





*Jim Roach, Managing Director*

## Welcome to the updated '23 Salary Guide for the offsite construction sector

### What has changed?

*Market entrants / Leavers / Changes*

A lot has changed. Offsite construction was gaining wider acceptance in 2019 and continues to do so, particularly in the housing market, where panelised systems had been gaining in market share, so now are fully volumetric solutions.

Skills requirement keeps developing as does the technology. We see far more work within BIM/digital environments, advancing DfMA, production engineering focus, step changes in HSEQ, all at an increasing pace. We are also seeing moves beyond simple automation to robotics, which in turn affect the roles in design and manufacture further.

### Changes in recruitment process – ARVIEW™

*Modern Methods of Recruitment*

In 2020 we innovated rapidly to provide pre-recorded video interviews, which helped address travel restrictions and the environmental impact of travelling by car to interviews. While the plane was on the ground (a favourite expression), we had a huge opportunity to innovate the recruitment process – and needed to, just to stay in business!

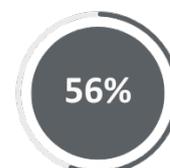
Our advanced process now allows clients to review all candidates in their own branded online portal, review video interviews alongside CVs and extensive notes, share instantly with colleagues and arrange interviews. It has reduced the need for first interviews, shortened the process and upped the quality. The ARVIEW™ process has transformed success rates beyond our high expectations.



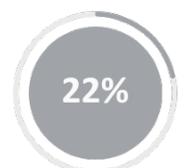
### Average fill rate:



Retained



Exclusive



Industry average

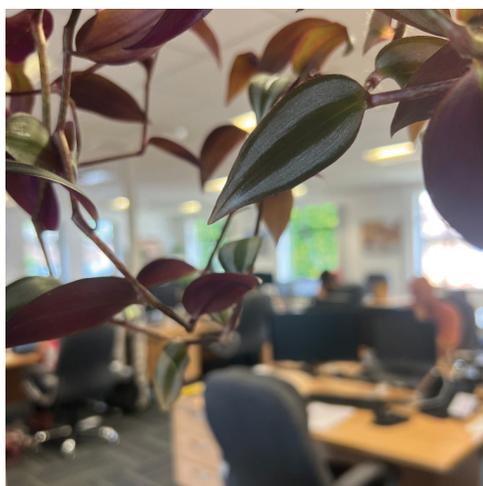
## The great resignation – was it real?

It is always best to be sceptical of political headlines, and this is one. Post Covid, there was not a mass resignation. What we perceived was that the stalled job market started moving at a more reasonable pace. What changed for most was the reason for moving or staying, as it often does, dependent on the market.

Prior to Covid, there was an uncertain economy and political instability, in combination with fears of how Brexit would further affect our world. The pandemic changed people's thinking significantly, with motivations moving from predominantly money and security, to lifestyle and worthwhile work. With close to full employment and more vacancies than unemployed people, job security becomes less of a concern.

We have all taken time to think what is most important to us. We have decided not to stay for the money and the devil we know, but to move for the job we will love, along with the flexibility to do more with the rest of our lives beyond work.

The step changes brought about overnight, which otherwise could have taken 5 to 10 years to happen, changed the reality of achieving a great work life balance.



## Changes in working practices – flexible, home and hybrid working

In our last salary guide, all the way back in 2019, we had started to see an increase in flexible working options, however this has changed out of all proportion post pandemic (far less so on site and the factory floor though of course). In lockdowns, office-based employees proved they could work from home, work flexible hours and achieve the same or better productivity levels. Communications moved forward overnight with a boom in Zoom and TEAMS calls.

However, teamwork, collaboration and our wellbeing all benefit hugely from face-to-face conversations. Video meetings work well and we widely provide pre-recorded video interviews alongside CVs through **ARVIEW™**. However, they should never replace the face-to-face meeting entirely.

Going forward, employers need to get the balance right.

## Skills shortage – the biggest factor to success?

Skills shortages are nothing new and especially persistent across offsite construction. It is inevitable that a growing and developing industry will have these issues, even if attraction and training are spot on. Attracting people into the sector is difficult with salaries at the “sub contract” level and often below other manufacturing industries.

Training seems to be much discussed and is advancing, albeit slowly. Some employers are making great strides on internal training and some educational establishments are taking this forward significantly too. It is baffling it takes so long to get an accredited course up and running within building and modular. Whilst there are NVQ Level 2 qualifications in both timber frame and modular buildings, they are oriented to site not factory. In our region, colleges are slow to move, waiting on demand, whilst I suspect potential manufacturers are holding back due to lack of skills. Catch 22 is a great book but less fun in the real world!

Brexit had an impact, with fewer overseas applicants eligible to work here and many returning home. However, Europe has a skills shortage too, so it can't be entirely to blame.



## Salary guide

2023 edition

Salaries within this guide are updated throughout the year and based on actual candidate placements and professional opinions from our team of highly experienced Recruitment Experts. **These salaries are likely to more closely reflect the figure people are moving jobs for** (which is the figure we have to work with as recruiters) rather than that which people are earning within their role. We welcome the opportunity to discuss any of these figures with both candidates and employers, so please feel free to reach out.

