



PARKER HUGGETT

A DIVISION OF LRO STAFFING



CONSTRUCTION & DEVELOPMENT

SALARY GUIDE

2022



As Canada and the rest of the world continue to economically recover from the pandemic, it will be imperative to build a strong workforce by finding and securing the right talent. That said, we are currently facing labour shortages in many sectors. With an increase in new hires and candidates typically fielding multiple offers, it is crucial that employers are building strong hiring and retention strategies to ensure they are optimizing their growth opportunities.

Our Construction & Development recruitment professionals have compiled salary data across Canada to help employers understand current salary ranges in tandem with what competitors are offering by way of compensation packages. The salary ranges outlined pertain to a wide variety of job classifications and are derived from the placements made in 2021 across various sectors at both public and private organizations.

At Parker Huggett, we are dedicated to bringing our clients and candidates up-to-date market intelligence, thereby helping them to make more informed employment decisions. In addition to the roles and salary ranges listed within this guide, we have included job market trends, highly valued designations, and additional information for your perusal.



JOB MARKET TRENDS

In the last 12 months, the Construction & Development industry has experienced significant change at all levels. From an employer standpoint, there has been a heightened cost of doing business, an emphasis on succession planning, and a notable increase in new projects; specially within the areas of development for industrial warehousing and fulfillment centers, long-term care facilities, and of course, residential properties. A surge of backlogged projects was further complimented by the government's initiatives to boost economic development and infrastructure through significant investment in healthcare, defense, and transport infrastructure where we expect to see roughly \$83 billion of new projects coming down the pipeline in the next few years.

From a candidate standpoint, an increase in projects has directly correlated to more opportunities, and ultimately, higher compensation. We've observed an 8% annual increase in salary levels each year since 2020 with the volume of jobs continuing to increase for this talent pool as firms grow, take on new divisions, and compete with new multinational entrants to this busy Canadian market. With competition for skilled workers remaining high, more companies are thinking outside the box to consider and attract skilled talent from other sectors, specializations, and international markets.

With this unprecedented level of demand in the construction industry, it's more crucial than ever for employers to work towards truly understanding the human element of their businesses to ensure people drive success for the organization rather than becoming a major bottleneck for it.

CIVIL INFRASTRUCTURE

Civil Infrastructure has long been feeling the effects of a labour shortage as new graduates and young professionals tend to be drawn more frequently to high rise buildings, complex facilities, and landmark projects, as opposed to roads, bridges, water treatment plants, and underground utilities. However, this trend has begun to lessen as we enter an exciting era for heavy civil infrastructure in Canada.

Not only are large numbers of power generation and water treatment facilities reaching an age requiring significant capital works or new facilities developed entirely, but infrastructure for sewer and water, transportation, and telecom are in need of many significant upgrades to keep up with sprawling development and maintenance. With major projects across the country posing new innovations in how we design and deliver infrastructure, the work is beginning to once again attract the gaze of new and experienced engineering specialists both domestically and internationally.

There also has been the rising trend of investments from various multinationals, including those who have already invested in Canadian infrastructure previously like Bouygues/Colas, Eurovia/Vinci, Dragados, Ferrovial, Bechtel, as well as new entrants in the space. The support is welcomed given the upcoming demands, but the question of how to attract, develop, and retain top talent to deliver these projects remains. The nature of major infrastructure means we have a more transient workforce, but with other international markets also seeing spikes in activity, a strong emphasis in developing grass-roots talent for the long-term will be required.

INSTITUTIONAL, COMMERCIAL AND INDUSTRIAL (ICI)

The last year has brought many changes within the ICI market, leading to many questions between employers and employees while navigating the uncertainty of our new normal post-pandemic dynamics. Many common concerns surround return to work, specifically vaccination policies, hybrid work models, and managing work/life balance.

We have seen several projects greenlit after the market hit despite the uncertainty of the pandemic. The big push for projects has been within healthcare, long-term care facilities, seniors care facilities and light industrial, compared to other project types within the ICI space.

We've also seen a lot of movement of talent recently. Many professionals have been moving to new employers over the last year, mainly for compensation, work environment, and how they were treated during the pandemic. There was also a noticeable trend of senior field staff switching industries due to the pressures of managing projects during the pandemic. This has shifted employers' priorities with a focus on improving training to close the gap on those who need the experience to backfill their predecessors.

RESIDENTIAL HIGH RISE

A prominent and noticeable trend with residential high rise buildings, developers are starting to self perform their construction. This can pose a great risk though, leading some developers to remain disinterested.

