

MARKET REPORT Q4 2025

For over nine years, the team at Foster & May has been helping construction and property consultancies hire industry professionals across the UK. Since 2023, Daniel has also been publishing quarterly reports which focus on key statistics, trends, and insights within the construction consultancy recruitment market.

In this report, we continue to explore pay expectations among the professionals you hire, taking a deeper dive into salary requirements across the UK. We also review the key topics that have emerged throughout the year.

SALARY INSIGHT

Across the team, Foster & May has successfully supported consultancy practices in hiring for a wide range of roles throughout 2025, including:

- Quantity Surveyors
- Accountants and Bookkeepers
- Building Surveyors
- Project Co-ordinators
- Principal Designer/CDM Consultants
- Fire Engineers
- Structural Engineers
- Project Managers
- Sustainability Consultants
- Health & Safety Consultants
- Facilities Managers

However, as is typically the case, the majority of hiring requests we receive are for **Quantity Surveyors, Project Managers, and Building Surveyors**. As a result, we are well placed to provide average salary expectations for these professionals throughout the year.

Quantity Surveyors - 2025 Average Salary Requirements

Graduate	£26,849
Assistant	£36,879
Quantity Surveyor	£51,378
Senior	£71,495
Associate	£85,208
Director	£102,500

Project Management - 2025 Average Salary Requirements

Graduate	£28,000
Assistant	£38,479
Project Manager	£55,896
Senior	£74,072
Associate	£86,111
Director	£110,00

Building Surveying - 2025 Average Salary Requirements

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

A CLEAR UPWARD TREND IN SALARIES

After many years in recruitment, I have almost come to expect that salaries for the professionals we support will continue to rise year on year. Typically, at the start of each year, there is a noticeable spike before salaries begin to stabilise as the year progresses.

What has caught me off guard this time, however, is the level of salary expectation among Quantity Surveyors seeking roles outside London and the Southeast. Recently, a Head of Cost Management shared an interesting perspective on why this may be happening.

He explained that many senior figures across the industry expected salaries to plateau post-COVID, following the widespread shift to remote and hybrid working. The assumption was that reduced commuting would lead to lower personal costs, and therefore reduced pressure on salary increases. In reality, that simply hasn't happened. Quantity Surveyors - and similar professionals - continue to push for higher salaries.



SALARIES: IS THE REST OF THE UK CATCHING UP WITH LONDON?

Another lasting impact of COVID is the shift in geographic working patterns. Many professionals who previously commuted long distances to benefit from London salary uplifts have since returned home, taken local roles, and - crucially - managed to retain London-level salaries.

That is the real shift.

I am now seeing Assistant Quantity Surveyors in the East Midlands, with as little as two years' post-graduate experience, asking for £45,000 - figures that many London-based counterparts are not yet achieving. Similarly, roles in Bristol, and senior-level positions in the Northwest, are increasingly coming with salary expectations that closely mirror London rates.

Is this the result of COVID?

Is it driven by individuals pushing back and asking for more?

Are larger firms beginning to standardise salaries across their national offices?

Or is it simply that the skills shortage has reached an all-time high, demand is that strong, and employers are paying what they must to secure the right talent?



RECAPPING TOPICS & TRENDS OF 2025

International Opportunities

During 2024, there was a clear increase in international hiring - particularly in Saudi Arabia, across the wider Middle East, and the USA. Since the start of 2025, however, there has been a steady decline in overseas opportunities.

It appears that many organisations hiring internationally have once again over-hired, with projects either stalling or being paused altogether.

That said, it would be misguided to suggest that international opportunities have disappeared entirely - this is certainly not the case. Instead, we are now seeing more professionals actively seeking roles abroad than there are opportunities available, making the market significantly more competitive.

Continued Buyouts

Quarter after quarter, we continue to see Quantity Surveying, Project Management, and Building Surveying practices acquired by larger corporate groups. Organisations such as RSK, Bellrock Group, and Cumming Group remain highly active in acquiring practices across the market.

A recurring pattern following these buyouts is a reassessment of existing recruitment partnerships, often accompanied by a move to bring recruitment entirely in-house.

The rationale behind this approach is understandable - it is typically driven by cost control and the desire for a consistent, centralised process. However, in practice, this shift can overlook the value of established recruitment relationships that have been built over time.

Those relationships are formed through repeated delivery and close collaboration, enabling a deep understanding of role requirements, salary expectations, career pathways, technical skillsets, and - critically - team and cultural fit. This level of insight is developed gradually and is difficult to replicate quickly.

Where these relationships are removed entirely, organisations can find that, despite good intentions, they fall behind the recruitment market, experience longer hiring timelines, or miss out on professionals who are well suited to the business.

FINAL THOUGHTS

I would like to take this opportunity to say thank you. In December 2024, I took a leap of faith and launched Foster & May, uncertain whether the relationships I had built over the years would continue and whether I would be given the opportunity to prove myself once again.

I am genuinely grateful to everyone who has trusted me and allowed me to support them from a recruitment perspective, as well as those I have had the pleasure of building new relationships with along the way. I take great pride in what I do and remain committed to delivering the highest possible standard in helping you secure the right professionals for your business.

I hope you all had a wonderful Christmas and New Year. I am excited about what lies ahead and very much look forward to strengthening existing partnerships, forming new ones, and continuing our conversations throughout 2026.

Daniel Foster
Managing Director, Foster & May Limited

