



Infraspec

Project Controls Salary Survey 2025

Schedule | Cost | Risk | Change

The UK's infrastructure sector is entering a critical growth phase.

With major investments in transport, energy, and utilities, demand for skilled professionals has never been higher.

As a specialist talent partner, Infraspac has supported this sector for over a decade.

We've witnessed the challenges employers face in attracting and retaining the right people and the uncertainty many professionals feel about how their pay compares to peers in a competitive market.

As projects grow in scale and complexity, experienced planners, project controllers, risk specialists and commercial leaders are in particularly high demand. We believe that sharing transparent insights on compensation and workforce trends can help both employers and candidates make better informed decisions.

We analysed the data to benchmark compensation by seniority level, region, and function, and to understand the make-up of the workforce by gender, ethnicity, and career stage. We also examined the factors that drive mobility and retention from pay and progression opportunities to the appeal of high-profile projects.

Our goal is to help employers compete more effectively for talent, highlight areas where diversity and inclusion can be strengthened, and give professionals a clearer picture of how their skills are valued in today's market.

To provide these insights, we conducted the Infraspac Salary Survey 2025, gathering responses from hundreds of professionals across the UK infrastructure market.



Delivery Scale & Experience

Senior project controls salaries rise with programme size, complexity, and accountability. Portfolio-level roles attract premiums due to increased commercial exposure, stakeholder influence, and delivery risk. Experience on large, complex infrastructure programmes remains a key driver of higher pay.

Compensation & Geography

Salaries vary by location, with London and major infrastructure hubs paying above national averages. Regional markets remain tighter, though hybrid working has reduced some geographic gaps. Employers still pay premiums for talent aligned to high-value capital programmes.

Regulation & Clearance Premiums

Roles in regulated or security-cleared environments attract higher pay due to limited candidate supply and increased compliance demands. Sectors such as nuclear, defence, and aviation offer salary premiums reflecting accountability, assurance requirements, and barriers to entry.

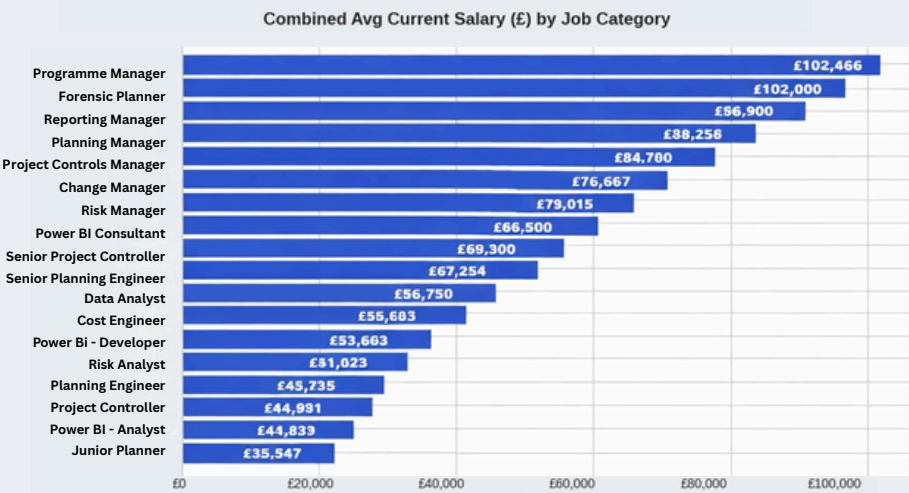
Career Drivers & Total Package

Base salary remains important, but total reward now plays a stronger role in attraction and retention. Pensions, bonuses, flexibility, and progression opportunities influence senior decisions. Employers with clear career pathways secure and retain scarce project controls talent.



Role-Based Salary Comparison

Salary data across planning and project controls roles shows a clear and consistent hierarchy. Senior and specialist positions, including Programme Managers, Forensic Planners, and Planning Managers, command the highest average salaries, reflecting greater responsibility and programme influence. Mid-level roles cluster around a defined market midpoint, while junior and entry-level positions sit within narrower bands.