Salary scales have throttled towards unprecedented numbers. The cost of living and demand for talent with a proven track record of full-cycle experience is high. Furthermore, the residential sector employee-to-employer loyalty dynamic has shifted. An employee market has created an understanding of one's worth, especially with experience. The positive outcome here is that many employers have begun providing incredibly creative financial opportunities in return for loyalty and sweat-equity.



CONSTRUCTION & DEVELOPMENT SALARIES

The Construction & Development sector continues to be one of the most resilient spaces for the Canadian economy, and its salaries reflect that. Ontario has been amongst the most active construction markets over the last year, especially in Ottawa and the GTA. That said, we continue to see increased demand in Alberta, British Columbia, and Québec. If you are interested in data that is not included in the Salary Guide, please get in touch with one of our specialized recruiters who can share further insight into the construction market across Canada.

CONSTRUCTION & DEVELOPMENT SALARIES

OTTAWA, ON

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		JUNIOR	INTERMEDIATE	SENIOR
ICI	Vice President	-	200,000	250,000+
	Project Director	-	170,000	200,000+
	Operations Manager	-	150,000	175,000+
	Construction Manager	-	150,000	175,000+
	Project Manager	90,000	110,000	130,000+
	Chief Estimator	-	150,000	175,000+
	Estimator	70,000	100,000	120,000+
	General Superintendent/Field Operations Manager	-	150,000	175,000+
	Superintendent	80,000	110,000	130,000 +
	Project Coordinator	60,000	75,000	85,000
	Health & Safety Coordinator	60,000	75,000	100,000+
Civil	Vice President	175,000	190,000	200,000+
	Project Director	150,000	170,000	190,000
	Operations Manager	170,000	190,000	200,000+
	Construction Manager	170,000	190,000	200,000+

Bonuses, incentives and other forms of compensation are not taken into account
 *Language premiums may be applicable for bilingual candidate (E/F)

CONSTRUCTION & DEVELOPMENT SALARIES

OTTAWA, ON

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		JUNIOR	INTERMEDIATE	SENIOR
Civil	Senior Project Manager	127,500	140,000	160,000
	Project Manager	102,500	112,500	130,000
	Assistant Project Manager	90,000	100,000	110,000
	Chief Estimator	135,000	150,000	170,000
	Senior Estimator	105,000	120,000	140,000
	Estimator	70,000	82,500	100,000
	General Superintendent/Field Operations Manager	165,000	175,000	190,000
	Senior Superintendent	135,000	150,000	170,000
	Superintendent	105,000	115,000	130,000
	Assistant Site Superintendent	85,000	95,000	102,500
	Project Coordinator	75,000	85,000	95,000
	Health & Safety Coordinator	65,000	75,500	92,500
High Rise Residential	Vice President	-	200,000	250,000+
	Project Director	-	175,000	200,000+
	Operations Manager	-	150,000	175,000+

CONSTRUCTION & DEVELOPMENT SALARIES

OTTAWA, ON

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		JUNIOR	INTERMEDIATE	SENIOR
High Rise Residential	Construction Manager	-	150,000	175,000+
	Project Manager	90,000	110,000	140,000+
	Chief Estimator	-	150,000	175,000+
	Estimator	70,000	100,000	120,000+
	General Superintendent/Field Operations Manager	-	150,000	175,000+
	Superintendent	85,000	110,000	140,000+
	Project Coordinator	60,000	75,000	85,000
	Health & Safety Coordinator	60,000	85,000	100,000+
Low Rise Residential	Vice President	-	200,000	250,000+
	Construction Manager	-	150,000	175,000+
	Project Manager	80,000	100,000	120,000
	Chief Estimator	-	125,000	150,000+
	Estimator	65,000	85,000	110,000+
	General Superintendent/Field Operations Manager	-	140,000	160,000+
	Superintendent	80,000	110,000	150,000+
	Project Coordinator	60,000	70,000	85,000
	Health & Safety Coordinator	55,000	75,000	90,000+

CONSTRUCTION & DEVELOPMENT SALARIES

GREATER TORONTO AREA

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		JUNIOR	INTERMEDIATE	SENIOR
Civil	Vice President	195,000	220,000	270,000
	Project Director	182,500	205,000	230,000
	Operations Manager	190,000	225,000	240,000
	Construction Manager	190,000	225,000	240,000
	Senior Project Manager	145,000	162,500	190,000
	Project Manager	115,000	135,000	162,500
	Assistant Project Manager	95,000	105,000	115,000
	Chief Estimator	160,000	175,000	190,000
	Senior Estimator	115,000	130,000	155,000
	Estimator	85,000	115,000	130,000
	General Superintendent/Field Operations Manager	190,000	225,000	240,000
	Senior Superintendent	150,000	170,000	200,000
	Superintendent	125,000	140,000	165,000
	Assistant Site Superintendent	90,000	102,500	117,500
	Project Coordinator	85,000	95,000	105,000
	Health & Safety Coordinator	75,000	87,500	102,500

