



kappa
executive search

2021

**QUANTITY SURVEYING
SALARY SURVEY**

DESIGN | CONSTRUCTION | ENGINEERING



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FOREWORD

It has been tough for employers to attract and retain high-quality QS employees during the past 12 months. In that time 'Quantity Surveyor' salaries have risen across Australia, in some cases fairly sharply.

The big jump in 2021 has been around the SQS to Associate level. While there's no doubt excellent salary packages continue to be available to Senior level Quantity Surveyors who possess a revenue generating network, particularly in the Health, Education and Infrastructure sectors.

This survey was carried out in June 2021. Employers are now competing heavily for talent across the board. This has been exacerbated by a steep drop off in qualified overseas candidates entering the market. We're now at the tipping point, and this could swing back sharply should the latest covid issue shake confidence. Just like it did last year.

This upward pressure on salaries is not sustainable. These were measures taken by firms in response to critical time constraints. Many firms were operating with a skeleton crew due to last year's downturn. The uplift in demand caught some by surprise.

This salary trend is starting to level off in any case. We're now seeing a move towards robust benefits packages for Quantity Surveyors of all experience levels, including perks like bonuses, car allowances, flexible work arrangements and health care subsidies. Equity/profit share is no longer on the table.

Whilst salary packages are key for any jobseeker, it seems to be that other motivators are becoming increasingly significant, including, organisational culture, flexibility, career progression opportunities and training & development.

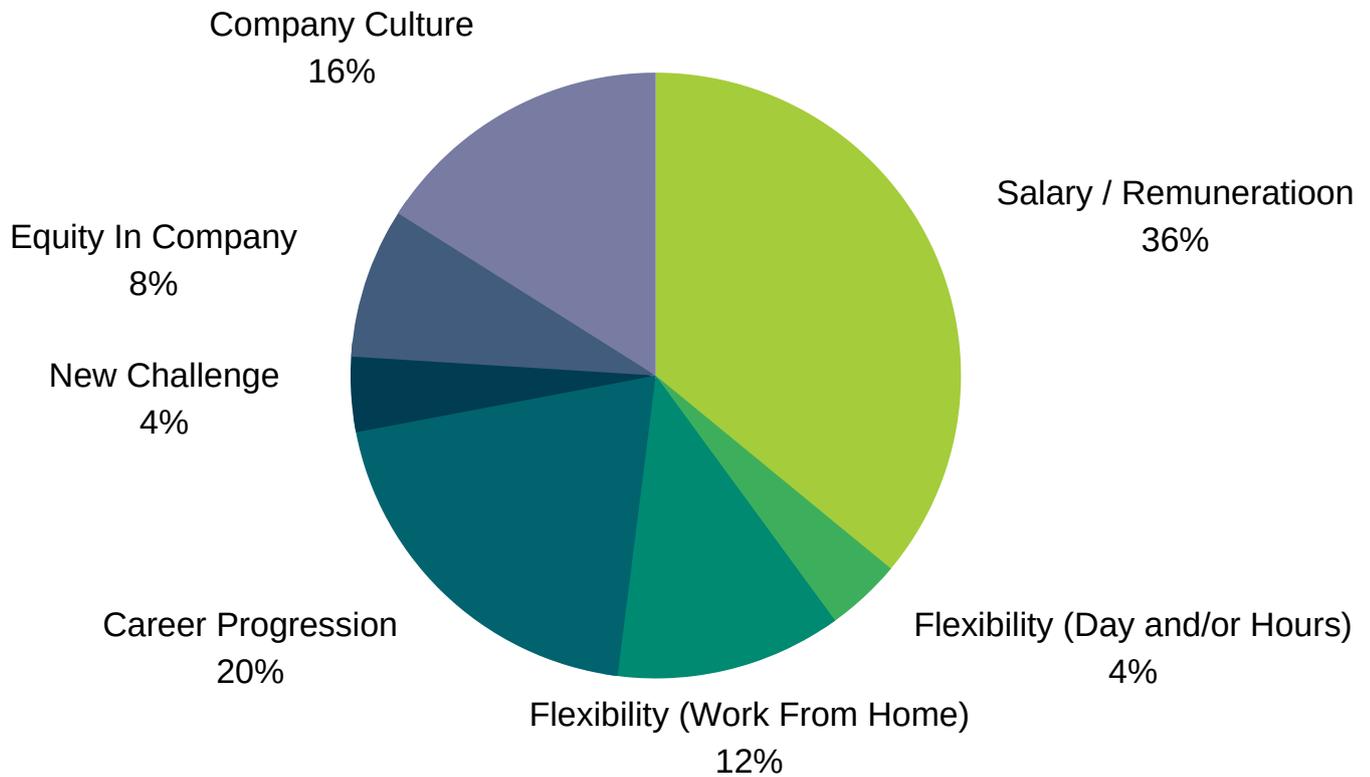
Read on to learn more about current Quantity Surveyor salary rates and career prospects.

