



CONSTRUCTION MANAGEMENT SALARY SURVEY 2025

Taking a close look at the compensation packages of Construction Management professionals working in the data centre sector across Europe and the USA.

ABOUT THE SURVEY

Welcome to the first ever Construction Manager Salary Survey for the data centre industry.

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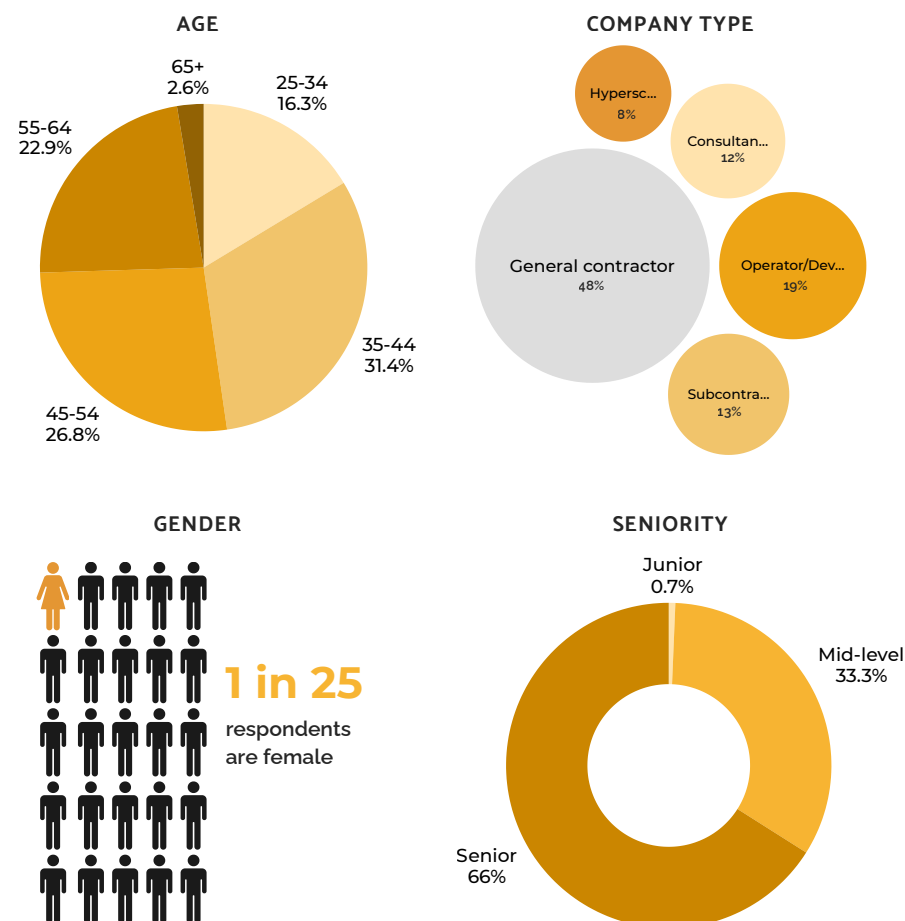
This report is part of our wider 2025 Data Centre Salary Survey, which collected insights from over 1,500 professionals across Europe and the USA. The main regional reports go deeper into salaries, benefits, and workforce trends across the full range of job roles in the sector. If you'd like to benchmark your team or your own compensation more broadly, download the full report [here](#).

SURVEY RESPONDENTS

Construction Management respondents were predominantly mid-level or senior professionals. Most were male, and the most common age groups were 35–44 and 45–54, followed by a smaller but notable number aged 55–64. General contractors made up the largest group of employers, with smaller representation from subcontractors, consultancies, and other company types.

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KEY FINDINGS

SALARY VARIATION IS HIGH

While experience and seniority drive higher Construction Management salaries, the data reveals significant variation across regions, job titles, and company types, suggesting individual circumstances play a major role in pay.

MODEST PAY RISES ARE COMMON

60% of respondents received a pay rise in the last 12 months. Most increases were under 8%, and early-career professionals saw the biggest boosts.

BONUS SATISFACTION IS MIXED

Nearly 70% of professionals received a bonus, typically 5–10% of salary. However, average satisfaction with bonuses was just 3.2 out of 5, pointing to room for improvement.

