



IR RESOURCING

LinkedIn Talent Insights 2026

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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Procurement and
Commercial job
titles

Introducing our Procurement & Commercial LinkedIn Talent Insights for 2026

Welcome to AR Resourcing's latest Talent Insights report, a comprehensive analysis of procurement and commercial department activity from across the construction 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 June:

- Total Professionals
- Top 20 Employers
- Job Changes
- Gender Diversity
- 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 this report, or your recruitment and retention strategies, please get in touch.



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

The hiring demand for procurement and commercial 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 25 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 high calibre talent.

Procurement & Supply Chain



Key Findings

LinkedIn Talent Insights

June 2026



Increase in total professionals UK compared to last year

Previous year comparison: +6%



Increase in Job changes UK compared to last year

Previous year comparison: +12%

Top 3 Employer Team Increases UK

+26

Balfour
Beatty

+16

Laing
O'Rourke

+12

Murphy

Top 3 Employer Team Decreases UK

-2

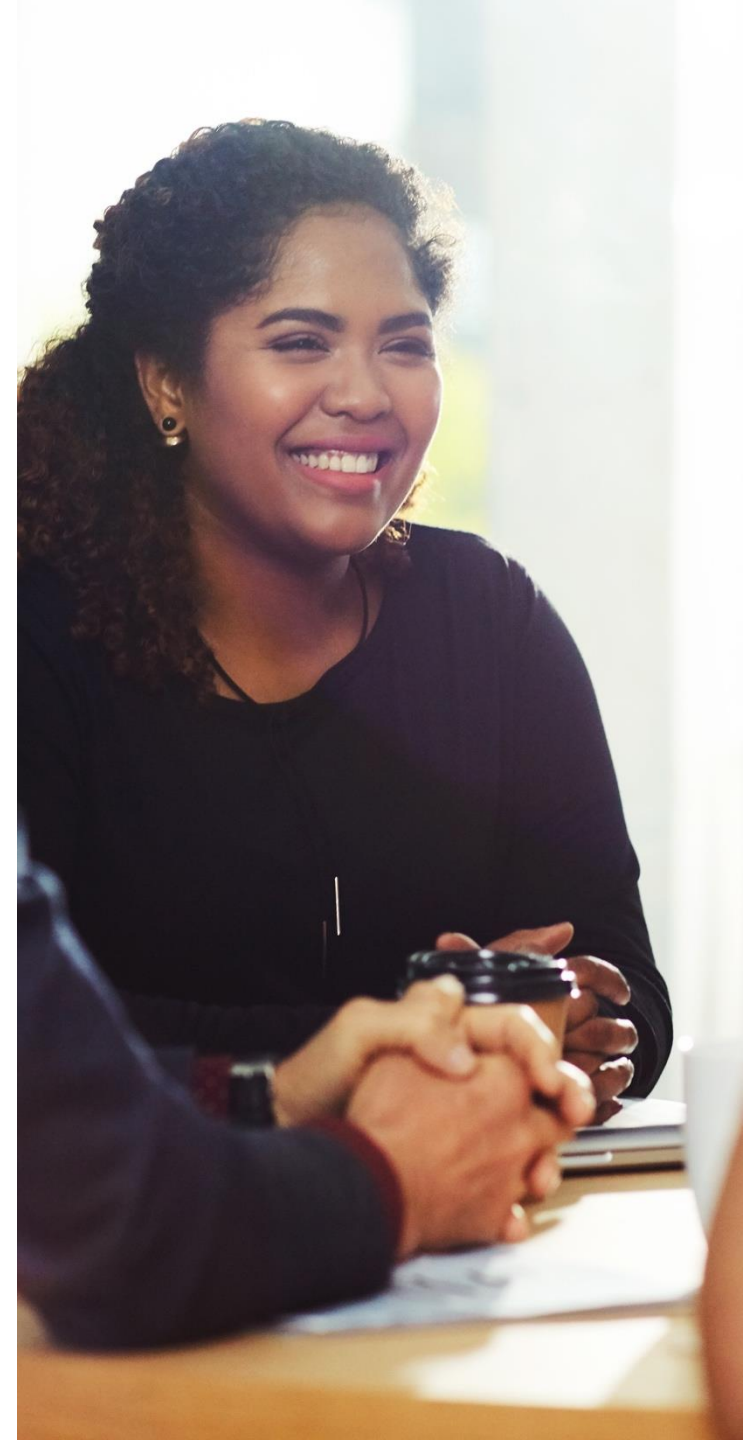
Wates

-2

Skanska

-1

Vistry



Procurement & Supply Chain

LinkedIn Talent Insights

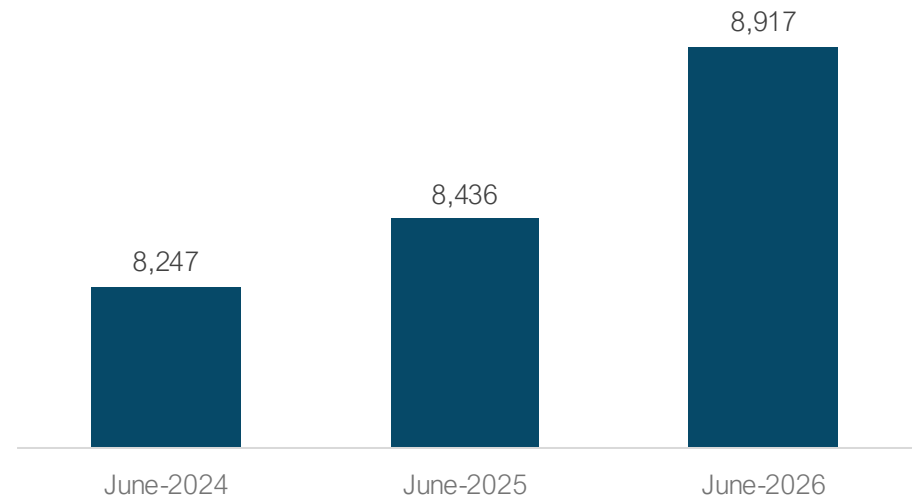
June 2026



Total Professionals UK

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

Change: **+481 (+6%)** increase in total professionals compared with the previous year.



Top 20 Employers UK

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

Change: **+106 (+6%)** increase to the top 20 employers compared with the previous year.

Company	Professionals	Change in Professionals	Change Percentage
Balfour Beatty	280	26	9%
Laing O'Rourke	151	16	11%
Barratt	150	5	3%
Morgan Sindall	111	2	2%
Kier	99	6	6%
Mitie	96	1	1%
National Highways	92	4	4%
Persimmon Homes	78	6	8%
Skanska	72	-2	-3%
Vistry	69	-1	-1%
Galliford Try	68	9	13%
Murphy	66	12	18%
VolkerWessels	63	3	5%
Costain	58	9	16%
Sodexo	55	5	9%
Bellway	50	0	0%
Wates	50	-2	-4%
BAM	41	1	2%
Amey	40	3	8%
NG Bailey	36	3	8%
TOTALS	1,725	+106	+6%

