



carrington west

# Highways Design & Consultancy 2025 Salary Survey & Guide

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# Design & Consultancy

## 2024 Market Overview

### Permanent

The permanent job market in 2024 saw sustained periods of slow but steady growth. In previous years, we witnessed significant peaks and troughs in hiring for permanent staff, but this type of reactionary hiring ceased in 2024. The first three quarters of the year were characterised by replacement needs as professionals left due to retirement, career changes, or into positions that had been vacant for years. However, in the fourth quarter, extensive vacancies re-emerged, this time related to growth and hiring plans for 2025, driven by a renewed sense of optimism that the market and sector would require greater headcount. The impact of this meant that, overall, salaries remained flat throughout most of 2024, although we saw increases in the last three months.

### Contract

The contract job market in 2024 has been slow across the board, marking one of the toughest years in the past decade. Hiring organisations did not have enough work to justify contract staff and instead distributed the workload among permanent employees, whose contributions naturally had to be prioritised. There were significant project cuts and delays, which reduced confidence and stalled the progress of schemes, as their clients were in turn experiencing similar uncertainties. The highways sector has been quieter than ever, with organisations pivoting to other areas, such as energy, airports, and data centres, to name a few. Pre-election, there was widespread uncertainty about future developments, and post-election, the Labour government made cuts to various projects. While they have stated that investment will continue, details on where and when this funding will be allocated remains unclear.



# Design & Consultancy

## 2025 Outlook

### Permanent

The outlook for the consultancy market in 2025 appears positive, with consultancies already searching for new talent to strengthen both new and existing teams for January starts.

The current and upcoming pipeline of work within design teams seems very active across most consultancies, which is encouraging decision-making to recruit across the market. Candidates are starting to see new opportunities as the year ends, and this is expected to boost their confidence in considering job moves in 2025.

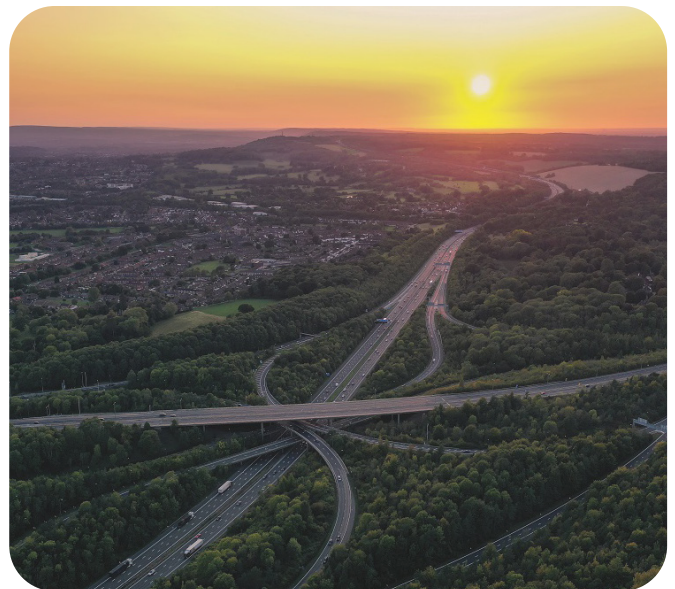
The increase in the minimum wage in April 2025 is expected to significantly drive upwards salaries for graduates. This will likely impact salaries for those in early or entry-level positions, and the ripple effect may extend to experienced staff. Professionals with one to five years of experience are expected to see salary increases to ensure their compensation does not align too closely with that of new, inexperienced staff, as companies adjust salary bandings and grading.



### Contract

The outlook for the contract job market in 2025 is more promising, and it is unlikely to be as challenging as 2024. Organisations are showing confidence that funding will become available to advance major projects and maintenance schemes.

There is expected to be substantial investment in housing, which should drive demand in that area once again. While highways may not see a significant improvement, more projects are likely to move forward, which will result in increased demand for contract staff. Broader “infrastructure” sectors are expected to become a major focus for most hiring organisations.



# 2025 Salary Ranges

## Infrastructure Engineers - Annual Salary

Job Title	Permanent Salary (Per Annum)		
	Min. Salary	Max. Salary	Average*
Graduate Infrastructure Engineer	£26,000	£32,000	£28,500
Graduate Infrastructure Engineer (MEng)	£27,000	£32,000	£28,500
Assistant Infrastructure Engineer	£30,000	£38,000	£34,000
Infrastructure Engineer	£35,000	£43,000	£39,000
Senior Infrastructure Engineer	£45,000	£53,000	£49,000
Chartered Senior Infrastructure Engineer	£47,000	£58,000	£52,000
Principal Infrastructure Engineer	£55,000	£62,000	£58,000
Chartered Principal Infrastructure Engineer	£58,000	£68,000	£63,000
Associate Infrastructure Engineer	£64,000	£75,000	£70,000
Chartered Associate Infrastructure Engineer	£66,000	£80,000	£73,000
Associate Director (Infrastructure)	£75,000	£85,000	£80,000
Technical Director (Infrastructure)	£75,000	£90,000	£82,000
Director (Infrastructure)	£85,000	£120,000	£100,000