Bonuses, incentives and other forms of compensation are not taken into account

*Language premiums may be applicable for bilingual candidate (E/F)

CONSTRUCTION & DEVELOPMENT SALARIES

GREATER TORONTO AREA

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		JUNIOR	INTERMEDIATE	SENIOR
ICI	Vice President	-	180,000	220,000
	Project Director	-	170,000	200,000
	Operations Manager	-	170,000	200,000
	Construction Manager	-	165,000	190,000
	Project Manager	120,000	140,000	160,000
	Chief Estimator	-	150,000	205,000
	Estimator	100,000	120,000	160,000
	General Superintendent/Field Operations Manager	-	165,000	200,000
	Superintendent	120,000	150,000	175,000
	Project Coordinator	60,000	75,000	85,000
Residential High Rise	Vice President	-	250,000	300,000+
	Project Director	-	185,000	220,000+
	Project Manager	135,000	150,000	185,000+
	Assistant Project Manager	100,000	120,000	135,000+
	General Superintendent/Field Operations Manager	-	220,000	250,000+

CONSTRUCTION & DEVELOPMENT SALARIES

GREATER TORONTO AREA

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		JUNIOR	INTERMEDIATE	SENIOR
Residential High Rise	Superintendent	140,000	165,000	200,000+
	Assistant Superintendent	90,000	100,000	130,000
	Project Coordinator	65,000	75,000	95,000+
Residential Low Rise	Vice President, Construction	-	250,000	300,000+
	Project Director	200,000	225,000	250,000+
	Project Manager	100,000	150,000	200,000+
	Assistant Project Manager	80,000	95,000	110,000
	Project Coordinator	50,000	70,000	100,000
	Vice President, Estimating	-	200,000	250,000+
	Estimating Manager	150,000	175,000	200,000
	Lead Estimator	100,000	125,000	150,000
	Estimator	50,000	70,000	100,000
	Field Operations/Construction Manager	200,000	250,000	300,000
	Site Superintendent	140,000	160,000	200,000
	Assistant Structural Superintendent	85,000	100,000	120,000
	Assistant Finishing Superintendent	85,000	100,000	120,000



HIRING INSIGHTS

HIRING INSIGHTS BY THE NUMBERS

- Canada's unemployment rate sits at 6.5%
- 240,500 more jobs have been added to the Canadian economy since before the pandemic
- 54% of Canadian companies are looking to fill vacant positions in 2022
- 8% annual growth in Construction & Development salaries in Canada since the start of the pandemic
- Canada's inflation rate is now at 5.7%, the highest it's been since 1991

WHAT HIRING MANAGERS ARE LOOKING FOR



Technical Skills - Construction candidates who possess advanced technical skills are highly valued. This goes beyond transferable skills, and also includes skills developed through project-specific scopes of work.



Soft Skills - Employers are seeking candidates who possess imperative soft skills. Excellent communication, collaboration, and leadership skills are increasingly in demand.



Longevity - The construction industry holds high value in loyalty and tenacity. Tenure with previous employers will inform hiring managers whether or not a candidate has the grit to see through industry-specific challenges.



Positive Attitude - A candidate's desire to grow, collaborate, and make a bold impact is highly sought after. Adaptability and willingness to learn new delivery models and softwares is also in high demand.



IN-DEMAND DESIGNATIONS & CERTIFICATIONS

- Construction Engineering Technologist, Architectural
- Technologist Degree/Diplomas
- P.Eng designation
- Gold Seal Certification
- LEED Credentials
- Skilled Trades and Apprenticeship (General Listing)
- General Carpenter
- Secret Level II Clearance with PWGSC
- Experience with BIM and REVIT
- PMP (PMI)

DESIGNATIONS & CERTIFICATIONS










COMPENSATION PACKAGES

IMPORTANT COMPENSATION CONSIDERATIONS

While competitive salaries are critical in attracting top talent, what employers are offering a prospective employee shouldn't stop there. It's important that businesses reflect what the workforce is expecting or else they run the risk of losing talent to their competitors.

Beyond salary and benefits, employees are looking to join a workplace with strong leadership. Leaders who demonstrate the willingness to accommodate an employees' needs are far more likely to secure top talent versus those who don't. A one-size fits all approach to leadership no longer works, and employers may require an evaluation to determine the most effective supervisory styles, processes, or communication methods.

