



63%

of people considered **location** as the most important factor in changing jobs



57%

of people were offered additional benefits, the most popular being **paid professional membership**



42%

of Engineers received **performance related bonuses** on top of their salary

	Cambs, Suffolk & Norfolk	Essex, Herts & Beds
Structural Engineer		
Graduate / recently qualified	£20,500 - £27,000	£22,000 - £29,000
2 - 5 years post qual design experience	£26,500 - £38,500	£26,500 - £42,000
Recently Chartered MIStructE	£35,000 - £43,000	£36,500 - £46,000
Intermediate 5+ years (AIStructE or MIStructE)	£38,500 - £48,500	£41,500 - £55,000
Senior / Associate (10+ years, own projects)	£46,500 - £62,000+	£49,000 - £65,000+

Civil Engineer

Graduate / recently qualified	£20,500 - £26,000	£21,500 - £28,500
2 - 5 years post qual design experience	£25,500 - £38,000	£26,000 - £41,500
Recently Chartered MICE	£35,000 - £42,500	£36,000 - £45,500
Intermediate 5+ years (IEng or CEng)	£38,000 - £47,500	£40,000 - £55,000
Senior / Associate (10+ years, own projects)	£46,000 - £61,000+	£49,000 - £65,000+

Infrastructure Engineer

Graduate / recently qualified	£20,500 - £26,500	£21,500 - £28,500
2 - 5 years post qual design experience	£26,000 - £38,500	£26,000 - £42,000
Recently Chartered MICE	£35,000 - £42,500	£36,000 - £46,000
Intermediate 5+ years (IEng or CEng)	£38,500 - £48,500	£41,000 - £55,000
Senior / Associate (10+ years, own projects)	£46,500 - £61,500+	£49,000 - £65,000+

Housing Developers

Engineering CAD Technician	£26,000 - £36,000	£28,000 - £38,500
Assistant Engineer / Adoptions Engineer	£28,500 - £41,500	£30,000 - £42,500
Housing / Development Engineer	£36,000 - £48,000	£37,500 - £50,000
Regional Engineer / Land Appraisals	£40,000 - £60,000	£50,000 - £65,000
Technical Coordinator / Manager	£50,000 - £65,000+	£50,000 - £70,000+

	Cambs, Suffolk & Norfolk	Essex, Herts & Beds
Civil / Structural CAD Technician		
1 - 3 years CAD experience, ONC/D level	£19,000 - £26,000	£21,000 - £27,000
3 - 6 years CAD experience, HNC/D level	£24,000 - £29,000	£26,000 - £32,000
Intermediate / Senior CAD, RC & steel detailing	£28,500 - £35,000	£29,000 - £37,000
CAD Manager / CAD Team Leader	£32,000 - £37,000	£33,000 - £39,000
EngTech (TMICE or TIStructE) design, BIM, Revit	£30,000 - £45,000	£35,000 - £50,000

Geo-Environmental Consultant

Graduate / recently qualified	£19,000 - £24,000	£20,000 - £26,000
2 - 5 years Geo / Env project experience	£21,500 - £29,000	£22,000 - £32,500
Intermediate 5+ years Geo / Env experience	£26,500 - £38,000	£27,500 - £40,000
Senior Consultant (10+ years, own projects)	£35,000 - £50,000+	£38,000 - £56,000+

Geotechnical Engineer

Graduate / recently qualified	£20,500 - £25,500	£21,500 - £27,500
2 - 5 years post qual design experience	£25,500 - £38,000	£26,000 - £41,500
Recently Chartered MICE	£35,000 - £42,500	£36,000 - £45,500
Intermediate 5+ years (IEng or CEng)	£38,000 - £47,500	£40,000 - £55,000
Senior / Associate (10+ years, own projects)	£46,000 - £60,000+	£50,000 - £65,000+

Highways, Transportation, Site Supervision

Graduate or Technician HND level, site, NRSWA	£19,000 - £24,000	£20,000 - £26,000
2 - 5 yrs Highways / Maintenance experience	£20,000 - £28,000	£22,000 - £33,000
Intermediate 5+ yrs (Highways design, Traffic)	£25,000 - £38,000	£28,000 - £45,000
Project Manager (5 - 10 yrs, NEC, MAPM, site)	£45,000 - £62,000+	£47,500 - £65,000+
Transportation Planner / Modeller (MCIHT)	£35,000 - £47,500	£40,000 - £55,000+
Senior / Associate (10+ yrs, Team Manager)	£45,000 - £65,000+	£47,500 - £70,000+



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CIVIL & STRUCTURAL

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