Procurement & Supply Chain

LinkedIn Talent Insights

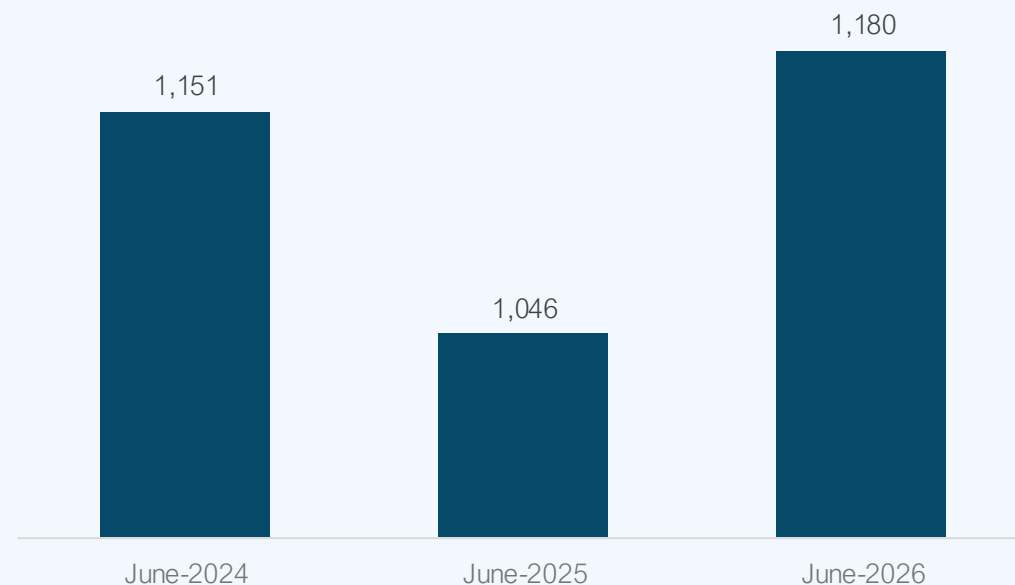
June 2026



Job Changes UK

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: +134 (+12%)
increase in job changes compared with the previous year.



Tenure Median UK

2.7 Years

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

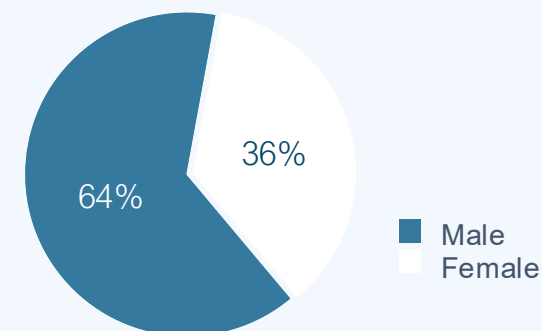
Change: +4 months increase in average tenure compared to the previous year.



Gender Diversity UK

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: -1% decrease in female employees compared to the previous year.



Quantity Surveying & Commercial



Key Findings

LinkedIn Talent Insights

June 2026



Increase in total professionals UK compared to last year

Previous year comparison: +5%

Top 3 Employer Team Increases UK

+82

Balfour Beatty

+66

Kier

+43

Vistry



Decrease in Job changes UK compared to last year

Previous year comparison: -1%

Top 3 Employer Team Decreases UK

-29

Wates

-12

Mace

-8

Sir Robert McAlpine



Quantity Surveying & Commercial

LinkedIn Talent Insights

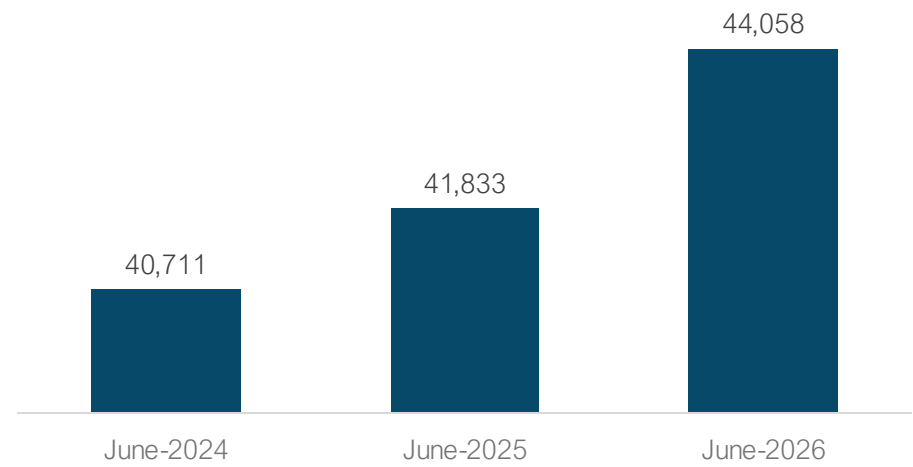
June 2026



Total Professionals UK

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

Change: **+2,225 (+5%)** increase in total professionals compared with the previous year.



