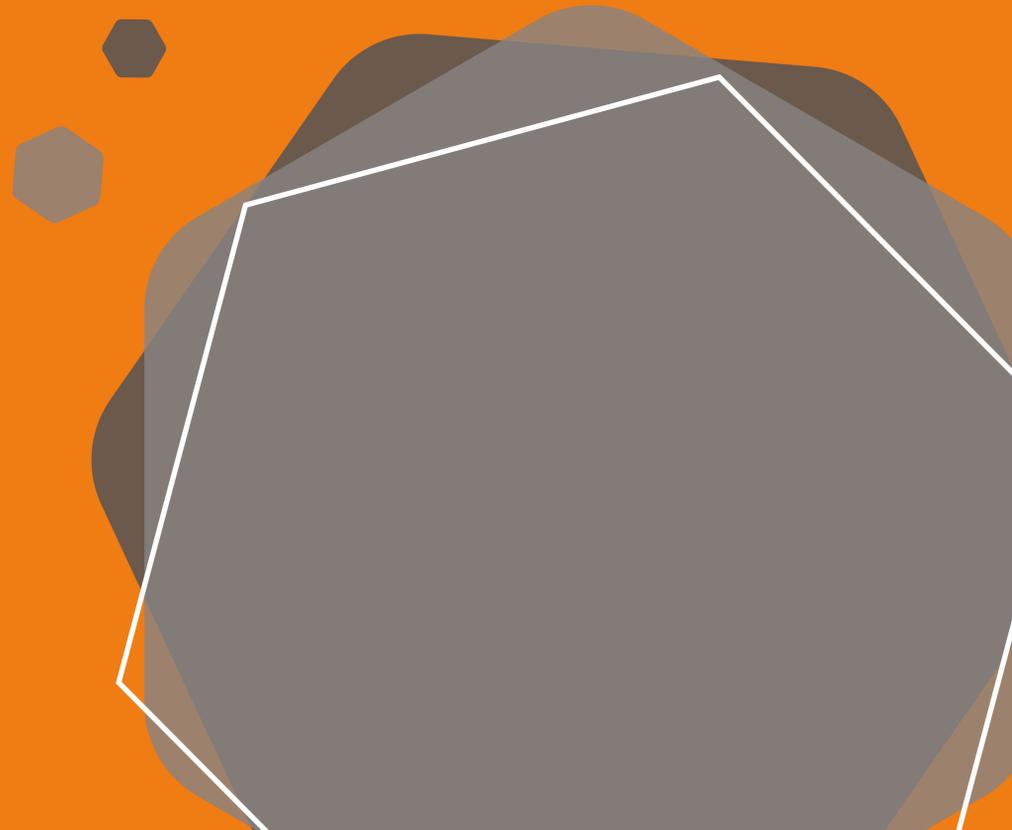


# UK BUILDING SERVICES MARKET OVERVIEW AND SALARY GUIDE 2022



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# Permanent Recruitment

Firstly, welcome to the BSC Market overview and salary guild 2022, what a year it has been so far!

2022, a year of growth, a lot of our clients are going through a period of growth with projects landing that is leading to the recruitment of new staff members being in high demand. With the construction market in full swing, it has brought with it the struggle to find new talent.

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 candidates increasing more difficult. Referrals being more important and having a bigger focus on a head hunt approach.

As a team we are seeing grow sectors being CAT A & B fits, Commercial, High Residential, Data Centre and Life Sciences. Our highest in demand job titles being M&E Quantity Surveyors and Estimators closely followed by Project Engineers and Project Managers.



