



HEXAGON

2025 Salary Survey

Insights and Trends for the
Property, FM and Building
Consultancy Sectors.

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Mid year talent acquisition trends 2025.

The second half of 2025 still sees economic uncertainty and shifting investment priorities are reshaping the UK property job market.

As we move into the second half of 2025, the consensus narrative is one of a struggling economy, a government prone to backtracking, rising unemployment, stubborn inflation, and lingering global political uncertainty. At first glance, such conditions might suggest that the UK real estate sector is awash with surplus professionals seeking work.

The reality could not be further from the truth. Despite the gloom, the demand for skills remains resilient, particularly in growth areas such as sustainability, defence, and technology. Commercial property is enjoying a period of relative stability, underpinned by a variety of reasons, not least the long awaited (or not for some) return to the office. Meanwhile the retail renaissance continues, with retail parks and prime urban locations seeing both strengthened footfall and rental growth as consumer patterns shift.

Expectations

At the same time, rising living costs and concerns about job security have made candidates more selective. Expectations around pay, benefits, and work-life balance continue to evolve, requiring employers to be agile in the struggle to attract and retain the right people.

This guide provides an updated salary guide (June 2025) to help you make informed decisions when recruiting or retaining talent in today's property market.

“Candidates now expect more – from pay to flexibility – while key skill shortages persist. To stay competitive, employers must adapt hiring strategies and offer stronger value propositions.”

SEAN SEXTON, MANAGING PARTNER



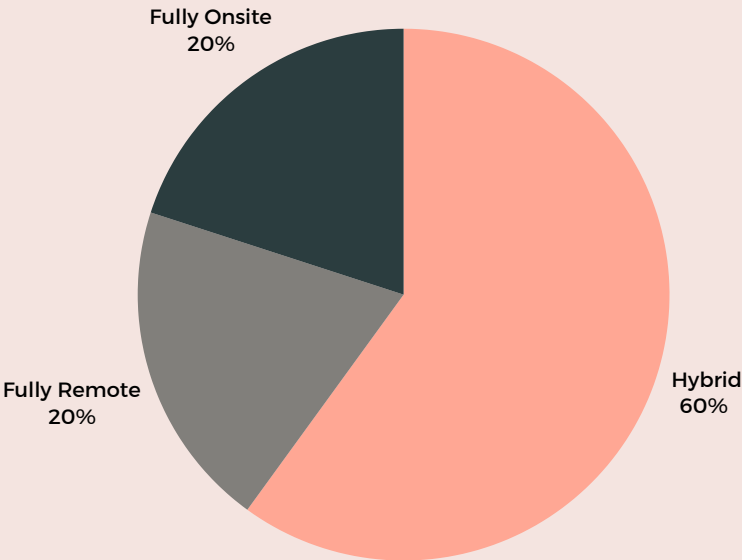
Employment Trends

Our 2025 Salary Survey encapsulates critical data and insights, reflecting the evolving dynamics across various sub-sectors in Real Estate. As the industry stands at the crossroads of innovation and tradition, this survey highlights key trends that are shaping the future of work and compensation in the field.

Offer Flexibility

Someone once said “variety is the spice of life”, and this is definitely the case when it comes to work location. Of course there are extreme views on both sides of the “work from home” or “work in the office” argument. For the rest of us, a day or two at home is not just convenient - it makes us relish coming into the office.

Percentage of Property roles Remote/Hybrid



Adapt to Market Dynamics

Organisations must remain agile, adjusting salary structures to remain attractive to current and potential talent.

The overall UK unemployment rate rose to 4.7% in the three months to May 2025, marking the highest level since mid-2021



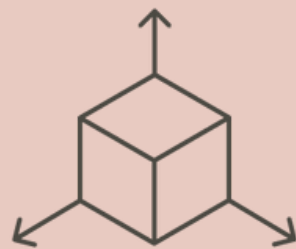
Lead with Sustainability

Prioritise the creation and promotion of roles focused on sustainability to meet current and future ESG objectives.



Invest in People

Focus on talent retention through comprehensive benefits, professional development opportunities, and competitive salaries.



