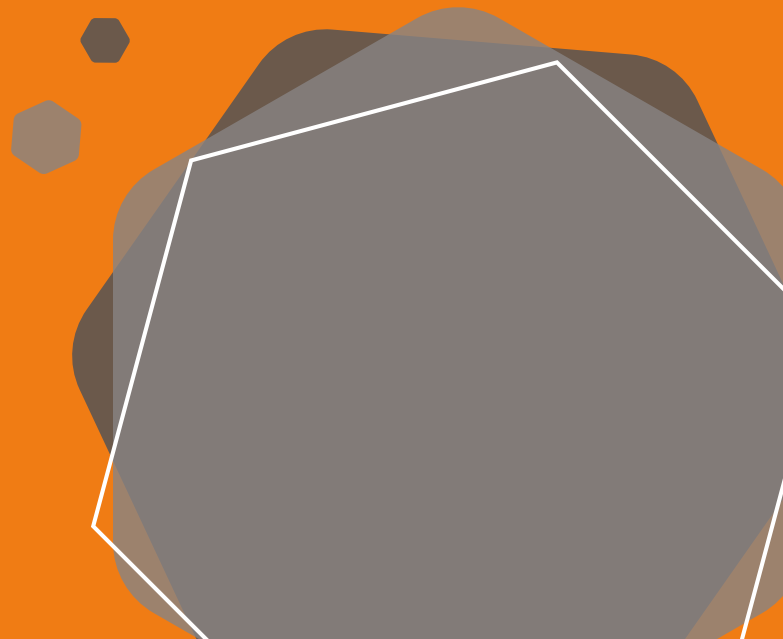
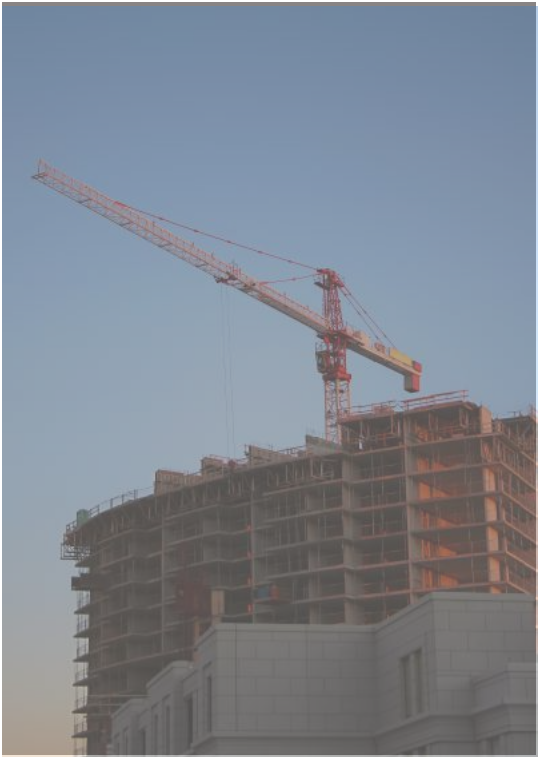


UK STRUCTURAL ENGINEERING OVERVIEW AND SALARY GUIDE 2022



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STRUCTURAL ENGINEERING SALARY GUIDE

— Bringing technical people together



Graduate Engineer
(1-2 years) £25-32k



Intermediate Engineer
(2-5 years) £33-45k



Senior Engineer (7-10 years) £45-60k



Principal Engineer
(10-15 years) £60-70k



Associate Engineer
£65-75k



Associate Director
£75-90k



Technical Director
£80-100k



Director £90-120k

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



STRUCTURAL TECHNICIAN SALARY GUIDE

— Bringing technical people together



**Junior AutoCAD
Technician (0-3 years)**
£20-26k



**Junior Revit
Technician (0-3 years)**
£22-30k



**Structural AutoCAD
Technician (3-7
years)** £28-35k



**Structural Revit
Technician (3-7
years)** £30-38k



**Structural AutoCAD
Technician (7-10 years)**
£35-45k



**Senior Structural Revit
Technician (7-10 years)**
£38-50k



**Senior Structural
Technician / CAD
Manager (10 years +
experience)** £45k+



**BIM Manager (10 years +
experience)**
£55k+

**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 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 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.

