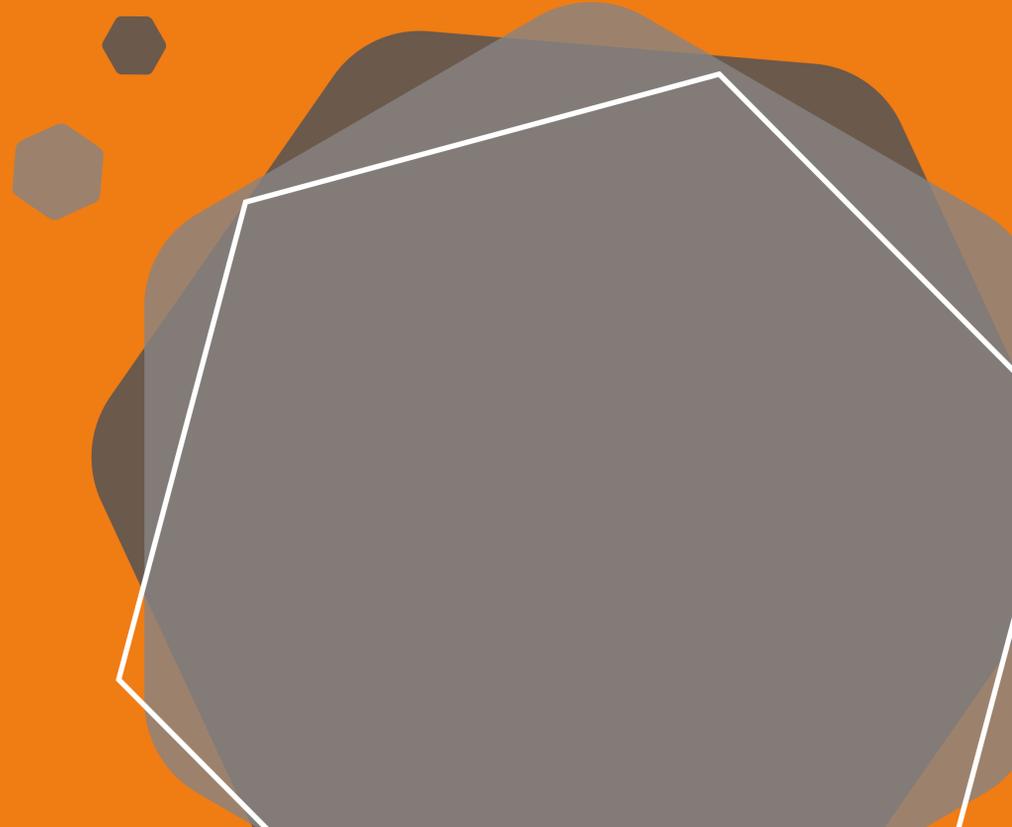
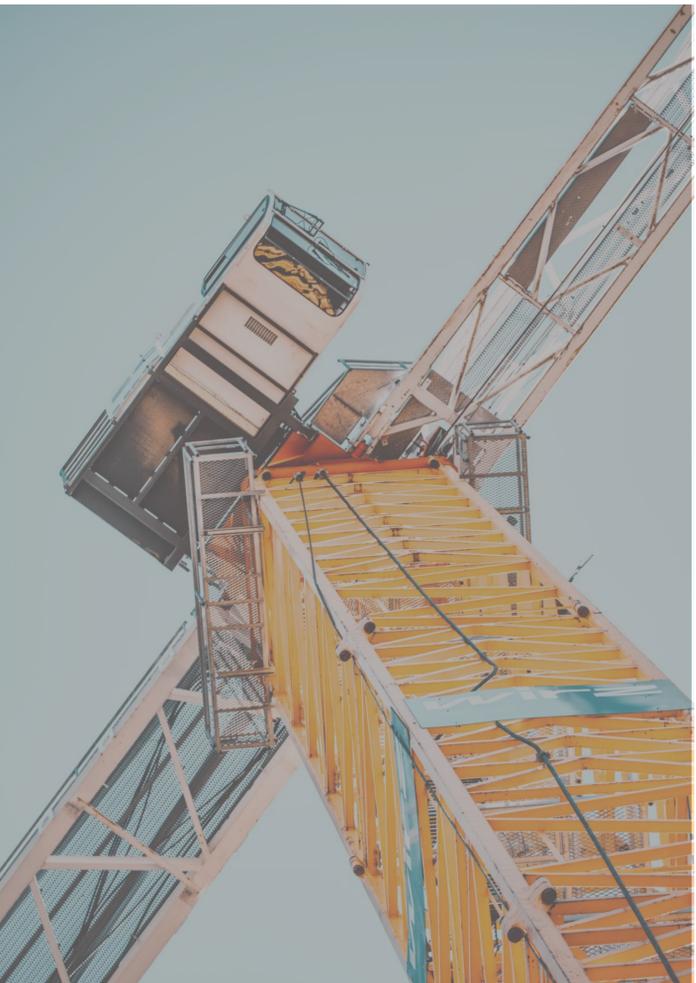


