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Recruitment

Facilities Management Salary Guide UK (2026)

In-depth salary benchmarks, trends & insights for FM professionals and employers

Salary benchmarks
by role, region & sector

Market trends
and insights for 2026

Attract & retain
top FM talent

Essential data.
Smarter decisions.

Introduction

Facilities Management salaries have changed significantly over recent years.

As Facilities Management has evolved into a more strategic and operationally critical function, demand for experienced FM professionals has continued to increase across the UK. Organisations are now competing for individuals who can combine operational leadership, compliance expertise, workplace strategy, communication skills, and commercial awareness.

At the same time, the workplace itself has become more complex.

Hybrid working, sustainability, employee experience, operational resilience, workplace transformation, and rising compliance expectations have all expanded the scope of modern Facilities Management roles.

As a result, salary expectations across the FM sector continue to evolve.

This guide explores:

- current Facilities Management salary trends,
- the factors influencing FM compensation,
- differences across seniority levels,
- and what organisations should consider when hiring Facilities Management professionals in today's market.

Why FM Salaries Are Increasing

Facilities Management is no longer viewed purely as a support function.

Modern FM leaders increasingly influence:

- workplace experience,
- operational continuity,
- sustainability strategy,
- compliance,
- employee wellbeing,
- and business performance.

As the role has become broader and more strategic, demand for experienced FM professionals has increased significantly.

Organisations are particularly competing for individuals who can combine:

- operational leadership,
- commercial awareness,
- stakeholder management,
- technical knowledge,
- and calm decision-making under pressure.

The strongest FM professionals are increasingly selective about where they work, and organisations are adjusting salary structures accordingly.

Average Facilities Management Salaries UK (2026)

Facilities Coordinator

TYPICAL SALARY RANGE

£28,000 – £38,000

Facilities Coordinators typically support day-to-day operational activity including contractor coordination, compliance administration, workplace support, scheduling, and supplier communication.

Salary levels are influenced by:

- location,
- industry,
- building complexity,
- and operational scope.

Assistant Facilities Manager

TYPICAL SALARY RANGE

£35,000 – £50,000

Assistant Facilities Managers often support operational delivery, supplier management, workplace services, compliance oversight, and team coordination.

Larger corporate or multi-site environments may sit toward the higher end of the range.

Facilities Manager

TYPICAL SALARY RANGE

£45,000 – £75,000

Facilities Manager salaries vary significantly depending on:

- sector,
- operational complexity,
- team size,
- technical requirements,
- and strategic responsibility.

Corporate headquarters, critical environments, and large estates often command higher salaries. Professionals with strong leadership capability, commercial understanding, and workplace transformation experience are increasingly sought after.

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Senior & Director-Level Salaries UK (2026)

Senior Facilities Manager

TYPICAL SALARY RANGE

£65,000 – £95,000

Senior Facilities Managers often oversee:

- multiple sites,
- large operational teams,
- major supplier contracts,
- and strategic workplace initiatives.

Many senior professionals are now heavily involved in:

- organisational planning,
- sustainability strategy,
- operational resilience,
- and workplace experience programmes.

Head of Facilities

TYPICAL SALARY RANGE

£80,000 – £130,000+

Heads of Facilities typically hold strategic responsibility for:

- operational performance,
- estates leadership,
- workplace strategy,
- compliance,
- sustainability,
- budgeting,
- and organisational planning.

Salary levels vary heavily depending on:

- portfolio size,
- sector,
- organisational scale,
- and leadership expectations.

Large corporate environments, financial services, healthcare, and complex estates often command premium compensation packages.

Facilities Director

TYPICAL SALARY RANGE

£100,000 – £180,000+

Facilities Directors increasingly operate as senior operational leaders within organisations.

Responsibilities often include:

- strategic estates planning,
- executive stakeholder management,
- large-scale transformation,
- operational governance,
- workplace evolution,
- and long-term organisational resilience.

