



Candidate Expectations Survey Findings

Recruitment Insights for Employers & Job Seekers
in the Built Environment Sector

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Survey Findings: Recruitment Insights for Employers & Job Seekers in the Built Environment Sector

We surveyed 480 engineering, planning and surveying professionals in the built environment sector to find out what they consider important when job searching. Most of the results are aligned with the feedback we receive daily from speaking to candidates. The following details our findings.

Preferred Working Arrangements

The survey reveals a clear preference among employees for flexible working arrangements. A significant 60% of respondents expressed a preference for hybrid working models, which allow them to split their time between the office and remote locations. Meanwhile, 30% of the participants indicated a desire for fully remote work. These preferences highlight the shifting expectations of the workforce, underscoring the need for employers to adapt to flexible working models to attract and retain talent.



30%

Of people want to work fully remote



60%

Of people prefer hybrid working

Company Culture

When considering new job opportunities, company culture emerged as a pivotal factor for many respondents. After salary and location, which traditionally dominate job selection criteria, company culture is now one of the most important elements influencing job decisions.

Respondents identified several key characteristics of desirable company cultures. The majority favoured environments that are flexible, supportive, and collaborative. Notably, less than 10% expressed a preference for an innovative culture. This suggests that while innovation is valued, employees prioritise a workplace atmosphere that supports their personal and professional needs through flexibility and cooperation.

After salary and location, **company culture** is one of the key factors when making job decisions



Flexible, supportive and collaborative are the key types of company culture people want



Less than **10%** of people want an innovative culture

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Deciding Factors for New Job

The importance of job titles appears to be diminishing, with 73% of respondents indicating that the job title is not a significant factor when deciding whether to accept a job offer. Instead, the top three most critical factors are salary, location, and flexible working hours. These elements are essential for potential employees, reflecting their need for financial stability, convenience, and work-life balance.

Additionally, company reputation holds considerable weight, with respondents rating its importance at 7 on a scale of 1 to 10. This rating suggests that while not the primary concern, a strong and positive company reputation is still a crucial consideration for job seekers.

73%

Said job title is not very important when deciding whether to take a job

- 1. Salary**
- 2. Location**
- 3. Flexible hours**

7/10

Respondents rated company reputation as a 7 in importance

What Employees Want from Employers

Employee expectations from employers extend beyond basic job functions and into developmental and well-being support. Learning and development (L&D) programmes and promotion opportunities are identified as the two main factors that employees believe employers should provide to aid career progression. These elements are critical in fostering a motivated and skilled workforce.