DISCLAIMER: The salaries listed have been compiled from a survey undertaken by Kappa Executive Search in June 2021 of current candidates. All figures are listed in Australia Dollars. While every care has been taken in compiling the information, it is intended as a guide only and does not constitute advice.

QUANTITY SURVEYING AVERAGE BASE SALARIES

Permanent (Base Excl. Super)	
Quantity Surveyor Cadet	\$48,600
Quantity Surveyor	\$81,330
Quantity Surveyor Senior	\$128,860
Quantity Surveyor Associate	\$163,220
Quantity Surveyor Associate Director/ Senior Associate	\$176,000
Quantity Surveyor Director	\$258,000
Estimator	\$184,300

CANDIDATES TOP MOTIVATORS FOR THEIR NEXT CAREER MOVE



As expected, Salary/Remuneration was rated as the top motivating factor amongst Quantity Surveying candidates when considering their next career move, nominated as number one by 36% of those surveyed.

Career Progression (20%) came in at second, a key indicator for employers to consider how they can promote and provide career opportunities and frameworks to attract and retain talent in their business.

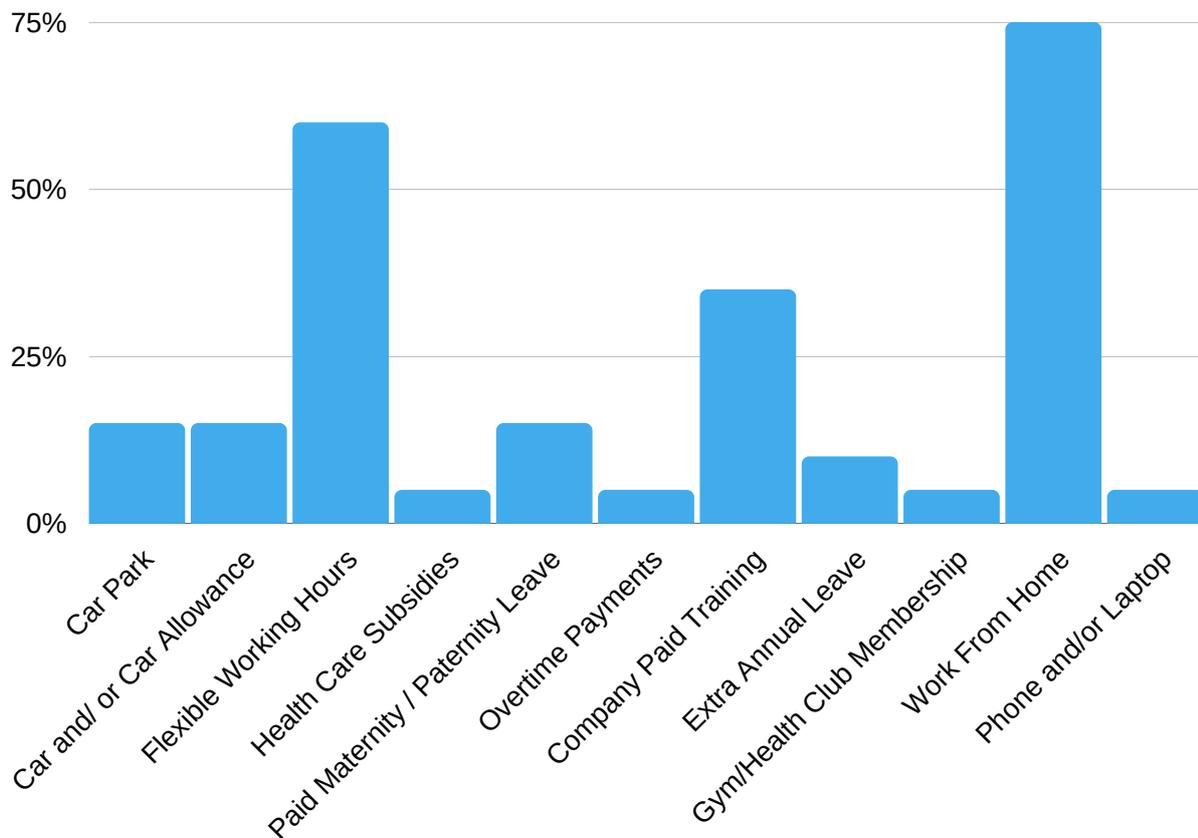
Company Culture has proven important to candidates with 16% of respondents selecting this as their top motivator. Productivity and tenure are both likely to increase when the culture is a good fit for the employee.

