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2021 Salary Guide



CONSTRUCTION &
BUILDING SERVICES



SURVEYING & PROJECT
MANAGEMENT



PROPERTY &
DEVELOPMENT



ARCHITECTURE &
PLANNING



CIVIL & STRUCTURAL
ENGINEERING



£58,250

Average salary for **Quantity Surveyors** in Cambridgeshire, up 2.3% year on year



59%

Construction, CDM & M&E Professionals we surveyed said **job security** was the most important factor when considering their career moves, followed by **Flexible Working** at 38% and **Salary** at 14%



2.1%

year on year increase in **Revit / BIM Technicians**

2021 Construction & Building Services Salary Guide



	Cambs, Suffolk & Norfolk	Essex, Herts & Beds		Cambs, Suffolk & Norfolk	Essex, Herts & Beds
Mechanical Design Engineer			CDM / Principal Designer / H&S		
Graduate / recently qualified (ACIBSE)	£22,568 - £26,780	£23,069 - £27,282	Health & Safety Advisor / Manager	£38,480 - £45,019	£39,335 - £46,175
3-5 years post qual experience	£27,665 - £37,222	£28,671 - £39,636	CDM Consultant (NEBOSH, H&S, 1-2 years)	£27,523 - £34,088	£36,613 - £41,915
5-10 years post qual experience	£36,902 - £49,034	£39,631 - £51,763	CDM / Principal Designer (2 - 5 years)	£36,431 - £46,984	£41,708 - £52,763
Chartered Senior Design Engineer (MCIBSE)	£40,520 - £50,650	£43,559 - £60,780	Senior CDM Consultant / PD (3 - 6 years)	£46,593 - £57,365	£49,098 - £62,375
Electrical Design Engineer			Associate (6-10 years)	£56,613 - £66,884	£61,874 - £73,903
Graduate / recently qualified (ACIBSE)	£22,568 - £26,780	£23,069 - £27,282	Director / Partner	£70,199 - £75,375	£75,375 - £100,500
3-5 years post qual experience	£27,665 - £37,222	£28,671 - £39,636	Quantity Surveyor (Construction, M&E)		
5-10 years post qual experience	£36,902 - £49,034	£39,631 - £51,763	Graduate QS / recently qualified	£23,129 - £28,533	£23,735 - £29,189
Chartered Senior Design Engineer (MCIBSE)	£40,520 - £50,650	£43,559 - £60,780	Quantity Surveyor (3-5 years)	£28,504 - £35,630	£28,504 - £37,666
Mechanical Contracts Manager			Senior Quantity Surveyor (5-10 years)	£40,920 - £59,590	£42,148 - £63,682
1-2 years project experience	£21,063 - £25,075	£22,066 - £26,078	Project QS / Commercial Manager (10+ years)	£56,155 - £71,470	£51,050 - £81,680
3-5 years project experience	£25,125 - £32,160	£26,130 - £34,170	Estimator (Construction, M&E)		
5-10 years project experience	£32,320 - £45,450	£34,340 - £48,480	Graduate QS / recently qualified	£22,624 - £28,432	£23,432 - £28,987
10+ years project experience	£40,440 - £55,605	£40,440 - £60,660	Estimator (3-5 estimating, main / subcontract)	£28,300 - £34,612	£27,741 - £36,648
Electrical Contracts Manager			Senior Estimator (5-10 years project exp)	£36,378 - £56,045	£39,843 - £60,019
1-2 years project experience	£21,063 - £25,075	£22,066 - £26,078	Estimating / Commercial Manager (10+ years)	£56,100 - £71,400	£56,100 - £76,500
3-5 years project experience	£25,125 - £32,160	£26,130 - £34,170	CAD Technician (Construction, M&E)		
5-10 years project experience	£32,320 - £45,450	£34,340 - £48,480	CAD Technician (AutoCAD, ONC/D, 1-3 years)	£20,200 - £26,260	£22,220 - £27,270
10+ years project experience	£40,440 - £55,605	£40,440 - £60,660	CAD Technician (AutoCAD, HNC/D, 3-6 years)	£26,364 - £32,448	£27,378 - £34,476
Project / Contracts Manager (Construction)			Senior CAD Technician, cons detailing, Revit	£30,930 - £41,240	£34,023 - £43,302
2-5 years project experience	£32,096 - £45,135	£34,102 - £48,646	CAD Manager / CAD Team Leader	£35,700 - £45,900	£38,760 - £47,940
5-10 years project experience	£40,200 - £55,275	£40,200 - £60,300	BIM / Design Manager		
10+ years project experience (CIOB, MAPM)	£45,450 - £60,600	£46,713 - £65,650	Intermediate Revit Technician	£25,250 - £35,350	£26,260 - £37,370
Construction / Development Manager	£50,550 - £68,748	£56,111 - £73,298	Senior Revit Technician	£33,462 - £45,630	£33,969 - £46,644
Development Director	£70,210 - £95,285	£75,225 - £110,330	BIM Coordinator / Manager	£35,054 - £47,942	£36,807 - £49,746
			Design Coordinator / Manager	£40,800 - £66,300	£40,800 - £71,400