# UK MEP DESIGN MARKET OVERVIEW AND SALARY GUIDE 2022



# TABBLE OF CONTENTS



- 01— PERMANENT RECRUITMENT
- 02— SALARY GUIDE
- 03— CONTRACT HIRES
- 04— CONCLUSION
- 05— THE TEAM

## — Permanent Recruitment

ZZZZ  
OOOO  
TTTT  
CCCC  
UUUU  
DDDD  
OOOO  
TTTT  
NNNN

Well, haven't things changed for the better since our last, very well received MEP Design Market Overview! With a largely successful vaccine rollout & the Omicron variant reportedly not causing serious infections, vertical growth in most project sectors has created exponential opportunity for businesses of all sizes across the UK.

Requirements for our clients span every grade, however, most of the roles we have filled have been at intermediate and senior engineer level, with a strong bias on electrical engineers! I personally have focused on a wide array of strategic hires & headhunts over the past year to support client's growth plans, strengthening their management team, breaking into new sectors & creating new teams/business units. Over the past 12 months, we have had great success assisting candidates relocating from Hong Kong under the new BNO (British National Overseas) agreement. This has provided us with a great, additional pool of very highly qualified engineers who have worked on an array of projects to British standards. Additionally, there is no need for BNO candidates to be sponsored as they have a 5-year work visa & can apply for settlement in the UK after the 5 year period.

Candidates are very much now in the driving seat. A strong CV with career stability will generate interviews in double figures, easily. Time is critical in the hiring process, with clients who unfortunately take longer to decide on CV's, book interviews or send offers losing out to their faster competitors daily. Time really is of the essence.

Project sectors with vertical growth have largely been Healthcare, Data Centres, Stadia, Life Science / Pharma, and office fit-out (CAT A+B).



