



PRIME
RECRUITMENT

Trends & Salary Report: Jan-Mar 2024
Project Management

Data collection January to March 2024

About Prime Recruitment

Prime Recruitment is a leading national recruitment firm dedicated to the Property & Construction sector. We work with a range of clients such as **Architects, Builders, Project Managers, Quantity Surveyors, Engineering & Design firms** and **Real Estate Agencies**, as well as some of Australia's leading **Property groups** and largest **Development companies**.

Our passionate approach and unmatched knowledge of the industry means we are well placed to offer tailored recruitment and placement solutions that yield excellent results, fast. By continually immersing ourselves in the industry, we have built a network of clients and candidates, enabling us to leverage opportunities and provide valuable connections that have been vetted with care.

Our Specialisation

Partnering with experienced recruitment professionals who manage specialist job portfolios is the key to success in a competitive marketplace. We recruit for roles ranging from Coordinators & Assistants, middle management, operational and technical roles, through to Executive level positions. Prime Recruitment has a team focused on fundamental Property & Construction industry roles across all sectors.

- Retail
- Office & Commercial
- Land & Industrial
- Healthcare
- Education
- Residential
- Hotels
- Aged Care & Retirement
- Leisure & Entertainment
- Government
- Masterplan projects
- PPP Projects
- Build to Rent
- Accommodation

Areas of functional expertise

We consider each of our speciality practices as boutique but within the framework of a collaborative culture, allowing us to actively work together to support the recruitment needs across professional positions and key areas of your business.



Architecture & Design



Engineering



Quantity Surveying



Development Management



Construction



Project Management



Property & Real Estate



Asset Management



Business Support

The Data

Where does it come from?

The dataset was collated from over 6000 **Project Management Professionals** across Melbourne. This pool can be broken down into three role types; Assistant Project Manager, Project Manager and Senior Project Manager

Source – LinkedIn Recruiter

Average Salary ranges

Assistant Project Manager	\$85,000– \$110,000 <i>excluding super</i>
Project Manager	\$110,000 – \$160,000 <i>excluding super</i>
Senior Project Manager	\$160,000 – \$200,000 <i>excluding super</i>

Our Thoughts

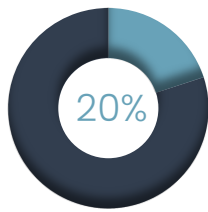
Upon reviewing the data, our findings reveal some insightful patterns and averages.

In the Project Management landscape across the Greater Melbourne area, 12.6% of professionals transitioned into new roles in the past year, with the median tenure sector wide sitting at 1.9 years. This data indicates a workforce inclined towards seeking new challenges and environments.

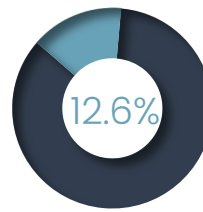
When contemplating their next career move Project Managers are prioritising companies that offer strong pipelines with project diversity, as well as a sense of job security and ability to develop their professional skills. Understanding these key points is essential for employers who are aiming to attract and retain top talent in this competitive landscape.

As for candidate diversity our research has revealed a notable gender gap, with just 20% of the total talent pool identifying as female. However, entry level roles such as Junior Project Manager and Assistant Project Manager are displaying a more balanced gender split when comparing to more Senior positions. This is positive data, showing that more females are entering the industry and that the gender pool will start to balance further across the coming years.

Key Findings



Only 20% of the total talent pool identify as female



Changed jobs in the past 12 months

What are candidates looking for in their next role?



Higher base salary



Career Plan / Progression



Professional Development



Project Diversity



Strong pipeline of work

The future of recruiting in 2024

The workplace is changing in ways we couldn't have imagined just one year ago. The rise of Gen AI, the return to the office, and the increasingly competitive market for top talent with in-demand skills are reshaping the talent landscape.

Talent Acquisition is at the forefront of helping our clients, the employers, navigate these and other challenges, but the talent playbooks of the past will no longer apply.

The following are five predictions that will help usher in the new world of work.

Recruiting teams will advocate for flex work policies

Companies that allow employees to choose their work location see a positive impact in attracting talent, and recruiters can advocate for effective policies.

+146%

increase in remote job applications last year

-46%

decrease in remote job postings last year

Attracting Gen Z will require a new playbook

Gen Z will account for more than a quarter of the workforce by 2025. Attracting this new generation of talent will be a priority and a challenge.

Attracting and retaining

Gen Z 

is one of the biggest challenges facing talent teams in the next 5 years

AI will supercharge recruiting

Generative AI will help streamline recruiting and boost productivity, and talent leaders expect adoption to accelerate in the coming year and beyond.



of recruiting pros using Gen AI tools say it's faster and easier to write job descriptions



of recruiting pros say sourcing based on skills is a priority

Recruiting will build the skills-based workforce of the future

More organizations will prioritize skills-based hiring and upskilling to help widen their talent pools and attract qualified workers.

Quality of hire will top the recruiting agenda

With hiring still in decline, employers will be increasingly vigilant about making sure every hire is the right one.

Quality of hire is the

#1

topic shaping the future of recruiting



Get in Touch

Kylie Jasinski
Director & Senior Recruitment Specialist

For over 17 years, Kylie has worked with some of Australia's leading property groups, project management firms, building companies & developers, and has been responsible for establishing high-value and impactful working relationships across Australia's property and construction sector.



When she's not running the business and working as a senior recruitment specialist, Kylie enjoys spending time with her two daughters, attending HIIT and boxing classes. Kylie is also currently building her own property development portfolio.

Before making the transition into recruitment, Kylie worked in real estate for 6 years. This industry experience means that her candidates and clients benefit from an unmatched level of insight and intuition, not to mention her network of valuable connections.

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