The benefit of flexibility and work from home arrangements is becoming increasingly favoured for candidates when looking for a new role or company to join highlighted by 12% selecting Flexibility (Work from Home).

Interestingly, Equity in Company (8%) was ranked 5th as the top motivator for candidates, perhaps suggesting that employers should consider company shares as an additional benefit to salary packages.

Finally, Flexibility (Day and/or Hours) (4%) is on par with New Challenge (4%) as the least motivating factors.

MOST COMMONLY OFFERED BENEFITS



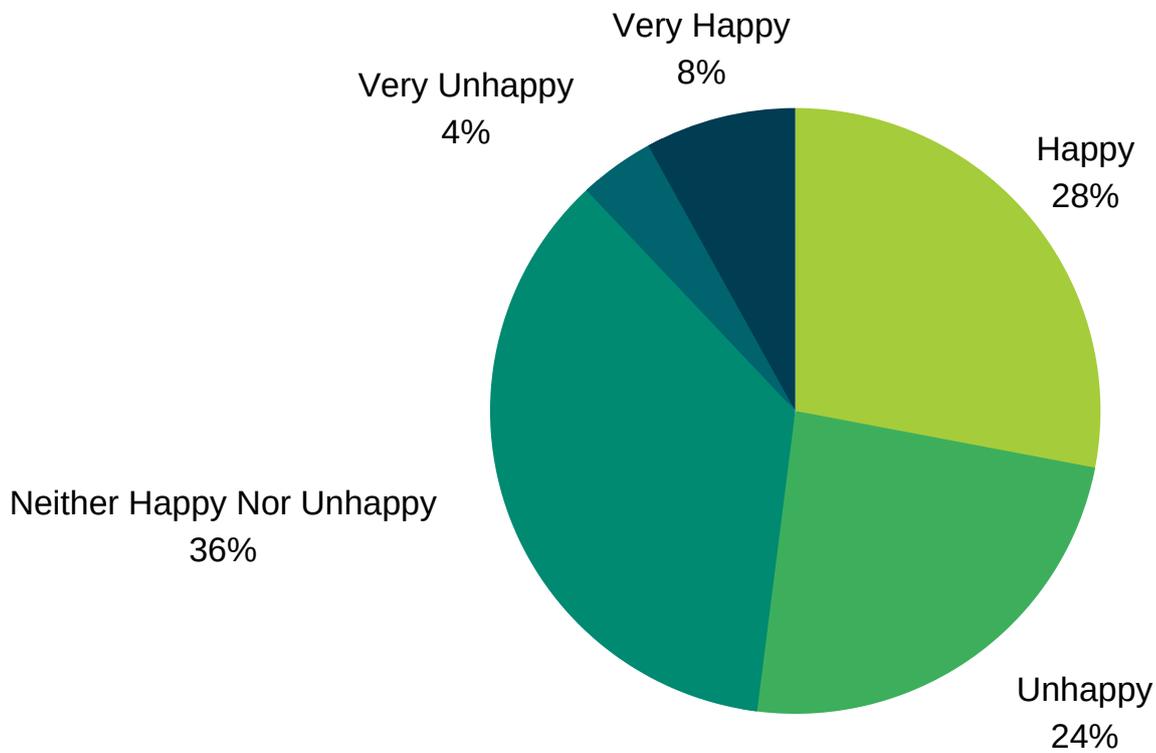
In 2021, it is no surprise that employers are now prioritising Work From Home opportunities (70%) and Flexible Working Hours (60%). However, with teams becoming geographically separated more often, employers should consider how to keep their company culture alive and positive, particularly as 16% of our candidates deem culture as a top motivator in moving roles.

