

QUANTITY SURVEYING SALARY REPORT

2024

CANDIDATES

- ★ UNLOCK YOUR CAREER POTENTIAL
- ★ KNOW YOUR TRUE WORTH

EMPLOYERS

- ★ SECURE TALENT, STAY COMPETITIVE
- ★ AVOID COSTLY HIRING MISTAKES

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INTRODUCTION



DAVIN DHILLON

Founder

WELCOME...

Welcome to the **2024 Salary Report** on the Quantity surveying industry. We work relentlessly in the most competitive market in UK construction: Quantity Surveying. With demand for skilled QS professionals far exceeding supply, **businesses are struggling to secure the talent they need**, while Quantity Surveyors themselves are faced with opportunities—and challenges—that didn't exist even a few years ago.

This guide reflects our singular focus on QS roles. We don't recruit for anything else, and this relentless dedication allows us to see what others miss. We've pulled together **data from thousands of candidate interactions, successful placements, exclusive roundtable discussions, and market research** to build a resource that helps you navigate this fast-moving, volatile sector.

The trends we've uncovered are staggering. Salaries are rising faster than ever, with one role increasing by over 30% since 2019. Counter offers have become more aggressive, but many still fail to solve long-term problems, leading to costly turnover for employers. Specific skillsets—like those in **M&E or renewable energy, data centre construction, and urban regeneration projects** are now commanding salaries far above the market average, redefining what "competitive" means.

The gap between supply and demand has never been wider. The **average age of a Chartered QS is now 55 years**, and fewer graduates are entering the field. This isn't just a short-term issue; the impact will be felt for years to come. Employers who fail to adapt quickly to these changes—by offering competitive salaries, flexible working, and streamlined hiring processes—will find themselves falling further behind.

This guide is not about encouraging Quantity Surveyors to chase salary alone. We prioritise professionals looking to move for the right reasons, those focused on career development, personal growth, and finding roles that offer the right cultural and professional fit. **While salary is part of the conversation, we know that meaningful career moves are about much more.**

This guide highlights where the market is heading, the roles and regions driving change, and the opportunities that lie ahead.

We hope this resource helps you understand the trends shaping the QS profession, provides the clarity to make smarter decisions, and **gives you the edge** to thrive in what is undeniably the most competitive market in UK construction.

42,959

QS roles advertised in 2024

*CV Library

55yrs

The average age of a Chartered QS

*CV Library

2500

graduates enter the QS profession annually

*HESA





MARKET OVERVIEW

THE SINGLE MOST COMPETITIVE MARKET IN UK CONSTRUCTION

The Quantity Surveyor (QS) profession is now **the single most competitive market in UK construction**. The sheer demand for skilled QS professionals dwarfs that of other roles, with 42,959 QS positions advertised in 2024 alone—far exceeding the availability of qualified candidates. This imbalance has **driven salaries to unprecedented levels**, creating significant challenges for employers and opportunities for candidates.

This guide is designed to provide not only the latest salary data but also deep insights into the trends shaping this highly competitive market. By understanding these dynamics, **you'll be better equipped to make confident hiring decisions** or take the next step in your career or business.

