



carrington west

Buildings 2025 Salary Survey & Guide

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Building Services Design

2024 Market Overview

The past year has seen a marked increase in salaries across sectors facing acute skills shortages, most notably in data centres, healthcare, life sciences, and other critical environments. Despite this, the broader building services industry experienced relatively stagnant salary growth. Factors such as the announcement of the general election, a change of government, and the implications of the autumn budget created periods of downturn, suppressing demand and holding salaries steady in less critical sectors.

Candidate expectations have shifted significantly, driven by a trend of employers offering inflated salary packages to retain talent. With the nationwide shortage of skilled engineers, companies have become increasingly cautious and proactive in addressing the risk of talent loss, opting to secure their workforce with compelling counteroffers.

2025 Outlook

Looking ahead, the skills shortage is expected to persist into 2025, exacerbated by talent moving into emerging industries or heading overseas.

This continued deficit will likely put upward pressure on salaries, though the impact may be minimal in traditional sectors such as residential, education, commercial, hospitality, and leisure, where project fees remain under pressure.

In contrast, resilient sectors like data centres, health-care, and life sciences are anticipated to perform well, sustaining strong demand for additional resources. As a result, salaries in these areas will likely increase. Over time, the influx of more junior professionals entering the market may help bridge the skills gap, which could balance out salary averages across the industry.



2025 Salary Ranges

Building Services Design

Job Title	Experience	Permanent Salary (Per Annum)		
		Min. Salary	Max. Salary	Average*
Junior Design Engineer	0 - 2 years	£24,000	£34,000	£29,000
Intermediate Design Engineer	2 - 5 years	£33,000	£45,000	£38,000
Senior Design Engineer	5 - 10 years	£45,000	£65,000	£55,000
Principal Design Engineer	10+ years	£55,000	£75,000	£65,000
Associate Engineer	Dependant on skill set	£65,000	£85,000	£75,000
Associate Director	Dependant on skill set	£75,000	£90,000	£83,000
Building Physics Engineer	1 - 5 years	£35,000	£55,000	£45,000
Senior Building Physics Engineer	5+ years	£50,000	£65,000	£57,000
Revit MEP Technician	0 - 3 years	£25,000	£40,000	£34,000
BIM Coordinator	5+ years	£40,000	£60,000	£50,000

*Mode

Structures & Temporary Works

2024 Market Overview

The year 2024 has been a mixed landscape for the structures and temporary works sector. On one hand, several firms experienced consolidations and redundancies. On the other, many companies continued to hire steadily, albeit not at the inflated levels seen in 2022. Salary increases were seen across the board, particularly for junior roles, driven by heightened cost-of-living pressures and rising candidate demands.

The market faced a notable skills shortage, especially among mid-level engineers with 2-4 years' experience, as well as senior engineers. The quality and number of graduates have also declined, a potential lasting effect of the COVID-19 pandemic, which disrupted traditional learning experiences and made job hunting difficult for graduates.

Uncertainty in the UK's financial climate left many professionals cautious about career moves, with those considering opportunities often swayed to remain with their current employers by salary raises, despite other career motivations.

Projects have taken longer to secure approval, with firms operating within a single sector feeling the brunt of the downturn. In contrast, companies with a diversified sector portfolio managed to sustain their operations. We have also observed an increase in candidates requiring sponsorship, though encouragingly, a growing number of companies have been willing to offer this.

2025 Outlook

Despite the slow pace of 2024, the outlook for 2025 is more optimistic. Industry consensus suggests that a healthy project pipeline will drive greater urgency in recruitment.

Consultancies in building structures are increasingly diversifying into high-growth sectors such as data centres and nuclear to establish more secure revenue streams. The residential market is expected to rebound, bolstered by the government's £5 billion investment pledge in housing.

As market confidence is set to improve, we anticipate those who deferred job moves in 2024 to become more active in exploring new opportunities. Companies will likely face continued competition for talent, pushing average salaries higher as counteroffers become

more frequent. The demand for project runners and senior chartered engineers will remain strong, highlighting the ongoing struggle to secure skilled professionals in a talent-scarce market.



2025 Salary Ranges

Structures & Temporary Works

Job Title	Experience	Permanent Salary (Per Annum)		
		Min. Salary	Max. Salary	Average*
Graduate Structural Engineer	0 - 2 years	25,000	£32,000	£30,000
Graduate Structural Engineer	2 - 3 years	£30,000	£38,000	£35,000
Structural Engineer	3 - 5 years	£32,000	£42,000	£38,000
Structural Project Engineer	5 - 7 years	£38,000	£48,000	£45,000
Senior Structural Engineer	7 - 10 years	£48,000	£57,000	£53,000
Principal Structural Engineer	10+ years	£55,000	£65,000	£60,000
Associate	10+ years	£60,000	£75,000	£65,000
Associate/Technical Director	10+ years	£65,000	£90,000	£75,000
Structural Revit Technician	3 - 5 years	£30,000	£45,000	£40,000
Senior Revit Technician	5+ years	£45,000	£55,000	£50,000
Temporary Works Design Engineer	3 - 5 years	£40,000	£50,000	£45,000
Senior Temporary Works Design Engineer	5+ years	£50,000	£78,000	£65,000
Principal Temporary Works Design Engineer	10+ years	£60,000	£85,000	£75,000

*Mode



The Carrington West 2025 Salary Survey details salary information and recruiting trends in the regions and business sectors we cover. Our information has been researched and collated with the help of our clients and candidates and from our working knowledge of the marketplace. Our consultants have extensive expertise in their practice area and the information reported is based on extensive interaction with hiring managers, HR professionals and in-house recruiters as well as data extracted from our own database and internal research resources. As with all reports that detail salary information and trends, we represent the mainstream view and we recognise there will be individual situations that fall outside the data published. This survey is therefore a guide to general movement in the sector. Please contact us for further information or for clarification on any of the compensation trends detailed in this report.

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