



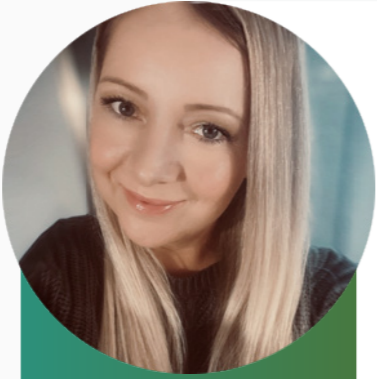
# The FMM iNSIDER

Begin





# Welcome.



Isobel Rushall  
Managing Director

Welcome to the very first FM iNSIDER, your comprehensive guide to the evolving world of Facilities Management. We are thrilled to present this insightful document, crafted to enlighten and inspire FM professionals and enthusiasts alike.

In these pages, we delve into the current state of the FM market, explore the intricacies of recruitment landscapes, and offer a glimpse into the future of this dynamic industry. Whether you are a seasoned FM expert or new to the field, 'The FM Insider' is designed to cater to your needs, offering a blend of industry analyses, trend forecasts, and practical insights.

Thank you for choosing to explore The FM iNSIDER. Your engagement and feedback are what make our efforts meaningful.



## What can you expect?

This edition will give you a in-depth overview on the FM Market as a whole, the latest technological advancements, the latest Recruitment insights, a Sustainability overview, Regulatory Compliance and standards update, showcase of the impact of Global Trends and Economic Factors and finally some Resources and Engagement.

Company Video

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Welcome

Market Overview

Technology in FM

Recruitment Activity

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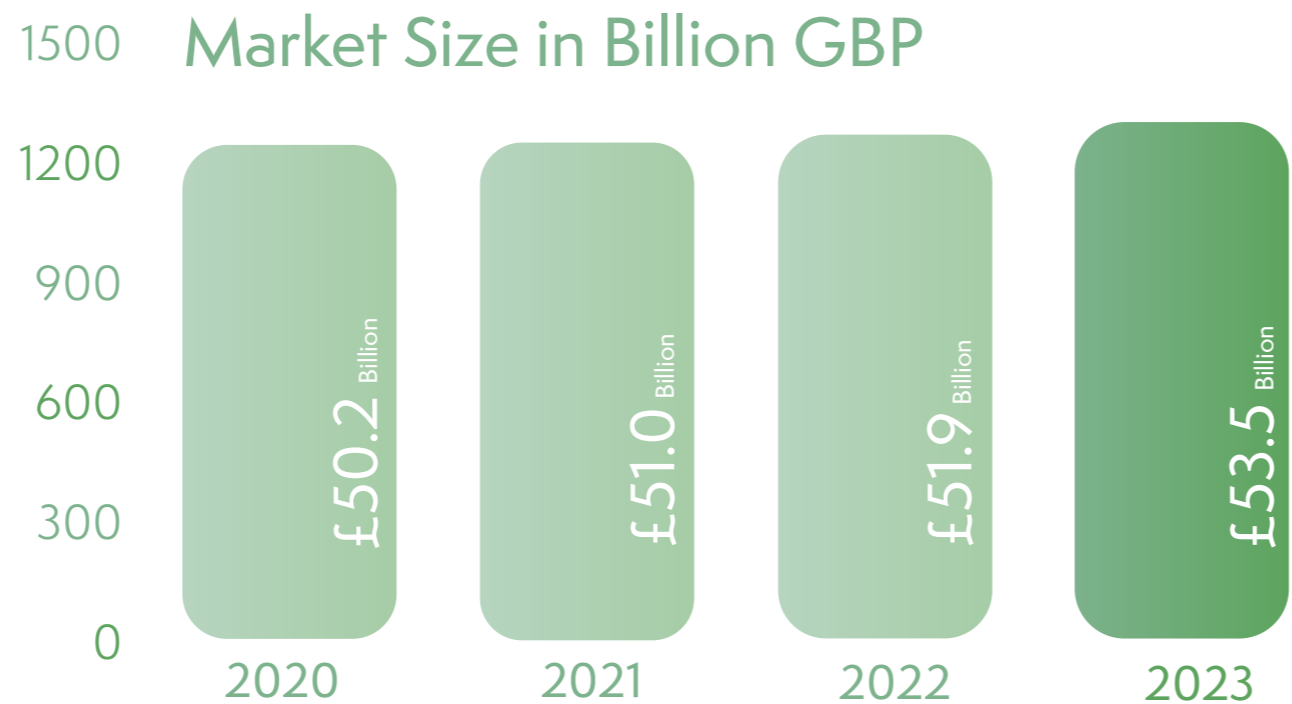




