

PROPERTY & CONSTRUCTION



THE SEATTLE OUTLOOK



SALARY TRENDS

It's no secret that, across all industries, **Seattle's current employment market is robust**. While the national unemployment rate is 3.8% as of June 2019, Seattle sits at an even lower 3.5%. Moreover, Seattle's **construction industry** has specifically proven **strong and stable** year over year, even when projected to soften. There are several factors that have contributed to the industry's consistency. However, regardless of the causes, the effects are always the same: **increased talent needs and higher wages**. In recruitment terms, we call this a **candidate-driven market**.

The construction sector in Seattle has continued to see positive and promising growth. Compared to June of 2018, **construction employment in Seattle has increased 4.8%** according to the US Bureau of Labor Statistics. This increase is due to a number of reasons, but a couple major factors include Seattle's **ever-growing tech hub**, as well as the implementation of their **light rail system**. With more and more technology companies migrating to or expanding their presence in Seattle, more campuses/headquarters are being constructed. Additionally, Seattle's plans for the light rail system have offered developers opportunities for major apartment/commercial complexes to be built around each station.

As previously mentioned, with this increase in employment comes a demand for talent and thus, more competitive salaries. In fact, Seattle has seen an overall wage growth of 2.5% year over year. This growth has been reflected in major industries, including construction. We have found this to be an indirect result of Seattle's candidate-driven market.

In fact, **companies are now willing to go great lengths** (greater than usual), in order **to retain their top talent**. Therefore, **the challenge** isn't finding a job – it's **finding a candidate**.

SKILLS TRENDS

As previously discussed, there has been a substantial **decrease in qualified candidates who are active on the market**. This scarcity creates an arena of **competition among employers** to find **high-caliber talent** with **impressive skills** and **well-tenured backgrounds**. Specifically, we've noticed a trend of very niche, highly-technical roles taking center stage.

One such role we've seen a constant need for is an **Estimator**. Not only are Estimators a **hot commodity**, but they are also, arguably, **the toughest candidates to come by**. When an Estimator is **active on the market**, almost any and **every company** will **chomp at the bit for them**, regardless of their immediate hiring needs. Why is this the case? **What makes Estimators such a unicorn within the construction industry?**

For starters, there just **aren't as many of them**. When compared to the amount of other prominent construction professionals (such as a Project Manager), Estimators are few and far between. In addition to their small population, an Estimator's role is **highly technical** and requires extremely **specific training**. That being said, when a company finds a **great Estimator**, they'll do just about anything to keep them from exploring other options on the market – typically starting with a **sweetening of the compensation package**.

With the recent tech boom, we've seen technology innovation saturate practically every industry – even construction. In fact, General Contractors are following the trend by incorporating a **new specialization, BIM**. BIM, or **Building Information Modeling**, is a process for creating and managing all the details and information of a project. Essentially, BIM **allows for projects to be built virtually** before they are **constructed physically**. While it is heavily associated with preconstruction, BIM unquestionably **benefits every phase of a project**, from **scheduling to cost estimation to safety**. As companies begin to develop and grow their BIM departments, **BIM professionals** are becoming **increasingly coveted**.

In conclusion, highly technical roles are quickly becoming the most in-demand, and the hardest to fill. That being said, we predict that these recent trends will progress, and more specialized roles will emerge, as the tech boom continues to permeate the construction industry.

SALARY GUIDE

ESTIMATOR

Level	Annual base salary	
Estimator	\$90k	\$110k
Senior Estimator	\$120k	\$150k
Chief Estimator / Pre-Construction Manger	\$160k	\$175k+

SUPERINTENDENT

Level	Annual base salary			
	Multifamily		Commerical	
	Min	Max	Min	Max
Assistant Superintendent	\$90k	\$105k	\$95k	\$105k
Superintendent	\$95k	\$125k	\$113k	\$120k
Senior Superintendent	\$130k	\$145k	\$130k	\$145k
General Superintendent	\$140k	\$160k+	\$140k	\$160k+

PROJECT MANAGEMENT

Level	Annual base salary			
	Multifamily		Commerical	
	Min	Max	Min	Max
Project Engineer	\$73k	\$85k	\$80k	\$90k
Senior Project Engineer / Assistant Project Manager	\$95k	\$105k	\$95k	\$105k
Project Manager	\$92k	\$145k	\$90k	\$150k
Senior Project Manager	\$130k	\$150k	\$130k	\$150k
Project Executive	\$160k	\$200k	\$160k	\$200k

DISCLAIMER

This document is representative of a value added service to our clients and candidates. The salary data is based on positions we have placed during 2018 and 2019 so should be taken as an interpretative and indicative not conclusive, therefore, information should be used as a guideline only.

MEET OUR TEAM



Reach out to us to about how **we can partner** with you
and **your business!**



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