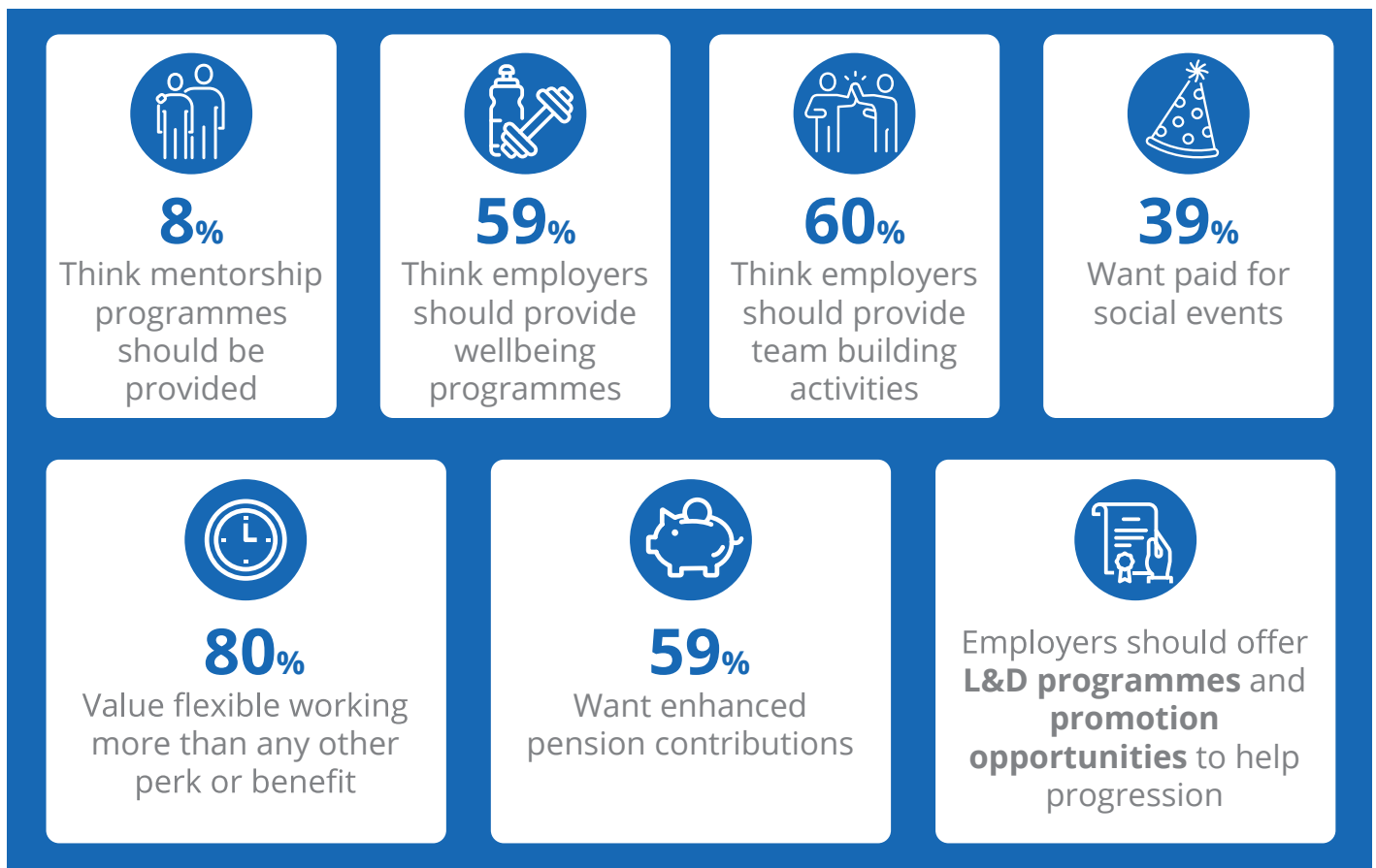
Well-being initiatives also play a significant role in employee satisfaction. A substantial 59% of respondents believe that employers should offer well-being programmes. This emphasis on well-being is indicative of a growing awareness and prioritisation of mental and physical health in the workplace.

Team building activities are also highly valued, with 60% of respondents advocating for their inclusion in the workplace. Such activities foster better relationships among colleagues and enhance overall team performance. In contrast, only 39% of respondents placed importance on paid social events, indicating a preference for professional development and team cohesion over purely social gatherings.

Flexible working arrangements stand out as the most valued perk, with 80% of respondents prioritising this benefit above all others. This finding aligns with the earlier preference for hybrid and remote working models and underscores the critical role of flexibility in modern employment.

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Enhanced pension contributions are also a significant concern, with 59% of respondents expressing a desire for employers to provide this benefit. This highlights the importance of financial security and planning for the future among employees.



The survey findings provide a comprehensive overview of current employee preferences and expectations. Employers aiming to attract and retain top talent must consider these insights carefully. By offering flexible working arrangements, fostering a supportive and collaborative culture, and prioritising salary, location, and flexible hours, employers can meet the evolving needs of the workforce. Additionally, investing in L&D programmes, well-being initiatives, and pension contributions will further enhance employee satisfaction and loyalty. These strategies will be essential for companies looking to succeed in a competitive recruitment landscape.

What does this mean for you? To discuss how to position your employer brand and attract the best talent into your team, reach out to one of our experienced consultants.

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