2021 Salary Guide

CONSTRUCTION & BUILDING SERVICES



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£58,850

Average salary of **Project Managers** across East Anglia, up 1.2% year on year



43%

Surveying Professionals we surveyed said **job security** was the most important factor when considering their career moves, followed by **Flexible Working** at 23% and **Salary** at 18%



2.3%

Increase in salaries for **Building Surveyors** year on year

2020 Surveying & Project Management Salary Guide



	change	Cambs, Suffolk & Norfolk	Essex, Herts & Beds	London / Oxford / Bucks
Building Surveyor		Average £49,006	Average £50,350	Average £56,414
Director / Partner	0.4%	£64,676 - £79,280	£68,423 - £80,822	£84,838 - £95,380
Associate	0.8%	£52,218 - £63,579	£54,734 - £63,252	£57,456 - £77,112
Senior Surveyor	3.0%	£45,307 - £52,769	£49,286 - £54,062	£49,440 - £57,474
Newly Chartered (MRICS 3 - 5 years)	1.6%	£34,077 - £45,715	£34,124 - £45,949	£38,202 - £46,330
Graduate / APC (1 - 3 years diary)	1.0%	£23,089 - £29,348	£23,180 - £29,669	£24,240 - £33,666
Project Manager		Average £52,557	Average £55,770	Average £62,307
Director / Partner	0.5%	£75,345 - £94,822	£74,873 - £92,561	£84,923 - £102,510
Associate	1.0%	£54,351 - £65,738	£63,125 - £68,256	£72,215 - £84,032
Senior Project Manager	1.1%	£46,496 - £53,212	£53,992 - £63,445	£52,572 - £72,287
Newly Qualified (MRICS / MAPM 3 - 5 years)	1.4%	£36,032 - £46,581	£36,910 - £47,151	£43,805 - £52,373
Graduate / Assistant (1 - 3 years diary)	0.5%	£20,891 - £32,101	£22,613 - £34,773	£24,623 - £33,728
PQS Quantity Surveyor		Average £55,274	Average £54,449	Average £58,217
Director / Partner	1.0%	£78,472 - £89,549	£77,265 - £89,638	£83,325 - £93,930
Associate	1.8%	£63,751 - £71,825	£62,505 - £71,417	£68,715 - £81,440
Senior Surveyor	2.3%	£52,576 - £58,593	£52,326 - £58,106	£48,593 - £63,989
Newly Qualified (MRICS & 3-5 years)	1.5%	£37,113 - £50,182	£36,134 - £46,487	£38,367 - £47,502
Graduate / Assistant (1 - 3 years diary)	1.0%	£21,164 - £29,515	£21,755 - £28,861	£24,745 - £31,563
CDM / Principal Designer		Average £56,882	Average £56,161	Average £64,982
Director / Partner	0.0%	£67,764 - £73,011	£66,600 - £71,800	£82,400 - £100,000
Associate (6-10 years)	0.7%	£58,395 - £68,974	£56,694 - £66,966	£60,168 - £72,605
Senior CDM Consultant / PD (3 - 6 years)	0.4%	£47,200 - £57,717	£47,288 - £56,475	£49,196 - £62,047
CDM / Principal Designer (2 - 4 years)	0.8%	£34,700 - £47,295	£36,086 - £47,376	£41,530 - £51,912
Maintenance and Repairs		Average £33,358	Average £32,118	Average £34,359
Maintenance Manager	0.8%	£37,139 - £43,483	£36,288 - £41,328	£38,354 - £45,965
Planned Maintenance / Projects Surveyor	-0.4%	£26,816 - £36,936	£25,099 - £35,378	£26,394 - £37,848
Responsive Maintenance Surveyor	-0.7%	£23,113 - £32,660	£21,846 - £32,769	£22,839 - £34,755