GENDER PAY GAP REMAINS A CONCERN

Female Construction Managers earn 16% less than their male counterparts on average - a gap that highlights the need for continued focus on transparency and equity.

BENEFITS ALIGN WITH EXPECTATIONS

Most professionals want what they already receive: financial benefits, health and wellbeing support, and transport allowances. 42% expressed no desire for additional benefits, particularly those at subcontractors and hyperscalers.

MOBILITY IS HIGH

38% of permanent employees plan to move companies in the next year. Younger and less experienced professionals are especially likely to move, even though they are satisfied with their compensation on average.

The average UK Construction Management professional earns **53% more** working in the data centre industry than other industries.

£70,900

ALL INDUSTRIES

CIOB Construction Salary and Market Trends Survey 2024

£108,000

DATA CENTRES

DataX Connect Salary Survey 2025

SALARIES

Salaries for Construction Management professionals are competitive, with clear upward trends linked to seniority and experience, as we would expect. While job title and company type do have a bearing on compensation, the data reveals significant variation within each category, particularly across regions, and even within the same experience bracket. This suggests that salary is influenced as much by individual circumstances - such as employer, location, or project complexity - as by role or experience alone.

The data shows that the USA offers the highest average salaries across company type. In contrast, the rest of Europe has the lowest, with the UK sitting in the middle. This mirrors trends across job titles and experience levels, where the US market consistently leads on pay.

When comparing by company type, operator/developers and hyperscalers offer the most competitive salaries overall, particularly in the UK and USA.

For **professionals**, this points to the value of benchmarking against peers; for **employers**, it's a reminder to stay attuned to market expectations to attract and retain top talent.

AVERAGE SALARIES BY REGION

Job Title	UK	Rest of Europe	USA
M&E Supervisor	£77k	€76k	\$168k
Construction Manager	£89k	€103k	\$195k
Construction Director	£125k	€155k	\$228k
Package Manager	£94k	€89k	N/A
Assistant Superintendent	N/A*	N/A	\$98k
Superintendent	N/A	N/A	\$162k
Lead Superintendent	N/A	N/A	\$167k
VP Construction	N/A	N/A	\$250k

*US-specific job titles

Company type	UK	Rest of Europe	USA
General contractor	£101k	€101k	\$182k
Subcontractor	£85k	€85k	\$166k
Hyperscaler	£156k	€108k	\$194k
Operator/Developer	£132k	€138k	\$203k

Experience	UK	Rest of Europe	USA
1-5 years	£87k	€99k	\$160k
5-10 years	£118k	€112k	\$186k
10-15 years	£120k	€120k	\$212k
15+ years	£154k	€134k	\$230k



SALARY SATISFACTION

On average, data centre professionals working in Construction Management rated their satisfaction with their base salary **3.7 out of 5**. The region with the highest satisfaction was the USA, and the lowest the UK. Salary satisfaction was highest for those working for an Operator/Developer. Respondents working in Hyperscalers reported lower average salary satisfaction scores.

60%

PAY RISES

60% of respondents received a pay rise in the last twelve months. Of those who got a pay rise, 41% stated their increase was between 0% and 4%, and a further 28% received a raise between 4% and 8%. Less experienced professionals (1-5 years) experienced the greatest pay rises, while the most experience professionals (15+ years) experienced the lowest.

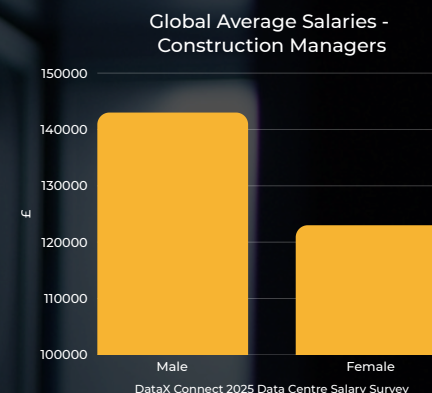


SALARY VARIABILITY

The USA has the widest average salary ranges, suggesting greater variability in pay, possibly due to broader role definitions, variations in project size, or cost-of-living differences across states. Europe has the narrowest salary ranges, suggesting more uniform compensation practices.