Commercial Property Management

BUILDING MANAGEMENT

Assistant Building Manager **£30,900 - £44,100**

Building Manager **£41,200 - £68,250**

Senior Building Manager **£66,950 - £84,000**

FACILITIES MANAGEMENT

Facilities Manager **£36,050 - £42,000**

Regional Facilities Manager **£46,350 - £68,250**

Senior Facilities Manager **£46,350 - £68,250**

Associate Facilities Manager **£66,950 - £84,000**

Facilities Management Director **£87,550 - £126,000**

Technical Services Manager £60,000 -

PROPERTY MANAGEMENT

Assistant Assistant Property Manager **£30,900 - £42,000**

Property Manager **£41,200 - £63,000**

Senior Property Manager **£51,500 - £73,500**

Associate Director **£66,950 - £94,500**

Director **£103,000 - £136,500**

ESTATE MANAGEMENT

Assistant Estates Manager **£36,050 - £47,250**

Estates Manager **£46,350 - £63,000**

Senior Estates Manager **£61,800 - £84,000**

Estates Director **£82,400 - £105,000**

ADMINISTRATION

Receptionist **£22,660 - £33,600**

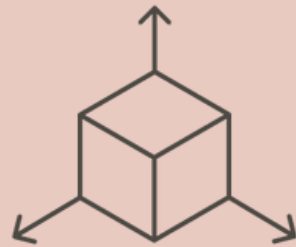
Senior Receptionist/Team Leader **£28,840 - £39,900**

Front of House Manager **£36,050 - £45,150**

Facilities Co-ordinator **£30,900 - £39,900**

Helpdesk Manager **£39,140 - £50,400**





Corporate Property/Facilities Management

CORPORATE REAL ESTATE (CRES)

