

# ENGINEERING DESIGN SALARY GUIDE 2025



**MAY 2025**

Prepared by

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# TABLE OF CONTENTS

|  |    |
|--|----|
| About Us                                 | 3  |
| Words from our Director                  | 4  |
| 2025 Salary Survey Update                | 5  |
| Overview of Respondents                  | 6  |
| 2025 Results Explained                   | 7  |
| Salary by Role Type and Experience Level | 8  |
| Benefits                                 | 13 |
| Working From Home Arrangements           | 14 |
| Motivating Factors to Change Jobs        | 16 |
| Job Security                             | 17 |
| Tracking New Job Opportunities           | 18 |
| Market Movement                          | 19 |
| Likelihood to Relocate                   | 20 |
| Gender in the Workplace                  | 21 |



# ABOUT US

## **At Building Talent Recruitment, we don't believe in transactional recruitment, we believe in connection, context, and long-term results.**

Since launching in 2020, our mission has been to bring a human approach to hiring in the engineering design space. We go beyond job descriptions to understand culture, values, and growth opportunities and we do the same for our candidates, getting to know what they really want in their next move.

With deep networks across civil, structural, transport and water infrastructure design, we match great people with great businesses and measure our success by outcomes, not activity.

It's this commitment to genuine partnerships, transparency, and doing right by people that has shaped our growth and why so many professionals trust us to guide their career journey.

If you're hiring or looking for your next move, we'd love to work with you.



**"Steve's direct approach and good market insight provided me vital time and information to make an informed decision and finally join an esteemed company. For anyone looking for a new role, I highly recommend Steve."**

-Awornit  
Civil Engineer



**"Steve was very supportive throughout my job search journey. He's a professional, responsive and a really nice person to work with. He provided me with regular updates and advice in preparing for interviews. I highly recommend Steve!"**

- Yustina  
(Candidate)

# WORDS FROM OUR DIRECTOR

## STEVE MORRIS

### Director - Building Talent Recruitment

This is the fourth year we've released our Engineering Design Salary Guide and once again, I want to thank all 768 engineers who took the time to contribute to this salary guide. Your insights shape this guide and provide real, useful value to others in the industry.

2025's results land at a time when the market is starting to feel more balanced. After a few turbulent post-COVID years, some sectors have stabilised, while others are continuing to grow and that's reflected in the data throughout this report.

**As a token of our appreciation, we will also be donating \$800 to Engineers Without Borders.**

It's been encouraging to see so many professionals share their perspective, which allows us to present not just numbers, but trends: what engineers want, what's changing, and where opportunities lie.

If there's one takeaway from this year's data, it's that the industry is maturing in flexibility, expectations, and how people view career progression. I hope this guide helps you benchmark, plan your next step, or simply stay informed. And if you want to dig deeper, we're always just a message away.

Thanks again,  
Steve Morris  
Director, Building Talent Recruitment  
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*Steve Morris*





# 2025 SALARY SURVEY UPDATE

## What's new in this report and what are we able to compare?

In order to make comparisons to the previous salary guide, we have included all of the same information as last year. This includes:

- **Job titles**
- **Level of seniority**
- **Average salary**
- **Benefits**
- **Motivating factors to change jobs**
- **Perceived job security**
- **Market movement – No. of people who have changed jobs in the past 12 months**
- **No. of people who would like to apply for jobs in the next 12 months**
- **Likelihood to relocate for the right role**

After introducing a new question last year, we now have new data on the question below:

- **Would you relocate within Australia for the right role?**

We also tried to include some more specific and niche roles, but as you will see, unfortunately due to the smaller pool of available respondents, we were unable to provide comprehensive results on some of these, however if you would like to discuss the findings then please get in touch.

