

# Buildings 2025 Mid Year Update

## Structures

The structures market is beginning to show renewed momentum as we move through 2025, with hiring confidence returning across many consultancies.

Organisations with a strong project pipeline for this year are now beginning to see that work materialise, prompting a wave of recruitment activity. The focus has been predominantly on senior-level hires, from Senior Engineers through to Associate Directors, with a clear emphasis on individuals capable of leading projects and contributing to future team growth. Experience in team management is now a common requirement, as these hires are expected to play a pivotal role in scaling teams as workload increases.

While demand for Revit Technicians remains muted at present, several clients have indicated that this will rise once newly appointed senior engineers are embedded into teams. The expectation is that Revit support will be needed to deliver projects as technical teams grow.

However, there is still a degree of uncertainty in the candidate market. Some larger firms, particularly those reliant on major schemes, have seen a slower recovery in project activity and have made redundancies as a result. This contrasts with the more positive outlook among SMEs, who are moving forward with hiring, and creates mixed signals for candidates considering a move. This divergence is contributing to hesitancy and makes it difficult for candidates to gain a true understanding of the broader market conditions.

Nonetheless, overall market sentiment is improving. The shift in hiring behaviour signals that when companies do decide to recruit, it is now driven by genuine and confirmed workload, not just short-term demand but sustained growth. In contrast to previous months where firms were cautious even with near-term needs, current hiring decisions reflect a level of confidence not seen for some time.

Our advice to job seekers is to assess opportunities in the context of this changing market. A move now is more likely to be supported by solid pipeline forecasts and a strategic intent to grow, rather than a short-term response to resourcing gaps.

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# Buildings

## Building Services Design

The first half of 2025 has seen a slower start than anticipated in the building services design market, largely due to delays in project funding and continued market uncertainty. This has led to a broad stagnation of salaries, as businesses proceed cautiously with growth and resourcing plans.

Despite this, there are emerging signs of activity, particularly from smaller start-ups and SMEs. These businesses are beginning to offer salaries slightly above market rate in a bid to attract high-calibre talent and position themselves for growth as demand for building services begins to pick up.

In contrast, many larger firms have paused on increasing headcount. With the impact of recent increases to employee tax liabilities, they are exercising restraint to keep overall wage bills in check. This has directly impacted salary progression, with limited movement across mid-level and junior roles.

However, optimism lies firmly within the SME sector, where several businesses report strong pipelines and are actively planning for future recruitment needs. These companies are preparing for growth and are looking to bring in the right senior-level individuals who can lead projects and develop teams as the market strengthens.

At present, demand is concentrated in the senior bracket, candidates capable of taking ownership of projects and playing a strategic role in shaping team structures. The sector appears poised for a broader recovery, with SMEs leading the charge and setting the tone for hiring confidence in the months ahead.

