



HEXAGON

2025 Salary Survey

Insights and Trends for the
Real Estate Sector
Autumn 2025

hexagon-group.co.uk



The second half of 2025 sees economic uncertainty adding pressure to the UK job market.

As we move into the second half of 2025, the consensus narrative is that the UK is in a continuous cycle of the early stages of stagflation. At first glance, such conditions might suggest that the UK Real Estate sector is awash with a surplus of professionals seeking work.

The reality could not be further from the truth. Despite the gloom, the current demand for skills remains resilient, particularly for companies at the apex of their respective sector that are seeking to hire best talent. Shortages of professionals in areas such as engineering and surveying have put pressure on firms seeking to grow, forcing organisations to reconsider how they attract, retain, and develop skilled staff.

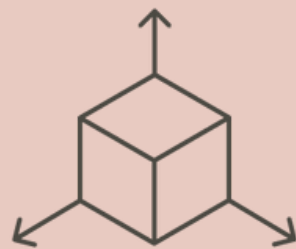
Furthermore, talent is becoming more selective, with remuneration a key consideration and for good reason. Rising living costs and the erosion of real wages mean candidates are less inclined to move for marginal financial gains, and are increasingly contemplating the costs associated with travel, and childcare when choosing a new role. Whilst hybrid working is often talked about in the context of wellbeing, the bottom line is that employers who are able to offer at least some flexibility around location, or work times, are providing a tangible financial benefit.

Hiring managers and organisations should take heed. With household budgets under increasing strain, providing a competitive reward package is no longer optional but essential.

Against this backdrop, and to coincide with our newly updated website, we have prepared this updated Salary Guide (Autumn 2025) to give you the insight needed to make confident, 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