GENDER PAY GAP

Our data shows a notable gender pay gap among Construction Managers. On average, female respondents reported earning £123k, compared to £143k for their male counterparts - a difference of around 16%. While the sample size for women in this group is small, the gap is still significant and consistent with broader industry patterns. It highlights the need for continued transparency and equity in compensation practices, particularly as more women enter technical and leadership roles within construction.



BENEFITS

The most common benefits currently offered were related to Travel & Transport, Health & Wellbeing, and Financial & Retirement packages.

When asked what they'd like to receive, respondents mostly echoed these benefits, with a few more pointing to more Time Off as a desirable extra benefit. This suggests that, for the most part, employers understand the benefits wanted by Construction Management professionals, and generally offer them.

The majority of respondents did not suggest any extra benefits at all. In particular, those working for Subcontractors and Hyperscalers tended to answer 'None' when asked to suggest extra benefits they would like their company to offer.

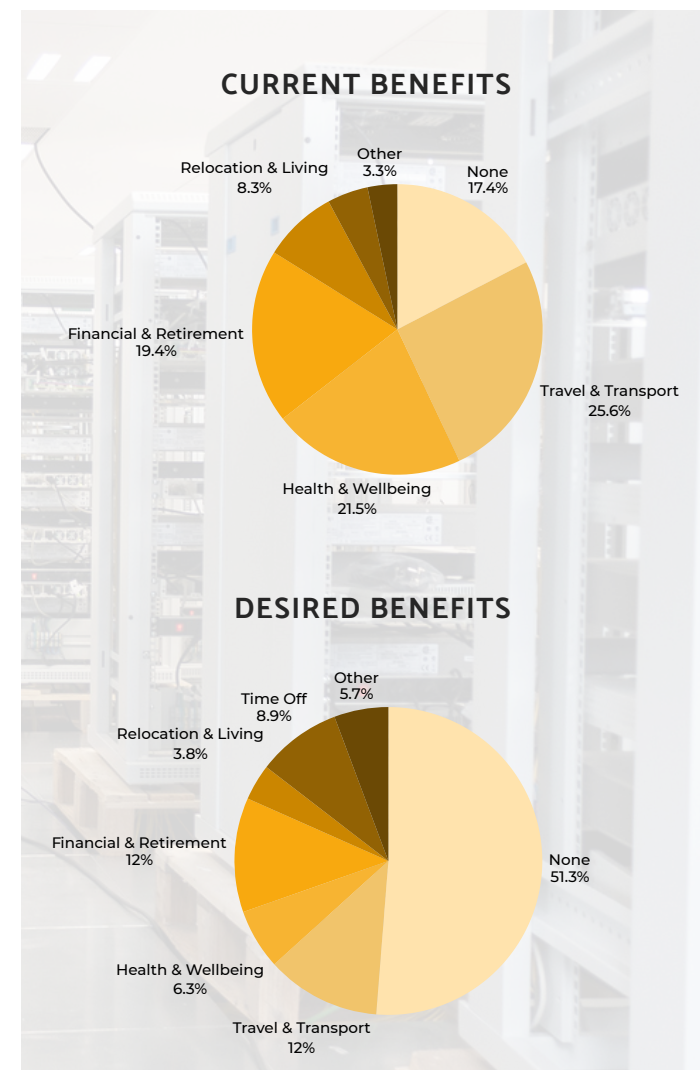
42% of respondents said they have all the benefits they want.



This data shows that, while bonus payments are widely distributed, satisfaction is only moderate, suggesting room for improvement in how bonuses are structured or communicated.

Benefits packages appear broadly aligned with employee expectations, but employers shouldn't assume silence means satisfaction. Clearer communication around bonus structures, more personalised rewards, and flexibility in benefits could significantly boost retention and satisfaction - especially in a competitive market for experienced talent.

For Construction Management professionals, the data reinforces the importance of knowing your value and speaking up about what matters most to you - whether that's more recognition, better perks, or meaningful incentives.



BONUSES

69%

of respondents received a bonus payment, or other performance related payment, in the last twelve months.

5-10%

was the most common bonus payment amount amongst Construction Management professionals.