# BUILDING SERVICES DESIGN SALARY GUIDE

— **Bringing technical people together**



**CAD Technician**  
£36-50k (Typical £45k)



**Estimator**  
£50-62k (Typical £60k)



**Project Engineer**  
£50-60k (Typical £55k)



**Project Manager**  
£65-80k (Typical £70k)



**Contract Quantity  
Surveyor**  
£60-80k (Typical £67,5k)

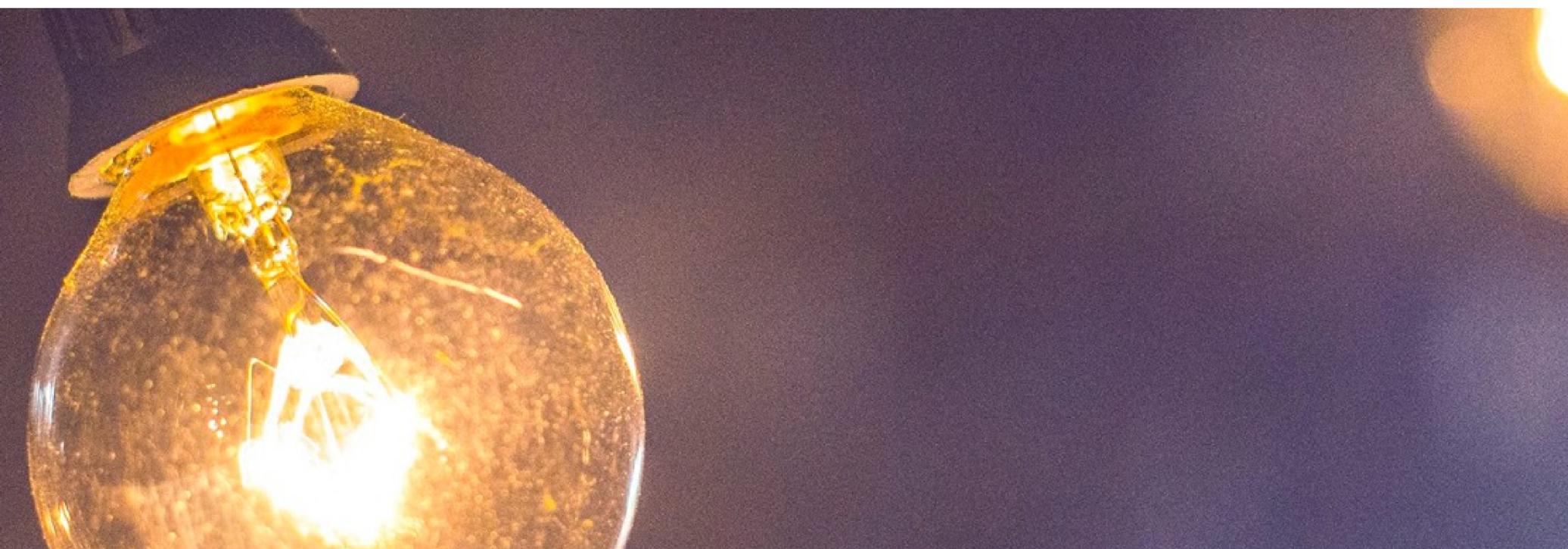


**Senior Contracts  
Manager**  
£65-85k (Typical £75k)



**Director**  
£85-120k (Typical £100k)

*\*Average salaries are based on client surveys, placement records & candidate research. Benefits are not included.*





# Contract Hires.

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. 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 Project Managers 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 beloved sector & the huge amount of demand, I am confident we will see continued growth in the contract market, both inside & outside of IR35, with more clients unfortunately having to accept the higher rate options for contract PAYE candidates, even as a short-term fix until they secure a permanent candidate.

<b>Contract M or E Project Managers</b>	<b>£300-400 per day Outside IR35</b>
<b>Contract M or E Site Supervisor</b>	<b>£240-290 per day Outside IR35</b>
<b>M&amp;E Quantity Surveyor</b>	<b>£350-450 per day Outside IR35</b>
<b>Contract M or E Estimator</b>	<b>£275-325 per day Outside IR35</b>

*\*Average rates are based on client survey, placement records & candidate research*



# Conclusion.

The market is currently in a strong place and the demand doesn't appear to be slowing down. The flexibility for hybrid working and having that work life balance seems to be attracting the talent over the traditional 5 days a week in the office.

We have seen an increase in the number of contract roles becoming available but permanent is still very much leading the way as we progress into the year.

I think the recruitment of the new generation, Apprenticeships and Graduates are going to be a vital part of the grow of the M&E Building services market moving forward.

This is a very much a positive market, it has it challenges but after the 2 years of Covid we can't ask for a better place for the market to be in. Seeing the ongoing strengths of our candidates and clients to the adaptation that has taken place is truly amazing.

