

SALARY INSIGHTS:

BUILT ENVIRONMENT



Sub-sectors: Planning, development, construction, project management, architecture, interior design, ESG & sustainability

MARKET COMMENTARY:

The built environment vertical remains structurally constrained by planning delays, ESG reporting requirements, and investor-led sustainability mandates.

ESG and sustainability specialists continue to command premiums due to regulatory reporting obligations and net-zero delivery strategies.

Planning professionals — particularly those with urban regeneration or strategic land experience — remain among the most supply-constrained roles in the market.

Technical delivery salaries have moderated slightly following peak construction inflation, but senior project leadership remains highly valued where schemes are live and funded.

Market dynamic: Compliance and sustainability are no longer optional — they are salary-defining.

EXPERIENCE PREMIUM: +15-25%

Built environment salaries are driven by project risk, delivery accountability, and sector knowledge.

Professionals with direct experience outperform cross-sector peers financially.

Cross-industry design or construction professionals often:

- Enter at reduced salary bands
- Require portfolio realignment
- Progress once real estate delivery experience is proven

KEY INSIGHTS:

- Pay growth is influenced by project complexity, sector, and responsibility.
- Architects and interior designers in London command 20–30% higher base pay.
- ESG, sustainability, and technical expertise are increasingly scarce, commanding premium pay.

MARKET REALITY:

- Developers and investors pay a premium for professionals who understand commercial viability, programme risk, and end-user outcomes.