Company Paid Training is another benefit that 35% of our candidates are given in their current roles. Benefits such as Paid Training align nicely with candidates who seek training and development and potentially career progression within their roles.

Paid Maternity / Paternity Leave (15%) was sitting lower than expected this year and other benefits such as Car Park (15%) and Car and/or Car Allowance (15%) were on par.

Other benefits that were less common included Healthcare Subsidies, Gym/Health Club Membership, Overtime Payments and Phone and/or Laptop allowance.

HOW HAPPY ARE OUR QUANTITY SURVEYORS WITH THEIR CURRENT SALARY PACKAGE?



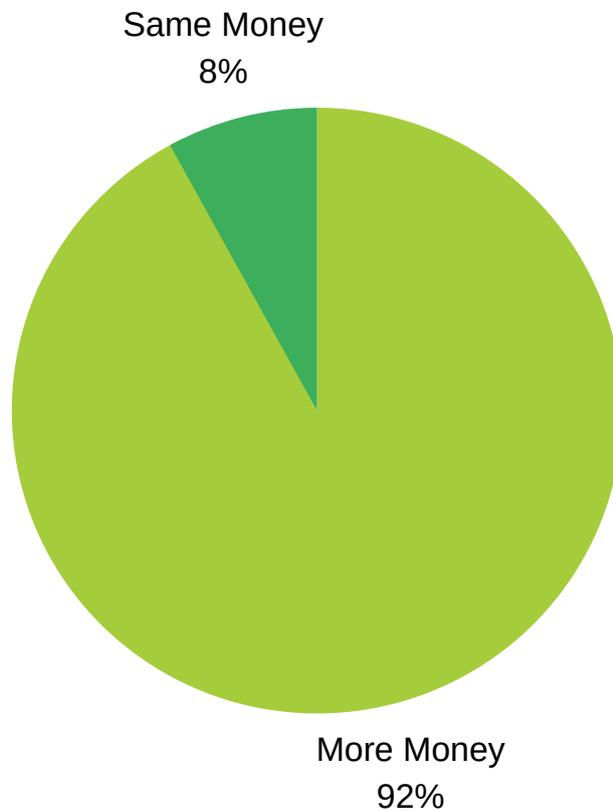
36% of Quantity Surveying employees reported that they were either Very Happy or Happy with their current salary package, however, that leaves a substantial 28% of respondents who said they were Unhappy/Very Unhappy.

As mentioned earlier in this report, currently the top motivator for an employee to leave or accept a new role is Salary/Remuneration, meaning companies who are not offering a competitive salary should internally re-evaluate in order to retain current employees.

Alternatively, consider other financial-related benefits that may be offered including additional Superannuation, Extra Annual Leave, or even Equity Potential/Profit Share.

This question asked only of happiness with salary package. There are many instances where people are unhappy with their salary but happy at work due to the company culture and other perks and benefits offered.

WOULD OUR QUANTITY SURVEYORS MOVE FOR...