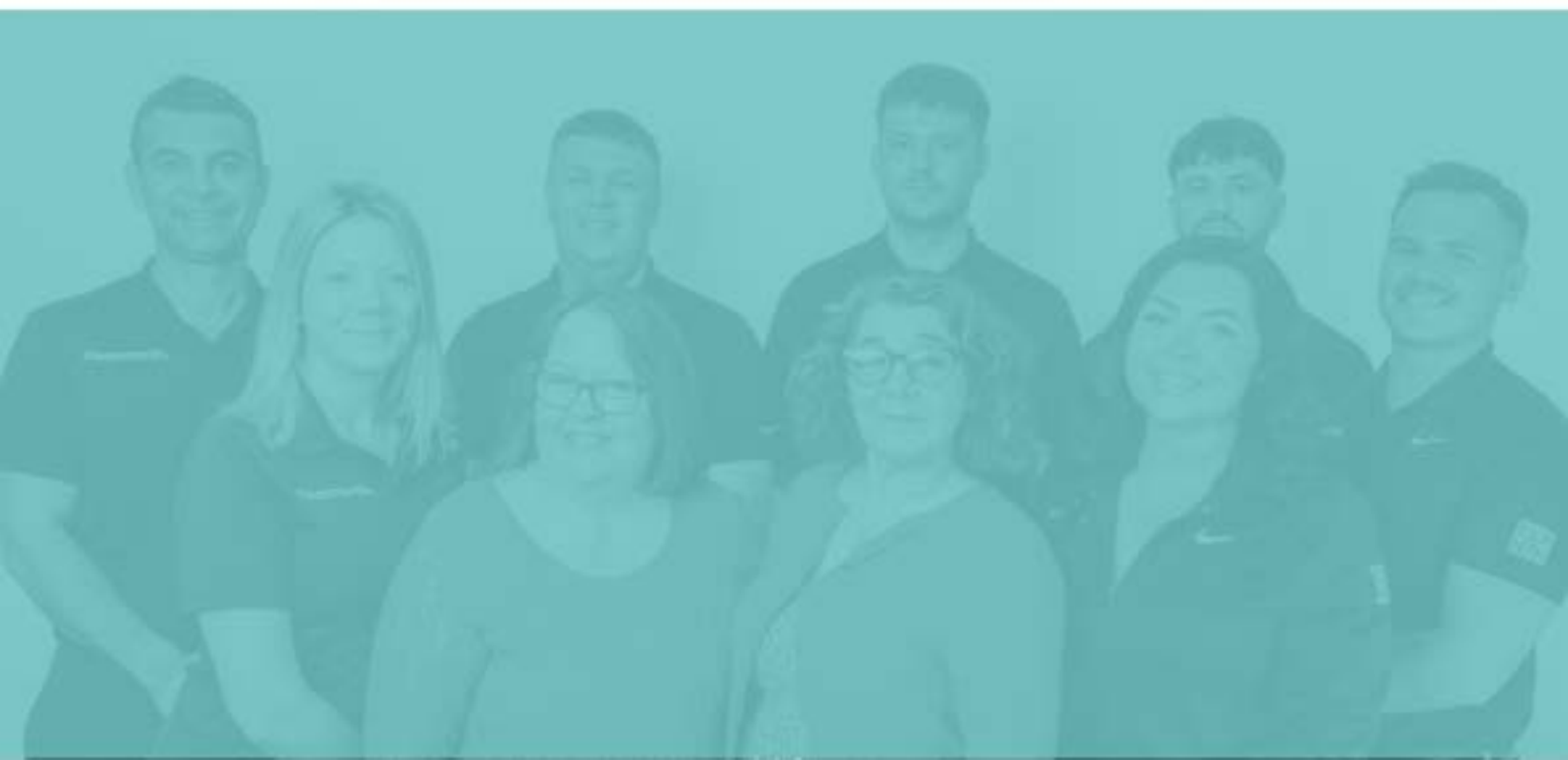
HOW THIS DATA WAS COMPILED

The insights in this guide are derived from a combination of exclusive market data collected by clearnorth, including:

- **Real Placements:** Data directly sourced from the outcomes of placements we've made across the UK.
- **Roundtable Events:** Insights gathered from industry leaders and decision-makers during recent discussions, including our Manchester event.
- **Poll Data:** Aggregated results from LinkedIn polls and surveys involving QS professionals and employers.
- **Candidate Registrations:** Trends and preferences identified from thousands of QS professionals engaging with us over the past year.



The information you're about to read isn't just theoretical it's **grounded in the realities of the current market**, offering a true representation of the challenges and opportunities within Quantity Surveying today.





clearnorth.

WHY THE QS MARKET IS IN OVERDRIVE

The QS market is facing unprecedented pressure as demand soars while supply dwindles. Here's why:

* Unparalleled Demand:

- With 42,959 roles advertised in 2024*, the number of available **Quantity Surveyor positions dwarfs those of most other professions** in UK construction.

*source: CV Library

* A Shrinking Talent Pool:

The average age of a Chartered Quantity Surveyor is now 55, and retirements are outpacing the entry of new talent.

- **Only 2,500* graduates enter the QS profession annually** —nowhere near enough to meet demand.

*HESA

DEMAND

Significant Increase



TALENT

Alarming Shortage



* **Economic Pressures:**

- The average QS salary has increased by 12% from 2019 to 2021, and **a further 15% since 2021**, reflecting the intense competition for talent.

