

SALARY INSIGHTS: COMMERCIAL



Sub-sectors: Agency surveyors, leasing, capital markets, investment, tenant representation, corporate real estate

MARKET COMMENTARY:

Commercial hiring remains capital-flow sensitive. Base salaries have plateaued across brokerage, leasing, and valuation functions, but bonus structures remain powerful at senior level, often exceeding 50% of base in strong years.

Flex operators are blending operational expertise with leasing capability, creating hybrid roles that reward data literacy, landlord negotiation experience, and asset repositioning knowledge.

Valuers and capital markets professionals with debt advisory exposure are particularly resilient in slower transaction environments.

Market dynamic: Transaction volume may fluctuate, but specialist deal experience still commands premium reward.

EXPERIENCE PREMIUM: +20-30%

Commercial salaries are heavily influenced by technical competence and client credibility.

Candidates with experience in:

- Valuation methodologies
- Lease advisory and capital markets
- Institutional client management

...command materially higher base salaries and bonus guarantees.

Cross-industry professionals (banking, consulting, legal support) often face:

- Lower entry compensation
- Delayed bonus eligibility
- Narrower role scopes initially

KEY INSIGHTS:

- Bonus structures critical to total compensation.
- Technical skill (valuation, leasing law) attracts premium pay.
- Senior hires are scarce, driving upward pressure on compensation.

MARKET REALITY:

- Commercial real estate values deal history over generic commercial acumen.
- Transferable professionals can succeed, but typically accept a short-term salary discount to enter the sector.