

WELCOME TO THE 2025/26 SALARY GUIDE

FOR THE OFFSITE CONSTRUCTION SECTOR

Planning For Talent Needs, Not Just Filling Roles

Finding great people isn't just about filling a vacancy. It's about planning ahead. Businesses who anticipate change and act early, can turn insights into competitive advantage.

At ARV Solutions, 'Adding Real Value' means more than sending CVs. It's about giving our clients the market knowledge to hire with speed, confidence, and foresight. This salary guide plays its part, not just as a set of figures, but as a tool for better decisions.



Jim Roach, Managing Director

Too often companies call for help when the pressure is on, after "having a go" themselves. Working proactively with a specialist who understands your market, salary trends, and the talent itself creates far greater value than firefighting. The right hire strengthens not just today's team, but tomorrow's position. Use this guide to benchmark, challenge assumptions, and stay ahead.

More Clients, More Success Stories

The ARV Solutions team has been working hard to broaden our reach and build for the future. Alongside our core offsite markets, we are now deeply involved in **cladding and facades, steel fabrication, and construction materials** supply chains.

In the past year

70

We've recruited for over 70 organisations, in the last year, many for multiple roles

12

Twelve clients finalists in the Offsite Awards

20

Over 20 clients finalists in the Structural Timber Awards

Temporary/Contract Staffing Solutions

Our contract staffing service continues to grow, as more employers recognise the value of bringing people in on a temporary basis, whether to cover a project, manage peaks in workload, or bridge the gap while searching for the ideal permanent hire. Contract professionals bring clear advantages: flexibility, cost-effectiveness, specialist skills, reduced training time, and the ability to deliver immediate impact. We supply an ever-wider range of contract professionals. While **site and project management** remain core, demand has expanded for **design expertise, commercial/QS support, manufacturing** and increasingly, **Senior Interims**.



Senior Interims

Driving Change and Adding Value

While this guide focuses on permanent and contract salaries across the offsite construction sector, we also provide access to our trusted pool of **Senior Interim Professionals** many of whom we've known as clients or candidates over the years before they moved into interim careers.

- + Sales and Marketing
- + Manufacturing
- + Design and Technical
- + Construction

They can deliver real **return on investment** when your business needs to change, improve, or accelerate. They bring fresh perspective, the time and focus your existing team may not have, and the ability to deliver measurable results quickly, whether it's tackling a transformation project, bridging a leadership gap, or unlocking new growth opportunities.

If you'd like to explore how our Senior Interims could support your business, we'd be pleased to talk through the options and help define the right solution.

Skills For A Changing Future

PEOPLE + AI

In last year's guide, we highlighted the need for hiring for skills rather than just job titles or formal education. With talent shortages and widening skills gaps, the employers who invest in developing their people will be best placed to do well in the future.

Now, we can't ignore the impact of AI and automation. It is already changing how businesses and recruiters operate. At ARV Solutions, our CRM is integrated with AI throughout and takes great notes! We use it to analyse data and uncover insights more quickly. But it's important to note: AI is only as good as the data it reads and always requires the expertise and nuance of our experienced consultants.



For manufacturers and construction companies, automation is advancing rapidly. Robotics is transforming production lines. Roles are already changing. AI is already influencing **design, modelling, and project planning**, with more already developing. These changes won't simply replace jobs. They will redefine them, creating new roles alongside efficiency gains.

Employers therefore need to stay informed, invest in re-skilling and harness AI as a tool for improvement rather than treating it as an add-on. The winners will be those who integrate technology thoughtfully, upskill their workforce and adapt to the new landscape.

As the sector evolves, we will continue to track and respond to these changing demands, ensuring that our clients have **access to the right people, with the right skills, at the right time.**

SALARY GUIDE

2025/26 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	£65,000	£75,000	£95,000
Factory Manager	£60,000	£70,000	£90,000
Production Manager	£45,000	£55,000	£70,000
Production Supervisor	£37,000	£45,000	£50,000
Manufacturing Engineer	£42,000	£47,000	£55,000
Maintenance Manager	£48,000	£52,000	£65,000
SHEQ Manager	£45,000	£50,000	£60,000
SHEQ Advisor	£42,000	£48,000	£55,000
Quality Manager	£42,000	£55,000	£70,000
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	£75,000	£90,000	£110,000
UK Sales Manager	£55,000	£65,000	£80,000
Regional Sales Manager	£55,000	£65,000	£75,000
Business Development Manager	£55,000	£65,000	£70,000
Internal Sales Manager	£40,000	£45,000	£50,000
Internal Sales Executive	£27,000	£32,000	£38,000
Marketing Manager	£45,000	£52,000	£65,000

TECHNICAL AND DESIGN	LOW	MEDIUM	HIGH
Technical Director	£70,000	£80,000	£100,000
Technical Manager	£60,000	£70,000	£85,000
MEP Design Manager	£50,000	£65,000	£80,000
Design Manager	£55,000	£65,000	£70,000
Design Co-ordinator	£40,000	£45,000	£60,000
Structural Engineer	£35,000	£45,000	£55,000
Senior Engineer	£50,000	£65,000	£70,000
Revit Technician	£38,000	£45,000	£50,000
Architectural Technician	£35,000	£40,000	£55,000
Graduate Engineer	£25,000	£29,000	£33,000
Truss Designer	£32,000	£41,000	£51,000
Timber Frame/Light Steel Frame Designer	£38,000	£45,000	£50,000
Steel Detailer	£40,000	£45,000	£55,000



CONSTRUCTION	LOW	MEDIUM	HIGH
Construction Director	£120,000	£150,000	£180,000
Senior Project Manager	£60,000	£70,000	£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	£70,000	£75,000	£90,000
Senior Quantity Surveyor	£65,000	£70,000	£80,000
Quantity Surveyor	£50,000	£60,000	£70,000
Assistant Quantity Surveyor	£30,000	£35,000	£40,000
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	£35,000	£40,000	£50,000

FREELANCE (DAILY PAY RATE)	LOW	MEDIUM	HIGH
Contracts Manager	£400	£450	£550
Project Manager	£380	£420	£500
Quantity Surveyor	£350	£450	£500
Site Manager	£275	£320	£380
Site Engineer	£280	£380	£420
Finishing Foreman	£250	£275	£300





About Us

We are the market-leading experts in offsite and MMC, specialist supply chains, and an ever-broadening reach into further related fields. We've been *'Adding Real Value'* in recruitment 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.

Contact Us

- ☎ 0117 959 2008
- ✉ info@arvsolutions.co.uk
- 🌐 <https://arvsolutions.co.uk/>

Headquarters:

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

Trade Association Memberships



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