MANUFACTURING & OPERATIONS	LOW	MEDIUM	HIGH
OPERATIONS DIRECTOR	£75,000	£90,000	£125,000
OPERATIONS MANAGER	£55,000	£62,000	£70,000
FACTORY MANAGER	£50,000	£60,000	£70,000
PRODUCTION MANAGER	£40,000	£50,000	£60,000
PRODUCTION SUPERVISOR	£35,000	£38,000	£40,000
MANUFACTURING ENGINEER	£38,000	£40,000	£45,000
MAINTENANCE MANAGER	£42,000	£46,000	£50,000
SHEQ MANAGER	£40,000	£48,000	£55,000
SHEQ ADVISOR	£37,000	£40,000	£45,000
QUALITY MANAGER	£42,000	£47,000	£55,000
LOGISTICS SUPERVISOR	£32,000	£36,000	£40,000
BUYER	£38,000	£42,000	£50,000
BRANCH/GENERAL MANAGER	£50,000	£56,000	£65,000
YARD/DEPOT MANAGER	£38,000	£43,000	£50,000

<b>SALES &amp; MARKETING</b>	<b>LOW</b>	<b>MEDIUM</b>	<b>HIGH</b>
<b>SALES DIRECTOR</b>	£90,000	£110,000	£125,000
<b>UK SALES MANAGER</b>	£75,000	£90,000	£110,000
<b>REGIONAL SALES MANAGER</b>	£60,000	£70,000	£80,000
<b>BUSINESS DEVELOPMENT MANAGER</b>	£45,000	£50,000	£60,000
<b>INTERNAL SALES MANAGER</b>	£30,000	£35,000	£40,000
<b>INTERNAL SALES</b>	£25,000	£30,000	£35,000
<b>MARKETING MANAGER</b>	£40,000	£50,000	£65,000
<b>MARKETING EXECUTIVE</b>	£25,000	£30,000	£40,000

<b>TECHNICAL DESIGN</b>	<b>LOW</b>	<b>MEDIUM</b>	<b>HIGH</b>
<b>TECHNICAL DIRECTOR</b>	£65,000	£75,000	£95,000
<b>TECHNICAL MANAGER</b>	£50,000	£60,000	£75,000
<b>MEP DESIGN MANAGER</b>	£42,000	£50,000	£55,000
<b>DESIGN MANAGER</b>	£48,000	£52,000	£65,000
<b>DESIGN CO-ORDINATOR</b>	£35,000	£42,000	£48,000
<b>STRUCTURAL ENGINEER</b>	£35,000	£45,000	£65,000
<b>REVIT TECHNICIAN</b>	£35,000	£40,000	£45,000
<b>ARCHITECTURAL TECHNICIAN</b>	£30,000	£40,000	£55,000
<b>GRADUATE ENGINEER</b>	£22,000	£25,000	£29,000

<b>CONSTRUCTION</b>	<b>LOW</b>	<b>MEDIUM</b>	<b>HIGH</b>
<b>CONSTRUCTION DIRECTOR</b>	£120,000	£150,000	£180,000
<b>SENIOR PROJECT MANAGER</b>	£55,000	£65,000	£80,000
<b>CONTRACTS MANAGER</b>	£60,000	£70,000	£80,000
<b>PROJECT MANAGER</b>	£55,000	£65,000	£75,000
<b>SITE MANAGER</b>	£45,000	£50,000	£60,000
<b>SITE SUPERVISOR</b>	£40,000	£45,000	£48,000

<b>COMMERCIAL</b>	<b>LOW</b>	<b>MEDIUM</b>	<b>HIGH</b>
<b>COMMERCIAL DIRECTOR</b>	£100,000	£120,000	£150,000
<b>COMMERCIAL MANAGER</b>	£65,000	£75,000	£90,000
<b>SENIOR QUANTITY SURVEYOR</b>	£55,000	£65,000	£80,000
<b>QUANTITY SURVEYOR</b>	£45,000	£55,000	£65,000
<b>GRADUATE QUANTITY SURVEYOR</b>	£20,000	£27,000	£30,000
<b>ESTIMATOR</b>	£35,000	£45,000	£65,000
<b>JUNIOR ESTIMATOR</b>	£25,000	£30,000	£35,000
<b>SUPPLY CHAIN/PURCHASING MANAGER</b>	£50,000	£60,000	£70,000
<b>BUYER</b>	£30,000	£40,000	£50,000

FREELANCE (DAY RATE)	LOW	MEDIUM	HIGH
CONTRACTS MANAGER	£350	£380	£470
PROJECT MANAGER	£300	£380	£420
QUANTITY SURVEYOR	£350	£400	£450
SITE MANAGER	£275	£320	£380
SITE ENGINEER	£280	£380	£420
FINISHING FOREMAN	£200	£230	£260

## ARV Solutions

### About us

We are market-leading experts for the offsite construction industry and have been *Adding Real Value* to recruitment needs since 2003. We draw business to us through our industry expertise, and are trusted partners to employers because we understand our clients' niche sectors. We thrive on our high repeat and referral business levels which we grow and nurture by building and investing in client and candidate relationships. We have grown a collaborative, loyal team that use advanced and innovative recruitment methodologies. Rewarded as a team, all our people are measured on quality above all else.

**Get in touch** and see how our team of experts can *Add Real Value* to all your recruitment needs.

## Contact us:

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