## No. of respondents compared to Last Year

**650**

**2024**

**768**

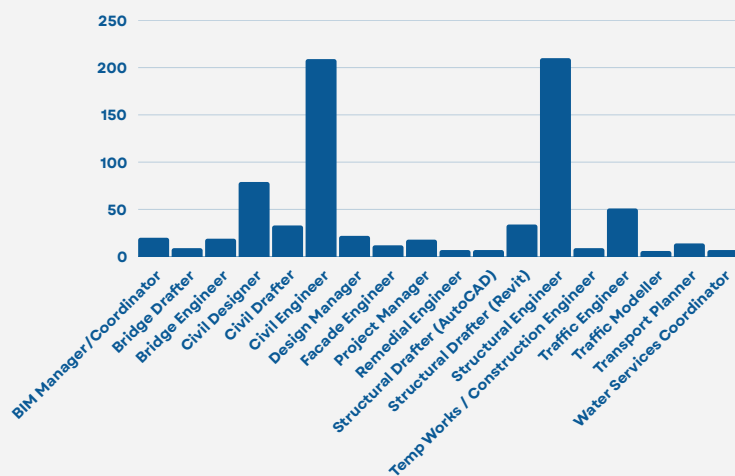
**2025**

**18.15%** 

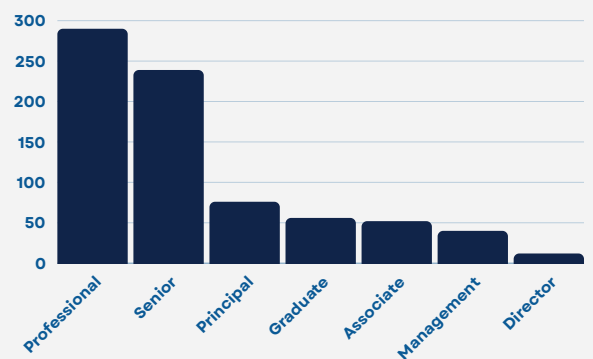
**% Increase from LY**

# OVERVIEW OF RESPONDENTS

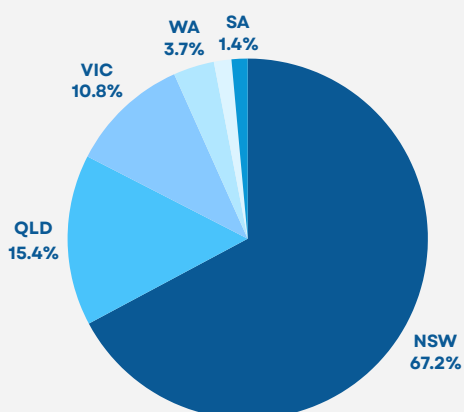
Profession



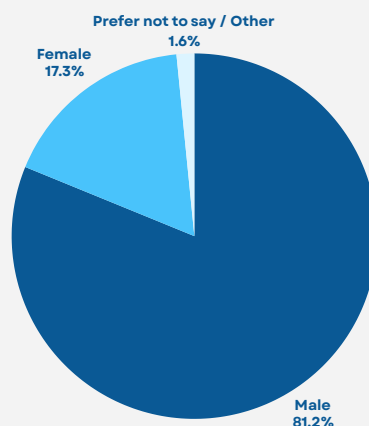
Level of Seniority



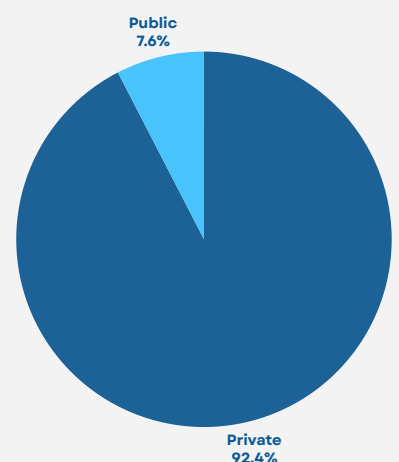
State Currently Based In



To which Gender do you identify most with?



Private Company or Public Sector





# RESULTS EXPLAINED

## Results Explained

As we unpack this year's results, it's clear the market is still evolving and engineers are evolving with it.

Salary shifts have been modest overall, with some roles seeing incremental increases and others softening slightly. We've made comparisons to last year where applicable using directional arrows, which help identify where trends are heading.

As always, we've only included data sets with enough responses to be meaningful, and outliers have been excluded from average calculations to avoid skewed results. It's worth remembering that role titles and experience levels can vary significantly between companies so use this guide as a benchmark, not a rulebook.

We've also expanded coverage on a few niche roles and added further insight into flexibility, motivation, and market sentiment to give a fuller picture of where the industry stands and where it's heading.

For more detailed analysis or tailored salary insight, get in touch, we're happy to talk you through it.