3.2

is the average rating out of 5 for satisfaction with bonus payments.

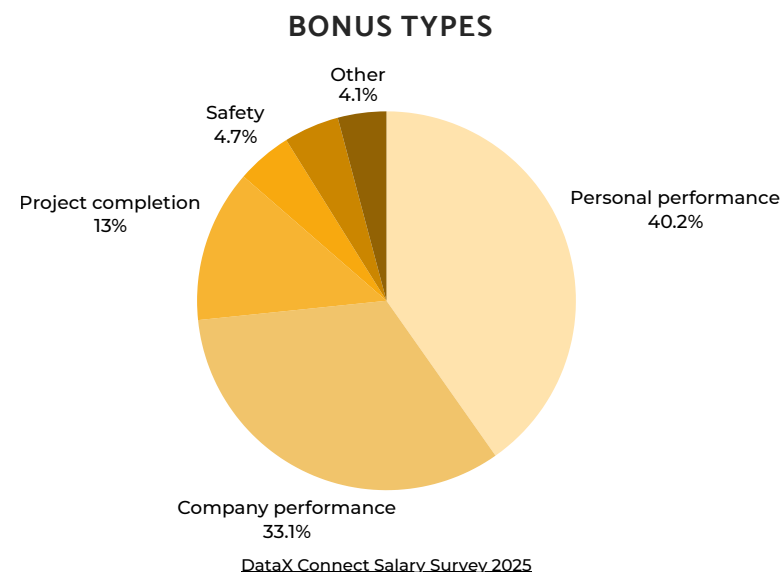


Almost 70% of Construction Management professionals reported receiving a bonus payment of one type or another in the last twelve months, and respondents gave a score of 3.2 out of 5 on average for their satisfaction with bonus payments.

Construction Management professionals working at hyperscalers received the highest average bonus payments, whilst the lowest average bonus payments were reported by those working in consultancies. Respondents in senior positions were more likely to receive a bonus payment than those in mid-level positions.

The most common bonus payment types were Personal Performance and Company Performance bonuses, although a number of respondents also reported receiving a bonus for Project Completion.

While bonuses are a key part of total compensation for Construction Management professionals, there's room for employers to improve clarity and fairness in the bonus schemes they offer.



OTHER INSIGHTS

MOBILITY IN THE MARKET

28% of Construction Management professionals in permanent roles changed company in the last twelve months, and 38% plan to change in the next twelve months.

Looking more closely at those who plan to move, the data shows an average benefits satisfaction rating of less than 3 out of 5, indicating that this might be a particular area of dissatisfaction for those looking to move.

Respondents who received a bonus in the last twelve months are less likely to be planning a move in the next year, but only slightly. Those working for operators/developers, general contractors, and consultancies are more likely to want to move than those at hyperscalers or subcontractors.

FUTURE TALENT

13% of Construction Management professionals are under the age of 35, and almost half of them are planning to change company in the next twelve months. The 25-34 age group has a higher average satisfaction score than most other age groups, showing that, while they're more likely to want to move, it isn't because they're more dissatisfied with their compensation. This higher mobility is likely to reflect ambition or career exploration rather than frustration.



38%

are planning to move company in the next twelve months (permanent roles).

57%

said their compensation package in the data centre sector is more competitive than other industries they've worked in.

31%

have fewer than five years' experience in the data centre sector.

SUMMARY

This year's data tells a clear story: Construction Management professionals in the data centre industry are well-compensated, but they're also ambitious, mobile, and looking for more than just money.

Salaries are strong, especially compared to similar roles in other sectors, but variation remains high, and satisfaction with pay and bonuses is far from universal. While most professionals are happy with their benefits, a significant number are either unsure what more could be offered or hesitant to ask.

Retention will be a key challenge for employers in the year ahead, particularly among younger and less experienced talent. Clear communication, consistent reward structures, and meaningful career progression will be essential to keeping top performers in place.

As demand continues to grow, so too must the industry's ability to engage, reward, and retain the people building its future.

CONTACT US

 www.dataxconnect.com/salary-survey

 connect@dataxconnect.com

 UK: 01489 888499
Ireland: +35316994424
USA: +19142335289

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