



# UK MEP DESIGN MARKET OVERVIEW AND SALARY GUIDE

## WINTER 2022

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Welcome to the Winter MEP Design Market overview and salary guide 2022, what a year it has been!

A lot of our clients are going through a period of growth with projects that are leading to the recruitment of new staff members being in high demand this year. With the construction market in full swing, it has brought with it the struggle to find new talent.

Requirements for our clients span every grade, however, most of the roles we have filled over the last few months have been at intermediate and senior engineer level, with a strong bias on electrical engineers. I personally have focused on a wide array of strategic hires & headhunts over the past year to support client's growth plans, strengthening their management team, breaking into new sectors & creating new teams/ business units.

M&E Professionals, now more than ever, are needed to help drive this period of growth forward. As recruitment specialists within the M&E Building services market we are finding that the search for the perfect candidate becoming increasing more difficult. Our highest in demand job titles being intermediate to senior electrical engineers. It is definitely a candidate and skill short market so specialist positions are even more in demand than ever.

Over the past 12 months, we have had great success assisting candidates relocating from Hong Kong under the new BNO (British National Overseas) agreement. This has provided us with a great, additional pool of very highly qualified engineers who have worked on an array of projects to British standards. Additionally, there is no need for BNO candidates to be sponsored as they have a 5-year work visa & can apply for settlement in the UK after the 5 year period.

Candidates are very much now in the driving seat. A strong CV with career stability will generate interviews in double figures, easily. Time is critical in the hiring process, with clients who unfortunately take longer to decide on CV's, book interviews or send offers losing out to their faster competitors daily.

Time really is of the essence.

Dominic Horne  
Managing Consultant - UK Building Services Design

The introduction of IR35 has undoubtedly had an impact on the contractor workforce. Our industry has always been very heavily supported by contractors with the natural peaks and troughs created by projects. The recent announcements scrapping the reforms and then re-instating them has also not been helpful for the market. But here we are - back to dealing with IR35 in all its glory.

We have seen a slow, but steady increase in contract enquiries from our clients, which have been created due to the sheer demand for permanent talent & clients not being able to wait for the full permanent recruitment process (interviews, notice periods etc.)

Contract candidates naturally prefer Outside IR35 contracts given the "benefits". The majority of M&E Design Engineers who have a proven track record in contract assignments, are mostly in contracts again; a stark contrast from the beginning of 2021.

Due to the shortage of permanent talent within our sector and the huge amount of demand, we are confident we will see continued growth in the contract market, both inside & outside of IR35. Clients will, unfortunately, have to accept the higher rate options for contract PAYE candidates, even as a short-term fix until they can secure a permanent candidate.



# November 2022

What follows is a salary survey of Client rates that we are seeing in the market at this time on a permanent basis, followed by Contract position rates both inside and outside of IR35. This information is a combination of client input and our own databases and experiences within the market.


## Inside or Outside

Contract Senior Mechanical Engineer	£45-48ph Outside IR35
Contract Senior Electrical Engineer	£45-48ph Outside IR35
Contract Senior Public Health Engineer	£44-48ph Outside IR35
MEP Resident Engineer	£450-£550 per day outside IR35

*Note: The above are based on client surveys and placement records. Benefits are not included and are correct at date of issue.*



## What a year this has been!

The war on talent is set to continue through 2023. Salaries continue to rise due to the cost-of-living crisis & will no doubt continue to be a significant factor for candidates when they look for new opportunities. They are also fully aware of their value in the market place with skilled candidates having a choice of roles.

Contradictory to the media coverage of a recession, we are not currently seeing, or hearing, clients having any form of a slow down in their workload or project pipelines.

Over the last 12 months, there has been a huge surge from consultancy clients looking for candidates with experience in digitisation, using software such as grasshopper, ladybug etc. to automate design.

Investments need to be made now to upskill employees or hire new recruits with experience in BIM and digitisation. I fear anyone that hasn't learnt these skills in the next three to five years will be left behind.

James Mowat - Director  
Building Services Design - UK and International





## James Mowat

James is a Director for Energi People with over 15 years of experience in the recruitment industry, in particular MEP Building Services Engineering across the whole project lifecycle, within the UK, MENA & APAC regions. Such experience includes recruiting teams of engineers across the full project lifecycle on some of the world's most iconic buildings – The Burj Khalifa in Dubai, Dubai Airport, SIDRA Medical & Research Centre in Qatar, Facebook Hyperscale Data Centre in Singapore, Dubai Mall, Dubai Metro & various data centres across the globe.

As a testament to James' reputation and experience in the MENA MEP sector, James was selected to be a Judge at the 2022 MEP Middle East Awards. James is responsible for driving Energi People's brand, values and services to clients across the globe, spearheading multi-disciplinary business development, 360 recruitment within MEP Building Services design and leading the growth of the building services design team.



## Graham Simmonds

Graham is an Associate Director at Energi People and has been recruiting in the M&E consultancy market both nationally and internationally for 30 years! His experience comprises all levels from graduates up to MD/CEO level. Graham's responsibilities include being a part of the building services design team at Energi People, covering the UK building services consultancy roles.

His experience and knowledge across the industry means he works with high calibre candidates across the UK placing them in consultancies, contractors and technical companies from SME's to large global businesses.



## Dominic Horne

Dominic has a very unique background for a recruitment consultant, as he is an engineer himself! Dominic achieved his HND in Building Services from LSBU. Over a 7 year period he gained experience as an engineering apprentice and applications engineer at Daikin, a Trainee Project Engineer at MJL and 2 years of experience as a Junior Mechanical Design Engineer at 2 engineering consultancies before joining the dark side of recruitment!

Dom has proven himself to be an absolute asset to our team and wider business given his deep understanding and hands on experience as an engineer. He gains a huge amount of buy-in from clients' and candidates given his own experience and thorough technical understanding of clients' needs and candidates strengths and areas of development. He's also helped train our consultants to give them a practical understanding of building services engineering.



## Jocelyn Raborar

With over 15 years of solid background in Talent Acquisition across Asia, Middle East and UK, Jocelyn is experienced in strategic sourcing, screening & selection and partnering with stakeholders and businesses. Prior to joining Energi People, Jocelyn spent 10 years working for Arcadis in talent acquisition leadership roles.

Jocelyn has substantial exposure in various industries primarily in Shared Services, Engineering, Construction, Project Management, Design & Built. Additionally, she has a proven capability in high-level recruitment and handling complex roles from mid-level to executive-level positions and substantial experience in managing and partnering with several vendors.



## Julia Stokes

With over 15 years in internal recruitment management across two types of industries, Julia has worked up from entry level in retail to management in four years. This abundance of experience has been integral for Julia, who has recently onboarded Energi People as a Talent Consultant.

Julia's responsibilities include sourcing and selecting candidates from various avenues, including an extensive internal database and social media using market knowledge. Additionally, Julia searches for and identifies job leads to pass to the relevant consultant and strives to identify new candidate and client opportunities at all levels.



## Sydney Field

Sydney is a Talent Consultant for Energi People and historically worked in Charity sales. Her responsibilities include calling and qualifying candidates to match them with roles, speaking to candidates about roles that she is helping to resource and filtering candidates through the recruitment/interview process.

Sydney's responsibilities include sourcing and selecting candidates from various avenues, including an extensive bespoke database and social media using market knowledge. Additionally, she searches for and identifies job leads to pass to the relevant consultant and strives to identify new candidate and client opportunities across the industry.



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