# SALARY BY ROLE TYPE & EXPERIENCE LEVEL

## Civil Drafter

**Graduate** – \$61k-70k + Super (same as LY)



**Professional** – \$78k-134k + Super (average \$99k) up 1%



**Senior** – \$85k-121k + Super (average \$114k) down 3%



**Principal** – \$120k-130k + Super (small data set)



## Civil Designer

**Graduate** – \$60k-85k + Super (incremental increase in first 3 years) same as LY



**Professional** – \$78k-134k + Super (average \$99k) up 1%



**Senior** – \$87k-167k + Super (average \$128k) down 3%



**Principal** – \$130k-220k + Super (average \$157k) down 4.2%



**Management** – Small data set contact for more info

## Civil Engineer

**Graduate** – \$60k-91k + Super (average \$76k) (increases incrementally over 3 years)



**Professional** – \$77k-137k + Super (average \$99k) up 1%



**Senior** – \$93k-185k + Super (average \$132k) same as LY



**Principal** – \$133k-140k + Super (average \$180k) up 6.5%



**Associate** – \$131k-203k + Super (average \$168k) down 2.3%



**Management** – \$156k-230k + Super (average \$199k) up 5.8%



**Director** – \$180k-244k + Super (average \$211k) small data set



# SALARY BY ROLE TYPE & EXPERIENCE LEVEL

## Design Manager

**Senior** – \$140k-160k + Super (average \$145k) down 16.5%



**Principal** – \$160k-249k + Super (average \$186k) down 8%



**Associate** – \$168k-207k + Super (average \$204k) up 7.8%



**Management** – \$180k-244k + Super (average \$209k) up 1.5%



**Director** – Small data set contact for more info

## Façade Engineer

**Graduate** – Small data set contact for more info

**Professional** – \$87k-134k + Super (average \$99.5k) up 2.5%



**Senior** – \$124k-149k + Super (average \$134k) same as LY



**Associate / Management** – Small data set contact for more info

## Temporary Works / Construction Services Engineer

Small sample size – contact for information

## Structural Drafter

**Professional** – \$65k-108k + Super (average \$85k) up 3%



**Senior** – \$103k-154k + Super (average \$122.5k) up 6.5%



**Principal / Management** – \$132k-198k + Super (average \$168k) up 26%\*



\*More data from last year might contribute to this big jump

# SALARY BY ROLE TYPE & EXPERIENCE LEVEL

## Structural Engineer

**Graduate** - \$68k-86k + Super (incremental increases in first 3 years + up on LY) 

**Professional** - \$68k-135k + Super (average \$96k) up 4.3% 

**Senior** - \$97k-180k + Super (average \$128.5k) up 2% 

**Associate** - \$134k-210k + Super (average \$166k) up 9% 

**Management** - \$170k-230k + Super (average \$202k) big increase but small data set LY\* 

**Principal** - \$144k-285k + Super (average \$187.5k) up 5.3% 


**Director** - Small data set contact for more info

\*Small data set leading to higher increase

## Bridge Engineer

**Professional** - \$90k-127k + Super (average \$107k) small data set from LY

**Senior** - \$125k-153k + Super (average \$143k) up 10% 

**Associate/Principal** - \$124k-219k + Super (average \$178k) up 15.5% 

## Bridge Drafter

Small sample size – contact for information

## BIM Manager / Coordinator

**Senior** - \$119k-179k + Super (average \$130k) down 7.8% 

**Associate / Principal / Management** - \$128k-250k + Super (average \$174.5k) down 1% 

# SALARY BY ROLE TYPE & EXPERIENCE LEVEL

## Traffic Engineer

**Graduate** - \$70k-80k + Super \*after 2 years of experience people class themselves as professional - same as LY



**Professional** - \$77k-124k + Super (average \$97k) down 1%



**Senior** - \$102k-150k + Super (average \$123k) down 3%



**Associate / Principal** - \$134k-195k + Super (average \$172k) up 13%



**Management** - Small sample size – contact for information

## Transport Modeller

**Professional/Senior**- Small sample size – contact for information

**Associate/Principal** – \$116k-179k + Super (small data set)

## Transport Planner

**Graduate** - \$60k-80k + Super (goes up in increments per year) same as LY



**Professional** - \$78k-96k + Super (average \$87k) up 4.8%



**Senior** - \$105k-150k + Super (average \$135k) up 3.8%



**Principal / Associate** - \$156k-168k + Super (average \$163k) up from LY



**Management** - Small sample size – contact for information



# SALARY BY ROLE TYPE & EXPERIENCE LEVEL

## Project Manager

**Professional** - \$107k-133k + Super (average \$115k) small data set but up on LY



**Senior** - \$101k-199k + Super (average \$158k) small data set but up on LY



**Principal / Associate** - \$164k-171k + Super (small data set)

**Management** - \$220k-310k + Super (small data set)

**Director** - Small sample size – contact for information

## Water Services Coordinator

Small data set – salaries ranged from \$85-175k + super depending upon experience level. Contact us for more information.

## Remedial Engineer

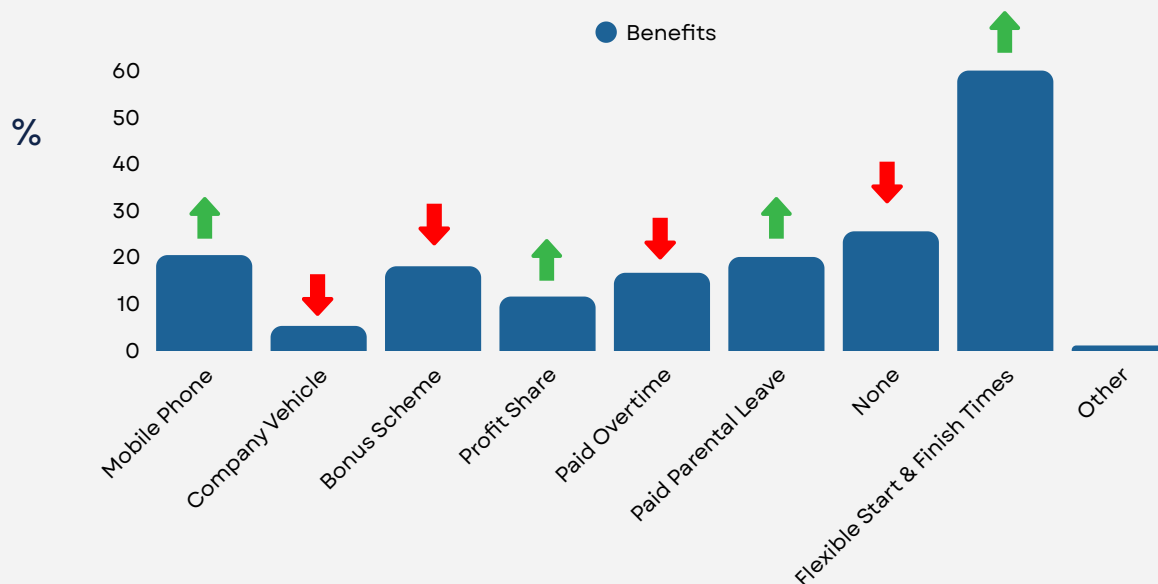
Small data set – salaries ranged from \$77k-147k + Super depending upon experience level. Contact us for more information.