PRESSURE

Competition Struggles



* **Counter offers on the Rise:**

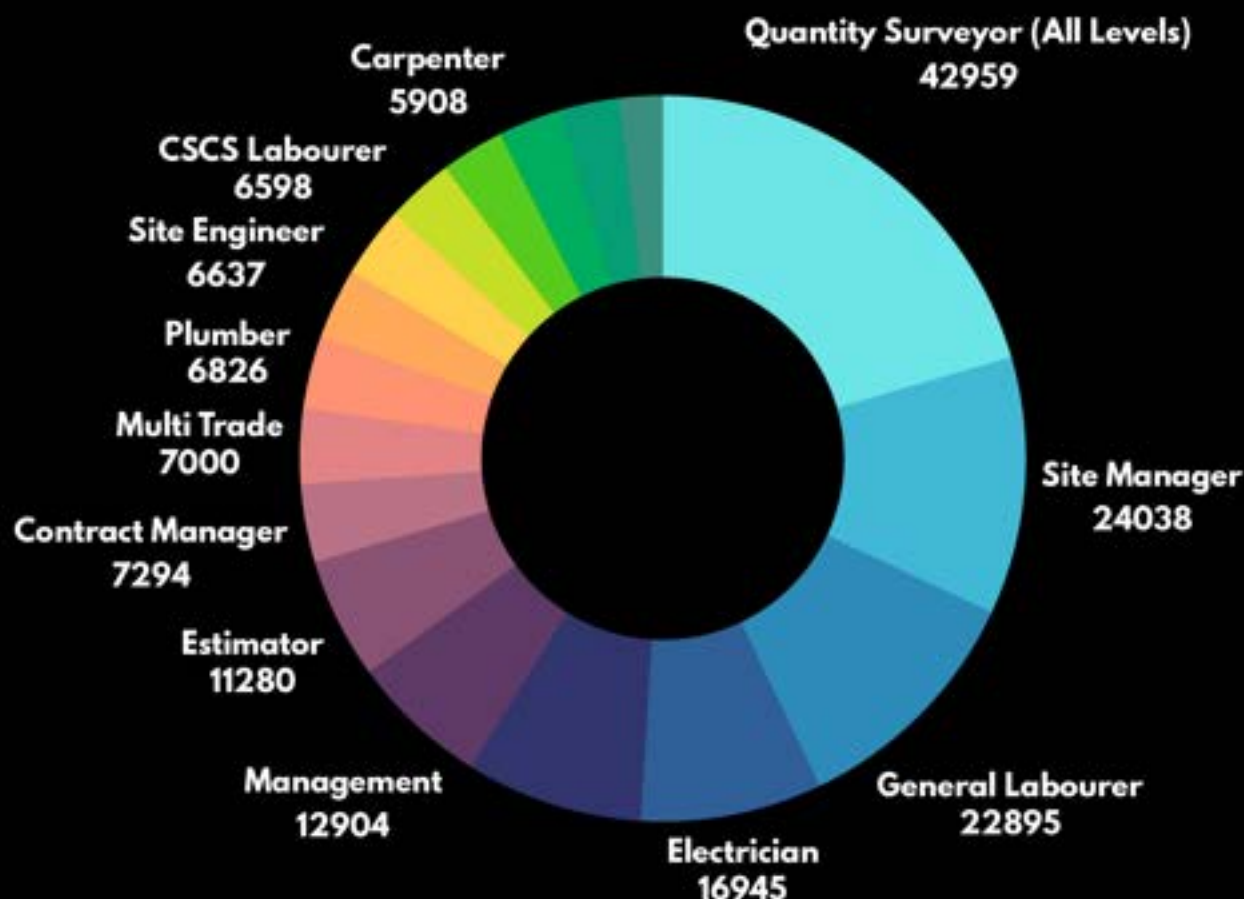
- Counteroffers have increased by 25%, with raises of up to 20% being offered to retain staff.
- Despite this, **over 50% of employees who accept counteroffers leave within 12 months**, proving that underlying issues often remain unresolved.

COUNTER-OFFERS

The Trend Continues



CONSTRUCTION JOBS ADVERTISED 2024



THE IMPACT OF MARKET TRENDS



**TALENT
SHORTAGE**



**COUNTER-
OFFERS**



**SPECIALISED
EXPERTISE**



**FLEXIBLE
WORKING**

WHAT'S DRIVING THESE TRENDS?

A shrinking talent pool, with retirements outpacing new entrants, has created a significant gap in the QS market. Aggressive counter offers have **temporarily retained staff, altered job titles, and inflated salaries**, leaving underlying issues unresolved. High-growth areas like renewable energy and large-scale residential projects are pushing salaries upward, with QS professionals leading complex builds that require precision and accountability. **Flexible working has shifted from a perk to a baseline requirement**, with hybrid roles prioritised by candidates. These factors, combined with rising salaries and limited talent supply, have made the QS profession the most competitive market in UK construction.

