



Water & Wastewater 2025 Salary Survey & Guide

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Water & Wastewater

2024 Market Overview

As we approach the end of AMP7, workloads and projects are naturally tapering off. Typically, this stage in the cycle would see a large reduction in freelance staff within contractors and consultancies, as budgets are exhausted, and projects conclude. This would ordinarily result in an increased availability of skilled professionals in the market. However, the delays caused by COVID-19 have created a smoother transition between AMP cycles than seen previously.

Certain roles, including hydraulic modellers, design engineers, commissioning engineers, estimators, and project engineers, continue to be in exceptionally high demand yet short supply. This imbalance has compelled many clients to rely on freelance staff due to challenges in recruiting permanent employees or the extended timelines required to fill these roles. The competitive nature of the current market has posed difficulties for some employers in attracting and securing talent.

The speed of the recruitment process remains a critical factor. For instance, when candidates are interviewed and offered a position within one week of being proposed, employers are six times more likely to secure the individual compared to processes that extends to six weeks.

2025 Outlook

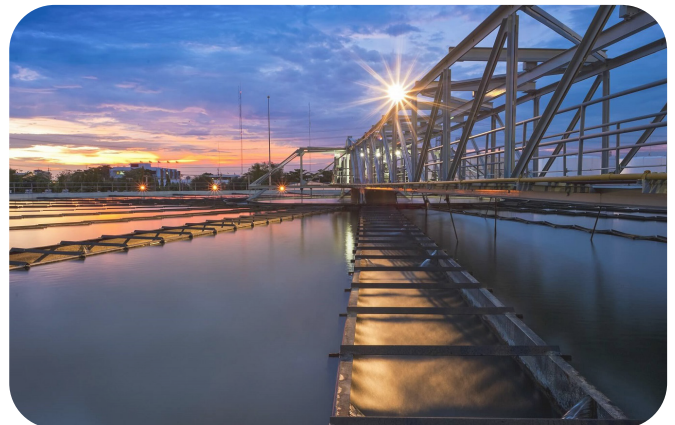
The onset of AMP8 in April, alongside the announcement of framework partners, is expected to dominate 2025.

Most organisations are likely to renew their agreements for the next five-year period, though changes within framework partnerships may lead to transitions. Some existing partners may not secure renewal, while new suppliers are introduced. This adjustment will create a unique dynamic, with an anticipated rise in water sector professionals seeking new opportunities as they move away from organisations without renewed framework agreements.

The key challenges forecast for 2025 include:

1. A continued shortage of experienced engineers, exacerbating existing recruitment challenges.
2. Increased competition to attract permanent staff, further emphasising the need for competitive and expedited recruitment processes.
3. Ongoing complications and uncertainties related to IR35 legislation, influencing both freelance and permanent hiring decisions.

These trends underline the importance of strategic workforce planning and the implementation of efficient hiring practices to navigate the evolving market dynamics successfully.



2025 Salary Ranges

M&E

Job Title	Experience	Permanent Salary (Per Annum)		
		Min. Salary	Max. Salary	Average*
Electrician	3+ years	£33,000	£45,000	£35,000
Mechanical Fitter	3+ years	£33,000	£45,000	£35,000
Supervisor	3+ years	£45,000	£50,000	£45,000
Site Manager	5+ years	£48,000	£60,000	£50,000
Senior Site Manager	5+ years	£55,000	£65,000	£60,000
Project Engineer	3+ years	£45,000	£55,000	£50,000
Project Manager	5+ years	£50,000	£65,000	£60,000

*Mode

Job Title	Experience	Contract Rates (Per Day)			
		Inside IR35		Outside IR35	
		Min. Rate	Max. Rate	Min. Rate	Max. Rate
Electrician	3+ years	£250	£280	£220	£250
Mechanical Fitter	3+ years	£250	£280	£220	£250
Supervisor	3+ years	£375	£450	£300	£350
Electrical Commissioning Engineer	4+ years	£600	£700	£550	£580
Project Manager	5+ years	£450	£550	£400	£500