# BENEFITS

## Benefits

We asked our respondents what benefits they currently receive. On the graph below are the most popular responses.

[To discuss the range of benefits companies are offering, please get in touch].



Flexible start and finish times have topped the list as the most commonly received benefit in 2025 which is a clear sign that work-life balance continues to be a priority for professionals in engineering design.

More respondents reported receiving a mobile phone allowance compared to last year, while access to company vehicles declined. Bonus schemes have also dipped slightly, yet profit-sharing arrangements are on the rise, suggesting a shift toward longer-term, performance-linked incentives rather than one-off bonuses. These trends point to a workforce valuing flexibility and shared success over traditional perks.

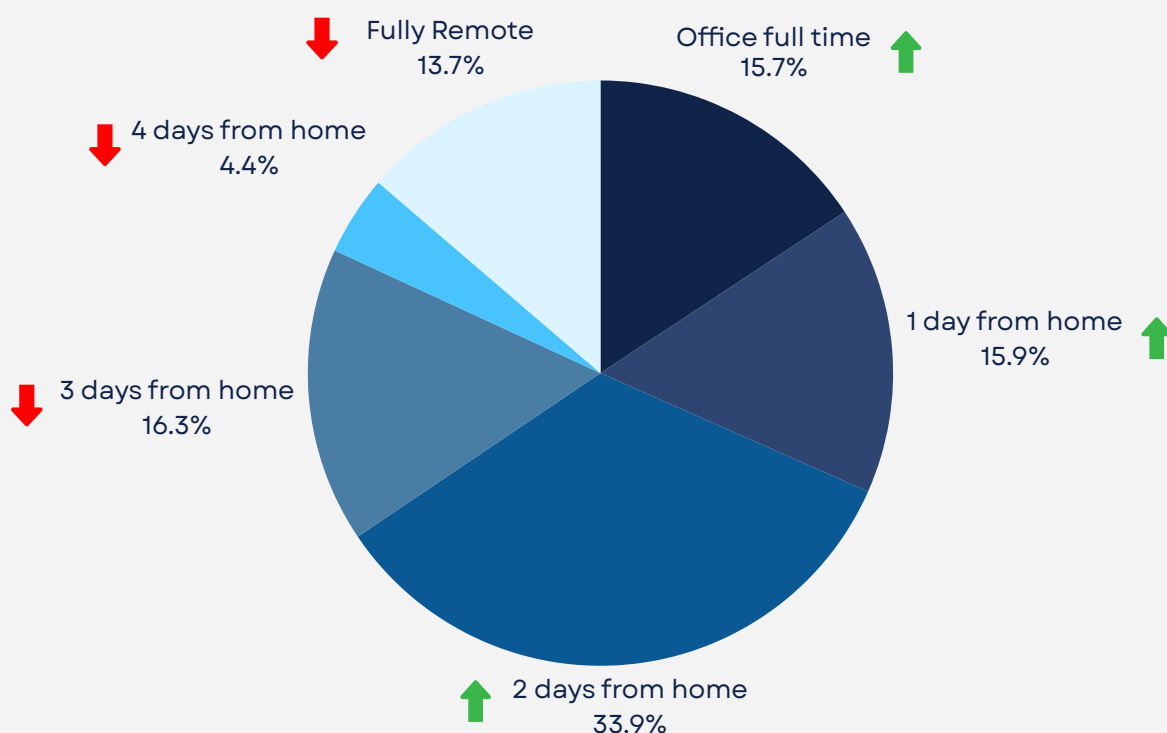


# WORKING FROM HOME ARRANGEMENTS

## Working From Home Arrangements

We asked our respondents what WFH arrangements are currently available within their company. On the graph below are the responses.

[To discuss the WFH arrangements companies are offering, please get in touch].

