,000	+£5,000	11%
Consultancy	Senior Quantity Surveyor	North West	£73,000	£65,000	+£8,000	12%
Construction Subcontractor	Assistant Quantity Surveyor	Midlands	£35,000	£32,000	+£3,000	9%
Infrastructure Contractor	Quantity Surveyor	South East	£62,500	£60,000	+£2,500	4%
Construction Contractor	Quantity Surveyor	South West	£65,000	£58,000	+£7,000	12%

Placement Summary

Average Basic
Salary Difference



Senior Quantity Surveyors, Quantity Surveyors &
Assistant Quantity Surveyors

2025	2024	Difference
+4,550	+£5,345	-£795
+10%	+13%	-23%

Attracting Upper
Quartile Candidates

Job Title	Lower Quartile (25 th Percentile)	Highest Quartile (75 th Percentile)	Average Increase	Suggested Salary To Attract
Senior Quantity Surveyor	£60,000	£71,350	10%	£78,485 - £86, 334
Quantity Surveyor	£41,900	£53,000	10%	£58,300 - £64,130
Assistant Quantity Surveyor	£26,000	£35,000	10%	£38,500 - £42,350

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