Continued overleaf

2025 Salary Ranges

Civils

Job Title	Experience	Permanent Salary (Per Annum)		
		Min. Salary	Max. Salary	Average*
Site Supervisor	2 - 5 years	£34,000	£42,000	£40,500
Senior Site Supervisor	5+ years	£42,000	£48,000	£45,500
Assistant Site Manager	0 - 3 years	£40,000	£45,000	£42,000
Site Manager	3 - 8 years	£45,000	£55,000	£48,500
Senior Site Manager	8+ years	£55,000	£65,000	£60,000

*Mode

Job Title	Experience	Contract Rates (Per Day)			
		Inside IR35		Outside IR35	
		Min. Rate	Max. Rate	Min. Rate	Max. Rate
Site Supervisor	2 - 5 years	£275	£325	£225	£275
Senior Site Supervisor	5+ years	£350	£400	£300	£350
Assistant Site Manager	0 - 3 years	£350	£400	£300	£350
Site Manager	3 - 8 years	£400	£450	£350	£400
Senior Site Manager	8+ years	£450	£500	£400	£450

Continued overleaf

2025 Salary Ranges

Consultancy

Job Title	Experience	Permanent Salary (Per Annum)		
		Min. Salary	Max. Salary	Average*
Civil Design Engineer (infrastructure and non infrastructure)	3 - 5 years	£30,000	£45,000	£37,000
Civil Design Engineer (infrastructure and non infrastructure)	5 - 10 years	£45,000	£65,000	£55,000
Civil Design Engineer (infrastructure and non infrastructure)	10+ years	£65,000	£75,000	£68,000
Mechanical Design Engineer	3 - 5 years	£30,000	£42,000	£35,000
Mechanical Design Engineer	5 - 10 years	£45,000	£60,000	£55,000
Mechanical Design Engineer	10+ years	£60,000	£70,000	£67,000
Electrical Design Engineer	3 - 5 years	£35,000	£50,000	£43,000
Electrical Design Engineer	5 - 10 years	£55,000	£65,000	£62,000
Electrical Design Engineer	10+ years	£65,000	£75,000	£70,000
Process Design Engineer	3 - 5 years	£38,000	£45,000	£40,000
Process Design Engineer	5 - 10 years	£45,000	£60,000	£57,000
Process Design Engineer	10+ years	£60,000	£85,000	£65,000
Quantity Surveyor	3 - 5 years	£35,000	£50,000	£42,000
Quantity Surveyor	5+ years	£50,000	£70,000	£62,000
Commercial Manager	10+ years	£70,000	£90,000	£80,000

*Mode

2025 Salary Ranges

Consultancy

Job Title	Experience	Contract Rates (Per Hour)			
		Inside IR35		Outside IR35	
		Min. Rate	Max. Rate	Min. Rate	Max. Rate
Civil Design Engineer (infrastructure and non infrastructure)	3 - 5 years	£40	£45	£35	£40
Civil Design Engineer (infrastructure and non infrastructure)	5 - 10 years	£53	£56	£45	£50
Civil Design Engineer (infrastructure and non infrastructure)	10+ years	£60+		£50	£60
Mechanical Design Engineer	3 - 5 years	£40	£45	£35	£40
Mechanical Design Engineer	5 - 10 years	£53	£56	£45	£50
Mechanical Design Engineer	10+ years	£60+		£50	£60
Electrical Design Engineer	3 - 5 years	£45	£50	£40	£45
Electrical Design Engineer	5 - 10 years	£55	£60	£50	£55
Electrical Design Engineer	10+ years	£65	£70	£60	£65
Process Design Engineer	3 - 5 years	£40	£45	£35	£45
Process Design Engineer	5 - 10 years	£55	£60	£50	£55
Process Design Engineer	10+ years	£63	£68	£57	£62
Quantity Surveyor	3 - 5 years	£44	£48	£35	£45
Quantity Surveyor	5+ years	£53	£63	£44	£55
Commercial Manager	10+ years	£65	£70	£60	£65



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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