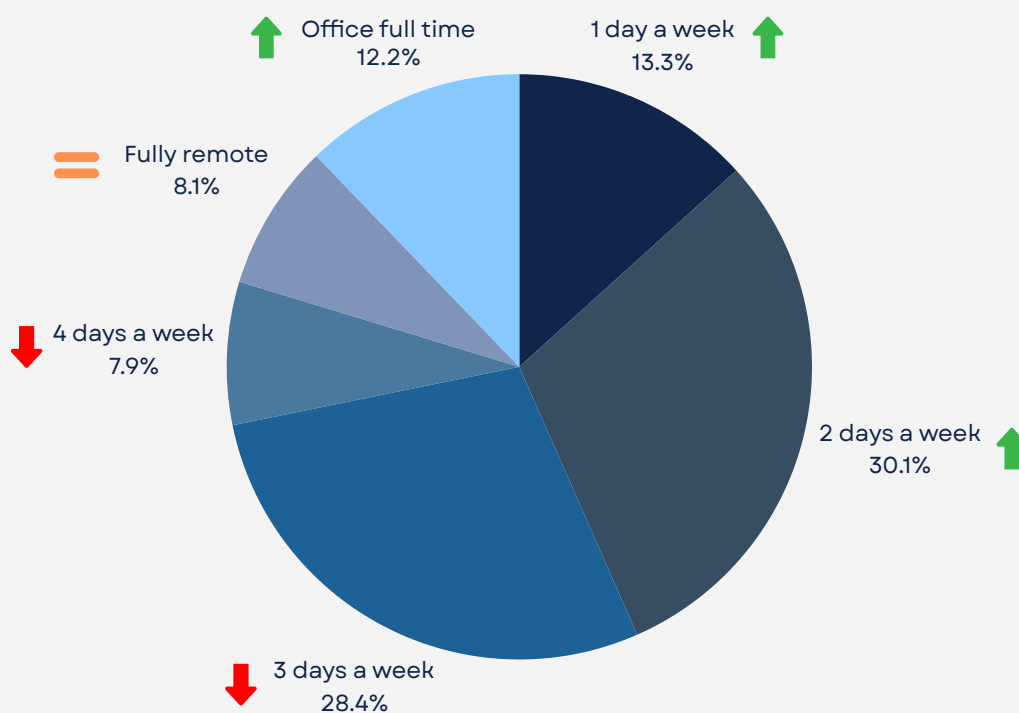


This year's data reveals a slight shift in how flexible working is being approached by engineering design consultancies. While the number of respondents working fully remote or with 3–4 days from home has decreased, there's been a noticeable rise in hybrid arrangements particularly those working 1–2 days from home. Interestingly, full-time office work is also on the rise, suggesting that some businesses may be encouraging more in-person collaboration or reassessing their flexibility offerings. The sweet spot, however, appears to be a balanced hybrid approach, with 1–2 days from home remaining the most common setup across the industry.

# WORKING FROM HOME ARRANGEMENTS

## Ideally what flexibility would you prefer?

We asked our respondents - Ideally, how many days a week on average would you like to work from home? On the graph below are the responses.

