



Jackson  
Hogg

# Salary Guide

2024/25 | Construction & Civil Engineering



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# Letter from our Chief Executive

The STEM recruitment landscape is transforming in 2024-2025, with strong demand for specialised talent amid economic fluctuations, technological advancements, and global recovery efforts.

As we come to the end of 2024 and look towards 2025, the STEM recruitment landscape is experiencing significant transformations. The past year has brought a mix of challenges and opportunities, influenced by economic fluctuations, technological advancements, and the ongoing recovery from global disruptions. These factors have reshaped the job market, particularly in STEM industries, where the demand for specialised talent remains robust.

Despite economic pressures, the need for skilled professionals in science, technology, engineering, and manufacturing continues to grow. Companies are increasingly focusing on innovation and sustainability, which has led to a rise in demand for niche expertise. However, with inflationary pressures persisting, businesses face the challenge of balancing competitive compensation packages with their overall budget constraints.

At Jackson Hogg, we have continued to adapt to these changes, expanding our team and service offerings to better meet the needs of our clients and candidates. Our commitment to excellence remains unwavering as we strive to connect the right talent with the right opportunities. We hope this guide provides valuable insights and supports your hiring or job search efforts in the year ahead.

**Richard Hogg**  
CEO

*“ Demand for niche expertise is on the rise, across the board ”*



# Market Trends



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## Movement in the Market

### Max Salaries

£140k

Project Director

£45k

Section/Site Engineer

£55k

General Foreman

£75k

Senior Civil Engineer

2024 has been pivotal for civil engineering and construction in the North East, characterised by significant investments across rail, water, and infrastructure projects. In the rail sector, the £162 million Northumberland Line project is progressing, with the construction of six new stations at Ashington, Blyth Bebside, Bedlington, Newsham, Seaton Delaval, and Northumberland Park. Additionally, the £150 million redevelopment of Darlington Station is underway, aimed at enhancing connectivity and services in the region.

The water sector continues to experience growth, highlighted by substantial investments such as the £155 million Project Pipeline, which spans Barnard Castle, Bishop Auckland, and Darlington. Northumbrian Water has committed £15 million to upgrade Howdon Sewage Treatment Works and is developing a new 9.5m gallon reservoir near Washington, costing £52 million. As the AMP7 framework concludes, the forthcoming AMP8 cycle in 2025 is expected to create an increase in contracting opportunities, stimulating demand for skilled workers and fostering training initiatives to address regional workforce needs.

In highways, 2024 has seen ongoing activity, with significant projects such as the A1 Birtley to Coalhouse and A19 Seaton Lane roadworks progressing steadily. However, political uncertainties have raised concerns about the future of other high-value projects, particularly the discarding of the A1 between Morpeth and

Ellingham, which is a major setback for the region's infrastructure plans.

The housing sector remains robust, driven by demand for affordable housing. Commercial and industrial projects—such as SeAH Wind in Teesworks and the new Sunderland Bridge project—underscore a strong trajectory of industrial growth. Notable construction initiatives in the region include the ambitious Pilgrim's Quarter project in central Newcastle, the Sunderland Gigafactory, and the Riverside project in Sunderland, alongside the anticipated launch of the new film studios on the banks of the River Wear.

Labour shortages continue to challenge the sector, leading to significant salary increases that reflect the demand for skilled professionals. While Quantity Surveyors, Estimators, and Planners remain in high demand, there is an expanding need for Site Engineers and Site Delivery Managers.

To capitalise on the wealth of project opportunities in the region moving into 2025, we must collectively promote and attract the next generation of staff into the construction and built environment sectors. Additionally, it is crucial to continue upskilling and training our current workforce to ensure they remain within the sector. We cannot recall a time when the skills shortage has been so pronounced, while the demand for skilled labour continues to rise.

# Construction

## The construction and built environment sectors continue to thrive despite the changing political landscape.

We have observed a significant increase in investment in water infrastructure, prompted by growing media coverage of river pollution, sewage spills in our seas, and the aging wastewater treatment facilities across the country. In addition, substantial investments are being made in public transport schemes, such as park-and-ride facilities and new rail upgrades, as cities strive to reduce carbon emissions and enhance their transport networks.

The competition for talent has intensified, with clients adopting diverse strategies for staff attraction and retention. Employers must act swiftly and be extremely agile in their recruitment processes, as job seekers are quickly snapped up by competing firms. To remain competitive, clients should streamline their interview processes, stay informed about what competitors offer in terms of salaries and benefits, and actively listen to their staff to improve retention.



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Role	Minimum	Maximum
Project Director	£120,000	£140,000
Operations Manager	£90,000	£120,000
Framework Manager	£120,000	£140,000
Construction Manager	£65,000	£80,000
Senior Project Manager	£65,000	£85,000
Project Manager	£65,000	£75,000
Senior Site Agent	£60,000	£65,000
Site Agent	£50,000	£60,000
Sub Agent	£50,000	£60,000
Senior Site Engineer	£40,000	£55,000
Section / Site Engineer	£35,000	£45,000
Graduate Engineer	£30,000	£35,000
Works Manager	£60,000	£75,000
Senior General Foreman	£50,000	£58,000
General Foreman	£40,000	£55,000
Foreman	£35,000	£48,000

# Civil Engineering

In 2024, the civil engineering recruitment landscape highlighted a strong demand for specialized skills.

Candidates saw a rise in job openings across renewable energy, smart city planning, and disaster-resilient design. As infrastructure needs expand, recruitment in civil engineering also focused on roles that incorporate digital tools like BIM and GIS for project management and efficient planning.

With demand for talent high and availability relatively low we saw a significant increase in salaries. Simultaneously we saw a rise in talent leaving client side roles and setting up as independent contractors as it became possible to command, in pockets, quite lucrative rates on long term projects. Not unsurprisingly therefore the consultancies thrived with more work to tender for. All things considered there became a race for talent and the market pace has been like never before. This is unlikely to change in 2025.

Looking ahead, the civil engineering job market is likely to continue thriving, but with a notable focus on specialized skills that align with emerging industry priorities.



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**Head of Engineering**

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Role	Minimum	Maximum
Associate Director	£120,000	£150,000
Technical Director	£100,000	£120,000
Technical Manager	£80,000	£85,000
Design Manager	£55,000	£75,000
Principal Civil Engineer	£75,000	£90,000
Senior Civil Engineer	£55,000	£75,000
Civil Engineer	£40,000	£65,000
Graduate Civil Engineer	£28,000	£34,000
CAD Technician	£30,000	£38,000



## Find your people

Whether you're looking for help to find the best talent or you're a candidate looking to take the next steps in your career, get in touch with us today



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