



Highways Project Delivery 2025 Salary Survey & Guide

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Project Delivery

2024 Market Overview

Permanent

The highways project delivery recruitment market experienced steady growth through most of the year, though uncertainty emerged towards the end due to the general election and questions around National Highways funding. These concerns were validated when the new Labour government announced plans to cancel several major projects. Despite this, demand for skilled workers remained strong, with a particular emphasis on qualified commercial staff, including quantity surveyors, senior quantity surveyors, and managing quantity surveyors.

Overall, 2024 was a successful year for many large contractors, who secured more project wins and increased hiring activity. Projects delayed from 2023 came back online, ensuring a healthy workload. Tier 2 and smaller contractors also saw rising demand, largely driven by the Strategic Development Fund, which opened up opportunities beyond traditional Tier 1 contracts.

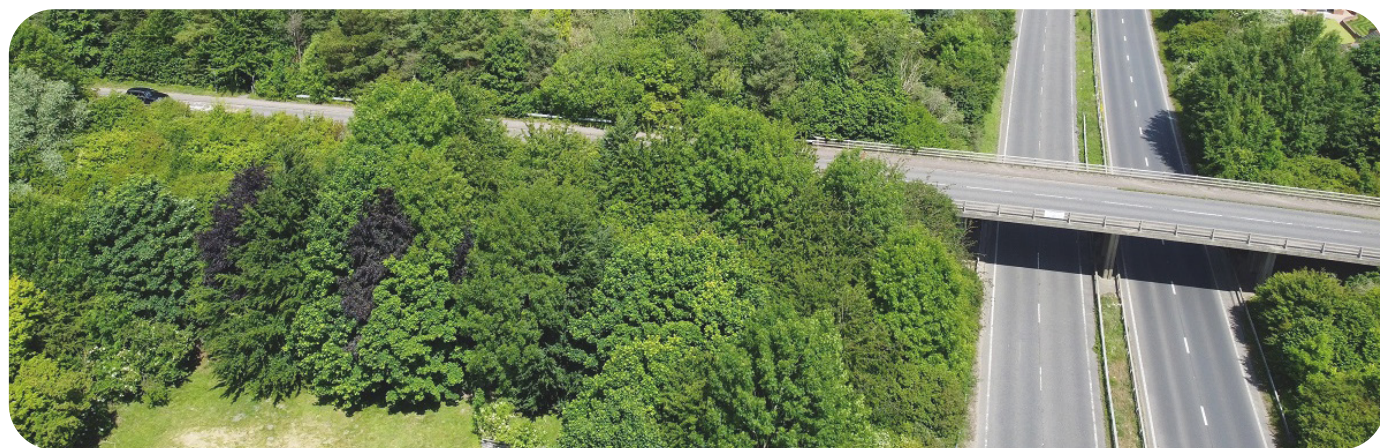
In 2024, companies revisited their working policies, balancing office and home-based arrangements. The majority have settled on a secure hybrid model, though there has been a marked reduction in roles that offer full-time remote working. Candidates are increasingly expected to split their time between office and home environments.

Contract

The contract market was marked by significant uncertainty, stemming from both National Highways and Local Authority projects. This uncertainty has impacted candidates and clients alike, largely influenced by the change in government. Many candidates have become hesitant to change roles, with job stability becoming a priority amid the ongoing cost-of-living crisis. As a result, there has been upward pressure on contract rates, and contractors have become more willing to meet these demands to attract and retain talent in the highways project delivery sector.

Contractor rates have risen steadily throughout the year, driven not only by inflation, but also by the persistent cost-of-living pressures affecting workers across the board.

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Project Delivery

2025 Outlook

Permanent

The outlook for 2025 is positive, particularly within highways maintenance. With greater clarity on funding following the October budget, companies are preparing to increase headcount to meet project demands.

Local councils are releasing more tenders for major highways frameworks, creating additional opportunities within local communities. The candidate market remains skill-short and highly competitive, which, combined with continuing inflation, is likely to put upward pressure on salaries.

A significant focus in 2025 will be on surfacing schemes, driven by reports that pothole-related breakdowns increased by 50% in 2024. While the allocated

Contract

The future of the highways project delivery contract market in 2025 looks promising. Projects such as the A57, A47, and A428 are finally moving into the construction phase. Along with continued schemes under the Strategic Development Fund (SDF) framework, along with the anticipated Road Investment Strategy 3 (RIS3), will boost activity nationwide. Chancellor Rachel Reeves' announcement of an £80 billion "mega fund" for UK infrastructure projects underscores the focus on growth, with significant investment expected across the sector.

