



The specialists for
construction, manufacturing
and technical recruitment.



SALARY GUIDE 2019/20

Professional and technical roles in Offsite Construction

Welcome to the 2019/20 Salary Guide, specifically for the offsite construction sector. Broadly the salary bands remain the same as in 2018: on the surface they appear static. However, this doesn't tell the full story.

We were surprised to find, when reviewing the latest data for salary levels that we were not looking at higher figures, considering the continuing shortage of skills, the continued buoyancy of the market, despite uncertainties over Brexit – (will it even happen?) and therefore pressure on wages which have been suppressed for so long post recession.

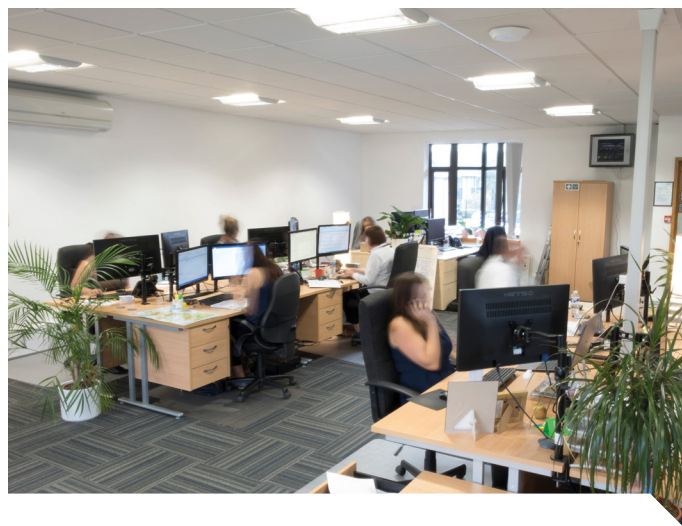
When our team gathered to discuss this, the conclusion was reached that there is some polarisation of salaries. A far higher proportion of salaries, although not exceeding higher levels, were at or close to the top end of the scale. Additionally, the majority of the rest (though a smaller group) were at lower levels, rather than spread across the range evenly.

Salary increases controlled – for now

On considering why this is, we have deduced that for most, there is still strong pressure to increase salaries, however, these increases are largely under control, and budget busting big pay packages to buy people in are not the norm at present. Practically, employers cannot afford to increase wages out of proportion, as margins are not commonly there to allow it. Where candidates are seeking higher levels, they are more often disappointed with the level of offer they receive, and have therefore been more inclined to stay in their current role. Perhaps we are doing candidates no favours with this guide? Are employers looking at this and capping offers based on our views? Your feedback is welcomed!

Staff retention issues ahead

History tells us that people who take counter offers soon start looking again, and we would expect those who decided to stay will still have underlying reasons to keep looking for a move. There could be staff retention issues brewing for the future, particularly with more market certainty, or an increase in the current skills shortage where employers will offer more. One would hope we might see more long term political and economic certainty soon.

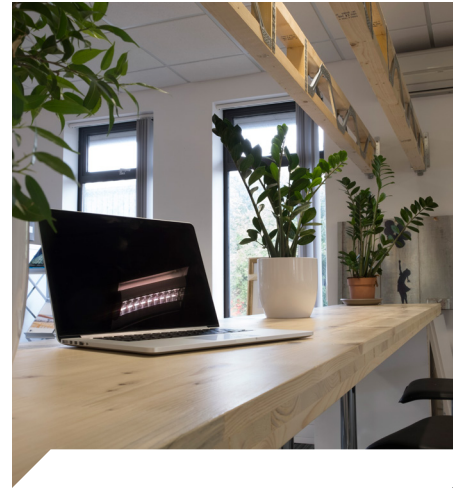


Flexible working

We have also seen an increased proportion of salaries at the lower levels, rather than an even spread across to mid-range. Initially this looked surprising; we believe however that this is due to new entrants to the market satisfied to take less pay whilst learning their role. Additionally, we have found people more flexible to take a lower salary, where lifestyle benefits counter this, such as working closer to home, or flexible working arrangements. We have seen very few put out of work and having to accept what they can get.

New entrants restricted by low pay

Whilst we are seeing candidates move into the offsite sector in some of the more junior roles, there are many areas where salary levels are just too low to attract people. Specifically, main contractor and large developer salaries are still significantly higher than offsite construction based roles, and other



manufacturing sectors are paying well beyond the levels currently available in offsite manufacturing. We need to be looking into these differences and hope to engage further on this throughout the coming year.

What's changed?

The most significant change over the last year has been the far broader acceptance that offsite construction is the recognised way forward for construction. Whether from preference (faster, better quality, less waste etc) or from necessity (aging populations, lack of overseas labour, Government pressure etc) we see manufactured solutions on the rise. Whatever the form of MMC (as defined by new Government definitions) we



are seeing increasing activity and interest. This is most obvious in the modular housing sector. To date we have seen numerous interesting start ups, and more recently eye-widening major investments, as well as a real impact from Homes England's investments and loans. Going forward we will soon see significant residential schemes built at scale from volumetric solutions. We may not be far away from seeing this as the norm, outside the major established developers.

The next year will see a lot of change, both politically, and in how the sector advances. Hopefully MMCs continue to be part of the solution, and can grow through whatever politics and economics may throw at us all.



