

2023

SALARY GUIDE

A COMPREHENSIVE GUIDE TO CONSTRUCTION AND
DEVELOPMENT SALARIES

FOR CLIENTS AND CANDIDATES





WHO WE ARE

At SearchLabs, we understand when it comes to hiring, speed, and precision are the goals. Whether on Contingency or Retainer, our specialist verticals are the reason we've been so successful since we first opened our doors in 2010. Our customised approach to all searches, regardless of title or level, separates us from our competitors. When combined with our single-point-of-contact account management style, we're able to ensure consistent and timely service that emphasizes your priorities.

Our thorough recruitment process is designed to meet your needs by understanding your organization's business goals, culture, and subsequent human capital objectives, and then dedicating the required resources to see your dream become a reality.

Our five-point proven process includes:

- Discovery Meeting Details
- Building a Go-to-Market Strategy
- Identification and Selection
- Presentation and Coordination
- Offer and Onboarding

We look forward to discussing how SearchLabs can be an integral, time, and cost-saving option for all your mission critical hires. Let's talk!

MARKET TRENDS

Market Trends for Construction - 2023

As we look ahead to 2023, a few key construction trends are expected to shape the industry in the coming year. These trends include focusing on talent acquisition and retainment, sustainability, using technology to improve efficiency and productivity, and adopting new materials and techniques due to rising costs. Labour shortages are ongoing, and attracting diverse talent to construction is a priority for every business.

To retain and attract top talent, companies are considering a workforce strategy based on two pillars: a purpose-driven organization and a personalized career path. Moreover, technology adoption and innovation could help attract employees with new skills and retain workers by encouraging them to work with cutting-edge tools.

In addition, an increased focus on diversity, equity, and inclusion in hiring could yield additional talent for the industry. In 2022, only 11% of all construction workers in Canada were women, despite a push to be more inclusive in roles at all levels. Most companies agree that diverse and inclusive hiring can help raise productivity, enhance organizational management, improve financial performance and increase innovation. Addressing the tight labour market and exiting workforce amid shifting talent models will likely remain a priority for most construction companies in 2023, with most companies agreeing that offering a flexible and agile workforce structure can help attract and retain talent.



MARKET TRENDS

Market Trends for Construction - 2023

Other significant trends for 2023 are the continued focus on sustainability and carbon footprint using modern design techniques and materials to reduce companies' carbon footprint, along with greater adoption of technology such as Revit/BIM and the use of 5G to minimize latency in site-based applications. These new processes will also open up additional hiring needs, including the creation of new roles, such as Green Building Consultants, Sustainability Designers, and VDC (Virtual Design and Construction) personnel.

Overall, it is clear that the construction industry is evolving rapidly, especially within recruitment, and the trends of 2023 will continue to shape how we design and construct our built environment. With a focus on acquiring and retaining top talent, sustainability, technology, and innovative materials, companies adopting these principles will be well-positioned to meet future challenges.



INSIGHTS



INTERVIEW BEST PRACTICES TIMELINE

- First Interview: Set within three business days of receiving the resume, 30-60 minutes
- Second Interview: Within three business days after the first interview, 30-60 minutes
- Third Interview: Within 2-3 business days after the second interview, 30-60 minutes
- Feedback: 24 hours after each stage
- Offer: Within two business days of the last meeting



BEYOND SALARIES

As living costs continue to rise and due to the shortage of specific talent, salaries are still increasing. However, the base salary is only one of the things candidates care about. Here are the top five benefits that concern candidates when considering a job offer:

- Flexibility – of hours and remote work
- Vacation
- RRSP, Pension, Bonus and Stock/Stock options
- Culture – diversity and inclusion, mental health and wellness programs, social responsibility, impact the company has on the world
- Career progression and training

Please be sure to address these points with potential employees during the interview process.

DEFINITIONS OF SENIORITY



PROJECT COORDINATOR

Two to four years of experience. Works under the direction of managers from whom they receive all tasks and solutions to their problems.

PROJECT MANAGER (INCLUDING ASSISTANT PROJECT MANAGER)

Five to ten years of experience and are part of projects from project acquisition to post-construction. Depending on the level of experience and title, work under the supervision of either a Project Manager or Senior Project Manager while contributing to budgeting & scheduling, client interaction, and project construction while prioritizing accordingly. Start to mentor junior resources.

SENIOR PROJECT MANAGER

Over ten years of continuous, direct work experience and can identify/find solutions to problems themselves. Has the ability to communicate both problems and solutions to clients and management. Has project leadership experience and mentors multiple junior to intermediate resources.

PROJECT DIRECTOR

15+ years experience. Responsible for managing multiple teams, allocating resources, and setting organizational priorities. Has a direct impact on the strategic vision across the division and provides guidance to project staff and managers while influencing strategic issues both externally and internally, including senior executives, regulators and vendors. Also responsible for leading multiple complex and large multi-discipline estimates, including equity, commercial and O&M responsibilities, while contributing to identifying new project pursuits to be estimated.

DEFINITIONS OF SENIORITY



ASSISTANT SUPERINTENDENT

2 to 4 years experience in the field. This role supports the Superintendent and Project Manager in the successful completion of assigned projects. The Assistant Superintendent assists in overseeing job site safety, quality, scheduling, and communications regarding field and constructability issues.