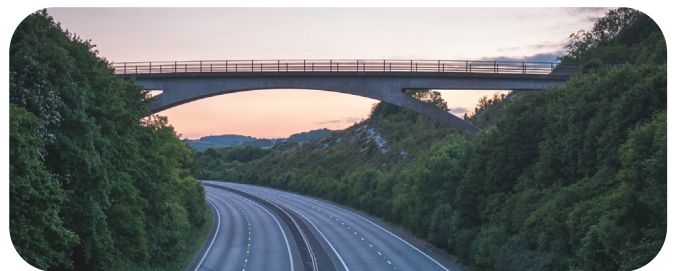
While the emphasis in 2025 will likely be on Local Authority projects and improvements rather than large-scale motorway expansions, National Highways CEO Nick Harris has reinforced commitment to facilitating active travel, public transport, and leveraging digital technology for better network management. This focus on technology and environmental priorities signals a shift in the industry's direction.

£500 million budget may be insufficient to cover all needs, it is expected to drive considerable recruitment activity in the maintenance sector.

Sustainability and digital transformation will remain key themes in the industry. The emphasis placed on these areas at Highways UK 2024 signals a continued push towards environmentally conscious and technology-driven practices. As more projects are funded and launched, there will be a strong demand for new talent, with a focus on developing sustainable and efficient industry practices.

Overall, the sector is poised for strong growth in 2025, driving substantial demand for skilled commercial and engineering staff at all levels. As we await final decisions on major projects like the Lower Thames Crossing and any changes to the A303, there is optimism that 2025 will be a transformative year.

Rates are expected to continue their upward trend, particularly for in-demand roles such as commercial staff and engineers. HS2 and other major projects will likely set the pace for rate rises, while Tier 1 contractor rates are anticipated to remain more stable.



2025 Salary Ranges

Project Delivery - Annual Salary

Job Title	Permanent Salary (Per Annum)		
	Min. Salary	Max. Salary	Average*
Site Supervisor	£36,000	£50,000	£45,000
General Foreman	£45,000	£62,000	£55,000
Site Manager	£45,000	£55,000	£50,000
Senior Site Manager	£48,000	£62,000	£55,000
Graduate Site Engineer	£25,000	£33,000	£30,000
Site Engineer	£35,000	£42,000	£40,000
Senior Site Engineer	£50,000	£60,000	£55,000
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
Commercial Manager	£75,000	£100,000	£85,000
Project Manager	£60,000	£80,000	£70,000
Director	£90,000	£150,000	£110,000
Contracts Manager	£60,000	£75,000	£67,000
Section Engineer	£42,000	£55,000	£47,000
Sub Agent	£40,000	£60,000	£55,000
Agent	£45,000	£65,000	£60,000

*Mode

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2025 Salary Ranges

Project Delivery Continued - Annual Salary

Job Title	Permanent Salary (Per Annum)		
	Min. Salary	Max. Salary	Average*
Senior Agent	£55,000	£70,000	£65,000
Buyer	£30,000	£45,000	£42,000
Senior Buyer	£40,000	£60,000	£52,000
Bid Writer	£38,000	£50,000	£45,000
Senior Bid Writer	£45,000	£60,000	£52,000
Assistant Estimator	£35,000	£45,000	£43,000
Estimator	£45,000	£65,000	£60,000
Senior Estimator	£65,000	£90,000	£80,000
Pre-Construction Manager	£80,000	£120,000	£90,000
Quality Advisor	£35,000	£50,000	£45,000
H&S Advisor	£40,000	£58,000	£50,000
H&S Manager	£50,000	£75,000	£65,000

*Mode

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2025 Salary Ranges

Project Delivery - Contract Rates

Job Title	Contract Rates (Per Day)		
	Min. Rate	Max. Rate	Average*
Site Supervisor	£300	£350	£325
General Foreman	£320	£380	£350
Site Manager	£340	£400	£370
Senior Site Manager	£375	£425	£400
Graduate Site Engineer	N/A	N/A	N/A
Site Engineer	£350	£450	£400
Senior Site Engineer	£400	£500	£450
Graduate Quantity Surveyor	N/A	N/A	N/A
Assistant Quantity Surveyor	£250	£350	£300
Quantity Surveyor	£350	£450	£400
Senior Quantity Surveyor	£450	£550	£500
Commercial Manager	£550	£650	£600
Project Manager	£450	£550	£500
Director	N/A	N/A	N/A
Contracts Manager	£450	£550	£500
Section Engineer	£400	£500	£450
Sub Agent	£375	£425	£400
Agent	£400	£550	£425

*Mode

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2025 Salary Ranges

Project Delivery Continued - Contract Rates

Job Title	Contract Rates (Per Day)		
	Min. Rate	Max. Rate	Average*
Senior Agent	£450	£500	£475
Buyer	£400	£500	£450
Senior Buyer	£500	£600	£550
Bid Writer	£400	£500	£450
Senior Bid Writer	£500	£600	£550
Assistant Estimator	£250	£350	£300
Estimator	£400	£450	£425
Senior Estimator	£450	£550	£500
Pre-Construction Manager	£500	£600	£550
Quality Advisor	£350	£450	£400
H&S Advisor	£300	£400	£350
H&S Manager	£400	£500	£450

*Mode

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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.

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