WHAT IS DRIVING THESE TRENDS?



SPECIALISED SKILLS ARE COMMANDING PREMIUMS

Technically demanding sectors such as **renewable energy, data centre construction, and urban regeneration projects** are commanding top-tier salaries due to their complexity and strategic importance.

QS professionals specialising in highly regulated industries like **Defence and Nuclear** are earning top-tier salaries. These sectors require a combination of niche expertise, security clearance, and strict adherence to compliance standards, making them both challenging and lucrative.

THE PASSIVE CANDIDATE ADVANTAGE

Over 70% of high-performing QS professionals are **not actively seeking new roles**. Employers who rely solely on job ads miss out on the majority of top-tier talent.

FLEXIBLE WORKING AS A BASELINE

75% of professionals prioritise flexible working over pay increases.

Employers failing to offer hybrid or remote options risk alienating the talent pool, particularly younger professionals seeking work-life balance.

75%

of professionals prioritise flexible working over pay increases.

**linkedin Polls*

ACTIONABLE INSIGHTS

EMPLOYERS



* ACT DECISIVELY

When you identify top candidates, move quickly. While you wait offers flood in and candidates are off the market within 10-14 days. Delayed decisions cost you hires.

* MARKET RATES

Falling behind market rates will cost you talent. Use this guide to ensure your offers are competitive.

* RETAIN STRATEGICALLY

Counter offers aren't enough. Invest in development, culture, and career progression to retain your team.

* ENGAGE THE PASSIVE MARKET

Often demanding more realistic salary expectations. However, accessing the best talent requires a proactive and tailored approach.

CANDIDATES



* PARTNER WITH EXPERTS

The best opportunities are not advertised. Working with a specialist consultancy opens doors to exclusive roles.

* KNOW YOUR WORTH

Use this guide to assess your value—but focus on long-term career goals, not just salary increases.

* NON-MONETARY BENEFITS

While tempting, counteroffers often fail to address long-term dissatisfaction. Flexible working, tailored development plans, and leadership opportunities are proving far more valuable.

* SPECIALISE FOR SUCCESS

Expertise in M&E or highly regulated sectors is in high demand and commands the highest salaries.

ASSISTANT QUANTITY SURVEYORS



SALARIES RISING
THE FASTEST
ACROSS THE
MARKET

32%

SALARY
GROWTH
SINCE 2019

£39K

AVERAGE
SALARY IN
2024

23%

GROWTH SINCE
2021
YORKSHIRE &
NORTH WEST

£46K

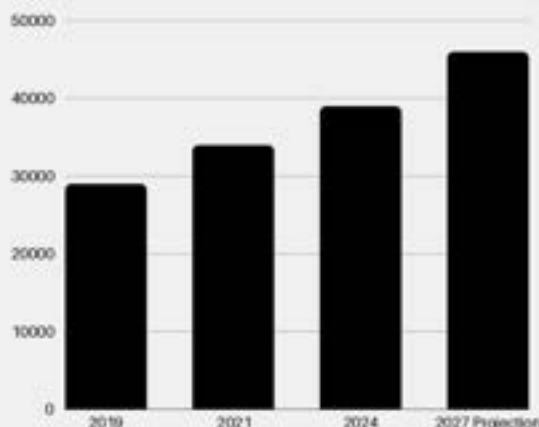
2027
PROJECTION

SUMMARY

Assistant QS professionals are essential to bridging the skills gap in the Quantity Surveying industry. With the average Chartered QS age now 55, employers are focusing heavily on this level to secure future leaders and stabilise their talent pipelines.

Since 2019, **Assistant QS salaries have grown by an unprecedented 32%**, reaching a UK average of £39,000 in 2024. This sharp increase highlights the urgency of attracting early-career professionals as retirements continue to outpace new entrants.

Some regions are leading the way, with **Yorkshire and the North West experiencing the highest growth at +23% since 2021**. This is largely driven by infrastructure investments and competitive pressures in local markets. The trend is set to continue, with salaries projected to hit £46,000 by 2027, particularly for those gaining early exposure to M&E and in large-scale residential and public-sector projects, where investment in affordable housing and community infrastructure drives demand.



* EMPLOYERS

Competitive salaries alone aren't enough—offer clear career pathways, mentorship, and exposure to specialist projects to retain your future leaders.

* CANDIDATES

Roles in Yorkshire and the North West offer some of the fastest-growing salaries—but skills in M&E and Defence will set you apart.