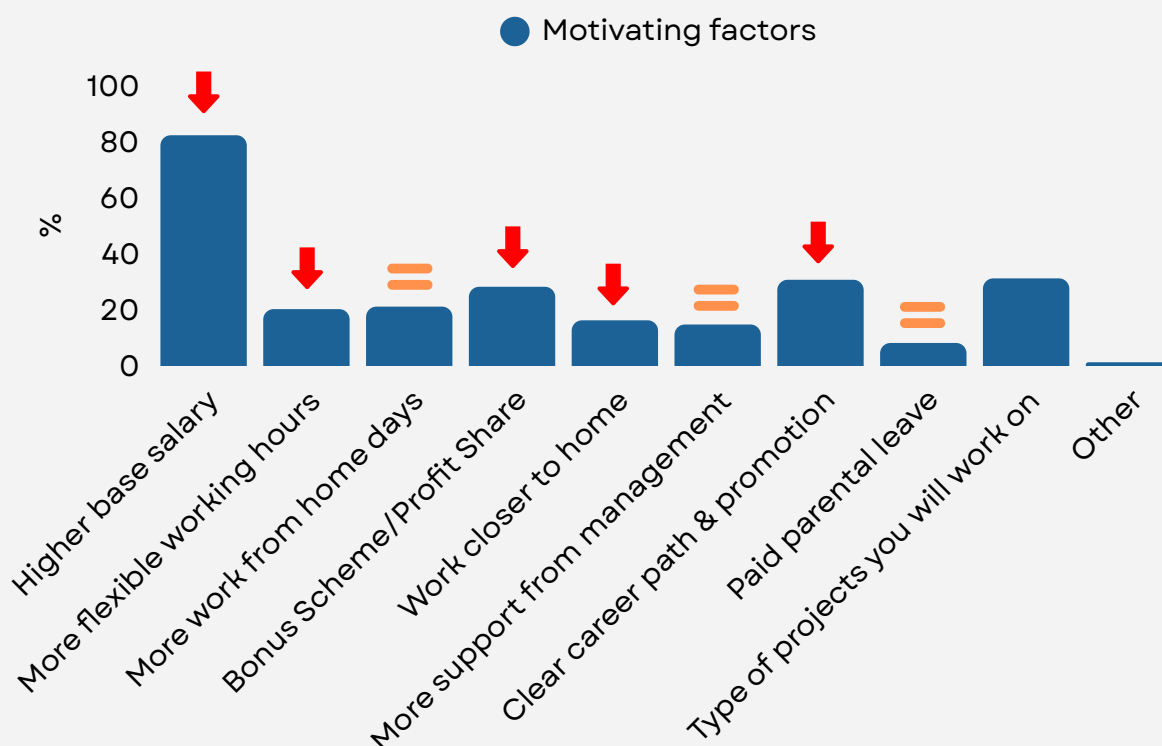


When asked what flexibility you prefer, most respondents leaned toward a hybrid setup mirroring current access trends but with a subtle shift. Preference for 1–2 days working from home is up again this year, reinforcing that the majority of engineers still value face-to-face collaboration while also wanting some flexibility. Interestingly, full-time office preference has also increased, suggesting that for some, structure and routine still hold appeal. Meanwhile, the desire for 3–4 days from home has dipped, and preference for fully remote work remains unchanged, indicating that while flexibility is key, few want to be completely detached from the office environment.

# MOTIVATING FACTORS TO CHANGE JOBS

## Motivating Factors to Change Jobs

We asked our respondents what **TWO FACTORS** would be most important to them if they were to look for a new role. On the graph below are the responses.

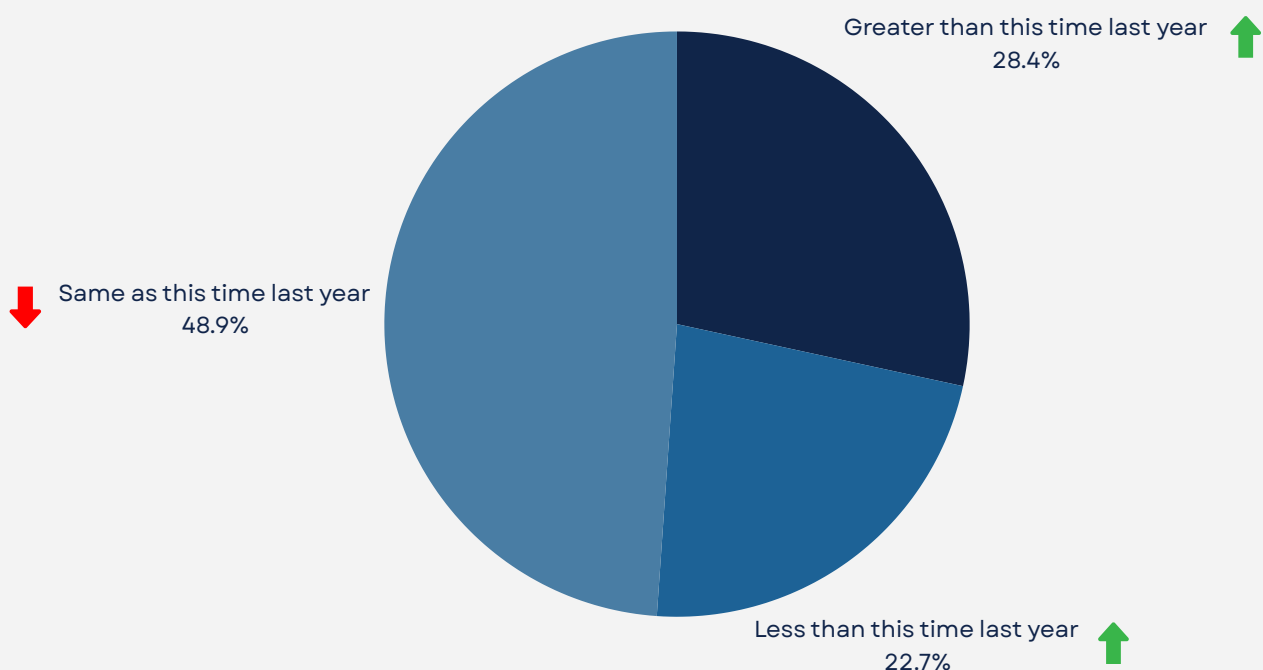


This year's data shows a notable trend - almost all motivating factors to change jobs have declined or remained steady compared to last year. Interest in higher salaries, flexibility, and career progression has dipped slightly, which could suggest that more engineers are feeling settled in their current roles or perhaps have adjusted expectations in light of market conditions. A new factor, however, has entered the conversation 'the type of projects you'll work on' with 31% of respondents flagging this as a key motivator. This tells us that engineers are increasingly driven by purpose and the nature of the work itself, not just the perks that come with it.

# JOB SECURITY

## How do you view your job security?

We asked our respondents what how they view their job security. On the graph below are the responses.

