



CONSTRUCTION & DEVELOPMENT

# 2023 SALARY GUIDE

 **PARKER HUGGETT**  
A DIVISION OF LRO STAFFING





# STRENGTHENING YOUR WORKFORCE

In a time of uncertainty and rapid market changes, the best course of action your business can take is ensuring your workforce is as strong as possible to address current and future obstacles. Knowing the market value for Construction and Development positions and how to structure a competitive compensation package will help employers attract and retain the talent needed to optimize their growth opportunities and weather any economic storm.

Parker Huggett - a division of LRO Staffing - is the nation's leading Construction and Development recruitment agency. We are dedicated to bringing our clients and candidates up-to-date market intelligence to make informed employment decisions. Our 2023 salary guide includes data derived from the placements made by our recruitment professionals, job market trends, highly valued designations, and employee retention strategies for your perusal.

# TABLE OF CONTENTS

<b>04</b>	<b>Job Market Trends</b>
<b>06</b>	<b>Construction &amp; Development Salaries</b>
	<b>Ottawa Salaries</b>
07	ICI
07	Civil
08	High Rise Residential
09	Low Rise Residential
	<b>Greater Toronto Area Salaries</b>
10	Civil
11	ICI
11	High Rise Residential
12	Low Rise Residential
<b>13</b>	<b>Hiring Insights</b>
<b>14</b>	<b>Compensation Packages</b>
<b>15</b>	<b>Employee Retention Strategies</b>
<b>16</b>	<b>Conclusion</b>



# JOB MARKET TRENDS

## Hike in Residential Construction and Transport Infrastructure

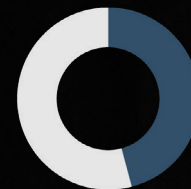
Residential construction and major transport infrastructure are two sectors that seem to have enough demand for the years ahead that they will counteract the effects that an economic downturn may have in other areas with employment demands. With several public funding investments being announced in both these areas, there will be increased hiring and a need for more skilled workers.

## Decrease in Commercial and Mixed-Use Development

With a less predictable economy, a lot of commercial or mixed-use development will be expected to slow at some point during 2023. This is due to higher interest rates and reduced consumer spending which will lead to a decline. As a result, we may see workers in this industry move to working in areas with more demand, like residential construction and transport infrastructure.

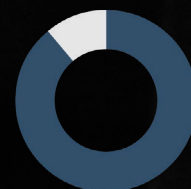
## Scarcity of Strong Talent Persists

With Canada's unemployment rate sitting at 5%, finding the right talent continues to be a persistent thorn in the side of many businesses. Addressing the skills shortage will still be imperative getting through any level of economic downturn in 2023. One way we've seen employers address the scarcity of strong talent is through upskilling and reskilling their existing workforce to meet labour demands. Read [Upskilling and Reskilling Your Team to Combat the Worker Shortage](#) to learn more.



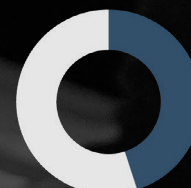
**46%**

Of employers plan to hire in the first quarter of 2023



**89%**

of companies are having difficulty finding skilled professionals



**41%**

of the Construction and Development workforce is expected to retire by 2030

## Prioritization of Employee Retention

Employers are now realizing in a talent-short market the best way to build a strong team is to retain the talent you already have. We are seeing companies re-evaluating their retention strategies to identify and create engaged, loyal, and enthusiastic employees who stay with their organization long-term. For tactical ways that you can create a recession-proof employee retention plan, read the resource on [Page 15 of this Salary Guide](#).

## Inclusion of Meaningful DEI Efforts

Diversity, equity, and inclusion (DEI) has become a crucial, transformational element within Canadian workplaces. Ongoing DEI programs and practices lead to a more equitable future of work, as well as can increase employee job satisfaction, trust, and productivity in the long-term. However, meaningful DEI efforts are always a work-in-progress and as such, there is always more learning and understanding to be done. Read our [Resources to Improve Diversity, Equity, and Inclusion in Your Workplace](#) for tools to continue fostering a truly diverse and inclusive environment.

## Increase in Reactive Hiring

Despite concerns of a recession, we have seen many companies continue to hire as planned. That being said, the hiring we are seeing tends to be more reactive rather than proactive due to hesitation on expanding on teams during a possible recession. Reactive recruitment is about solving your company's immediate hiring needs rather than anticipating future needs. For example, a company would react to the loss of an employee by initiating their own candidate search or working with a recruitment agency once the position has been vacated. Read [Job Market Outlook for 2023](#) for additional job market trends.