Region	2019	2021	2024	% Increase (2021-2024)
East	£29,000	£33,500	£38,500	18%
London	£29,500	£37,500	£41,000	9%
Midlands	#29,000	#34,000	#40,000	18%
North East	£28,500	£32,000	£39,000	22%
North West	£28,000	£34,500	£39,500	15%
Northern Ireland	£27,500	£31,500	£35,500	13%
Scotland	£28,000	£35,000	£38,000	8.60%
South West	£27,500	£33,000	£37,500	13.60%
South East	£30,000	£35,000	£42,000	20.00%
Wales	£26,500	£29,000	£34,500	19.00%
Yorkshire / Humber	£28,500	£33,500	£41,000	22%

INTERMEDIATE QUANTITY SURVEYORS



THE RISING
MID-LEVEL
POWERHOUSE

18%

SALARY
GROWTH
SINCE 2021

£54K

AVERAGE
SALARY IN
2024

19%

GROWTH SINCE
2021
NORTH WEST &
SCOTLAND

£66K

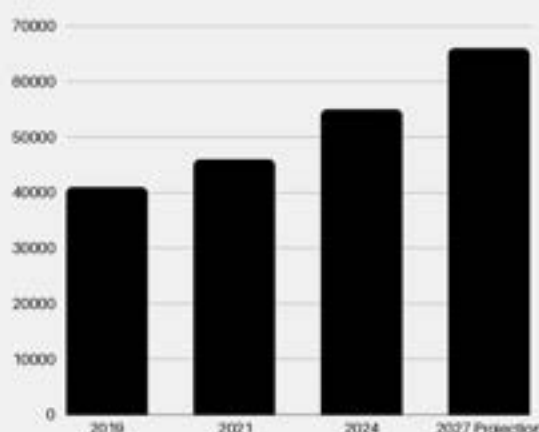
2027
PROJECTION

SUMMARY

Intermediate Quantity Surveyors are the backbone of many projects, bridging the gap between junior roles and senior leadership. Employers are increasingly relying on this level to ensure seamless project delivery as the skills gap widens at both ends of the market.

Salaries for Intermediate QS roles have grown by 18% since 2021, now averaging £54,000 in 2024. This rise reflects the critical role they play in managing budgets, ensuring compliance, and delivering results. Regions like the North West and Scotland are seeing standout increases, with salaries rising by over 19% in these areas.

Looking ahead, Intermediate QS salaries are projected to reach £66,000 by 2027, driven by demand for mid-level talent in high-growth sectors like infrastructure, Defence, and Nuclear.



* EMPLOYERS

Intermediate Qs are critical for project success. Competitive salaries and pathways to Senior roles are key for retention.

* CANDIDATES

If you're mid-level, now's the time to upskill and focus on niche sectors like Nuclear and Defence to maximise your value.

Region	2019	2021	2024	% Increase (2021-2024)
East	£43,000	£48,000	£53,500	12%
London	£44,000	£50,000	£60,000	20%
Midlands	£40,000	£44,000	£53,000	18%
North East	£41,000	£43,000	£51,500	19.80%
North West	£40,500	£47,000	£56,000	19.10%
Northern Ireland	£39,000	£43,000	£50,500	17.40%
Scotland	£42,000	£45,000	£52,500	16.70%
South West	£39,500	£47,000	£52,000	11%
South East	£44,000	£50,000	£58,000	16%
Wales	£38,000	£42,500	£47,000	11%
Yorkshire / Humber	£40,000	£46,000	£54,500	19%

SENIOR QUANTITY SURVEYORS



THE MOST
IN-DEMAND TIER

18%

SALARY
GROWTH
SINCE 2021

£67K

AVERAGE
SALARY IN
2024

25%

GROWTH SINCE
2021
NORTH EAST &
YORKSHIRE

£83K

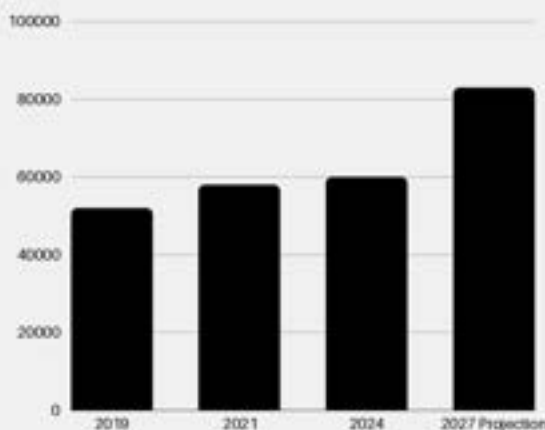
2027
PROJECTION

SUMMARY

Senior Quantity Surveyors are the most in-demand professionals in the QS market today. Employers rely on this level to lead complex projects, manage budgets, and mitigate risks, particularly in high-value sectors like M&E, Senior Qs with experience in healthcare, sustainability-focused retrofits, or high-rise residential developments are seeing significant growth opportunities.