Jim Roach
Managing Director
ARV Solutions



SALARY GUIDE

2019/20



SALES/BUSINESS DEVELOPMENT

LOW

MEDIUM

HIGH

SALES DIRECTOR	£75,000	£85,000	£110,000
UK SALES MANAGER	£65,000	£75,000	£80,000
REGIONAL SALES MANAGER	£55,000	£60,000	£65,000
BUSINESS DEVELOPMENT MANAGER	£40,000	£45,000	£55,000
INTERNAL SALES	£25,000	£30,000	£35,000

TECHNICAL DESIGN

LOW

MEDIUM

HIGH

TECHNICAL DIRECTOR	£50,000	£65,000	£85,000
TECHNICAL MANAGER	£38,000	£45,000	£60,000
DESIGN MANAGER	£35,000	£42,000	£55,000
DESIGN CO-ORDINATOR	£26,000	£30,000	£45,000
SENIOR DESIGNER/TEAM LEADER	£29,000	£35,000	£45,000
DESIGNER	£23,000	£32,000	£45,000
STRUCTURAL TECHNICIAN	£24,000	£35,000	£43,000
JUNIOR/TRAINEE DESIGNER	£17,000	£18,000	£22,000
STRUCTURAL ENGINEER	£28,000	£45,000	£65,000
GRADUATE ENGINEER	£22,000	£26,000	£30,000
ARCHITECTURAL TECHNICIAN	£25,000	£35,000	£48,000

About ARV Solutions

ARV Solutions are the market leading recruitment business to the offsite and digital construction sector. We are specialists in construction, manufacturing, sales and technical recruitment. We have been Adding Real Value in recruitment since Managing Director, Jim Roach established the business 15 years ago, and the team now possesses well over 100 years of professional recruitment experience across the team.

The ARV Solutions team are experts at sourcing hard to find candidates and

utilising the widest range of traditional and innovative modern methods to do so, both online and offline. We believe in building long lasting relationships, with over 85% of our business being repeat or referred.

Working with us means you benefit from our extensive network of highly skilled professionals specific to the offsite sector.



MANUFACTURING & OPERATIONS	LOW	MEDIUM	HIGH
OPERATIONS DIRECTOR	£75,000	£90,000	£130,000
OPERATIONS MANAGER	£50,000	£55,000	£75,000
MANUFACTURING/FACORY MANAGER	£45,000	£53,000	£70,000
PRODUCTION MANAGER	£40,000	£48,000	£60,000
PRODUCTION SUPERVISOR	£26,000	£32,000	£38,000
PRODUCTION ENGINEER	£25,000	£40,000	£50,000
MANUFACTURING ENGINEER	£32,000	£40,000	£55,000
PRODUCTION PLANNER	£21,000	£29,000	£35,000
MAINTENANCE TECHNICIAN	£21,000	£30,500	£40,000
CNC MACHINIST	£21,000	£22,500	£28,000
HSQE MANAGER	£40,000	£48,500	£60,000
HSQE ADVISOR	£24,000	£36,000	£50,000
QUALITY MANAGER	£40,000	£48,500	£60,000
QA/QC INSPECTOR	£25,000	£29,000	£33,000
MATERIALS CONTROLLER	£21,000	£25,000	£30,000
LOGISTICS COORDINATOR	£24,000	£25,500	£32,000
BUYER	£26,000	£34,500	£50,000
GENERAL/DEPOT/BRANCH MANAGER	£35,000	£45,000	£65,000
YARD MANAGER	£22,000	£30,000	£35,000
YARD FOREMAN	£22,000	£24,000	£27,000

This survey is updated annually. Salaries within our guide are based on actual candidate placements throughout the year, as well as professional opinion from our team of highly experienced Senior Account Managers. These salaries are likely to more closely reflect the figure people are moving jobs for (which is the figure we have to work with as recruiters) rather than that which people are earning within their role.

We welcome the opportunity to discuss any of these figures with both candidates and employers.



CONSTRUCTION	LOW	MEDIUM	HIGH
CONSTRUCTION DIRECTOR	£90,000	£110,000	£130,000
SENIOR PROJECT MANAGER	£55,000	£65,000	£75,000
PROJECT MANAGER	£45,000	£50,000	£60,000
CONTRACTS MANAGER	£45,000	£55,000	£65,000
SITE MANAGER	£38,000	£45,000	£50,000
SITE SUPERVISOR	£30,000	£35,000	£40,000

FREELANCE (DAY RATE)	LOW	MEDIUM	HIGH
SITE MANAGER	£200	£250	£300
FINISHING FOREMAN	£150	£200	£220
CONTRACTS MANAGER	£300	£350	£450
SITE ENGINEER	£230	£280	£350

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COMMERCIAL	LOW	MEDIUM	HIGH
COMMERCIAL DIRECTOR	£75,000	£95,000	£100,000+
COMMERCIAL MANAGER	£55,000	£65,000	£75,000+
ESTIMATOR	£30,000	£40,000	£55,000
QUANTITY SURVEYOR	£38,000	£50,000	£60,000
SENIOR QUANTITY SURVEYOR	£55,000	£60,000	£70,000
BUYER	£28,000	£38,000	£50,000
SUPPLY CHAIN/PURCHASING MANAGER	£45,000	£55,000	£65,000
GRADUATE QUANTITY SURVEYOR	£20,000	£27,000	£30,000
GRADUATE ESTIMATOR	£18,000	£24,000	£28,000



Headquarters:

1 Buckingham Court
Beaufort Park,
Woodlands
Bradley Stoke
Bristol
BS32 4NF

Tel: +44 (0) 117 9592008
Email: info@arvsolutions.co.uk