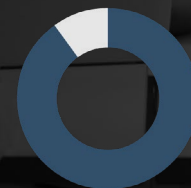
**45%**

Of managers are increasing compensation to help retain employees



**58%**

of employees will look for a new job if they feel their salary is insufficient



**90%**

of companies had added new benefits in response to the hiring market



# CONSTRUCTION & DEVELOPMENT SALARIES

The Construction and 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. That said, we continue to see increased demand in Alberta, British Columbia, and Québec as well. If you are interested in data that is not included in the Salary Guide, [please get in touch](#) with one of our recruiters who can share further insight into the 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 Coordinators	\$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+
	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

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	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 Coordinators	\$65,000	\$75,500	\$92,500
High Rise Residential	VP	-	\$200,000	\$250,000+
	Project Director	-	\$175,000	\$200,000+
	Operations Manager	-	\$150,000	\$175,000+
	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+

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
High Rise Residential	Superintendent	\$85,000	\$110,000	\$140,000+
	Project Coordinator	\$60,000	\$75,000	\$85,000
	Health & Safety Coordinators	\$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 Coordinators	\$55,000	\$75,000	\$90,000+

Bonuses, incentives and other forms of compensation are not taken into account  
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# 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	\$250,000
	Senior Project Manager	\$150,000	\$170,000	\$190,000
	Project Manager	\$115,000	\$135,000	\$162,500
	Assistant Project Manager	\$95,000	\$105,000	\$120,000
	Chief Estimator	\$160,000	\$180,000	\$200,000
	Senior Estimator	\$115,000	\$140,000	\$160,000
	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	\$170,000+
	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+
	Superintendent	\$140,000	\$165,000	\$200,000+
	Assistant Superintendent	\$90,000	\$100,000	\$130,000
	Project Coordinator	\$65,000	\$75,000	\$95,000+

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

GREATER TORONTO AREA

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		JUNIOR	INTERMEDIATE	SENIOR
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

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

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# HIRING INSIGHTS

## Highly Desirable Designations and Certifications

- Construction Engineering Technologist Diploma (CET)
- Architectural Technologist Degree/Diplomas
- BSc/B.Eng
- 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)

## What Hiring Managers Are Looking For

1

### Soft Skills

Candidates who can effectively communicate, collaborate, and demonstrate passion.

2

### Local Knowledge and Relationships

In the Construction & Development industry, your network is often your net worth. This is a tangible and valuable asset that can only be built over time.

3

### Flexibility

As an ever-changing industry, candidates who are flexible; in work location, in fluidity of workflow, and in reporting relationships are highly sought after.

4

### Culture Add

Candidates who fit into the company's culture, add diversity, and offer a unique perspective that contributes something new to the organization.

# COMPENSATION PACKAGES

Half of Canadian workers plan to look for a new job in 2023, a nearly twofold increase from just a year ago. With this in mind, organizations must now re-evaluate their retention strategies and be willing to negotiate comprehensive compensation packages with flexibility and better pay at the forefront. In doing so, hiring managers can ensure they are offering what job seekers value and not risk losing top talent to their competitors.

## Highly Desired Benefits







## EMPLOYEE RETENTION STRATEGIES

Implementing effective retention strategies has never been more critical — and for good reason. With a staggering 50% of the Canadian workforce considering switching jobs and nearly [1 million job vacancies](#) in Canada last year, organizations run the risk of losing valuable employees who feel disengaged or undervalued. However, understanding what is causing your employees to stay or go, and actively addressing these areas, can help you create a culture that draws in and retains your best talent. When building an employee retention plan, consider the following strategies:

- ✔ MAINTAIN STRONG LEADERSHIP
- ✔ MANAGE CHANGE EFFECTIVELY
- ✔ PRIORITIZE RECOGNITION
- ✔ OFFER CAREER DEVELOPMENT
- ✔ SEEK EMPLOYEE FEEDBACK
- ✔ ENHANCE COMPANY CULTURE



## GIVING YOU THE COMPETITIVE EDGE

From the Great Resignation to record low unemployment rates, we saw an incredibly tight labour market throughout the past year. As this new year begins, we're already seeing hiring intentions slightly dip and salaries beginning to stabilize as a potential economic downturn approaches. However, the businesses that prioritize greater flexibility, negotiable salaries, and comprehensive benefits will continue to attract and retain the top talent that'll give them the competitive edge to come out on top in the year ahead.

As the job market changes continuously and competitive pressures in finding quality candidates increase, having the right staffing partner can make all the difference in finding the right fit for your role. If you're a company in the Construction and Development industry searching for quality employees in a contract, temporary or permanent capacity, Parker Huggett can provide access to the best talent. [Contact us today](#) to learn more.