Since 2021, salaries for Senior QS roles have increased by 18%, reaching an average of £67,000 in 2024. The North East and Yorkshire have seen the largest regional growth, with increases of up to 25%.

As projects grow in scale and complexity, demand for experienced Senior Quantity Surveyors will continue to outstrip supply. By 2027, salaries are expected to climb to £83,000, with opportunities in regulated sectors offering the greatest earning potential.



* EMPLOYERS

Senior Qs are pivotal. Swift hiring processes and clear leadership opportunities are key to securing talent.

* CANDIDATES

The greatest demand is for Senior Qs specialise in in healthcare, sustainability-focused retrofits, or high-rise residential developments are seeing significant growth opportunities.

Region	2019	2021	2024	% Increase (2021-2024)
East	£54,000	£62,500	£65,500	4.80%
London	£54,000	£72,000	£81,000	13%
Midlands	£50,000	£53,000	£67,000	26%
North East	£48,000	£52,000	£65,000	25%
North West	£49,000	£54,000	£65,000	20%
Northern Ireland	£47,000	£55,000	£63,000	15%
Scotland	£48,500	£55,000	£62,000	13%
South West	£47,500	£60,000	£65,000	8.30%
South East	£53,000	£70,000	£79,000	12.90%
Wales	£45,000	£57,500	£60,000	4.30%
Yorkshire / Humber	£50,000	£55,000	£68,000	23.60%

COMMERCIAL MANAGERS



THE LEADERSHIP
TIER

15%
SALARY
GROWTH
SINCE 2021

£89K
AVERAGE
SALARY IN
2024

£95K+
SALARIES EXCEED IN
LONDON & SOUTH
EAST

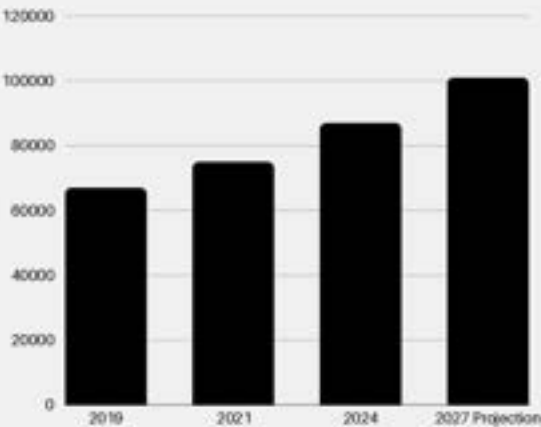
£101K
2027
PROJECTION

SUMMARY

Commercial Managers are driving the success of construction projects, balancing leadership with technical expertise. Employers are competing fiercely for professionals who can deliver at this level, resulting in salaries **climbing by 15%** since 2021, now averaging £89,000 in 2024.

London and the South East lead the market for Commercial Managers, with **salaries exceeding £95,000** in these regions. Demand is particularly strong in high-risk sectors like Defence and large-scale infrastructure.

By 2027, Commercial Manager salaries are **projected to surpass £101,000**, as companies invest heavily in leadership to ensure project delivery and profitability.



*** EMPLOYERS**
Commercial Managers secure profitability. Competitive salaries and leadership incentives are essential.

*** CANDIDATES**
Build expertise in large-scale infrastructure or Defence to stand out and maximise opportunities.

Region	2019	2021	2024	% Increase (2021-2024)
East	£70,000	£82,555	£87,500	5.90%
London	£75,000	£95,000	£113,000	18.90%
Midlands	£68,000	£73,000	£94,000	30%
North East	£67,000	£72,000	£82,500	14.60%
North West	£69,000	£72,500	£86,000	18.60%
Northern Ireland	£66,000	£70,000	£79,500	13.60%
Scotland	£68,000	£71,500	£85,000	18.90%
South West	£67,000	£82,500	£91,000	10.30%
South East	£72,000	£82,500	£96,000	16.40%
Wales	£64,000	£70,000	£78,000	11.40%
Yorkshire / Humber	£68,000	£75,000	£87,000	16.00%