SUPERINTENDENT/SITE SUPERVISOR

Five to ten years of experience leading job sites. Responsible for all aspects of field-related job site requirements, including safety, a 2-week look-ahead schedule, trade scheduling and management, client walkthroughs, and material ordering/schedule.

SENIOR SUPERINTENDENT AND GENERAL SUPERINTENDENT

10+ years of experience overseeing either major projects or several projects concurrently. Manages other Superintendents at any level, including mentoring junior staff and assuming client-facing duties for all site-related issues. Works closely with the Project Manager on budgetary, scheduling and other client requirements and is ultimately responsible for job site safety on their projects.

ESTIMATOR

One to five years experience. Conducts quantity take-offs by establishing and maintaining a directory of contractors, suppliers and subcontractors. Assists with the tendering process with approved trades while collating quotes and setting up expenditure/cost statements and forecasts.

DEFINITIONS OF SENIORITY



SENIOR ESTIMATOR

Five to ten years of experience. Oversees and mentors junior staff while still preparing their own estimates of probable costs of labour and equipment, materials, and subcontracts for construction projects based on contract bids, schematic drawings and specifications, and trade quotes. Also advises on tendering procedures, examines and analyzes tenders, and recommends tender awards while conducting negotiations.

CHIEF ESTIMATOR

10+ years experience. Responsible for managing and directing the org's functions, including all activities within the estimating department, such as budgeting, staff scheduling and development, performance evaluations, training, and departmental goals. They also create and implement performance metrics and department standard operating procedures, generate the weekly bid schedule, delegate estimation jobs to staff, and are responsible for mark-ups depending on the firm's ownership type while contributing to identifying new project pursuits to be estimated.



DEVELOPER/BUILDERS

Project Coordinator

40%	75 - 84K
50%	85 - 99K
10%	100 - 105K

Project Manager (Including Assistant Project Manager)

20%	110 - 124K
20%	125 - 154K
40%	155 - 165K

Senior Project Manager

70%	110 - 124K
30%	130 - 139K

Project Director

60%	200 - 229K
40%	230 - 250K



DEVELOPER/BUILDERS

Assistant Superintendent

30%	95 - 104K
40%	105 - 109K
30%	110 - 115K

Superintendent

20%	125 - 134K
50%	135 - 139K
30%	140 - 150K

Senior Superintendent and General Superintendent

20%	140 - 153K
40%	155 - 174K
40%	175 - 200K



DEVELOPER/BUILDERS

Estimator

30%	95 - 99K
70%	100 - 114K

Senior Estimator

40%	115 - 124K
60%	125 - 135K

Chief Estimator/Estimating Manager

40%	140 - 154K
40%	155 - 174K
20%	175 - 185K



ICI GENERAL CONTRACTING

Project Coordinator

40%	60 - 67K
50%	68 - 74K
10%	75 - 80K

Project Manager (Including Assistant Project Manager)

20%	80 - 94K
40%	95 - 109K
40%	110 - 130K

Senior Project Manager

70%	130 - 139K
30%	140 - 150K



ICI GENERAL CONTRACTING

Assistant Superintendent

40%	80 - 92K
40%	93 - 99K
20%	100 - 105K

Superintendent/ Site Supervisor

20%	105 - 109K
50%	110 - 119K
30%	120 - 125K

Senior Superintendent and General Superintendent

40%	135 - 142K
20%	142 - 149K
40%	150 - 160K



ICI GENERAL CONTRACTING

Estimator

30%	95 - 102K
70%	103 - 110K

Senior Estimator

40%	115 - 125K
60%	126 - 135K

Chief Estimator/Estimating Manager

40%	140 - 149K
40%	150 - 159K
20%	160 - 165K



CIVIL INFRASTRUCTURE

Project Coordinator

80%	90 - 94K
10%	95 - 99K
10%	100 - 105K+

Project Manager

70%	130 - 139K
20%	140 - 149K
10%	150 - 155K+

Senior Project Manager

50%	155 - 174K
40%	175 - 179K
10%	180 - 185K+



CIVIL INFRASTRUCTURE

Project Director

60%	175 - 204K
30%	205 - 219K
10%	220 - 225K+

Field Engineer

30%	75 - 84K
60%	85 - 99K
10%	100 - 105K+

Superintendent

80%	120 - 134K
15%	135 - 139K
5%	140K+



CIVIL INFRASTRUCTURE

Senior Superintendent

70%	145 - 159K
20%	160 - 169K
10%	170 - 175K+

General Superintendent

60%	175 - 199K
30%	200 - 204K
10%	205 - 210K+

Operations Manager

15%	165- 169K
75%	170 - 184K
10%	185K+



CIVIL INFRASTRUCTURE

Estimator

70%	115 - 124K
20%	125 - 129K
10%	130K+

Senior Estimator

60%	135 - 139K
30%	140 - 144K
10%	145K+



CIVIL INFRASTRUCTURE

Estimating Manager

70%	155 - 185K
20%	185 - 194K
10%	195 - 200K+

HSE Director

30%	155 - 169K
40%	170 - 174K
30%	175K+



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