**Kat Lewis, Associate Director**

# Alex Christie

## Managing Director



I have been the Managing Director of Energi People since it was founded in 2002. From working in the recruitment industry for over 18 years we wanted to be an independent agency to ensure we have the flexibility to meet your needs and are therefore able to offer you that personal service. We take time to listen and truly connect with our clients. Before moving into recruitment in 1999, I started my career client side in a hands-on technical role. This experience formed the basis of a deep understanding of how the engineering, design and construction sectors work from all perspectives. At Energi People, our goal is to be industry experts, allowing us to fully understand, evaluate and resource on behalf of our clients and internationally and in the UK.



# Kat Lewis

## Associate Director



Kat is an Associate Director of Building Services at Energi People. Coming up to 9 years at Energi People, Kat has 8 years Building Services experience with specialisms in M&E Quantity Surveying and Estimating. Her responsibilities include team management, 360 recruitment, account management, lead generation and M&E building services recruitment.



# Portia Hotchkiss

## Senior Recruitment Consultant



Portia is a Senior Recruitment Consultant at Energi People and has an abundance of experience in a variety of fields. Prior to Energi People, Portia spent 6 years in IT and Technology Sales with award winning enterprise clients. Portia has since spent over 2 and a half years at Energi People, looking after operational recruitment within the world of M&E Building Services. This includes hiring for positions like Project Managers, Site Managers, Project Engineers and Document Controllers.

# Sian Davies

## Senior Recruitment Consultant



Sian is a Senior Recruitment Consultant at Energi People, with over six years overall recruitment experience. Sian's responsibilities include recruiting within the building services/facilities maintenance and management sector. Additionally, she speaks to active and passive candidates placing them with the fantastic clients we work closely with.

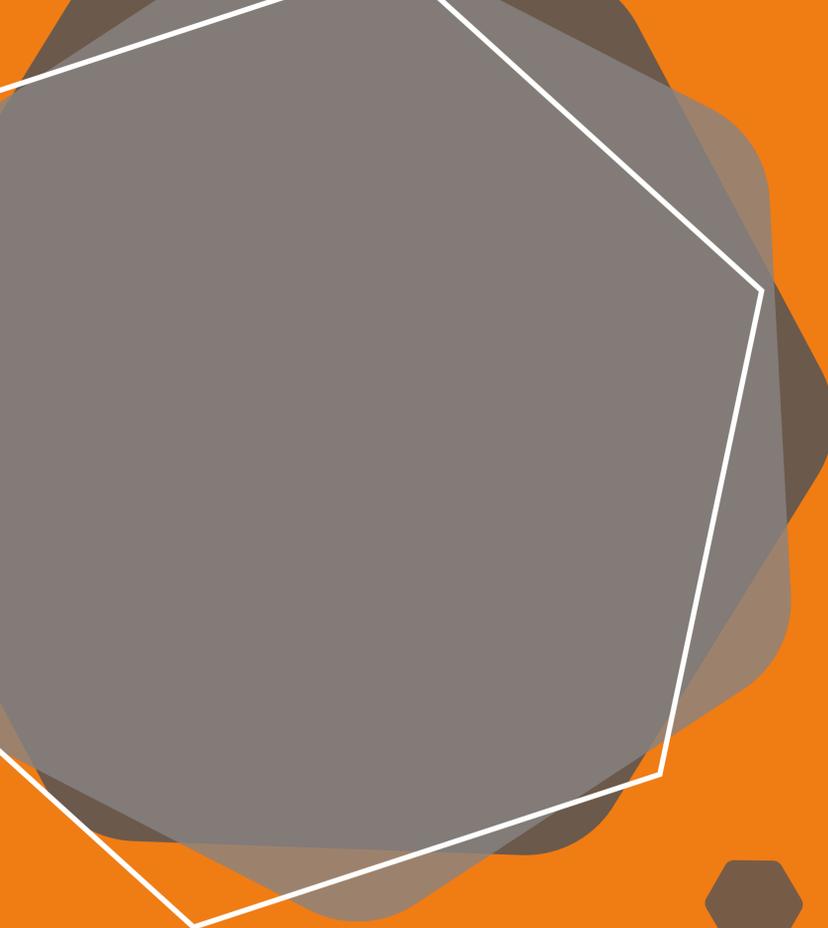


# Josh White

## Recruitment Consultant



Josh is situated in the Building Services team at Energi People and is currently a Recruitment Consultant. Prior to commencing Energi People, Josh spent 3 years at British Gas, acquiring a broad range of sales experience. Currently, Josh's responsibilities include obtaining new business, finding top quality candidates, qualifying jobs and candidates and sourcing references.



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