

2026 Salary Survey

Insights and Trends for the
Real Estate Sector



2026 SALARY SURVEY

As we approach the end of 2026, many of the trends that defined the market in 2025 continue to shape conditions today

The wider economic environment remains challenging, with subdued growth, elevated costs and continued uncertainty influencing business confidence. Against this backdrop, however, the recruitment market remains active, with sustained demand for experienced professionals across a number of specialist areas.

That continued demand has not necessarily translated into significant salary growth. Our findings show that salaries across the areas of the real estate sector in which we recruit changed relatively little between mid-2025 and mid-2026, despite the 4.1% increase in the National Living Wage from April 2026. The wider economic outlook suggests a similar direction, with nominal wage growth expected to moderate during 2026–27.

At the same time, client feedback and our own experience indicate that experienced professionals remain difficult to secure. Employers are increasingly looking for candidates who combine strong technical expertise with commercial awareness and leadership capability, which naturally reduces the available talent pool.

As in 2025, candidates remain highly selective. Many are reluctant to move for a modest salary increase once commuting costs, childcare, travel time and office attendance are taken into account.

The result is a market in which salary remains important, but is increasingly only one part of the decision-making process. Career development, leadership, working environment and the overall employee proposition can all influence whether an experienced candidate chooses to move.

Employers that understand these priorities and present a clear, competitive and well-rounded proposition will therefore be best placed to attract and retain the strongest talent.

“The gap between candidate expectations and an employer’s overall proposition continues to make recruitment challenging, even in a bearish market. Employers that understand candidates’ priorities and present a clear, well-rounded employment proposition will be best placed to attract and retain the strongest talent”



Commercial Property Management

BUILDING MANAGEMENT

- Assistant Building Manager **£32,000 - £50,000**
- Building Manager **£41,200 - £70,250**
- Senior Building Manager **£66,950 - £85,000**

FACILITIES MANAGEMENT

- Facilities Manager **£40,500 - £55,000**
- 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 - £155,000**

PROPERTY MANAGEMENT

- 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**



THE LATEST STATISTICS



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**



THE LATEST STATISTICS



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 +**



THE LATEST STATISTICS



Asset Management

ASSET MANAGEMENT

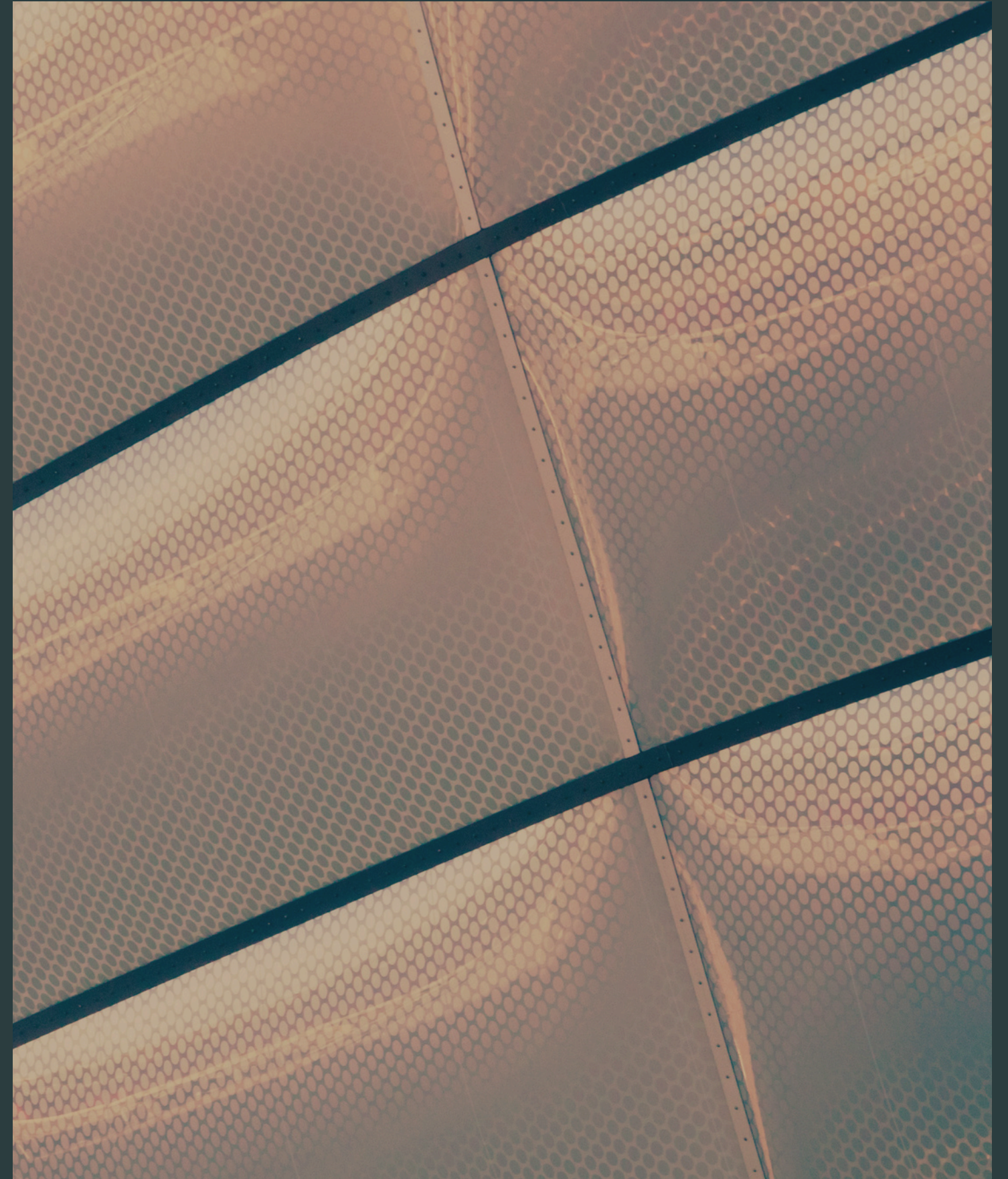
Portfolio Director **£154,500 - £220,500**

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 - £47,250**
- 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**



THE LATEST STATISTICS



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**





ABOUT HEXAGON

Speak to us

Our 2026 Salary Survey draws on the roles we have successfully recruited, the salaries agreed in the market, and the ongoing conversations we have with both employers and professionals across the UK real estate sector.

We hope it serves as a useful, realistic, and up-to-date benchmark for anyone involved in recruiting, retaining staff, or considering their next career move.

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