2021 Salary Guide

SURVEYING & PROJECT MANAGEMENT



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£56,650

Average salary for **Commercial Real Estate Developers** across East Anglia



63%

63% Property Professionals we surveyed said **Flexible Working** was the most important factor when considering their career moves, followed by **Job Security** at 38% and **Salary** at 23%



1.8%

increase in salaries for **Property Managers** year on year

2021 Property & Development Salary Guide



	Cambs, Suffolk & Norfolk	Essex, Herts & Beds		Cambs, Suffolk & Norfolk	Essex, Herts & Beds
Development			Valuations		
Development Director	£90,545 - £121,421	£91,142 - £123,342	Commercial Valuations (MRICS 5+ yrs)	£39,880 - £69,790	£41,874 - £74,775
Development / Project Manager	£76,558 - £87,295	£73,502 - £87,538	Commercial Valuations (AssocRICS 0-5 yrs)	£24,875 - £44,775	£26,567 - £49,750
Strategic Land Director	£91,163 - £119,225	£91,013 - £123,994	Residential Valuation (MRICS 5+ yrs)	£46,193 - £61,287	£46,598 - £63,211
Land Manager / Buyer	£70,481 - £103,914	£70,832 - £110,440	Residential Valuation (AssocRICS 0-5 yrs)	£25,147 - £35,490	£25,350 - £38,735
Construction / Contracts Manager	£56,092 - £71,952	£61,406 - £74,070	Residential Property Management		
Planning			Assistant Property Manager	£18,090 - £22,110	£19,095 - £24,623
Director/Partner	£71,728 - £86,365	£73,639 - £90,163	Property Manager	£20,260 - £30,390	£21,273 - £31,910
Senior / Associate	£63,000 - £75,096	£63,030 - £75,177	Senior Property Manager / Estates Manager	£26,390 - £40,600	£27,405 - £43,645
Principal / Chartered	£47,012 - £59,305	£44,484 - £59,750	Head of Property Management	£30,600 - £51,000	£33,150 - £52,530
Graduate / Assistant (0-3 years exp)	£21,586 - £34,136	£22,881 - £33,634	Block Manager (AIRPM 3+ yrs)	£30,510 - £40,680	£32,036 - £45,765
Commercial Property Management			Senior Block Manager (MIRPM/AssocRICS 5+ yrs)	£38,494 - £49,131	£40,216 - £50,650
Director/Partner (FRICS/MRICS 10 yrs +)	£49,800 - £79,680	£49,800 - £84,660	Residential Sales		
Associate (MRICS 8+ yrs)	£40,000 - £62,000	£40,000 - £65,000	Trainee Negotiator	£14,070 - £18,593	£15,075 - £19,095
Head of Commercial (FRICS/MRICS)	£45,225 - £65,325	£46,733 - £67,586	Sales Negotiator	£17,588 - £26,130	£18,090 - £27,135
Senior Property Manager (MRICS 5+ yrs)	£40,720 - £61,080	£42,756 - £62,353	Senior Negotiator / Estate Agent (NAEA)	£20,160 - £31,248	£22,176 - £32,760
Property Manager (AssocRICS 3-5 yrs)	£25,350 - £45,630	£26,618 - £46,898	Branch Manager	£30,450 - £50,750	£32,074 - £50,750
Commercial Agency Surveying			Residential Lettings		
Head of Agency (MRICS 8 yrs +)	£40,160 - £60,240	£40,160 - £60,240	Trainee Negotiator	£14,070 - £18,090	£15,075 - £19,095
Agency Surveyor (MRICS 3-5 yrs)	£28,224 - £45,360	£30,240 - £50,400	Lettings Negotiator	£17,085 - £25,125	£17,588 - £26,884
Graduate Agency Surveyor (0-3 yrs)	£22,088 - £28,112	£22,791 - £28,313	Senior Negotiator	£20,160 - £29,232	£20,160 - £30,240
General Practice Surveying			Lettings Manager	£30,450 - £50,750	£30,450 - £50,750
General Practice Surveyor (MRICS 5 yrs)	£35,385 - £47,517	£35,891 - £50,550	Property Support		
Land / Development / Acquisitions Surveyor	£36,852 - £49,373	£37,361 - £49,628	Property Admin / Assistant	£18,198 - £25,275	£19,209 - £25,275
Graduate GP Surveyor (0-3 yrs)	£22,132 - £28,168	£22,836 - £28,369	Property / Service Charge Accounts	£20,200 - £35,350	£25,250 - £40,400
Asset / Estates Manager (MRICS 5-10 yrs)	£45,338 - £59,303	£45,540 - £62,036			
Facilities Manager (3 - 5 yrs)	£38,916 - £50,150	£39,217 - £52,908			



