

Property & Construction

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Michael Page International

Salary & Employment Forecast

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Recruitment activity strengthened in the property and construction sector over the last 12 months, with skilled professionals continuing to benefit from the positive jobs growth this year. This is a result of increased business confidence in the market, as more companies look to invest in property acquisition and construction projects.

There is a strong demand for skills in property management, facilities management and tenancy representation. Property professionals in these areas will be required to deliver on new residential and commercial projects, particularly in Victoria. There is also demand for Project Managers, Site Managers and

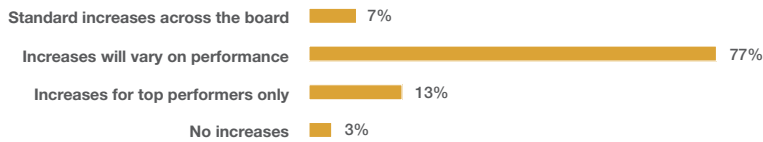
Contract Administrators to facilitate oil and gas projects in the growing Western Australia and Queensland construction sectors.

With the demand for skills exceeding the supply of property and construction professionals, employers are increasing salaries to retain top talent. Average salary increases of 4–6% will be awarded to retain staff. For skills that are in shorter supply, such as commercial property valuation, employers are likely to award higher increases. Half of employers in the property and construction sectors will be awarding bonuses in the next 12 months as a retention strategy for top performers. The vast majority (85%) of bonuses will be awarded based on a

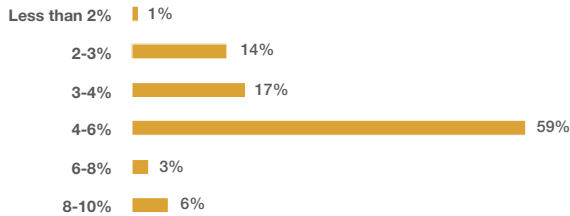
combination of individual, team and company performance. Only 6% of bonus payments will be made solely on the basis of individual performance.

Strong growth in the property and construction market is expected to continue throughout 2011 and into 2012. As more businesses invest in property and construction projects, the demand for professionals with experience in water management will grow, particularly within the infrastructure, mining and resources sectors. Demand is also expected to increase for residential property and commercial construction professionals to manage projects in these areas.

Salary increases over the next 12 months



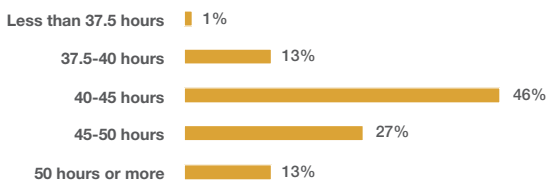
Average percentage salary increases



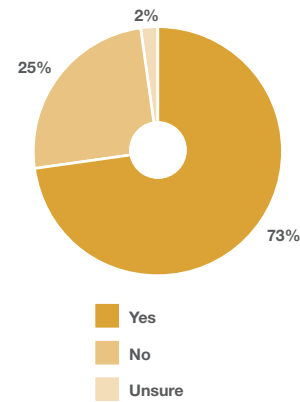
Basis for bonuses over the next 12 months



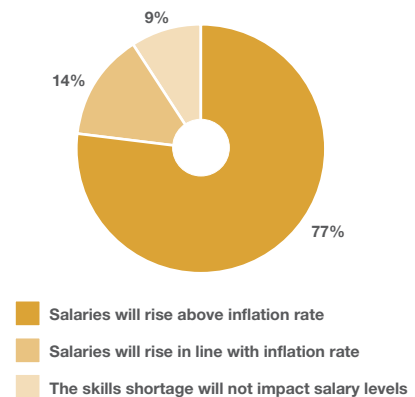
Average weekly working hours



Professional skills shortage in the next 12 months



Skills shortage placing upwards pressure on salaries



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REAL ESTATE/PROPERTY

State	All
Salary	\$'000
Leasing Executive	50–75
Leasing Manager	70–90
Leasing Director	110–180
Valuations Manager	60–100
Head of Valuations	100–150
Property Manager	60–90
Head of Property Management	100–150
Asset Manager	90–150
Head of Asset Management	120–200
Facilities Executive	50–75
Facilities Manager	75–100
Head of Facilities	100–150
Development Manager	90–180
Development Director	180–300
General Manager (State)	200–350
Managing Director	200–350
Regional Managing Director	300–500

CONSTRUCTION

State	All
Salary	\$'000
Contracts Administrator	65–100
Quantity Surveyor	80–130
Site Manager	90–180
Estimating Manager	80–150
Bid Manager/Business Development Manager	150–220
Operations Manager/Construction Manager	150–250
Project Engineer	65–90
Project Manager	90–150
Project Director	160–250
Construction Manager	120–160
Construction Director	160–250
Operations Manager	150+
Operations Director	200+

Please note:

1. Salaries indicated are based on annual basic salary, excluding bonus/incentive schemes. 2. Small to medium companies are defined as having a turnover of less than \$100 million. Large companies are defined as having a turnover of more than \$100 million. 3. Market rates are becoming much less uniform. While we have taken great care, these salary ranges can only be approximate guides, as there are often specific circumstances relating to individual companies. Please call us for additional information. 4. Roles marked N/A in this report are not commonly found in the area specified.