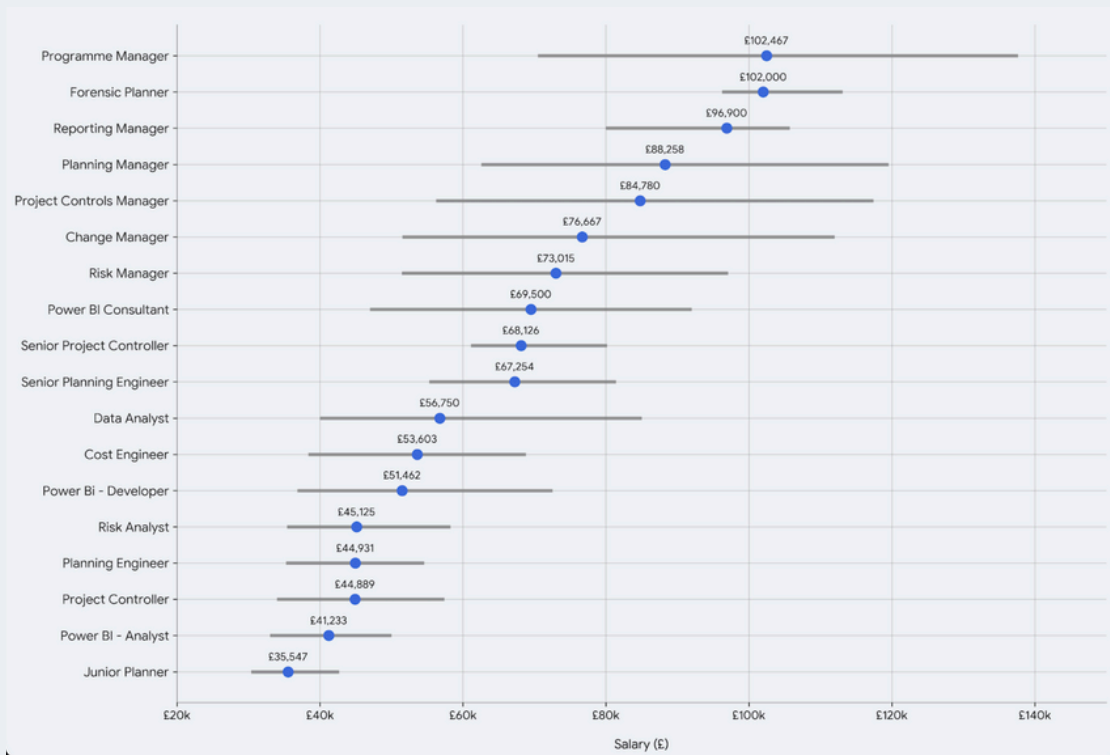
Job Category	Avg Current (£)	Avg Low (£)	Avg High (£)
Programme Manager	102,466.67	70,468.75	137,631.94
Forensic Planner	102,000.00	96,222.22	113,111.11
Reporting Manager	96,900.00	80,000.00	105,700.00
Planning Manager	88,257.78	62,537.91	119,528.02
Project Controls Manager	84,780.20	56,247.93	117,413.72
Change Manager	76,666.67	51,500.00	112,000.00
Risk Manager	73,015.15	51,429.40	97,090.91
Power BI Consultant	69,500.00	47,000.00	92,000.00
Senior Project Controller	68,125.64	61,095.16	80,128.21
Senior Planning Engineer	67,254.28	55,206.16	81,379.47
Data Analyst	56,750.00	40,000.00	85,000.00
Cost Engineer	53,602.94	38,353.99	68,792.02
Power BI - Developer	51,462.50	36,850.00	72,500.00
Risk Analyst	45,125.00	35,375.00	58,250.00
Planning Engineer	44,930.55	35,256.54	54,576.07
Project Controller	44,889.48	33,971.07	57,389.74
Power BI - Analyst	41,233.33	33,000.00	50,000.00
Junior Planner	35,946.84	30,380.65	42,686.64