2021 Salary Guide

PROPERTY & DEVELOPMENT



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£42,250

Average salary of **Architects** in East Anglia & the Home Counties



48%

of **Architectural Professionals** we surveyed said **job security** was the most important factor when considering their career moves, followed by **Flexible Working** at 37% and **Salary** at 19%



2.4%

increase in salaries for **BIM & Revit Technicians** year on year

2021 Architecture & Planning Salary Guide



	Cambs, Suffolk & Norfolk	Essex, Herts & Beds		Cambs, Suffolk & Norfolk	Essex, Herts & Beds
Architect (ARB/RIBA)			Urban Designer / Masterplanning		
1-2 years post qual experience	£30,120 - £35,140	£31,124 - £36,144	1-2 years post qual experience	£20,060 - £25,075	£20,060 - £25,075
3-5 years post qual experience	£34,170 - £40,200	£36,180 - £42,210	3-5 years post qual experience	£25,200 - £33,264	£25,200 - £34,272
5-10 years post qual experience	£39,429 - £48,528	£40,440 - £50,550	5-10 years post qual experience	£31,310 - £44,440	£32,320 - £45,450
10+ years Job runner / Team Leader	£45,540 - £55,660	£45,540 - £60,720	10+ years exp (RTPI / UDG Rec. Practitioner)	£38,380 - £47,470	£40,400 - £50,500
Director / Partner	£50,125 - £85,213	£50,125 - £90,225	Director / Partner	£45,180 - £75,300	£45,180 - £80,320
Architectural Technologist			BIM		
Graduate / recently qualified (ACIAT)	£19,076 - £22,088	£19,076 - £23,092	Intermediate Revit Technician	£25,450 - £35,630	£26,468 - £37,666
1-2 years post qual experience	£20,100 - £24,120	£22,110 - £26,130	Senior Revit Technician	£33,924 - £45,232	£33,924 - £46,260
3-5 years post qual experience	£25,275 - £34,374	£25,275 - £35,385	BIM Coordinator	£34,986 - £46,305	£34,986 - £47,334
5-10 years post qual experience	£33,396 - £42,504	£35,420 - £45,540	BIM Manager	£41,200 - £51,500	£41,200 - £56,650
10+ years experience (MCIAT / TCIAT)	£38,095 - £47,118	£39,098 - £49,123	Housing Developers		
Architectural Assistant			Architectural Technician	£25,313 - £40,500	£30,375 - £40,500
Graduate Part I / II	£18,054 - £24,072	£19,057 - £24,072	Senior Architectural Technician	£40,400 - £55,550	£40,400 - £55,550
1-2 years post qual experience	£21,168 - £26,208	£21,168 - £27,216	Technical Coordinator	£36,828 - £56,265	£42,966 - £59,334
3-5 years post qual experience	£24,264 - £32,352	£26,286 - £34,374	Technical / Design Manager	£48,480 - £70,700	£50,500 - £75,750
5-10 years post qual experience	£28,336 - £39,468	£31,372 - £40,480	Architectural Designer	£28,308 - £40,440	£30,330 - £41,451
10+ years and job running experience	£35,088 - £43,108	£36,090 - £45,113	Senior Architectural Designer	£38,456 - £48,576	£40,480 - £55,660
Architectural CAD Technician			Layout Designer	£33,132 - £45,180	£34,136 - £48,192
1-3 years CAD experience, HNC/D level	£19,057 - £26,078	£19,057 - £27,081	Technical Director	£73,500 - £94,500	£73,500 - £99,750
3-5 years post qual experience	£24,192 - £29,232	£25,200 - £32,256	Town Planning		
5-10 years post qual experience	£29,290 - £38,380	£31,310 - £41,410	1-2 years post qual experience	£21,063 - £26,078	£21,063 - £26,078
10+ years and job running experience	£35,350 - £44,440	£35,350 - £45,450	3-5 years post qual experience	£26,156 - £33,198	£26,156 - £35,210
			5-10 years post qual experience	£31,279 - £44,396	£33,297 - £45,405
			10+ years exp (RTPI)	£42,420 - £55,550	£45,450 - £55,550
			Director / Partner	£50,250 - £85,425	£50,250 - £90,450



2021 Salary Guide

ARCHITECTURE & PLANNING



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£41,250

Average salary of **Structural Engineers** in East Anglia, up 1.1% year on year



56%

Civil & Structural Professionals we surveyed said **job security** was the most important factor when considering their career moves, followed by **Flexible Working** at 42% and **Salary** at 22%



