

WELCOME TO THE 2024/25 SALARY GUIDE

FOR THE OFFSITE CONSTRUCTION SECTOR

Is it too early to be optimistic?

New Government's plans for construction...

Could we see a surge in demand for offsite manufactured construction? As things stand, increased housing development seems likely, which would necessitate a larger share of Modern Methods of Construction (MMCs).

Additionally, there is an existing pledge for significant hospital building, an urgent need for new and refurbished educational facilities, and potential for retrofit to really hit its stride.

The industry is already experiencing a skill shortage, which will be critical for its success. Those focused on investment in training and attraction will be best placed to gain.



Jim Roach, Managing Director

Why is it harder to fill vacancies now – even though we are not in a booming market?

The UK's labour market is facing significant challenges due to shifting demographics, which are exacerbating the skills shortage. The number of working age people available is declining. It's driven by an ageing population, lower birth rates, and increased economic inactivity due to long-term health issues. These are contributing to skills shortages even in a relatively sluggish employment market, where economic growth remains fairly static.

Should the economy begin to grow more rapidly, these shortages are likely to become even more severe. The construction industry, in particular, is struggling with a persistent lack of skilled workers. This shortage has led to increased wages and delays in projects. According to the Recruitment and Employment Confederation (REC), the demand for construction workers continues to outstrip supply, driving up costs and hindering progress in the sector.

In response to these challenges, there will hopefully be a growing focus on offsite manufacturing and automation as a key part of the solution. In the construction industry, automation, advanced technology, and efficient processes can help with the pressures by taking over labour-intensive tasks and reducing the overall demand for labour. This would allow the existing workforce to concentrate on more complex tasks that are less easily automated.

Automation alone will not fully resolve the skills shortage. It is essential to invest in training programmes that equip workers with the necessary skills to operate new tech, and to reconsider immigration policies to ensure the UK can attract the talent it needs.

A slow construction market makes workers cautious about changing jobs, putting job security over the risk of moving. In a more active market, however, this could change. As confidence grows with increasing demand, more people may feel secure enough to consider new opportunities. While this doesn't increase the overall numbers, it does mean that more candidates are on the market, giving some businesses a better chance to attract the talent they need to succeed. If that's the case – expect this salary guide updated fairly rapidly!

Is freelance your right solution in the current market?

NOW COULD BE THE TIME TO TALK TO US ABOUT CONTRACT STAFF HIRE



Contract workers can offer many advantages, such as flexibility, cost-effectiveness, specialised skills, reduced training time, increased efficiency, access to a broader talent pool, and focus on core activities. By hiring contract workers for specific projects or peak periods, companies can adapt to changing market conditions and improve their performance.

We run a dedicated contract recruiting division. We provide efficient payrolling, with a streamline online timesheet system.



Assessment

- Assessment of Needs
- Skills and Role Specification
- Workforce Planning

Sourcing

- Database Search
- Candidate Attraction Strategy
- Social Media Integration

Screening

- Tailored Applicant Vetting
- In-depth Interview and Assessment
- Candidate Skills & Culture Analysis

Delivery

- Positive Applicant Journey
- Process Management and Reporting
- Defined Onboarding Process

ARVIEW Case Study

USING THE ARVIEW RECRUITMENT PROCESS FOR A GRADUATE TECHNICIAN

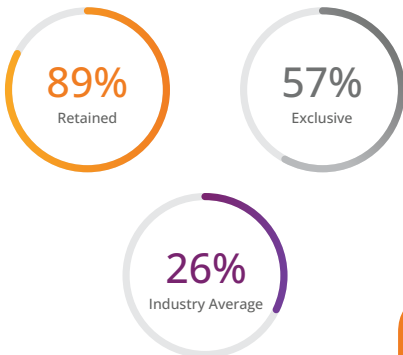
Our client here, is a specialist design consultancy and like many SMEs don't have the luxury of an in-house recruitment team, or HR resource. They bill their clients for their time, so every hour counts!

Their previous recruitment process produced a huge number of unsuitable applicants. It took them far too much time to read applications and CVs from candidates, many of whom had not read the advertisement, were in the wrong location and didn't have the requisite qualifications.

Why ARVIEW for a relatively junior role?

- Saving the client time.
- Only putting forward qualified and interested candidates was essential.
- Allowing them to maintain productivity and profitability in their business.
- Attitude and motivators were as important as technical abilities (arguably more so).

Average Fill Rate



The streamlined ARVIEW process:

- ✦ We met the client, understood the brief, and proposed ARVIEW as the right solution.
- ✦ We were able to carry out far wider and extensive advertising, networking, social media and database search, from which we received and responded to 80+ applications.
- ✦ From our selection process and then telephone interviews we shortlisted three suitable and interested candidates.
- ✦ We recorded short (approx. 10 minute) video interviews within our ARVIEW platform. Specific questions were pre-agreed with the client based around technical skills, cultural fit, interests and availability.
- ✦ From viewing the videos (alongside CVs and our more extensive notes) the client identified the best match for a more extensive in person interview.
- ✦ From this came a job offer which was accepted.



