



**UK MEP DESIGN
MARKET OVERVIEW
AND SALARY GUIDE
2025**

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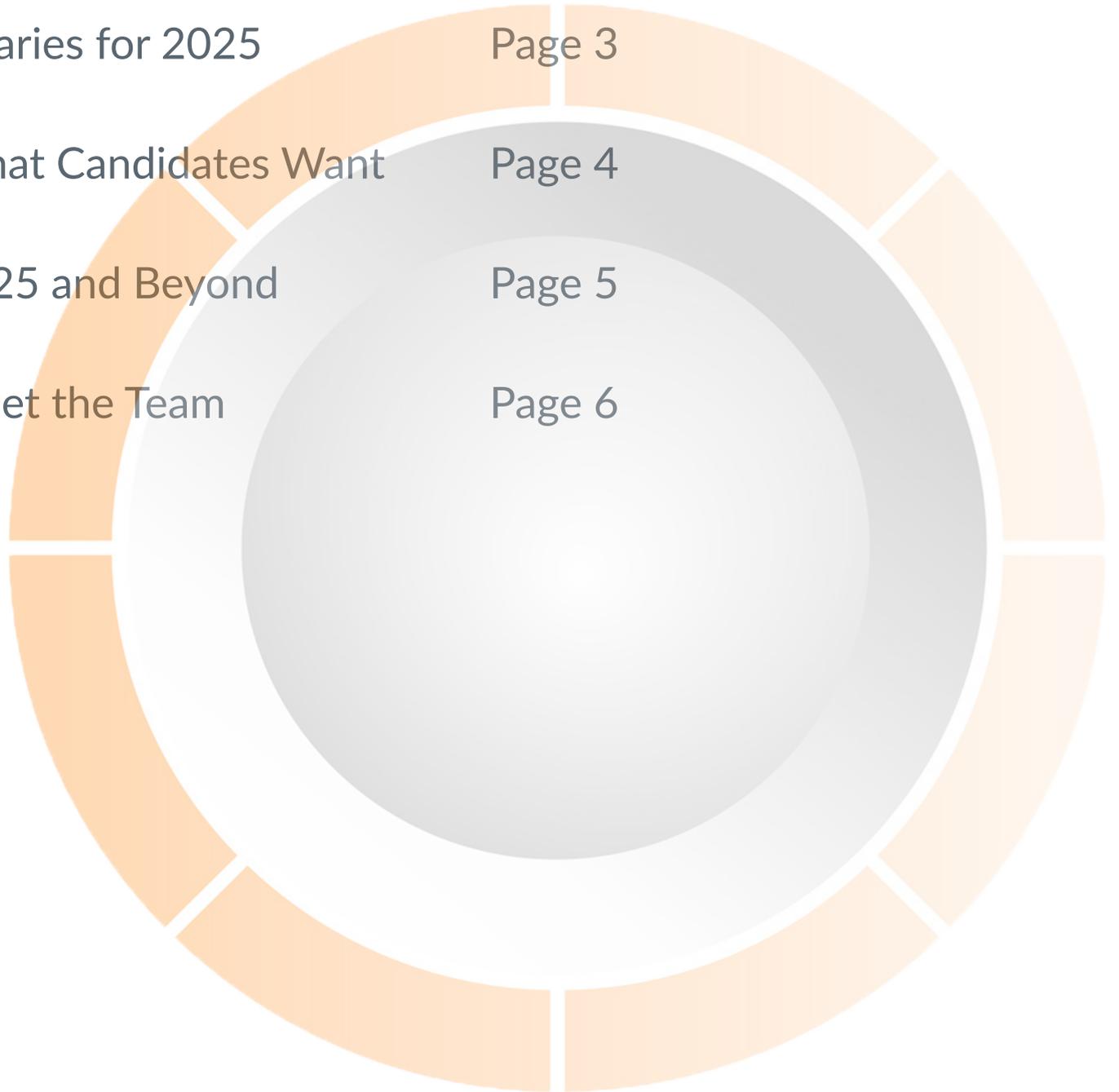
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Introduction

Welcome to the UK MEP Design Market Overview & Salary Guide for 2025!

Another year, another whirlwind for the MEP sector! While demand for skilled professionals remains strong, the industry still faces a stubborn shortage of qualified candidates—meaning those with the right expertise are in high demand. But make no mistake, jobs aren't disappearing; in fact, firms are still hiring at pace, making this a dynamic as well as competitive market.

That said, 2025 is shaping up to be a year of both opportunity and uncertainty. The political landscape is shifting, and while major projects continue to roll out, there's an underlying sense of caution among businesses as they navigate potential economic fluctuations and regulatory changes. Inflation, interest rates, and government policies will all play a role in shaping the industry's trajectory, but one thing remains clear: the demand for experienced MEP professionals isn't going anywhere.

Over the past year, we've seen a continued emphasis on sustainable construction and digital transformation, with firms investing heavily in smart building technologies, BIM advancements, and energy-efficient solutions. This has created an increased demand for engineers with expertise in sustainability, retrofit projects, and digitisation. The market is evolving fast, and candidates who upskill in these areas will be the ones commanding the highest salaries and best opportunities.