# MEP DESIGN SALARY GUIDE

— **Bringing technical people together**



**Junior Engineer (1-2 years)** £25-32k



**Intermediate Engineer (2-5 years)** £34-47k



**Senior Engineer (7-10 years)** £50-65k



**Principal Engineer (10-15 years)** £60-72k



**Associate Engineer** £68-75k



**Associate Director** £75-92k

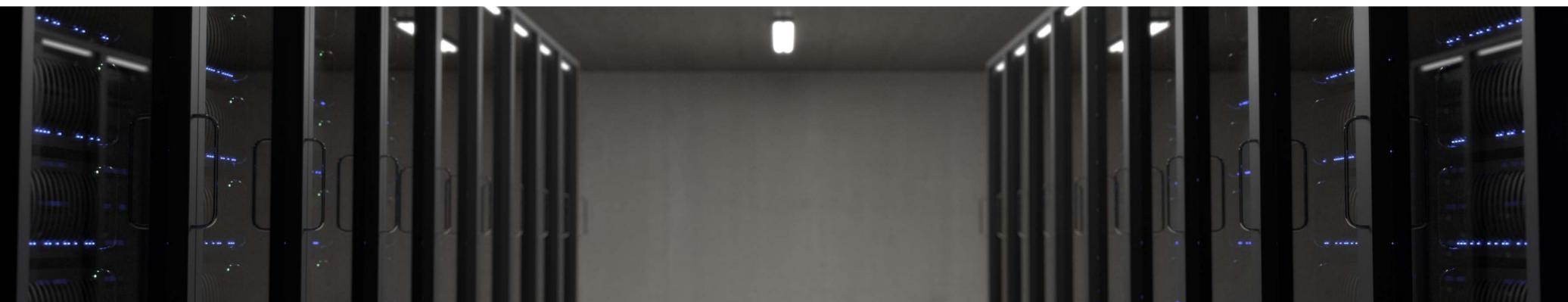


**Technical Director** £85-105k



**Director** £95-130k

*\*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 M&E 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.

|   |   |
|---|---|
| <b>Contract Senior Mechanical Engineer</b>    | <b>£45-48ph Outside IR35</b>              |
| <b>Contract Senior Electrical Engineer</b>    | <b>£45-48ph Outside IR35</b>              |
| <b>Contract Senior Public Health Engineer</b> | <b>£43.50-48ph Outside IR35</b>           |
| <b>MEP Resident Engineer</b>                  | <b>£450-£550 Per day outside IR35</b>     |
| <b>Contract Senior Mechanical Engineer</b>    | <b>£55-58ph Inside IR35, PAYE</b>         |
| <b>Contract Senior Electrical Engineer</b>    | <b>£55-60ph inside IR35, PAYE</b>         |
| <b>Contract Senior Public Health Engineer</b> | <b>£53-58ph Inside IR35, PAYE</b>         |
| <b>MEP Resident Engineer</b>                  | <b>£550-600 Per day Inside IR35, PAYE</b> |

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



# Conclusion.

2020 lockdowns & the inability for a vast number of Building services 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. Increased demand from candidates on flexibility to work from home has unsettled a few, but largely the 3 in, 2 WFH model has been, or is starting to be adopted by most across the country.

Hopefully, we will all be able to enjoy the summer with a bit more “normality”!

**James Mowat**, Associate Director

# James Mowat

## Associate Director



James is an Associate Director for Energi People with over 15 years of experience in the recruitment industry, in particular MEP Building Services Engineering across the whole project lifecycle, within the UK, MENA & APAC regions. James's specialism is in the Data Centre/Mission Critical/Critical Systems sector. Such experience includes recruiting teams of engineers across the full project lifecycle on some of the world's most iconic buildings – The Burj Khalifa in Dubai, Dubai Airport, SIDRA Medical & Research Centre in Qatar, Facebook Hyperscale Data Centre in Singapore, Dubai Mall, Dubai Metro & various data centres across the globe.



James is also responsible for driving Energi People's brand, values and services to clients across the globe, spearheading multi-disciplinary business development, 360 recruitment within MEP Building Services design - both contingency, retained and headhunting, and leading the growth of the building services design team.

Evidently a passionate individual, James is also a Board Director/Trustee of 2 large charities based in Aldershot - Step by Step Partnership and Step by Step Fostering. Step by Step support young people going through tough time's including homelessness. As a resident many years ago when he was homeless as a teenager, James says "Step by Step helped me be the man I am today, by giving me the tools, support & resources to help change my life."

# 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 all the UK/International building services consultancy roles.

Graham's main hobby is birdwatching and you can normally find him in the countryside every weekend if he can get out! Additionally, Graham has a passion for historic motor racing and photography. A funny story about him is that he once spent half an hour chatting to the actress Sandra Bullock without actually realising who he was talking to!

# Dominic Horne

## Senior Recruitment Consultant



Dominic has a very unique background for a recruitment consultant, as he is an engineer himself! Dominic achieved his HND in Building Services from LSBU. Over a 7 year period he gained experience as an engineering apprentice and applications engineer at Daikin, a Trainee Project Engineer at MJL and 2 years of experience as a Junior Mechanical Design Engineer at 2 engineering consultancies before joining the dark side of recruitment!