Director of Corporate Real Estate **£92,700 - £210,000**

Head of Facilities **£60,000 - £110,000**

Facilities Manager **£40,000 - £80,000**

Facilities Assistant **£23,000 - £40,000**

EMEA/Global Technical Services Director **£110,000 - £210,000**

Technical Services Director **£80,000 - £130,000**

Technical Services Manager **£50,000 - £85,000**

PROPERTY PROCUREMENT

Procurement Coordinator **£27,810 - £36,750**

Assistant Procurement/Supply Chain Manager **£33,990 - £50,400**

Supply Chain Manager **£46,350 - £68,250**

Senior Supply Chain Manager **£56,650 - £78,750**

Head of Supply Chain **£56,650 - £99,750**

Procurement Manager **£46,350 - £68,250**

Senior/Associate Procurement Manager **£56,650 - £84,000**

Head/Director of Procurement **£82,400 - £126,000**





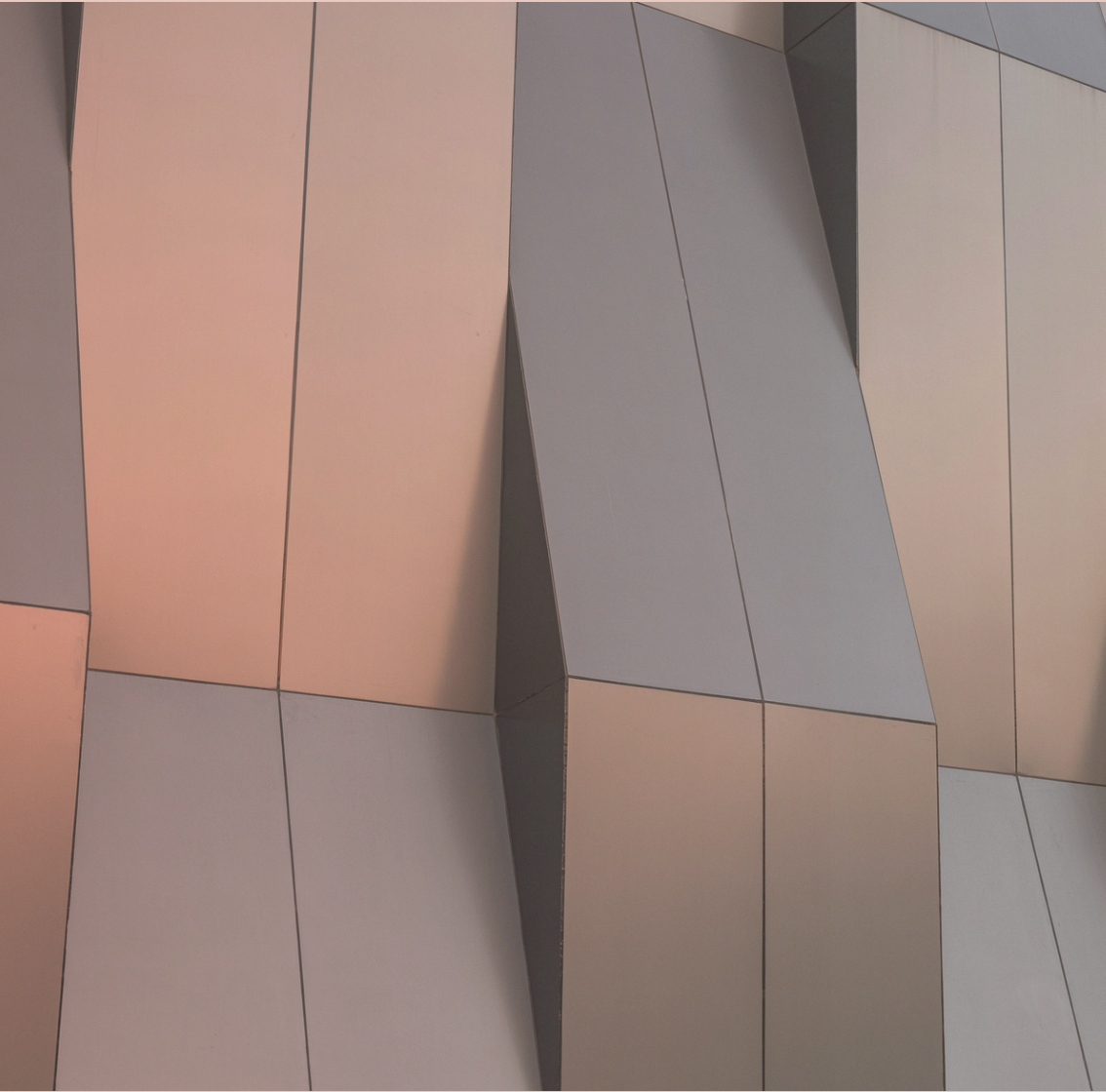
Energy, Sustainability & ESG

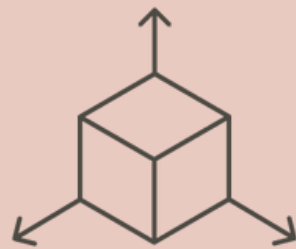
ENERGY

- Energy Manager **£46,350 - £78,750**
- Senior Energy Manager **£66,950 - £94,500**
- Sustainability Manager **£36,050 - £68,250**
- Senior Sustainability Manager **£56,650 - £94,500**
- Head of Energy and Sustainability **£77,250 - £120,750**
- Head of ESG **£87,550 - £136,500**

SUSTAINABILITY

- Sustainability Graduate **£25,750 - £38,850**
- Energy & Sustainability Consultant **£33,990 - £53,550**
- Senior Consultant **£46,350 - £68,250**
- Associate **£51,500 - £78,750**
- Director **£66,950 - £99,750**
- Senior Director/Sector Leader **£82,400 - £115,500**