From a hiring perspective, the market remains candidate-driven, with skilled professionals holding the upper hand. Employers who streamline their hiring process and offer compelling packages - whether that's higher salaries, flexible working, or career growth opportunities - will have the edge in attracting top talent. The competition is fierce, and securing the right people means moving quickly.

As always, speed is key. The companies that act decisively on applications and move swiftly with offers will secure the best talent. Those who hesitate? They'll likely find their ideal candidate snapped up by a faster-moving competitor.

So, as we step into 2025, it's a market full of potential - if you know how to navigate it.

Graham Simonds
Associate Director
UK Building Services Design

Average UK Salaries March 2025

What follows is a salary survey of Client rates from consultancies that we are seeing in the London market at this time on a permanent basis, followed by Contract position rates both inside and outside of IR35. This information is a combination of client input and our own databases and experiences within the market.

Junior Engineer
£28-34k (1-2 Years Exp)

Intermediate Engineer
£35-45K (2-5 Years)

Senior Engineer
£50-65k (7-10 Years Exp)

Principal Engineer
£65-70k (10-15 Years)

Associate Engineer
£70-75k

Associate Director
£75-85k

Technical Director
£85-120k

Director
£95-130k

IR35 Salaries Inside or Outside

Contract Senior Mechanical Engineer

£45-48ph Outside IR35

Contract Senior Electrical Engineer

£46-52ph Outside IR35

Contract Senior Public Health Engineer

£44-50ph Outside IR35

MEP Resident Engineer

£450-£550 per day outside IR35

Contract Senior Mechanical Engineer

£55-58ph Inside IR35

Contract Senior Electrical Engineer

£55-60ph Inside IR35

Contract Senior Public Health Engineer

£53-60h Inside IR35

MEP Resident Engineer

£550-£600 per day Inside IR35

Note: The above salaries are indicative only and subject to experience, location etc. plus benefits.

WHAT CANDIDATES LOOK FOR

Candidates are placing increasing importance on comprehensive and meaningful employment benefits. Employers need to recognise that a competitive salary alone no longer guarantees attracting or retaining top talent. Here's what's at the forefront for UK professionals today:

Inclusive and Diverse Workplaces

Today's candidates expect genuine inclusivity, where diversity in gender, neurodiversity, and cultural backgrounds is actively encouraged and supported. Companies with clear strategies for promoting inclusive environments attract broader talent pools and increase innovation.

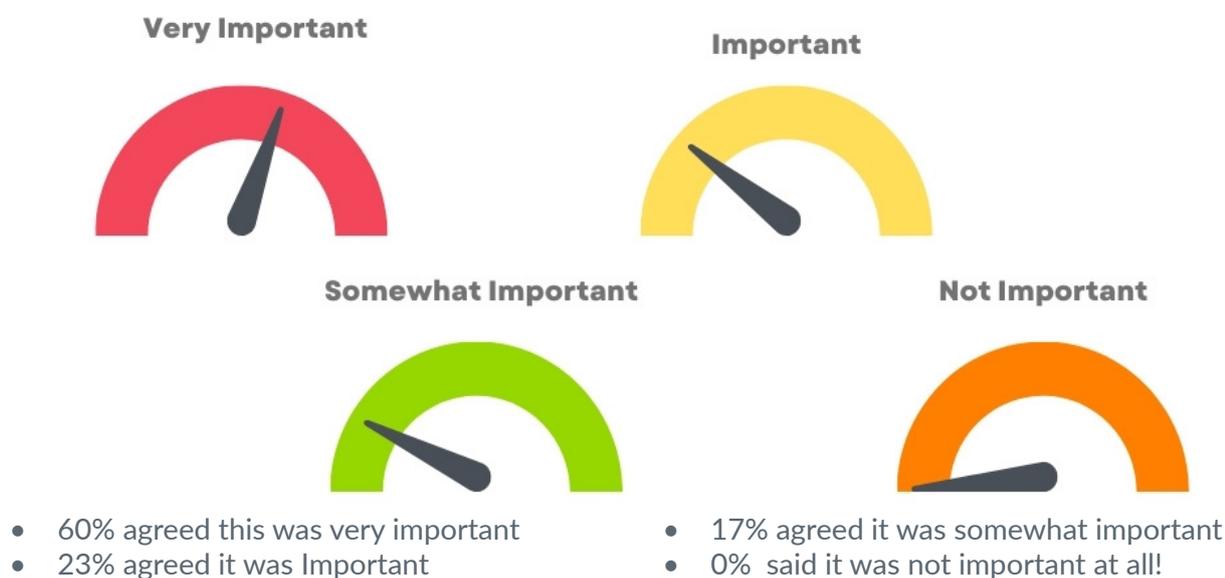
Flexible and Hybrid Working

While hybrid and remote working have become valued by employees, there's growing tension with companies pushing for increased office presence. Employers who strike a fair and balanced approach - providing clear expectations combined with genuine flexibility - gain a real competitive edge in attracting and retaining talent.

Career Development and Retention

Candidates prioritise employers who invest in their professional development through continuous training, sponsorship for certifications, mentoring, and clear career progression opportunities. Retention-focused strategies, including regular feedback, recognition, and internal mobility, significantly reduce turnover.