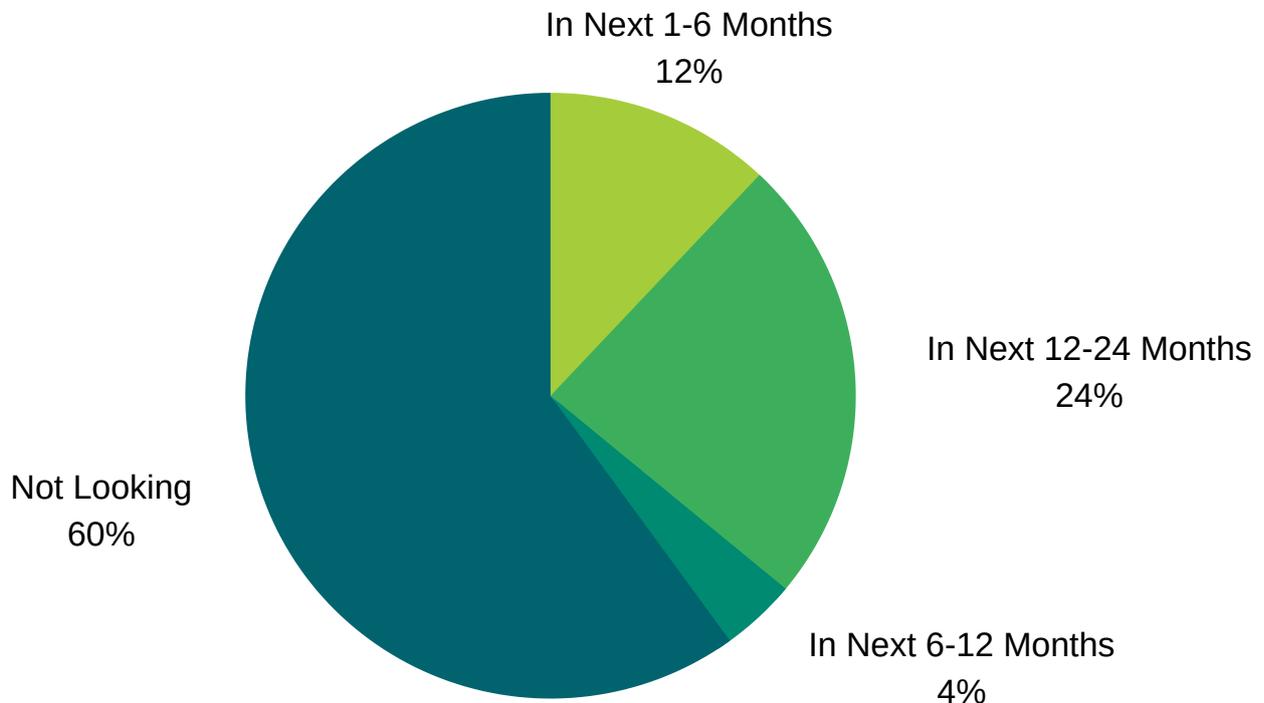


It's not so surprising that 92% of employees would move roles for More Money, however employers shouldn't ignore this statistic if they want to retain the current talent within their teams.

Employers should consider their overall offering. While salary is important to factor in, other things like company culture, work satisfaction, progression and perks and benefits that tie into employee satisfaction should become your main focus, particularly if your employee is ready to walk away for additional monetary value.

Employees that would move for The Same Money (8%) suggest they're willing to move to a different organisation that offers other benefits. Employers should confirm whether they're promoting their other non-financial benefits in job ads, social platforms and websites to attract skilled candidates. They should also ensure these benefits are communicated clearly to current employees to increase retention.

WHEN WOULD OUR QUANTITY SURVEYORS MAKE THEIR NEXT CAREER MOVE?



If you're an employer, it may interest you to see that 16% of employees will be looking for their next career move within the next 12 months, and another 24% are predicting their career moves in the following 12 months.

Now is the time for employers to consider how they can retain their current talent and look forward to attracting new talent. This can be done by frequent checkins with employees to find out how they're feeling, re-considering salary packages and benefits, introducing incentives, offering public recognition within and outside the business or simply showing your appreciation and saying thank you more often.

For candidates, this figure is indicative of how competitive the market will be. Consider when the best time to make your move is and how you will stand out during application process. This may involve putting together a well designed CV, updating your LinkedIn profile to ensure it's ready for a potential employer to view and making sure you research the company you are applying for.

On the other hand, overall the majority (60%) of candidates surveyed are not currently looking for a new role, which is a positive figure suggesting that their current workplaces have successful measures in place to retain their employees.

ABOUT KAPPA

Kappa Executive Search helps connect Quantity Surveyor professionals with great career opportunities.

We always place candidates into roles with their best interests at heart and we make it our business to be your partner in growing your career over the long term. Alternatively, we partner closely with our clients to identify their strategic growth objectives, and then find people who have a proven track record of success.

We offer our clients a competitive advantage, and that advantage is helping address, attract and retain A-grade candidates in the market. In that sense, if we can present an opportunity at the right time in the right way to the core candidates in the market, it is possible to not only attract them into the process but also to secure their services for your business.

Kappa Executive Search are dedicated to the industry with over 10 years of specialised Quantity Surveyor experience. Whether you are a jobseeker or a firm looking for talent, we have access to some of the best candidates and firms on the market and would love the opportunity to meet with you to discuss your goals.

GET IN TOUCH

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