2.1%

increase in salaries for **Infrastructure Engineers** year on year

2021 Civil & Structural Engineering Salary Guide



	Cams, Suffolk & Norfolk	Essex, Herts & Beds		Cams, Suffolk & Norfolk	Essex, Herts & Beds
Structural Engineer			Civil / Structural CAD Technician		
Graduate / recently qualified	£22,858 - £28,649	£23,366 - £29,462	CAD Technician (AutoCAD, ONC/D, 1-3 years)	£24,135 - £29,066	£24,395 - £29,196
3 - 5 years post qual design experience	£27,968 - £39,156	£27,968 - £43,224	CAD Technician (AutoCAD, HNC/D, 3-6 years)	£26,322 - £34,064	£27,355 - £34,580
Recently Chartered (MIStructE or AIStructE)	£36,830 - £46,038	£37,342 - £47,061	Senior CAD Technician, RC & steel, Revit	£28,843 - £36,433	£29,349 - £37,445
Senior Engineer (5-10 years design experience)	£40,749 - £54,845	£42,031 - £56,382	CAD Manager / CAD Team Leader	£32,956 - £39,548	£33,970 - £40,562
Associate / Project or Team Leader (10+ years)	£48,355 - £63,625	£49,373 - £64,643	EngTech (TMICE or TIStructE) design, BIM, Revit	£32,989 - £49,229	£35,019 - £50,752
Director / Partner	£60,180 - £90,270	£65,195 - £90,270	BIM Coordinator / Manager	£41,371 - £55,334	£42,405 - £56,885
Civil Engineer			Geo-Environmental Consultant		
Graduate / recently qualified	£22,142 - £27,690	£22,396 - £28,504	Graduate / recently qualified (BEng or BSc)	£21,994 - £26,853	£22,505 - £27,620
3 - 5 years post qual design experience	£27,487 - £38,686	£27,487 - £42,758	2 - 5 years Geo / Env project experience	£26,208 - £36,289	£26,712 - £38,305
Recently Chartered (MICE IEng or CEng)	£36,021 - £45,799	£36,536 - £46,313	Engineer / Consultant (5+ years Geo / Env exp.)	£27,650 - £38,915	£28,674 - £40,963
Senior Engineer (5-10 years design experience)	£39,546 - £52,900	£41,087 - £56,495	Senior Engineer (5-10 years Geo / Env exp.)	£32,738 - £51,153	£34,784 - £53,199
Associate / Project or Team Leader (10+ years)	£47,858 - £63,296	£48,887 - £64,840	Senior Consultant (Project or Team Leader)	£45,814 - £60,067	£47,850 - £62,612
Director / Partner	£60,240 - £90,360	£65,260 - £90,360			