Dom has proven himself to be an absolute asset to our team and wider business given his deep understanding and hands on experience as an engineer. He gains a huge amount of buy-in from clients' and candidates given his own experience and thorough technical understanding of clients' needs and candidates strengths and areas of development. He's also helped train our consultants to give them a practical understanding of building services engineering.



# Sydney Field

## Talent Consultant



Sydney is a Talent Consultant for Energi People and historically worked in Charity sales. Her responsibilities include calling and qualifying candidates to match them with roles, speaking to candidates about roles that she is helping to resource and filtering candidates through the recruitment/interview process.

Aside from work, Sydney enjoys playing hockey and going to the gym. An enthusiast for the outdoors, she also likes camping and hiking with her friends. An interesting fact about Sydney is that her parents named her after the main character in Scream, the horror movie. This was the first time they had heard Sydney as a girl's name!



# Julia Stokes

## Talent Consultant



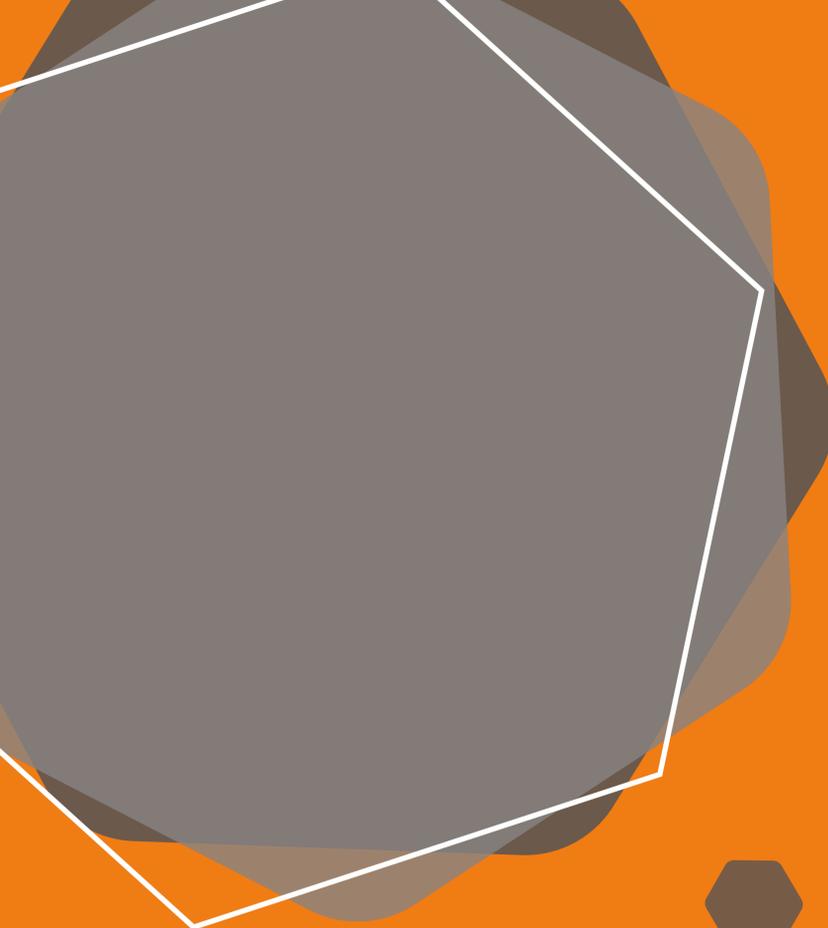
THE TEAM

With over 15 years in internal recruitment management across two types of industries, Julia has worked up from entry level in retail to management in four years. This abundance of experience has been integral for Julia, who has recently onboarded Energi People as a Talent Consultant.

Julia's responsibilities include sourcing and selecting candidates from various avenues, including an extensive internal database and social media using market knowledge. Additionally, Julia searches for and identifies job leads to pass to the relevant consultant and strives to identify new candidate and client opportunities.

Aside from work, Julia enjoys going to live music gigs and drag shows! She also loves watching crime documentaries with her cat Olive.





[ENERGIPEOPLE.COM](http://ENERGIPEOPLE.COM)