There are also countless benefits to fostering a strong corporate culture. Aside from attracting prospective candidates, it's also an imperative factor in retaining current staff. Make no mistake about it, corporate culture is far more than just something an organization should have; it's critical to the organization's stability, longevity and perception.

EMPLOYEE BENEFIT	% OF COMPANIES OFFERING	HIGHLY DESIRED BENEFIT
Health Insurance	66% 	<input checked="" type="checkbox"/>
Life and Death Insurance	54% 	<input checked="" type="checkbox"/>
Paid Time Off	53% 	<input checked="" type="checkbox"/>
Retirement Savings Plans	52% 	
Dental Insurance	48% 	
Disability Insurance	48% 	<input checked="" type="checkbox"/>
Paid Parental Leave	33% 	

ADDITIONAL OFFERINGS

With many workplaces permanently transitioning to a hybrid work model or fully working remote, a new offering desired by employees is a home office stipend. This is seen as an attractive perk that allows individuals to invest in the proper hardware and office set-up, as well as subsidize other expenses like cell phone and internet costs. Other offerings that have been attracting talent are signing and performance bonuses, company equity, project equity, as well as vehicle allowances and fuel cards that are flexible for reasonable personal use.

Following a global pandemic, employees are more concerned about their wellness now more than ever. It's important that employers are also investing in both mental and physical wellness programs to improve their employees' well-being and improve employer/employee trust.



DIVERSITY, EQUITY, AND
INCLUSION

IMPORTANCE OF DEI IN THE WORKPLACE

Diversity, equity, and inclusion (DEI) has become a crucial, transformational element within the workplace. Before you begin to reevaluate your efforts and implement new practices, it is important organizations understand each component both individually and how they work together.

DEI refers to the programs and best practices that when successful, can lead to a more equitable future of work. Diverse and inclusive workplaces not only increase job satisfaction amongst employees, but also lead to higher levels of trust and improved productivity. Furthermore, research has shown many business related benefits including higher revenue growth and an increased likelihood to outperform less diverse peers.



DIVERSITY, EQUITY, AND INCLUSION

TOOLS AND RESOURCES

Canadian companies have embraced creating more diverse workplaces where individual contributions are valued. However, a truly inclusive workplace is always a work-in-progress and as such, there is always more learning and understanding to be done.

Below are ways to foster a more inclusive workplace:

- Create organization policies and programs to ensure all employees are treated fairly and with respect.
- Educate all staff on the importance of DEI.
- Employers should make it clear discrimination and harassment in the workplace will not be tolerated.
- Ensure your hiring and retention practices are transparent and bias-free.
- Create a judgment-free, welcoming corporate culture where all feel comfortable.
- Offer continued support to employees.
- Adjust workplace practices as needed to make it fair for all.



DIVERSITY, EQUITY, AND INCLUSION

ADDITIONAL DEI RESOURCES FOR EMPLOYERS

[Canadian Centre for Diversity and Inclusion: Resources](#)

[Government of Canada: Tools, Training and Resources to Combat Racism & Discrimination in the Workplace](#)

[Government of Ontario: Accessibility Information for Businesses](#)

[LinkedIn: 50+ Ideas for Cultivating Diversity and Inclusion at Your Company](#)

[Rick Hansen Foundation: Accessibility Resources](#)

[2020 Diversity Disclosure Practices: Diversity and Leadership at Canadian Public Companies](#)

To learn how to foster more accessible hiring practices, read [**Making Your Interview Process Inclusive**](#) on the LRO Staffing blog.



ABOUT PARKER HUGGETT

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In 2019, LRO Staffing's Construction, Development & Property team joined forces with Parker Huggett. As like-minded recruitment consultants with a relationship and value-driven approach, the merger has strengthened our service offering to employers and job seekers alike. Now, leveraging the most experienced Construction & Development recruitment team across Canada, our dedicated practice can assist in finding highly skilled professionals for a variety of professional disciplines relating to the Design/Development, Construction and Management of ICI, Residential, and Civil Infrastructure from coast to coast. Stronger together - we are now Parker Huggett - a Division of LRO Staffing.

HOW WE CAN HELP

Over the past 20 years, we have developed a strong and extensive network, deep market knowledge, and direct marketing techniques to proactively identify and engage with the ideal candidates or employers that you seek. By understanding your business or career goals and aligning you with like-minded professionals, we are able to spark meaningful conversations and unlock your potential for career and organizational growth. **Contact us today** to learn more.