

# SALARY INSIGHTS: PROPERTY MANAGEMENT



**Sub-sectors:** Leasehold/block management, estate/facilities management, student accommodation, hospitality

## MARKET COMMENTARY:

Operational real estate functions are under sustained demand pressure due to regulatory reform, service charge scrutiny, and building safety legislation.

Salary elasticity is strongest in compliance-heavy roles, block management, and senior property management across mixed-use and institutional portfolios.

Institutional landlords are professionalising operational structures, introducing clearer grading systems and performance-linked uplifts.

Experienced senior property managers remain supply constrained, leading to counter-offers and retention pressure.

**Market dynamic:** Regulation is driving structural demand, not cyclical demand.

## EXPERIENCE PREMIUM: +10-20%

Property management salaries scale with asset complexity and regulatory exposure.

Professionals with direct experience in:

- Leasehold & block management
- Estate and portfolio oversight
- Service charge budgets and compliance

...out-earn candidates transferring from general operations or facilities backgrounds.

Cross-industry hires can transition successfully, but often:

- Start at an assistant or junior portfolio level
- Receive narrower portfolios initially
- Require certification or sector-specific training

## KEY INSIGHTS:

- Pay varies by complexity, compliance, and tenant portfolio.
- Facilities & student accommodation are in increasingly high demand due to the need for specialist skills.
- Bonuses tied to occupancy, service quality, compliance, and KPIs.

## MARKET REALITY:

- Regulatory familiarity materially reduces employer risk.
- Specialist sector experience (BTR, student accommodation, large estates) accelerates salary progression.