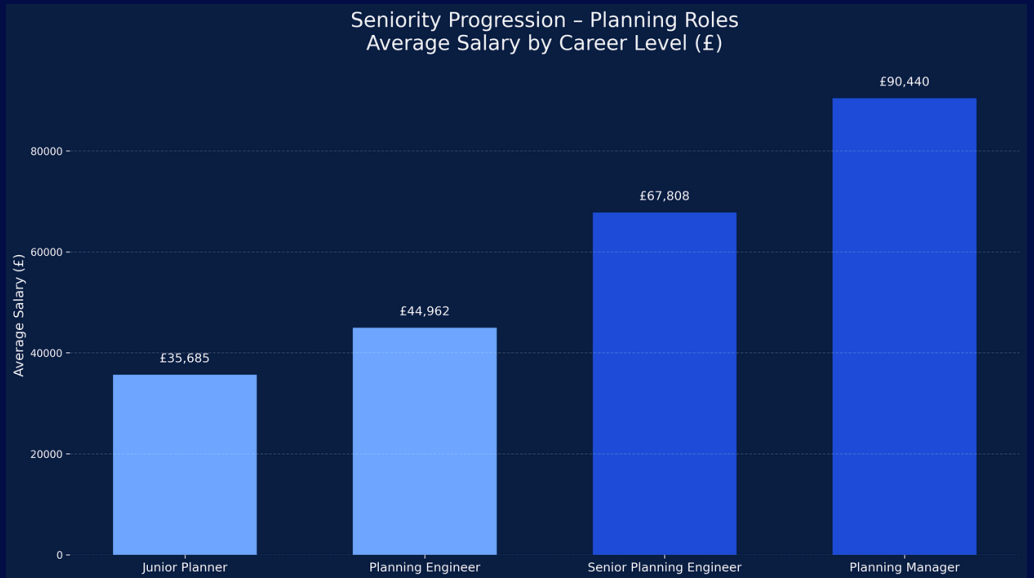


Salary Range Distribution by Role

Salary bands in planning and project controls vary sharply by role. Senior positions such as Programme Managers, Planning Managers and Project Controls Managers show the widest spreads, reflecting broader scope and commercial influence. Junior and entry level roles sit in tighter ranges, pointing to more consistent market pricing. These figures are weighted across multiple sources to reduce distortion and provide a clearer benchmark of true market spread.

Salary Range Distribution by Role - Project Controls (Weighted Averages)





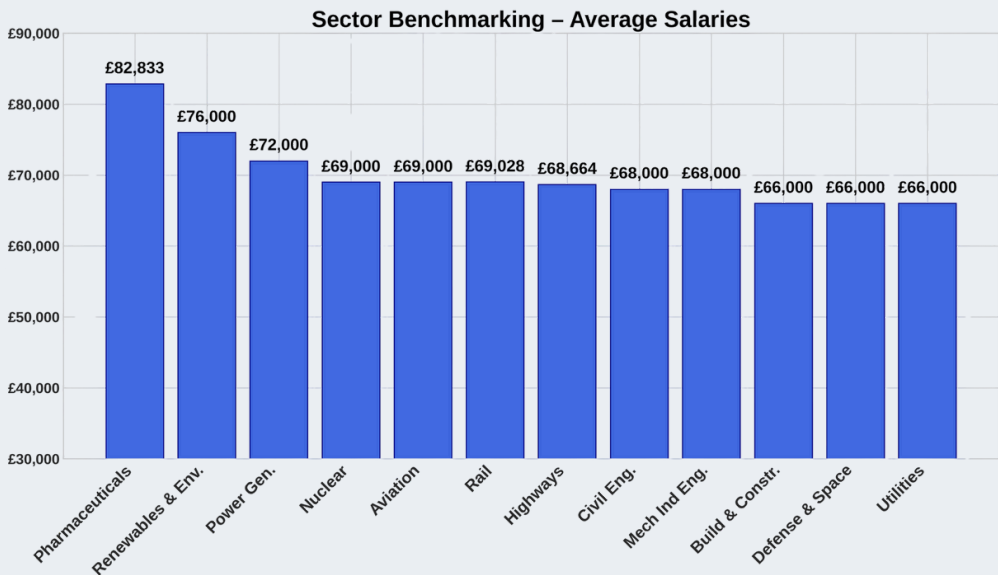
Seniority Progression

Compensation in planning follows a clear trajectory. Early-career roles see modest growth as technical skills and experience build. Once professionals move into senior and management positions, salaries rise more sharply, reflecting greater accountability, strategic influence and ownership of programme outcomes.