"I found ARVIEW very helpful. It takes out much of the legwork of recruitment, and makes it a more efficient process, giving me a more streamlined list of candidates."

Toby Knight, Managing Director

SALARY GUIDE

2024/25 EDITION

This guide is updated annually. Salaries within this guide are based on actual candidate placements throughout the year, as well as professional opinions from our team of highly experienced Recruitment Experts. 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, so please feel free to reach out.

MANUFACTURING & OPERATIONS	LOW	MEDIUM	HIGH
Operations Director	£85,000	£95,000	£110,000
Operations Manager	£60,000	£70,000	£85,000
Factory Manager	£60,000	£70,000	£85,000
Production Manager	£45,000	£55,000	£65,000
Production Supervisor	£37,000	£40,000	£48,000
Manufacturing Engineer	£40,000	£45,000	£50,000
Maintenance Manager	£42,000	£46,000	£50,000
SHEQ Manager	£40,000	£48,000	£55,000
SHEQ Advisor	£37,000	£40,000	£45,000
Quality Manager	£42,000	£47,000	£55,000
Logistics Supervisor	£32,000	£36,000	£40,000
Buyer	£38,000	£42,000	£50,000
Branch/General Manager	£50,000	£60,000	£75,000
Yard/Depot Manager	£38,000	£43,000	£50,000



SALES & MARKETING	LOW	MEDIUM	HIGH
Sales Director	£90,000	£110,000	£125,000
UK Sales Manager	£75,000	£90,000	£110,000
Regional Sales Manager	£60,000	£70,000	£80,000
Business Development Manager	£50,000	£60,000	£70,000
Internal Sales Manager	£30,000	£35,000	£40,000
Internal Sales Executive	£25,000	£30,000	£35,000
Marketing Manager	£40,000	£50,000	£65,000
Marketing Executive	£25,000	£30,000	£40,000

TECHNICAL AND DESIGN	LOW	MEDIUM	HIGH
Technical Director	£65,000	£80,000	£100,000
Technical Manager	£55,000	£65,000	£85,000
MEP Design Manager	£45,000	£55,000	£80,000
Design Manager	£50,000	£60,000	£70,000
Design Co-ordinator	£35,000	£45,000	£60,000
Structural Engineer	£35,000	£55,000	£70,000
Revit Technician	£35,000	£40,000	£45,000
Architectural Technician	£30,000	£40,000	£55,000
Graduate Engineer	£25,000	£29,000	£33,000
Truss Designer	£28,000	£38,000	£50,000
Timber Frame/Light Steel Frame Designer	£30,000	£38,000	£50,000
Steel Detailer	£35,000	£40,000	£45,000



CONSTRUCTION	LOW	MEDIUM	HIGH
Construction Director	£120,000	£150,000	£180,000
Senior Project Manager	£55,000	£65,000	£80,000
Contracts Manager	£60,000	£70,000	£80,000
Project Manager	£55,000	£65,000	£75,000
Site Manager	£45,000	£50,000	£60,000
Site Supervisor	£40,000	£45,000	£48,000

COMMERCIAL	LOW	MEDIUM	HIGH
Commercial Director	£100,000	£120,000	£150,000
Commercial Manager	£65,000	£75,000	£90,000
Senior Quantity Surveyor	£55,000	£65,000	£80,000
Quantity Surveyor	£45,000	£55,000	£65,000
Graduate Quantity Surveyor	£20,000	£27,000	£30,000
Estimator	£35,000	£45,000	£65,000
Junior Estimator	£25,000	£30,000	£35,000
Supply Chain/Purchasing Manager	£50,000	£60,000	£70,000
Buyer	£30,000	£40,000	£50,000

FREELANCE (DAY RATE)	LOW	MEDIUM	HIGH
Contracts Manager	£350	£380	£470
Project Manager	£300	£380	£420
Quantity Surveyor	£350	£400	£450
Site Manager	£275	£320	£380
Site Engineer	£280	£380	£420
Finishing Foreman	£200	£230	£260





About Us

We are market-leading experts in the offsite construction and MMC industry, specialist supply chains, and an ever-broadening reach into further related fields. We have been **Adding Real Value** to recruitment needs since 2003.

We draw business to us through our industry expertise. We are trusted partners to employers because we understand our clients' niche sectors. We thrive on our high repeat and referral business levels which we grow and nurture by building and investing in client and candidate relationships. We have grown a collaborative, loyal team that use advanced and innovative recruitment methodologies. Rewarded as a team, all our people are measured on quality above all else.

Get in touch and see how our team of experts can **Add Real Value** to all your recruitment needs.

Contact Us

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Trade Association Memberships



THIS BROCHURE IS CRAFTED FROM RECYCLED PAPER AND PRODUCED WITH A CARBON-NEUTRAL FOOTPRINT.