\*Mode

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# 2025 Salary Ranges

## Highway Engineers - Annual Salary

Job Title	Permanent Salary (Per Annum)		
	Min. Salary	Max. Salary	Average*
Graduate Highway Engineer	£26,000	£32,000	£28,500
Graduate Highway Engineer (MEng)	£27,000	£32,000	£28,500
Assistant Highway Engineer	£30,000	£38,000	£34,000
Highway Engineer	£35,000	£43,000	£39,000
Senior Highway Engineer	£45,000	£53,000	£49,000
Chartered Senior Highway Engineer	£47,000	£58,000	£52,000
Principal Highway Engineer	£55,000	£62,000	£58,000
Chartered Principal Highway Engineer	£58,000	£68,000	£63,000
Associate Highway Engineer	£64,000	£75,000	£70,000
Chartered Associate Highway Engineer	£66,000	£80,000	£73,000
Associate Director (Highway)	£75,000	£85,000	£80,000
Technical Director (Highway)	£75,000	£90,000	£82,000
Director (Highway)	£85,000	£120,000	£100,000

\*Mode

Continued overleaf

\*\*Could be more for those working on large national infrastructure schemes

# 2025 Salary Ranges

## Bridge Engineers - Annual Salary

Job Title	Permanent Salary (Per Annum)		
	Min. Salary	Max. Salary	Average*
Graduate Bridge Engineer	£28,000	£32,000	£30,000
Graduate Bridge Engineer (MEng)	£30,000	£34,000	£32,000
Assistant Bridge Engineer	£32,000	£38,000	£36,000
Bridge Engineer	£36,000	£44,000	£40,000
Senior Bridge Engineer	£48,000	£54,000	£51,000
Chartered Senior Bridge Engineer	£50,000	£58,000	£54,000
Principal Bridge Engineer	£60,000	£68,000	£62,000
Chartered Principal Bridge Engineer	£65,000	£75,000	£70,000
Associate Bridge Engineer	£70,000	£80,000	£75,000
Chartered Associate Bridge Engineer	£75,000	£85,000	£80,000
Associate Director (Bridges)	£85,000	£90,000	£82,000
Technical Director (Bridges)	£85,000	£90,000	£82,000
Director (Bridges)	£95,000	£130,000	£110,000

\*Mode

Continued overleaf

\*\*Could be more for those working on large national infrastructure schemes

# 2025 Salary Ranges

## Geotechnical Engineers - Annual Salary

Job Title	Permanent Salary (Per Annum)		
	Min. Salary	Max. Salary	Average*
Graduate Geotechnical Engineer	£26,000	£32,000	£28,500
Graduate Geotechnical Engineer (MEng)	£27,000	£32,000	£28,500
Assistant Geotechnical Engineer	£30,000	£38,000	£34,000
Geotechnical Engineer	£35,000	£43,000	£39,000
Senior Geotechnical Engineer	£45,000	£53,000	£49,000
Chartered Senior Geotechnical Engineer	£47,000	£58,000	£52,000
Principal Geotechnical Engineer	£55,000	£62,000	£58,000
Chartered Principal Geotechnical Engineer	£58,000	£68,000	£63,000
Associate Geotechnical Engineer	£64,000	£75,000	£70,000
Chartered Associate Geotechnical Engineer	£66,000	£80,000	£73,000
Associate Director (Geotechnical)	£75,000	£85,000	£80,000
Technical Director (Geotechnical)	£75,000	£90,000	£82,000
Director (Geotechnical)	£85,000	£120,000	£100,000

\*Mode

Continued overleaf

\*\*Could be more for those working on large national infrastructure schemes

# 2025 Salary Ranges

## Transport Planners & Modellers - Annual Salary

Job Title	Permanent Salary (Per Annum)		
	Min. Salary	Max. Salary	Average*
Graduate Transport Planner/Modeller	£26,000	£32,000	£28,500
Graduate Transport Planner/Modeller (MEng)	£27,000	£32,000	£28,500
Assistant Transport Planner/Modeller	£30,000	£38,000	£34,000
Transport Planner/Modeller	£35,000	£43,000	£39,000
Senior Transport Planner/Modeller	£45,000	£53,000	£49,000
Chartered Senior Transport Planner/Modeller	£47,000	£58,000	£52,000
Principal Transport Planner/Modeller	£55,000	£62,000	£58,000
Chartered Principal Transport Planner/Modeller	£58,000	£68,000	£63,000
Associate Transport Planner/Modeller	£64,000	£75,000	£70,000
Chartered Associate Transport Planner/Modeller	£66,000	£80,000	£73,000
Associate Director (Transportation)	£75,000	£85,000	£80,000
Technical Director (Transportation)	£75,000	£90,000	£82,000
Director (Transportation)	£85,000	£120,000	£100,000

\*Mode

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\*\* Could be more for those working on large national infrastructure schemes OR if they own/part own a Transport Planning business



