

MARKET REPORT Q3 2025

We've been helping professional construction consultancies across the UK hire white-collar professionals for over eight years. Since 2023, Daniel has been producing reports on key statistics, trends, and insights within the construction consultancy recruitment market.

In this report, Daniel will provide salary guidance alongside our insight into the pay expectations of the professionals you hire from time to time. He will also explore the "project sector rollercoaster," highlight an unusual trend, and point out one that has remained consistent.

SALARY INSIGHT

Since the inception of Foster & May, we have supported construction and property consultancies across the UK in recruiting for a wide range of roles, including:

- Architects
- BIM professionals
- CDM / H&S / Fire consultants
- Finance & Office support
- Project Co-Ordinators
- Quantity Surveyors
- Building Surveyors
- Project Managers
- Structural Engineer
- Sustainability Consultants
- Facilities Managers

Quantity Surveyors – Average Salary Requirements

Trainee	£22,250
Graduate	£27,354
Assistant	£36,673
Quantity Surveyor	£51,337
Senior	£71,077
Associate	£84,167
Director	£102,500

Building Surveyors - Average Salary Requirements

Graduate	£30,267
Assistant	£36,278
Building Surveyor	£47,167
Senior	£66,528
Associate	£76,667

Project Managers - Average Salary Requirements

Graduate	£28,000
Assistant	£37,972
Project Manager	£57,861
Senior	£74,735
Associate	£86,111

SALARY ADVICE

We are fortunate to speak with people in the industry on a daily basis, and during one recent conversation it became clear that one International Property Consultancy has been aggressively outbidding competitors when recruiting Building Surveyors across the UK, offering up to £8,000 above the market average.

If you are a competitor of this consultancy, we understand how frustrating this can be. However, because this approach is unusual, it raises questions: are they preparing for a sale and simply trying to get bums on seats? Or are they doing what is necessary to secure high-quality, hard-to-find Building Surveyors?

Time will likely provide a clearer answer for this particular consultancy. In the meantime, consider the salary expectations of the professionals we have supported this year, and ask yourself: are any of these higher than what you currently pay? If so, know that your competitors are meeting (and in some cases exceeding) these figures.

A CONSISTENT AND INCONSISTENT TREND

Consistent

As highlighted above, we continue to see major players snapping up UK QS consultancy practices. Examples include Artelia acquiring Pick Everard, Cumming Group taking over Chandler KBS and Tower Eight, and others.

This trend shows no sign of slowing. However, what is shifting is the scale of the acquirers: increasingly, larger brands are targeting QS practices. For instance, RSK has acquired Pellings, Keegans, and Kendall Kingscott. The Bellrock Group has taken on John Rowan & Partners and, more recently, Summers Inman. Most notably, Goldman Sachs has secured a majority stake in Mace.

So, who will be next?
Could it be the mystery company we mentioned earlier...

Inconsistent

Since the end of 2024, I've noticed more professionals in the consultancy market handing in their notice and leaving their roles before even securing—or sometimes even interviewing for—a new position.

As a dad, a recruitment consultant, and an employer, it's not advice I would ever recommend. But it is happening. Inconsistently for now, yes, but happening nonetheless. And I wouldn't be surprised if it becomes a consistent trend.

So, why are people doing this?

From what has been shared with me, many would rather face a few weeks of unemployment than remain in an environment where they feel uncomfortable or underappreciated - especially knowing there continues to be strong demand for certain professions, such as Quantity and Building Surveyors.

This new trend highlights the shifting priorities in the consultancy market: professionals are increasingly valuing workplace culture, respect, and fulfilment over simply staying employed. For employers, it's a reminder that creating a supportive environment is just as important as competitive salaries - because the best talent will not wait around if they feel undervalued.



COMMERCIAL VS RESIDENTIAL: THE ROLLERCOASTER OF QS CONSULTANCY PROJECTS

In 2024, I consistently heard that the residential market was slower than usual due to building safety regulations, slower planning requests, and other factors. At the same time, the commercial sector was booming and in high demand from a recruitment perspective.

Fast forward 12 months - have the roles reversed? Some consultancies suggest that the commercial sector has slowed, while the residential sector is stronger. Welcome to the rollercoaster of project sectors!

Could it be as simple as clients whose residential projects were on hold last year now prioritising them, temporarily putting commercial projects on the back burner? And would we be surprised if the commercial sector bounces back? Absolutely not.

Since lockdown and COVID, clients have been playing catch-up on their projects. With every new external change - such as the Building Safety Act—their plans shift and adapt. In this market, that kind of fluctuation is to be expected.



FINAL THOUGHTS

As we head into the final quarter of 2025, the mad rush to the Christmas (finish) line is about to begin. During this period, gaps in resources become obvious, and the demand for reliable professionals' skyrockets.

Between Tom Harrison and I, we can cover all your recruitment needs - from BIM coordinators to Quantity Surveyors, to office support - anything and everything.

Beat the Christmas rush and get in touch now. Let us help you secure the talent you need before the year-end frenzy hits.

Daniel Foster
Managing Director, Foster & May Limited