COMMERCIAL DIRECTORS



THE PINNACLE OF
QS LEADERSHIP

19%
SALARY
GROWTH
SINCE 2021

£142K
AVERAGE
SALARY IN
2024

£182K+
SALARIES EXCEED IN
LONDON & SOUTH
EAST

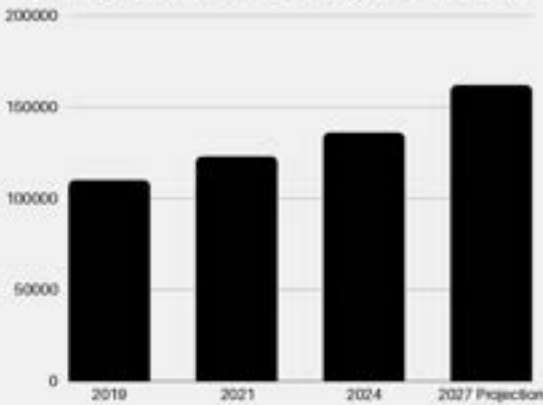
£162K
2027
PROJECTION

SUMMARY

Commercial Directors represent the top tier of Quantity Surveying leadership, shaping strategy, delivering profitability, and steering large-scale projects to success. **Salaries for this role have soared by 19% since 2021**, now averaging an impressive £142,000 in 2024.

London and the South East lead the way, where Commercial Director salaries have surpassed £182,000, reflecting fierce competition for leadership talent in the UK's most complex and high-value construction markets. Meanwhile, regions like the North East and North West have seen exceptional increases of 19%–20%, as regional infrastructure growth drives demand for experienced leaders.

Looking ahead, **Commercial Directors can expect further salary growth**, with projections reaching £162,000 by 2027, particularly in **infrastructure, renewable energy, healthcare, residential development, and data centres**. However employers must recognise that attracting and retaining this level of expertise requires more than pay, it demands a clear vision, cultural alignment, and opportunities for strategic leadership.



* EMPLOYERS

Commercial Directors drive strategy and profitability. Attracting them requires competitive salaries, leadership opportunities, and cultural alignment.

* CANDIDATES

Success at this level comes from driving organisational strategy, leading teams effectively, and delivering measurable outcomes that set you apart.

Region	2019	2021	2024	% Increase (2021-2024)
East	£102,000	£113,000	£135,000	19.50%
London	£108,000	£155,000	£182,000	17.40%
Midlands	£105,000	£123,000	£141,000	14.60%
North East	£103,000	£116,000	£138,000	19.00%
North West	£103,000	£119,000	£141,000	18.50%
Northern Ireland	£104,000	£113,000	£125,000	10.60%
Scotland	£119,000	£116,000	£132,000	13.80%
South West	£120,000	£132,000	£150,000	13.60%
South East	£103,000	£135,000	£151,000	11.90%
Wales	£110,000	£115,000	£130,000	13.00%
Yorkshire / Humber	£110,000	£123,000	£137,000	11.40%

ALL DATA 2024

Region	Assistant QS	Intermediate QS	Senior QS	Commercial Manager	Director
East	£38,500	£53,500	£65,500	£87,500	£135,000
London	£41,000	£60,000	£81,000	£113,000	£182,000
Midlands	£40,000	£53,000	£67,000	£94,000	£141,000
North East	£39,000	£51,500	£65,000	£82,500	£138,000
North West	£39,500	£56,000	£65,000	£86,000	£141,000
Northern Ireland	£35,500	£50,500	£63,000	£79,500	£125,000
Scotland	£38,000	£52,500	£62,000	£85,000	£132,000
South West	£37,500	£52,000	£65,000	£91,000	£150,000
South East	£42,000	£58,000	£79,000	£96,000	£151,000
Wales	£34,500	£47,000	£60,000	£78,000	£130,000
Yorkshire / Humber	£41,000	£54,500	£68,000	£87,000	£137,000

*The data and insights presented in this guide are derived from clearnorth's proprietary market research, placements, industry roundtable events, LinkedIn polls, and publicly available sources such as the Office for National Statistics (ONS) and industry reports. While every effort has been made to ensure accuracy, figures such as salary averages, graduate numbers, and role demand are subject to change based on market dynamics and regional variations. Readers are encouraged to use this guide as a reference tool and consult clearnorth directly for the most up-to-date, tailored advice.

2027 SALARY FORECAST



WHEN WILL THE JUGGERNAUT STOP?