Top 20 Employers UK

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

Change: **+403 (+5%)** increase to the top 20 employers compared with the previous year.

Company	Professionals	Change in Professionals	Change Percentage
Balfour Beatty	1174	82	7%
Kier	900	66	7%
Turner & Townsend	821	21	3%
Morgan Sindall	692	32	5%
Galliford Try	487	14	3%
BAM	461	16	3%
Mace	428	-12	-3%
Wates	414	-29	-7%
Laing O'Rourke	375	35	9%
Gleeds	374	30	8%
Skanska	319	16	5%
Costain	284	16	6%
Amey	242	13	5%
Murphy	237	23	10%
Vistry	237	43	18%
Mott MacDonald	226	4	2%
Rider Levett Bucknall	226	5	2%
Sir Robert McAlpine	194	-8	-4%
Graham	185	16	9%
Bowmer & Kirkland	180	20	11%
TOTALS	8,456	+403	+5%

Quantity Surveying & Commercial

LinkedIn Talent Insights

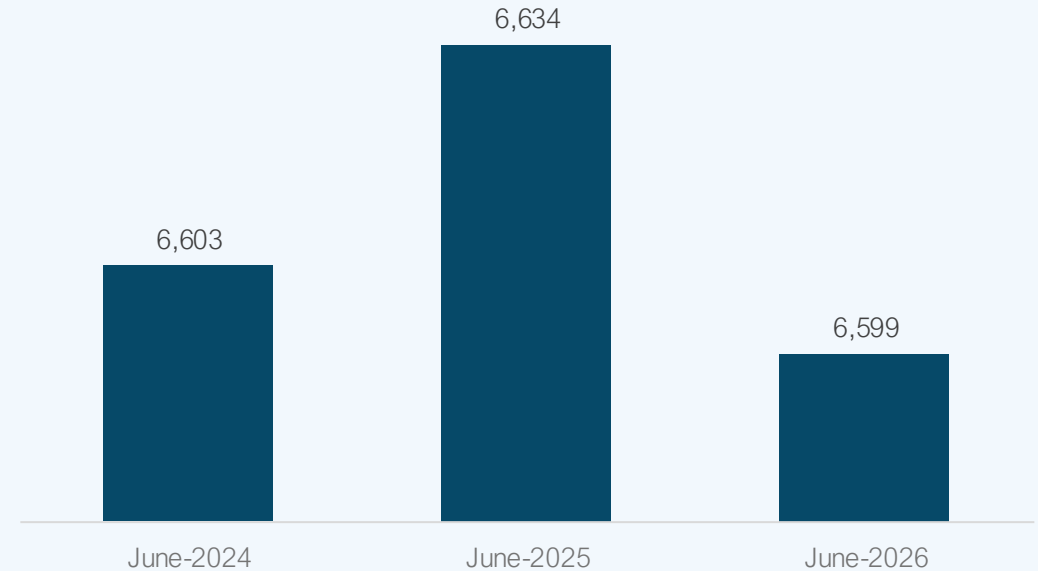
June 2026



Job Changes UK

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: -35 (-1%) decrease in job changes compared with the previous year.



Tenure Median UK

2.2 Years

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

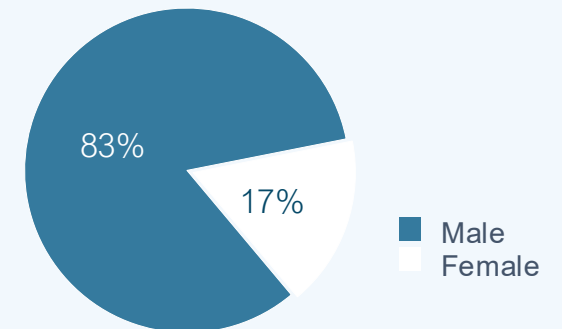
Change: No change in average tenure compared to the previous year.



Gender Diversity UK

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: - 1% decrease in female employees compared to the previous year.



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Visit: www.arresourcing.com
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 linkedin.com/in/arresourcing

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