Sector Benchmarking

Industry comparisons show clear differences where sample sizes are strong. Rail, Nuclear and Renewables sit above the market average, driven by demand and delivery complexity. Core infrastructure sectors cluster nearer the midpoint, reflecting more standardised pay. Sector context remains critical when setting expectations, especially where scarcity and risk sustain a premium.



Sector	Average Salary
Pharmaceuticals	£82,833
Renewables & Env.	£76,000
Power Gen.	£72,000
Nuclear	£69,000
Aviation	£69,000
Rail	£69,028
Highways	£68,664
Civil Eng.	£68,000
Mech Ind Eng.	£68,000
Build & Constr.	£66,000
Defense & Space	£66,000



Regional Salary Benchmarking – UK

UK salary data shows clear regional differences. London & South East and The Midlands command higher averages, driven by competition for experienced professionals and major programme activity. Other regions sit lower, reflecting more balanced supply and demand. Location remains a key factor alongside hybrid policies as organisations widen talent pools while staying competitive.

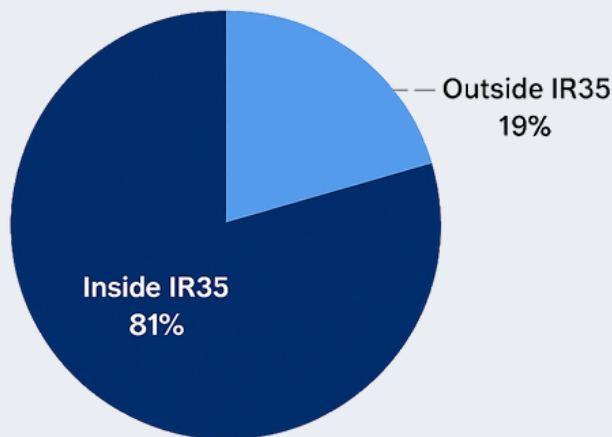
Regional Salary Benchmarking – UK



Region	Average Salary (£)
London & South East	73,036.36
Midlands	69,073.32
North West	61,363.64
South West	60,043.48

Contractor Rate Benchmarking

Contractor rate data across planning and project controls roles shows a clear and consistent hierarchy. Senior and specialist positions, including Programme Managers, Forensic Planners, and Planning Managers, command the highest contractor rates, reflecting greater delivery risk and programme influence. Mid-level roles cluster around a defined market midpoint, while junior and entry-level contractors operate within tighter rate bands.

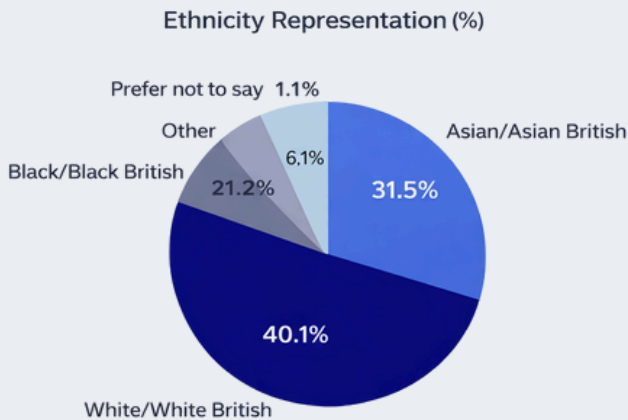
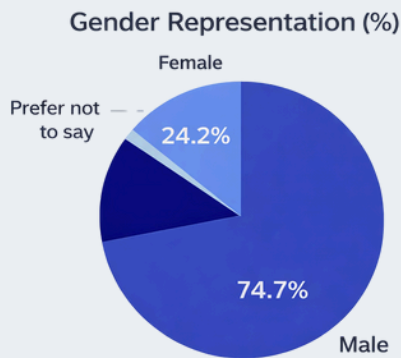