Senior Structural Engineer	(5-10 years' experience)	£28-35 p/h Outside IR35
Senior Structural Engineer	(10 years' + experience)	£35-45 p/h Outside IR35
Structural AutoCAD Technician	(5-10 years' experience)	£25-28 p/h Outside IR35
Structural AutoCAD Technician	(10 years' + experience)	£28-32 p/h Outside IR35
Structural Revit Technician	(5-10 years' experience)	£27-32 p/h Outside IR35
Structural Revit Technician	(10 years' + experience)	£32-36 p/h Outside IR35

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



Conclusion.

2020 lockdowns & the inability for a vast number of structural engineering graduates to secure opportunities, I fear we may see a talent shortage at intermediate level in the next 2-3 years. This is very similar in my professional opinion, as to why there is a significant shortage in client facing Senior, Principal and Associate levels, due to the 2008-2009 global recession.

Permanent recruitment continues to lead the way, with contract certainly starting to increase.

Time to offer & general decision making in clients recruitment processes are the biggest factor in them not securing talent.

As clients are now trying to bring staff back to their offices, an element of flexibility still needs to be taken into consideration. 2 days working from home and 3 days from an office appears to now be the industry norm. Companies trying to get staff back to their offices 5 days a week, in my opinion will struggle to attract talent along with retaining current staff as better, more flexible opportunities, will present themselves in the market.

Nick Rothery, Director

Nick Rothery

Director



Nick has been a leading recruiter in the Civil and Structural Engineering sector since 2003. He started his career by working for a large South Coast recruiter where he gained invaluable knowledge recruiting for leading Global organisations along with some of the UK's emerging SME's. In 2011 Nick formed his own structural recruitment company utilising his wide network of Structural Engineers helping to staff some of the UK's iconic buildings projects. In 2013 Nick joined forces with Alex Christie to form Energi People. With both Directors sharing the same recruitment values and principals Energi People have rapidly grown to be one of the leading provider of technical engineering staff.



Harry Harding

Senior Recruitment Consultant



Harry is situated in the Structural and Civil Engineering team at Energi People. Harry has over 4 and a half years' experience in recruitment and has acquired a range of skills throughout his journey. At Energi People, Harry has a 360 role, working closely with clients and candidates in the Structural and Civil arena. Such responsibilities include line management, building relationships with clients and progressing old relationships through the strength of the Energi brand.



Matt Dade



Recruitment Consultant

Matt is a Recruitment Consultant within the Civil and Engineering team at Energi People and after only 4 months, earned a promotion. Prior to Energi People, Matt was a fully-qualified Personal Trainer at a local gym. An acute change in career direction, Matt is thoroughly enjoying his role and his responsibilities include assisting engineering design consultancies in finding staff.



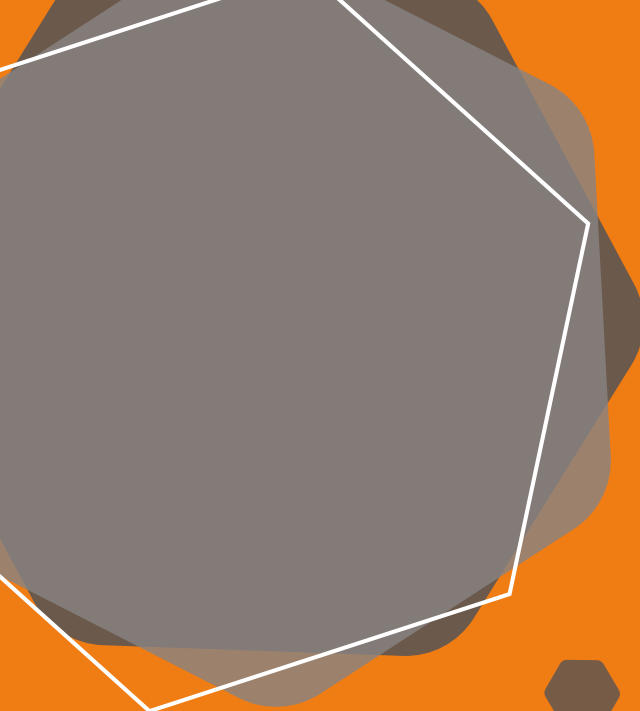
Emily Murphy

Talent Consultant



Emily is a highly personable Talent Consultant at Energi People and continues to grow from strength to strength. Emily is situated within the structural recruitment department, sourcing candidates and carries out thorough qualifying and work experience checking.





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