Commercial Property Management

BUILDING MANAGEMENT

Assistant Building Manager **£30,900 - £55,000**

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

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

FACILITIES MANAGEMENT

Facilities Manager **£40,500 - £52,000**

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 - £85,000**

Technical Services Director **£85,000 to £155,000**

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

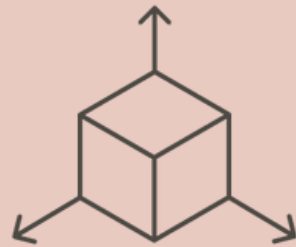
Receptionist **£22,660 - £33,600**

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**





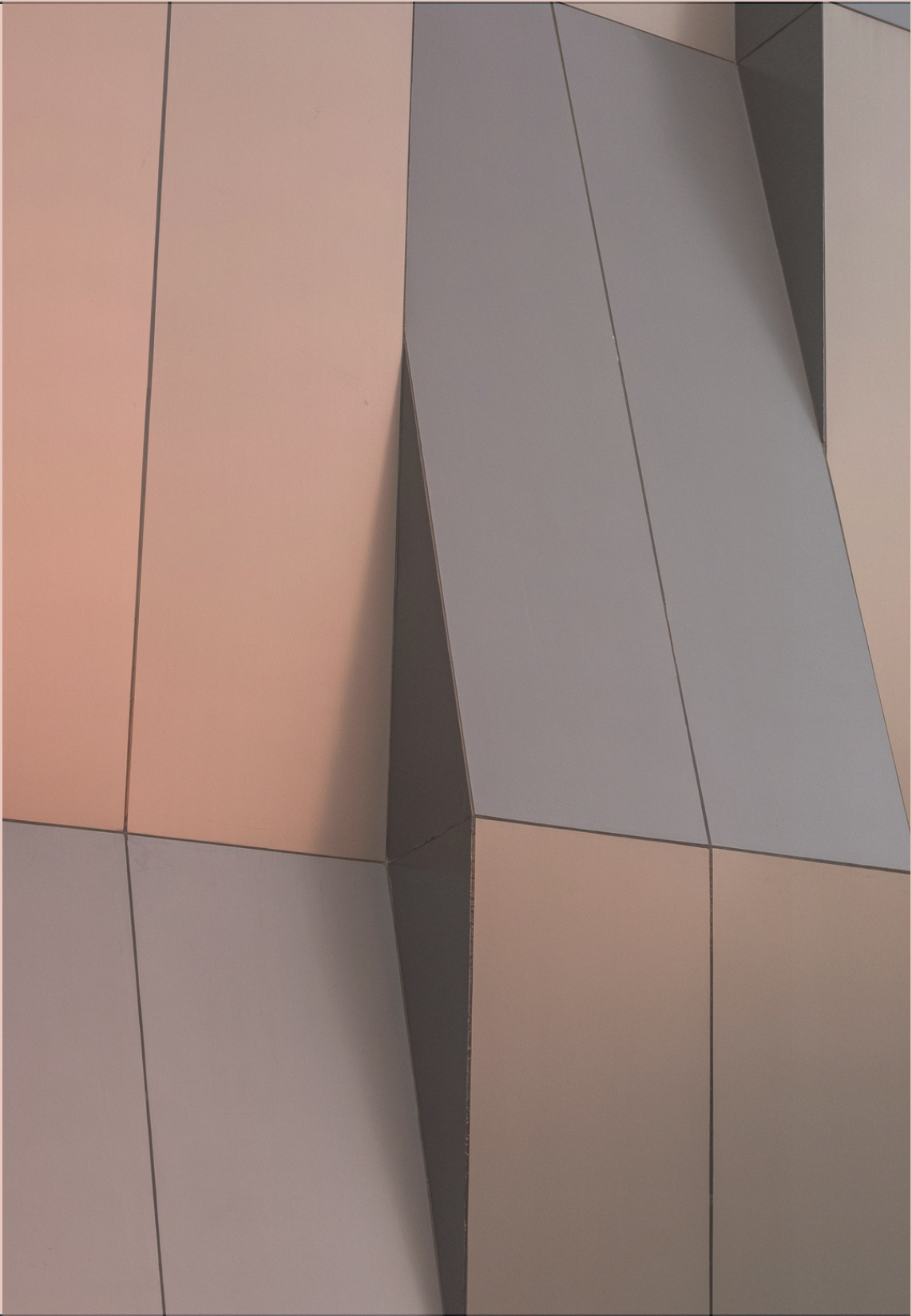
Energy, Sustainability & ESG

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**





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

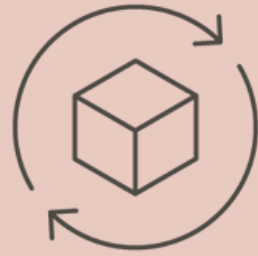
- Building Services/FM Engineer **£41,200 - £52,500**
- Senior Building Services/FM Engineer **£51,500 - £68,250**
- Associate Building Services/FM Engineer **£61,800 - £89,250**
- Director **£87,550 - £126,000**

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**

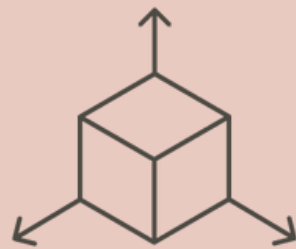
Asset Director **£92,700 - £147,000**

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

Asset Manager **£56,650 - £78,750**

Analyst **£46,350 - £73,500**





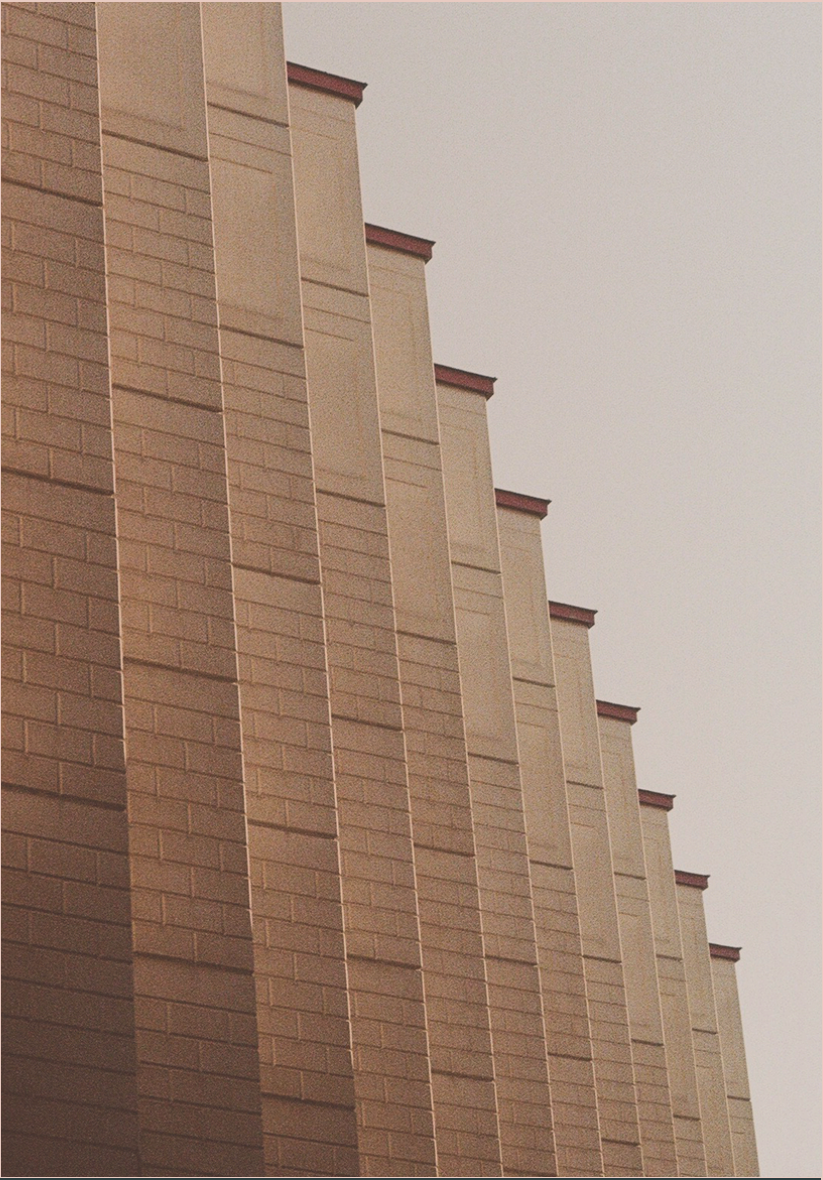
Residential Property Management

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**





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.

 hexagon-group.co.uk

 hello@hexagon-group.co.uk

 www.linkedin.com/company/hexagon-fm-ltd

Luke Backhouse, Managing Partner

Mobile: 07507 710428
Email: luke@hexagon-group.co.uk



Sean Sexton, Managing Partner

Mobile: 07428 653 576
Email: sean@hexagon-group.co.uk





HEXAGON

HEXAGON GROUP

07428 653576

hello@hexagon-group.co.uk

hexagon-group.co.uk