Job Category	Low Avg	Medium Avg	High Avg
Programme Manager	536	650	883
Forensic Planner	557	578	629
Planning Manager	556	634	759
Project Controls Manager	547	630	724
Change Manager	435	438	675
Risk Manager	469	577	753
Power BI Consultant	386	401	426
Project Controller	360	480	561
Senior Planning Engineer	503	550	619
Data Analyst	377	403	421
Cost Engineer	374	477	560
Risk Analyst	425	465	557
Planning Engineer	412	459	514
Junior Planner	284	329	370



Gender Representation Overview

Project controls has always been a diverse market, yet survey results show a continued imbalance. Female representation remains below parity but sits higher than historic norms in infrastructure and delivery environments. Sustained focus on diversity and inclusion is essential as the sector scales and competes for future talent.

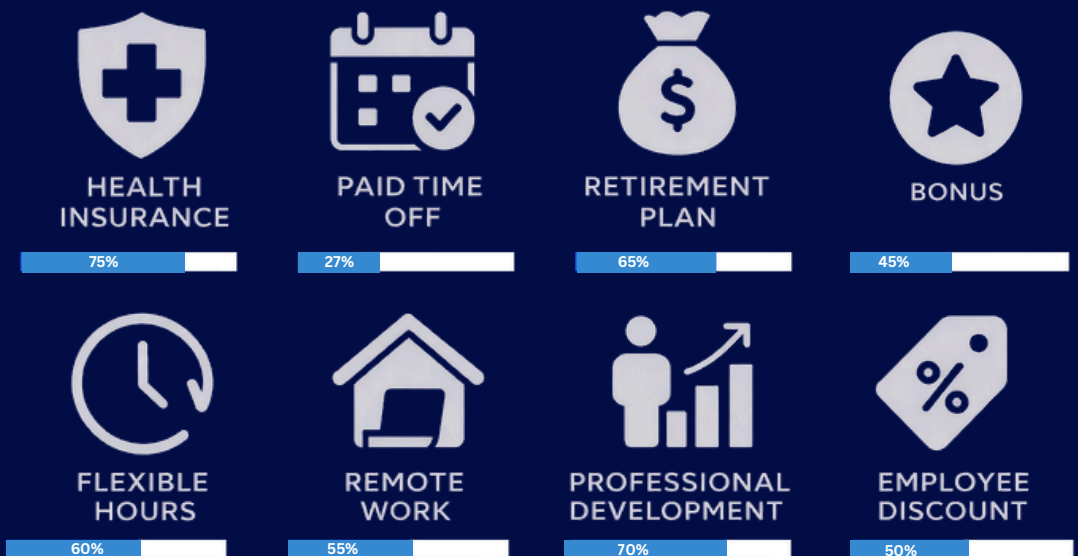


Benefits & Working Conditions

Key benefits offered by employers include: health insurance, professional development, retirement plans, flexible hours, remote work, bonuses, employee discounts, and paid time off.