# 2025 Salary Ranges

## Cost Management - Annual Salary

Job Title	Permanent Salary (Per Annum)		
	Min. Salary	Max. Salary	Average*
Graduate Quantity Surveyor	£28,000	£35,000	£30,000
Assistant Quantity Surveyor	£27,000	£42,000	£35,000
Quantity Surveyor	£45,000	£55,000	£50,000
Senior Quantity Surveyor	£55,000	£75,000	£70,000
Managing Quantity Surveyor	£75,000	£90,000	£82,000
Commercial Manager	£85,000	£100,000	£92,000
Project Manager	£60,000	£80,000	£70,000
Senior Project Manager	£70,000	£90,000	£80,000
Commercial Director	£90,000	£150,000	£110,000

\*Mode

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# 2025 Salary Ranges

## Infrastructure Engineers - Contract Rates

Job Title	Contract Rates (Per Hour)		
	Min. Rate	Max. Rate	Average*
Assistant Infrastructure Engineer	£25	£30	£28
Infrastructure Engineer	£30	£40	£35
Senior Infrastructure Engineer	£40	£50	£42
Chartered Senior Infrastructure Engineer	£40	£50	£45
Principal Infrastructure Engineer	£45	£55	£45
Chartered Principal Infrastructure Engineer	£45	£60	£50

\*Mode

## Highways Engineers - Contract Rates

Job Title	Contract Rates (Per Hour)		
	Min. Rate	Max. Rate	Average*
Assistant Highway Engineer	£25	£30	£28
Highway Engineer	£30	£40	£35
Senior Highway Engineer	£40	£50	£42
Chartered Senior Highway Engineer	£40	£50	£45
Principal Highway Engineer	£45	£55	£45
Chartered Principal Highway Engineer	£45	£60	£50
Design Lead/Manager	£45	£60	£50

\*Mode

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# 2025 Salary Ranges

## Bridge Engineers - Contract Rates

Job Title	Contract Rates (Per Hour)		
	Min. Rate	Max. Rate	Average*
Assistant Bridge Engineer	£25	£30	£28
Bridge Engineer	£30	£40	£38
Senior Bridge Engineer	£40	£50	£45
Chartered Senior Bridge Engineer	£45	£55	£50
Principal Bridge Engineer	£45	£55	£48
Chartered Principal Bridge Engineer	£50	£65	£55
Design Lead/Manager	£50	£65	£55

\*Mode

## Geotechnical Engineers - Contract Rates

Job Title	Contract Rates (Per Hour)		
	Min. Rate	Max. Rate	Average*
Assistant Geotechnical Engineer	£25	£30	£28
Geotechnical Engineer	£30	£40	£38
Senior Geotechnical Engineer	£40	£50	£45
Chartered Senior Geotechnical Engineer	£45	£55	£50
Principal Geotechnical Engineer	£45	£55	£48
Chartered Principal Geotechnical Engineer	£50	£65	£55
Design Lead/Manager	£50	£65	£55

\*Mode

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# 2025 Salary Ranges

## Transport Planners & Modellers - Contract Rates

Job Title	Contract Rates (Per Hour)		
	Min. Rate	Max. Rate	Average*
Assistant Transport Planner/Modeller	£25	£30	£28
Transport Planner/Modeller	£30	£40	£38
Senior Transport Planner/Modeller	£40	£50	£45
Chartered Senior Transport Planner/Modeller	£45	£55	£50
Principal Transport Planner/Modeller	£45	£55	£48
Chartered Principal Transport Planner/Modeller	£50	£65	£55

\*Mode

## Technicians (covers all disciplines) - Contract Rates

Job Title	Contract Rates (Per Hour)		
	Min. Rate	Max. Rate	Average*
CAD Technician	£25	£33	£30
Senior CAD Technician	£30	£40	£33
Civil 3D Technician	£35	£45	£38
Senior Civil 3D Technician	£40	£45	£42
BIM Technician	£35	£48	£42
Senior BIM Technician	£40	£48	£45
BIM Coordinator	£40	£48	£45
BIM Manager	£48	£65	£55

\*Mode

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# 2025 Salary Ranges

## Site Roles - Contract Rates

Job Title	Contract Rates (Per Hour)		
	Min. Rate	Max. Rate	Average*
Clerk of Works	£35	£45	£40
NEC Supervisor	£40	£55	£45
NEC Project Manager	£50	£65	£55
Designers Site Representative	£50	£65	£55

\*Mode

## Cost Management - Contract Rates

Job Title	Contract Rates (Per Day)		
	Min. Rate	Max. Rate	Average*
Quantity Surveyor	£350	£450	£400
Senior Quantity Surveyor	£400	£500	£450
Managing Quantity Surveyor	£450	£550	£500
Commercial Manager	£500	£600	£550
Project Manager	£350	£450	£400
Senior Project Manager	£400	£500	£450
Commercial Director	£600	£800	£700

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*The Carrington West 2025 Salary Survey & Guide 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.*

## **Carrington West Ltd**

Building 1000  
Lakeside North Harbour  
Western Road  
Portsmouth, PO6 3EN

t: 023 9387 6000

e: [info@carringtonwest.com](mailto:info@carringtonwest.com)