SUMMARY

While the Quantity Surveying market shows no signs of slowing, it's important to pause and ask a critical question: Can these levels of growth truly be sustained? Salaries across all roles have climbed significantly over the last five years, but with increasing pressure on budgets and a shrinking talent pool, we may be approaching a tipping point.

Can the Market Sustain This Growth?

Employer Caution: Budgets Under Pressure

While salaries continue to climb, budgets are not infinite. Many employers are struggling to absorb these increases, particularly SMEs in highly competitive regions. There are whispers of recruitment freezes, slowing project timelines, or reallocating budgets away from growth.

The Risks of Reactive Salary Increases

Raising salaries to retain staff may offer temporary relief, but it often overlooks deeper issues like limited career progression, workplace culture, or heavy workloads. These reactive pay hikes can drive unsustainable wage inflation and fail to address the root causes of turnover, creating a cycle that benefits no one in the long run.

Cautionary Tale: Talent Drain

We've seen sectors like oil and gas experience similar explosive demand for talent, leading to unsustainable salary growth. As project budgets tightened, the bubble burst, and salaries plateaued. Construction could face a similar risk if employers fail to balance wage growth with sustainable workforce planning.

* EMPLOYERS

While competitive salaries are essential, relying solely on pay to attract talent is unsustainable. Now is the time to focus on retention strategies, improving workplace culture, and creating clear pathways for career progression to future-proof your teams.

* CANDIDATES

Salary growth has been significant, but moving roles for pay alone comes with risks. Prioritise roles that offer long-term stability, career growth, and alignment with your ambitions—this is what will sustain your success in the years ahead.

Projections for 2027

Region	Assistant QS	Intermediate QS	Senior QS	Commercial Manager	Director
East	£45,000	£60,000	£73,000	£97,500	£150,000
London	£48,000	£68,000	£90,000	£125,000	£200,000
Midlands	£45,000	£59,000	£74,000	£102,000	£160,000
North East	£43,000	£56,500	£72,000	£91,000	£156,000
North West	£44,500	£63,000	£72,000	£101,000	£162,000
Northern Ireland	£40,000	£54,000	£70,000	£88,500	£142,000
Scotland	£42,500	£59,000	£74,000	£92,000	£150,000
South West	£41,500	£58,500	£73,000	£98,000	£170,000
South East	£49,000	£65,000	£88,000	£105,000	£175,000
Wales	£39,000	£53,000	£67,000	£86,500	£145,000
Yorkshire/Humber	£46,000	£61,000	£75,000	£102,000	£158,000

*All salary projections are estimates based on current market trends and clearnorth's analysis; actual figures may vary.

SUMMARY



**TRACEY
HUTCHISON**

Founder

The 2024 Salary & Market Guide highlights a QS profession under immense pressure, with demand far surpassing supply and salaries increasing rapidly across all levels. Roles like Assistant QS and Intermediate QS have seen the sharpest rises, reflecting fierce competition for early-career talent, while Commercial Directors and Senior Qs continue to command premium pay for their leadership and expertise.

However, salary alone does not guarantee success for employers or candidates. Businesses must recognise that retaining and attracting top talent requires a combination of competitive pay, clear career progression, cultural alignment, and opportunities for growth. A streamlined hiring process, flexible working, and a focus on long-term value are key differentiators in today's market.

For candidates, the most successful moves are not simply about earning more but about advancing skills, career goals, and finding environments where they can thrive. At clearnorth, we prioritise professionals looking for meaningful growth over those chasing short-term pay gains, ensuring lasting success for candidates and the businesses they join.

The findings in this guide are clear: QS professionals remain at the heart of UK construction, and navigating this market requires strategy, insight, and action. Whether you're hiring or advancing your career, the decisions you make today will shape your success for years to come.

**“Salary alone
does not
guarantee
success for
employers or
candidates.”**

ACKNOWLEDGEMENTS

“We would like to extend our thanks to the industry professionals, employers, and Quantity Surveyors who contributed to this guide, whether through our roundtable events, placements, or surveys. Special recognition also goes to data insights from LinkedIn polls, The Higher Education Statistics Agency and the Office for National Statistics. .”

CONTACT US

"The QS market is more competitive than ever. Whether you're looking to build high-performing teams or take the next step in your career, clearnorth is here to guide you. Our exclusive salary insights, articles, and resources provide the clarity you need to make informed decisions in this fast-moving market

[Explore our latest guides, industry insights and resources here](#) or contact us directly to discuss your goals and challenges.



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