At this level, compensation packages may also include:

- bonuses,
- car allowances,
- pension enhancements,
- and long-term incentive structures.

Factors That Influence FM Salaries

01 Industry Sector

Certain industries typically offer higher FM compensation due to operational complexity or risk profile.

Higher-paying sectors often include:

- financial services,
- critical environments,
- pharmaceuticals,
- data centres,
- healthcare,
- and large corporate headquarters.

02 Location

London and the South East generally continue to command higher salaries than many regional markets.

However, regional salary growth has accelerated significantly as competition for experienced FM professionals increases across the UK.

03 Operational Complexity

Salary levels increase significantly when roles involve:

- multi-site responsibility,
- critical infrastructure,
- technical estates,
- compliance-heavy environments,
- or complex stakeholder groups.

The more operational risk attached to the role, the more valuable experienced leadership becomes.

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04 Leadership Capability

One of the biggest salary differentiators is leadership capability.

Organisations increasingly value FM professionals who can:

- communicate effectively,
- stabilise teams,
- manage pressure calmly,
- influence senior stakeholders,
- and lead operational change.

Leadership maturity is becoming just as valuable as technical knowledge.

05 Workplace Strategy Experience

As workplace environments continue evolving, professionals with experience in:

- hybrid working,
- workplace transformation,
- employee experience,
- and organisational change

are becoming increasingly valuable.

What Candidates Are Looking For Beyond Salary

Salary matters — but it is rarely the only factor influencing decision-making.

Strong FM professionals increasingly assess:

- leadership quality,
- organisational stability,
- culture,
- flexibility,
- career progression,
- operational support,
- and long-term opportunity.

In many cases, candidates will reject higher-paying opportunities if they feel:

- environments are unstable,
- expectations are unrealistic,
- or leadership lacks clarity.

The strongest organisations understand that compensation and culture work together.

Why Counteroffers Often Fail

The competitive FM market has led to increasing counteroffer activity.

However, many counteroffers fail long term because they only address compensation rather than the original reason for dissatisfaction.

FM professionals often leave due to:

- burnout,
- lack of progression,
- poor leadership,
- operational instability,
- or limited support.

Retention requires more than salary adjustments alone.

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Hiring Pressures Within the FM Market

The Facilities Management recruitment market remains highly competitive.

Organisations are increasingly competing for:

- experienced operational leaders,
- technical FM specialists,
- sustainability-focused professionals,
- workplace strategy leaders,
- and commercially minded FM managers.

The strongest candidates are often:

- passive,
- relationship-driven,
- selective,
- and evaluating multiple opportunities simultaneously.

This places increasing pressure on:

- salary competitiveness,
- recruitment speed,
- employer brand,
- and candidate experience.

Key Takeaways

- FM salaries continue to rise as the role becomes more strategic.
- Leadership capability increasingly influences compensation.
- London and complex operational environments command premium salaries.
- Candidates evaluate culture and leadership as well as compensation.
- The strongest FM professionals remain in high demand across the UK.
- Recruitment processes and employer reputation increasingly affect hiring success.

Conclusion

Facilities Management has evolved significantly — and salary expectations are evolving alongside it.

The strongest FM professionals now operate at the intersection of:

- operations,
- leadership,
- workplace strategy,
- sustainability,
- and organisational performance.

As competition for experienced FM talent continues to increase, organisations that combine:

- competitive compensation,
- strong leadership,
- realistic expectations,
- and long-term operational thinking

will continue to attract and retain the strongest professionals in the market.

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Maxwell Stephens — FM Recruitment Specialists

Maxwell Stephens is a specialist Facilities Management recruitment consultancy supporting organisations across the UK with Facilities Management, Workplace, Estates, Property, and Operational leadership recruitment.

We support clients with:

- salary benchmarking,
- market insight,
- strategic FM hiring,
- and long-term recruitment support across the Facilities Management sector.

For more information, visit: **www.maxwellstephens.com**

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