Infrastructure Engineer			Geotechnical Engineer		
Graduate / recently qualified	£22,186 - £27,541	£22,441 - £28,561	Graduate / recently qualified	£22,927 - £28,022	£23,182 - £25,531
3 - 5 years post qual design experience	£27,488 - £38,686	£27,488 - £42,758	3 - 5 years post qual design experience	£26,208 - £37,297	£26,208 - £41,833
Recently Chartered (MICE IEng or CEng)	£35,986 - £45,754	£36,500 - £46,268	Recently Chartered (MICE IEng or CEng)	£35,140 - £43,674	£35,893 - £45,682
Senior Engineer (5-10 years design experience)	£38,994 - £52,334	£42,073 - £56,439	Senior Engineer (5-10 years design experience)	£38,114 - £49,649	£40,120 - £54,162
Associate / Project or Team Leader (10+ years)	£48,325 - £63,748	£49,353 - £64,776	Associate / Project or Team Leader (10+ years)	£46,779 - £61,869	£47,785 - £63,378
Director / Partner	£60,240 - £90,360	£65,260 - £90,360	Director / Partner	£60,120 - £90,180	£65,130 - £90,180
Housing Developers			Project Management, Site Supervision		
Engineering CAD Technician	£27,586 - £38,671	£28,617 - £39,187	Graduate or Technician HND, site, NRSWA	£21,586 - £27,610	£22,018 - £28,112
Assistant Engineer / Adoptions Engineer	£30,053 - £44,043	£31,089 - £44,562	3 - 5 years Highways design / maintenance / traffic	£25,326 - £43,054	£26,845 - £44,573
Senior / Development Engineer	£38,457 - £50,409	£39,236 - £51,968	Clerk of Works (10+ years, NEC, Buildings, NRSWA)	£36,124 - £51,606	£38,704 - £56,250
Technical Coordinator	£40,456 - £56,794	£41,494 - £58,091	NEC Site Supervisor (5+ years, PM, design)	£39,270 - £55,080	£41,820 - £57,120
Technical / Design Manager	£53,149 - £69,503	£53,149 - £71,547	Project Manager (5-10 years, NEC, MAPM, site)	£47,620 - £66,053	£49,156 - £67,077
Technical Director	£70,280 - £95,380	£70,280 - £95,380	Senior / Associate (10+ years, Team Manager)	£48,960 - £70,890	£49,470 - £71,400



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CIVIL & STRUCTURAL ENGINEERING



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