Benefits, Reward and Recognition



Employees increasingly look for transparent and attainable targets linked directly to individual and company performance. Clear bonus structures encourage motivation, productivity, and loyalty. In addition, comprehensive healthcare packages, including private medical and mental health support, strong pension contributions, flexible working, generous annual leave allowances are highly valued and significantly boost employee satisfaction and loyalty.

In short, UK professionals are increasingly favouring employers who offer balanced flexibility, promote genuine inclusivity, and show commitment to ongoing development. Businesses that respond effectively to these evolving expectations will successfully attract, retain, and nurture the best talent available making an organisation stand out as an employer of choice.

2025 and Beyond

As we move into 2025, it's evident the market remains dynamic, fiercely competitive, and brimming with opportunity. The talent shortage persists, yet demand for skilled MEP professionals has never been stronger. The landscape of 2025 highlights not just a thriving industry, but one that's rapidly evolving and increasingly sophisticated.

Digitalisation and sustainable building solutions aren't just buzzwords—they're reshaping the industry at a remarkable pace. According to the latest Construction Skills Network report, digital skills such as BIM, data analytics, and smart technologies are now considered essential. This means professionals who actively upskill in these areas will have a significant advantage, with the best opportunities and salaries naturally following.

The shift towards digital-first construction processes and sustainable engineering also underscores the urgent need for continuous professional development. Employers today are looking for talent with the right certifications, from Chartered Engineer status to specialised training in software tools like Revit and AutoCAD, which have become indispensable. A recent study from the Chartered Institute of Building (CIOB) highlighted that over 70% of employers rank digital literacy and technological competence among their top hiring priorities.

Yet it's not just about attracting talent—retention remains equally critical. Investing in your existing team's skills, offering clear career progression pathways, and recognising employees' contributions is fundamental to staying competitive. Companies who nurture their staff through professional development programmes, mentorship, and meaningful recognition find themselves better positioned to retain valuable expertise and institutional knowledge.

While flexible and hybrid working remains popular among candidates, it's also become somewhat contentious as employers encourage a return to the office. Balancing flexibility with clear communication around expectations will be key for businesses aiming to maintain productivity without sacrificing employee satisfaction and morale.

Political and economic uncertainties remain part of the conversation, but the resilience and adaptability of the MEP sector give plenty of reasons for optimism. One thing is certain: those who proactively adapt, invest in their people, and embrace technological advancements will navigate these uncertainties successfully.

As always, we're here to guide you through the twists and turns of this evolving market. Whether you're expanding your team or looking for your next opportunity, we're committed to helping you succeed.

Here's to embracing change, driving innovation, and achieving great things together in 2025!

James Mowat
Managing Director, EMEA



James Mowat

Managing Director, EMEA

James is Managing Director, EMEA at Energi People with over 20 years of recruitment experience in the built environment, in particular MEP Building Services Engineering across the whole project lifecycle, within the UK, MENA & APAC regions. His experience includes recruiting teams of engineers across the full project lifecycles on some of the world's most iconic buildings; NEOM, Qaddiya, The Line, The Burj Khalifa, Dubai Airport, SIDRA Medical & Research Centre in Qatar and Fvarious hyperscale & colocation data centers throughout the UK, MENA & APAC to name a few.

James is also responsible for driving Energi People's values, and quality of services to clients across the globe, including 360 recruitment - contingency, retained and headhunting - whilst leading the company's permanent recruitment team. As a testament to his industry expertise and strong reputation in the MENA MEP sector, James has served as a judge for several prestigious awards, including the 2023 CBN MEP Middle East Awards, the CIBSE UAE Awards in 2024, and the MEP Middle East Awards for the past three consecutive years.



Graham Simonds

Associate Director

Graham is an Associate Director at Energi People and has been recruiting in the M&E consultancy market both nationally and internationally for 30 years! His experience comprises all levels from graduates up to MD/CEO level. Graham's responsibilities include being a part of the building services design team at Energi People, covering the UK building services consultancy roles.

His experience and knowledge across the industry means he works with high calibre candidates across the UK placing them in consultancies, contractors and technical companies from SME's to large global businesses.





Joe Sherman

Recruitment Consultant

Joe joined Energi People as a Talent Consultant for the Building Services Design team. He is responsible for sourcing candidates and carrying out thorough qualifying and work experience checking. His expertise lies in skilfully assessing candidates, guiding them through the recruitment and interview processes, resulting in seamless and successful outcomes.

Alongside work, Joe is currently studying for a master's in Development Economics at the University of East Anglia, having previously completed a BSc in Economics there. An avid climber and mountaineer, with the goal of climbing and summiting Mt Everest.



Eva Szegfu

Senior Talent Consultant

Eva joined Energi People as a Talent Consultant working on the Building Services design team. She is responsible for sourcing candidates and carries out thorough qualifying and work experience checking.

With over 15 years in retail, Eva has vast experience in customer service and business management. She is Hungarian and has a diploma in Environmental Science and is an accredited nutritionist which she learnt during lockdown!





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March 2025

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