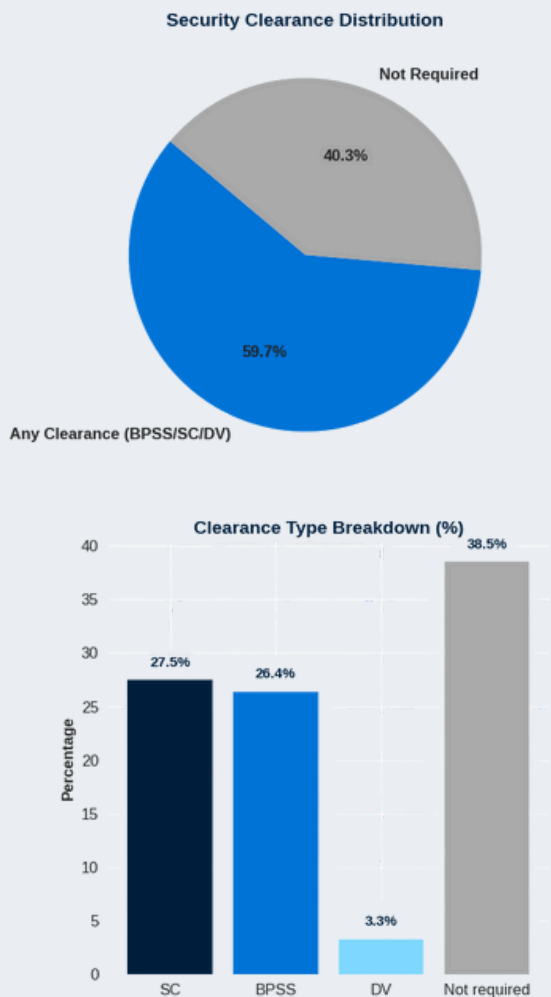
This graphic shows the proportion of employers providing each benefit within the infrastructure sector. Health insurance, professional development, and retirement plans are among the most widely offered, while paid time off is less common. The rise of flexible hours and remote work reflects the sector's shift toward hybrid working models and greater work-life balance.

Together, these benefits form a critical part of the total employment package, supporting employee satisfaction, retention, and attracting talent, especially when salary flexibility is limited.



Security Clearance & Regulation

Security clearance is common across regulated delivery environments, especially in defence, nuclear and major infrastructure. 59.7% of professionals require clearance, with SC and BPSS most prevalent. DV remains rare. These roles demand higher access controls, governance and regulatory oversight, reinforcing the link between clearance, complexity and delivery scale.



Key Takeaways

For Employers

- Pay is increasingly driven by delivery scale, regulatory exposure, and accountability, not title alone.
- Senior and specialist roles show wide salary ranges, reinforcing the need for clear role definition and accurate benchmarking.
- Regulated and clearance-dependent environments continue to attract 8-15% pay premiums, alongside longer mobilisation timelines.
- Hybrid working and core benefits are now baseline expectations, not differentiators.
- Competitive offers must consider total package and project exposure, particularly when hiring experienced planning and project controls professionals.

For Professionals

- Progression into larger and more complex programmes is strongly linked to higher pay and broader opportunity.
- Experience in regulated or clearance-restricted environments remains a valuable differentiator in the market.
- Senior roles carry greater salary upside but also wider variability, reflecting differences in scope and responsibility.
- While flexibility and benefits matter, pay and exposure to major programmes remain the strongest drivers of career decisions.
- Clear role scope and documented delivery experience are critical when negotiating compensation or evaluating new opportunities.





With over 20 years of experience, Infraspec specialises in the recruitment of planning, project controls, cost, risk, and change professionals across the infrastructure, construction, and renewable energy sectors. Our work focuses on supporting both employers and professionals operating within complex delivery environments.

Drawing on deep market knowledge and long-standing sector insight, we understand the challenges organisations face in securing scarce capability, as well as the factors professionals consider when navigating career progression in a competitive market. Our approach is grounded in detailed role definition, accurate benchmarking, and an understanding of the commercial and delivery context behind each hire.

Whether advising on strategic hiring decisions or supporting professionals in their next move, we aim to connect the right expertise to the right programmes, ensuring alignment between capability, role scope, and long-term delivery outcomes.

To explore opportunities or discuss your next career move, please email your CV and request a confidential call with one of our team. We look forward to connecting with you.



Richard Hodgkins
Director

✉ richard@infraspec.co.uk
☎ 07399 996664



Conor Murray-Robertson
Director

✉ conor@infraspec.co.uk
☎ 07966 233238



Phillipa Meads
Associate Director

✉ phillipa@infraspec.co.uk
☎ 07904 958137



Samantha Morris
Recruitment Specialist

✉ samantha@infraspec.co.uk
☎ 07904 025262