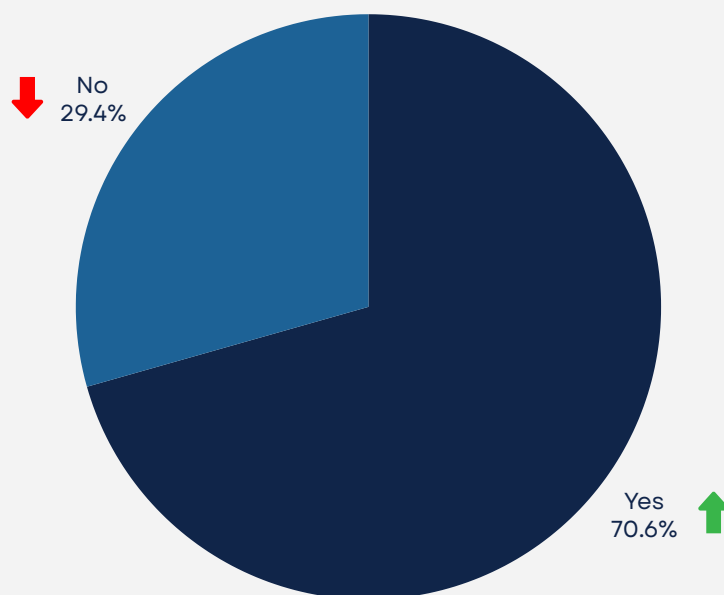


This year's responses around job security paint a more divided picture than previous years. While more people are feeling greater job security compared to last year, there's also been a rise in those who feel less secure suggesting a growing polarisation in sentiment across the industry. Fewer respondents selected "same as last year," indicating that opinions are shifting rather than staying neutral. It's clear that while some are thriving in stable roles, others may be feeling the impact of economic uncertainty or shifting market conditions.

# TRACKING NEW JOB OPPORTUNITIES

## Do you keep an eye on new job opportunities advertised in your field?

We asked our respondents if you keep an eye on new job opportunities advertised in your field? On the graph below are the responses.



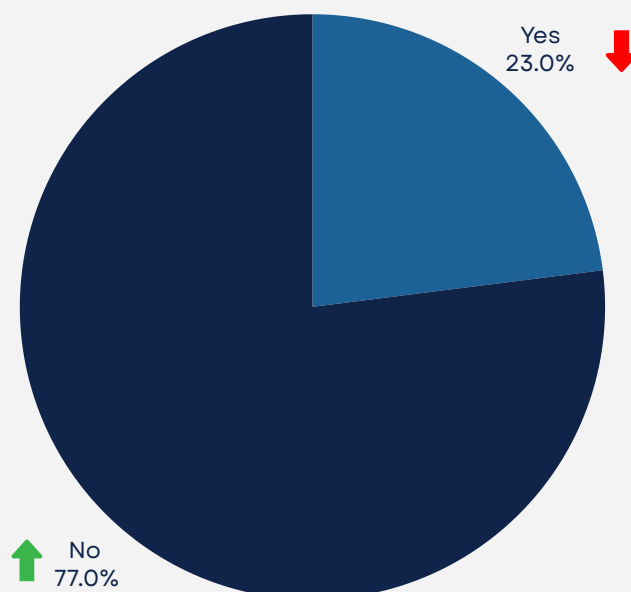
With 70.6% saying yes, we are seeing more engineers actively keeping an eye on new job opportunities compared to last year. The number of people who said “yes” has increased, while those who said “no” has dropped suggesting a more engaged and curious workforce. Whether it's for benchmarking, career planning, or genuine interest in moving roles, it's clear that professionals are more alert to what's happening in the market than they were 12 months ago.



# MARKET MOVEMENT

## How many people have changed jobs in the last 12 months

We asked our respondents: have you changed jobs within the past 12 months? On the graph below are the responses.

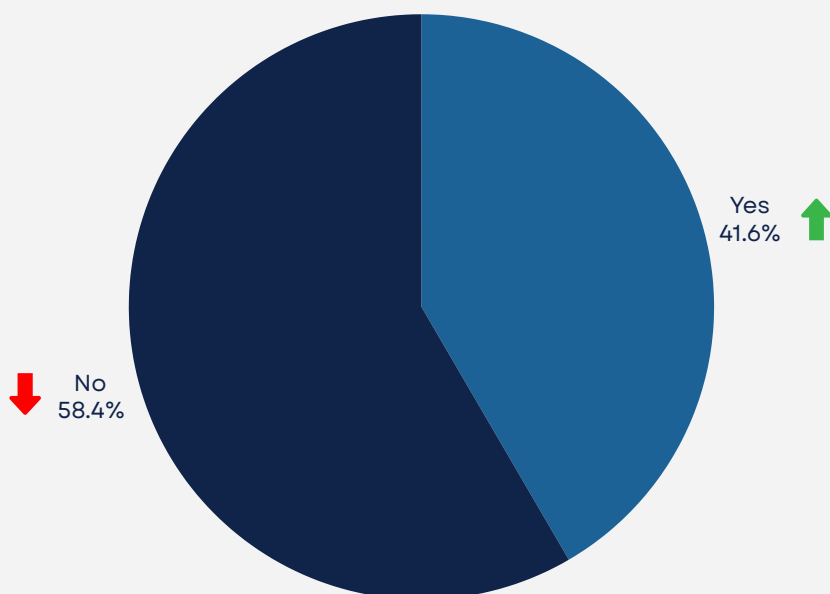


Fewer people changed jobs in the past 12 months compared to the year before. With only 23% saying “yes,” this marks a drop from last year’s figures, while the number of people staying put has increased. This could reflect a more cautious approach in the current market or a sign that people are feeling more settled where they are. As we saw earlier in the report, more people feel secure in their current roles compared to last year. That sense of stability often reduces motivation to actively seek new opportunities.