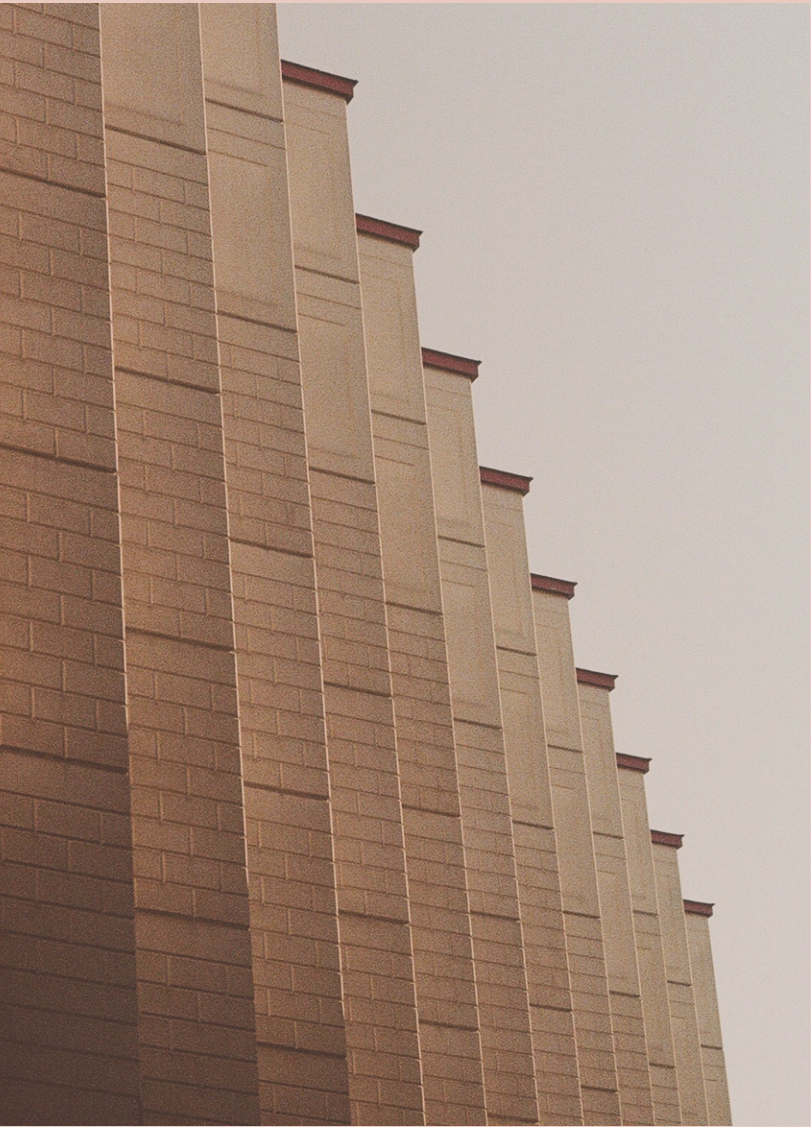
Residential Property Management

STUDENT ACCOMMODATION & BRT

- Estate Operations Manager **£51,500 - £84,000**
- Regional Operations Manager **£56,650 - £89,250**
- Site/Estate General Manager **£51,500 - £84,000**
- Head of/Operations Director **£82,400 - £157,500**
- Property Director **£77,250 - £131,250**
- Mobilisation Manager **£51,500 - £78,750**
- Resident Services Manager **£32,960 - £55,650**
- Facilities Manager **£36,050 - £52,500**
- Senior/Regional Facilities Manager **£51,500 - £63,000**
- Technical Services Manager **£56,650 - £78,750**
- Senior Technical Services Manager **£77,250 - £99,750**
- Maintenance Manager **£36,050 - £52,500**
- Senior Maintenance Manager **£51,500 - £68,250**
- Technical Services Director **£82,400 - £126,000**
- Asset Manager **£66,950 - £105,000**
- Asset Management Director **£92,700 - £210,000**

RESIDENTIAL (BLOCK) MANAGEMENT

- Assistant Property Manager **£36,050 - £57,750**
- Property Manager **£43,260 - £63,000**
- Senior Property Manager **£51,500 - £68,250**
- Development Manager **£56,650 - £78,750**
- Regional/Area Director **£56,650 - £78,750**
- Associate Director **£56,650 - £78,750**
- Operations Director **£66,950 - £105,000**





Building Consultancy

COST MGMT

- Assistant Cost Manager/QS **£36,050 - £47,250**
- Cost Manager/QS **£41,200 - £57,750**
- Senior Cost Manager/QS **£51,500 - £68,250**
- Associate Cost Manager/QS **£61,800 - £89,250**

FM CONSULTANCY

- Director **£82,400 - £136,500**
- FM Analyst **£28,840 - £36,750**
- Assistant FM Consultant **£30,900 - £42,000**
- FM Consultant **£39,140 - £52,500**
- Senior FM Consultant **£49,440 - £68,250**
- Associate FM Consultant **£61,800 - £89,250**
- Director **£87,550 - £120,750**

BUILDING SERVICES

- Building Services/FM Engineer **£41,200 - £52,500**
- Senior Building Services/FM Engineer **£51,500 - £68,250**
- Associate Building Services/FM Engineer **£61,800 - £89,250**
- Director **£87,550 - £126,000**

PROJECT MGMT

- Assistant Project Manager **£30,900 - £45,250**
- Project Manager **£41,200 - £57,750**
- Senior Project Manager **£56,650 - £78,750**
- Associate Project Manager **£66,950 - £94,500**
- Director **£87,550 - £136,500 +**

SURVEYANCE

- Assistant Building Surveyor **£28,850 - £42,000**
- Building Surevor **£41,200 - £57,750**
- Building Surveyor **£56,650 - £68,250**
- Associate Director **£66,950 - £94,500**
- Director **£87,550 - £136,500 +**





Asset Management

ASSET MANAGEMENT

Portfolio Director **£154,500 - £220,500**

Asset Director **£92,700 - £147,000**

Senior Asset Manager **£72,100 - £94,500**

Asset Manager **£56,650 - £78,750**

Analyst **£46,350 - £73,500**





Speak to us

We've thoroughly researched and compiled our information, drawing from insights provided by hiring managers, HR experts, in-house recruiters, and candidates, as well as our deep understanding of the market. We've tried to include a selection of the most typically recruited for vacancies by our clients, however it's not an exhaustive list and there might be positions unaccounted for. We see this as a working document, so if you wish to add a position, or think we should make an amendment please do get in touch.

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