

INSIGHT

Facilities Management Salary Guide UK 2026



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.

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Strong facilities
management is
invisible
when done well,
critical
when missing
—



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 - £45,000

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

£40,000 - £65,000

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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The best
candidates are
rarely
looking
—



Senior & Director-Level Salaries UK (2026)

Senior Facilities Manager

TYPICAL SALARY RANGE

£60,000 - £80,000

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

£70,000 - £110,000+

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.

In
uncertain
markets,
clarity
becomes
leadership



Facilities Director

TYPICAL SALARY RANGE

£90,000 - £150,000+

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.

Leaders are
remembered for
the teams
they build



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.

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Not volume
recruitment
Specialist
partnership

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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.

The strongest
brands earn
authority
through **trust**,
not attention



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.

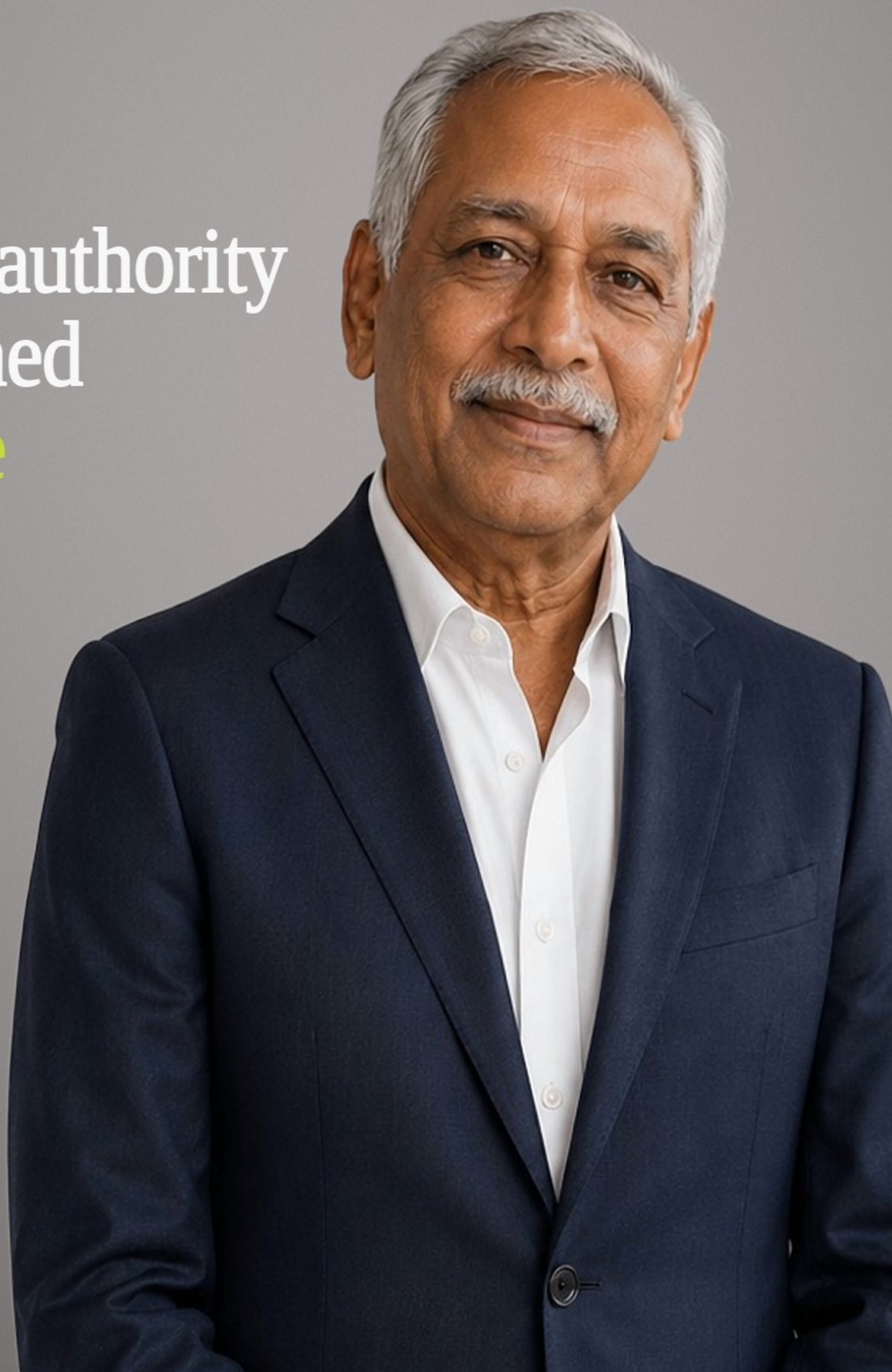
Key Takeaways

- 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.

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Quiet authority
is earned
on site

—



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.

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**

What the Data Says

The pay context behind this guide: UK wage growth, statutory pay floors, employer salary moves and how pay shapes offer decisions.

- 84% of UK employers increased salaries in the last 12 months, according to Hays' 2026 salary guide.
Source: [Hays UK Salary & Recruiting Trends 2026](#)
- Annual growth in regular pay across Great Britain was 3.5% in May to July 2026, and 3.9% including bonuses.
Source: [Office for National Statistics, Average weekly earnings in Great Britain: September 2026](#)
- UK candidates' top reasons for rejecting offers: salary below expectations (48%), a better offer elsewhere (32%) and limited flexible or remote working (21%).
Source: [Greenhouse Candidate Experience Report 2024](#)
- The National Living Wage for workers aged 21 and over rose to £12.71 an hour (from 1 April 2026), a 4.1% increase.
Source: [Low Pay Commission, The National Minimum Wage in 2026](#)
- Across 63 permanent Facilities Manager roles Maxwell Stephens advertised from 2023 to 2026, the median top-of-range salary was £50,000.
Source: [Maxwell Stephens analysis of 497 advertised vacancies, May 2023 – September 2026](#)

Sources were checked in September 2026. Select a source to open the original research. Maxwell Stephens figures are drawn from our own published vacancies and placement records.

See It in Practice

Facilities Manager for Lambeth Palace

Lambeth Palace, the London residence of the Archbishop of Canterbury since the 13th century, engaged Maxwell Stephens to recruit a Facilities Manager for its historic working estate. After detailed consultation with senior leadership, we ran a targeted search across our FM and heritage property network, assessed candidates against technical and leadership criteria, and carried out detailed market benchmarking to keep the remuneration package competitive.

It shows how accurate pay benchmarking supports a successful appointment in a specialist, heritage-led FM role.

[Read the full case study at maxwellstephens.com/case-studies/lambeth-palace](https://maxwellstephens.com/case-studies/lambeth-palace)

Related Reading

- **How Much Do Facilities Managers Earn? UK Salary Guide 2026**
maxwellstephens.com/blog/how-much-do-facilities-managers-earn-uk-salary-guide-2026
- **Should You Include the Salary in a Job Advert?**
maxwellstephens.com/blog/should-we-advertise-salary-or-not
- **How to Negotiate Your Salary with Confidence**
maxwellstephens.com/blog/how-to-handle-salary-negotiations

Talk to Maxwell Stephens

Planning an FM, estates or workplace appointment? [Contact us](#) for a confidential conversation, or [browse more case studies](#).



A FINE POSITION TO BE IN



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Recruitment

Maxwell Stephens Recruitment is registered in
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