# LIKELINESS TO APPLY FOR A NEW ROLE

## Are you likely to actively apply for new roles in the next 12 months?

We asked our respondents: Are you likely to actively apply for new roles in the next 12 months? On the graph below are the responses.

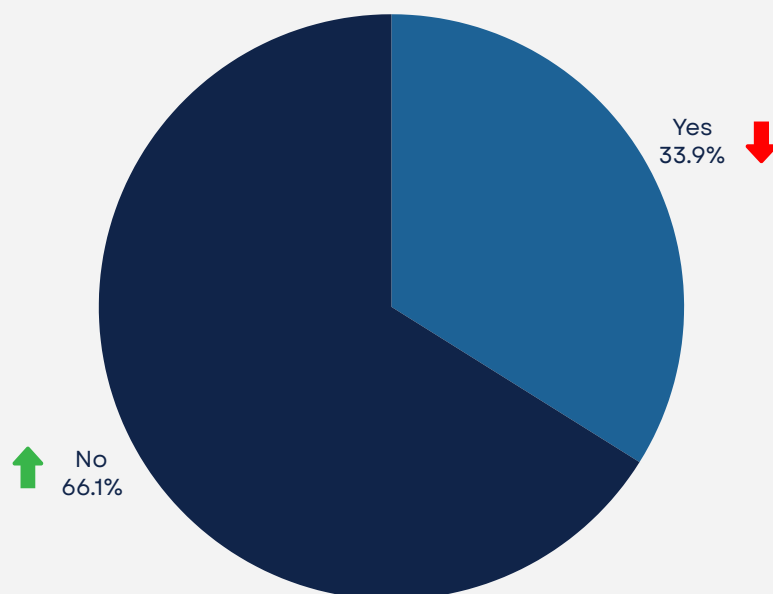


After a relatively quiet 12 months of movement, signs suggest a shift may be on the horizon. This year, 41.6% of respondents said they're likely to apply for a new role in the next 12 months (up from last year). While most people still plan to stay put, the increase in intent to explore new opportunities shows that confidence may be returning to the market. With job security sentiment up and motivators like salary and flexibility stabilising, some professionals may now feel ready to make their next move, especially if the right opportunity comes along.

# LIKELINESS TO RELOCATE FOR A NEW ROLE

## Would you re-locate interstate within Australia for the right new job opportunity?

We asked our respondents: Would you re-locate interstate within Australia for the right new job opportunity? On the graph below are the responses.

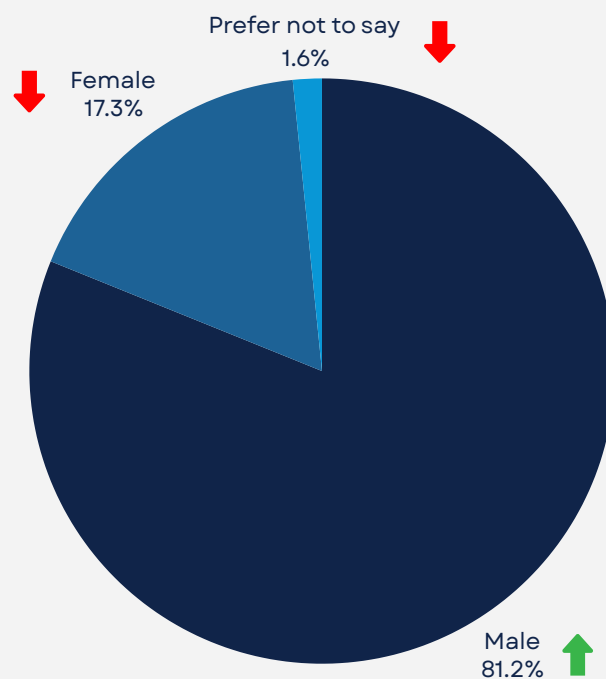


While job movement within the industry may be on the rise, relocating for a role is becoming less appealing. This year, just 33.9% of respondents said they'd consider relocating for a new job (a drop from last year) while those preferring to stay put rose to 66.1%. Whether it's lifestyle, family commitments, or the widespread availability of flexible work options, engineers seem more inclined to find the right role without having to pack up and move.

# GENDER IN THE WORKPLACE

## Gender in the Workplace

We asked our respondents what Gender they most identify with. On the graph below are the responses.



While engineering remains a male-dominated industry, this year's results show a slight decline in female representation, with women making up 17.3% of responses (down from last year). Male respondents increased to 81.2%, and fewer participants selected "prefer not to say."

Although the data points to a dip in diversity, it reinforces the importance of continued conversations around inclusivity in engineering. The industry still has work to do to attract and retain a broader range of voices—and that starts with visibility, support, and action across all levels.

# THANK YOU



CONTACT US



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