# Market Overview.



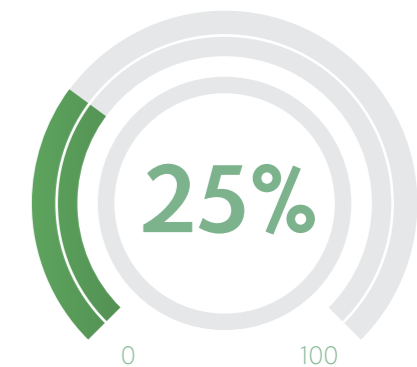
The FM industry is not just about managing facilities; it's about creating environments that enhance productivity, sustainability, and well-being. Here we can see an overview of the UK market value which is astonishing and is expected to grow rapidly over the forthcoming years, with a prediction on £58.1 billion in 2028. As we go through this environmental and technology change, FM will be deep inside this change and will see an incredible amount of innovation incorporated into the growing industry.



UK FM 2028 Market Size Prediction



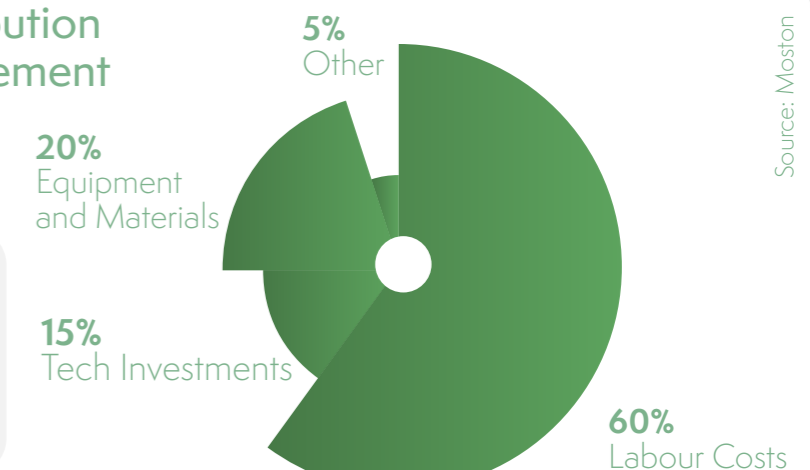
On-Site Staff Reduction



Expenditure Distribution in Facilities Management Industry From 2023

Want to find more about **tech in FM?**

[Click here](#)

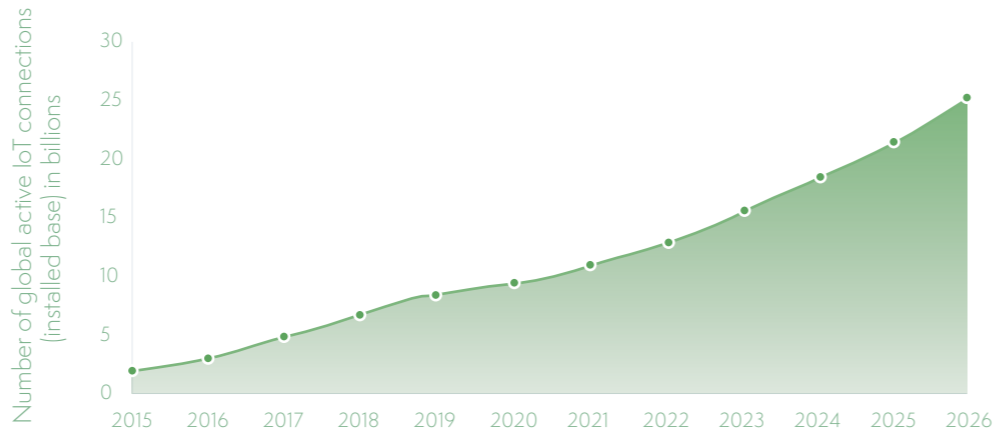


Distribution of Demand for Different FM Services (all levels of Seniority) From 2023



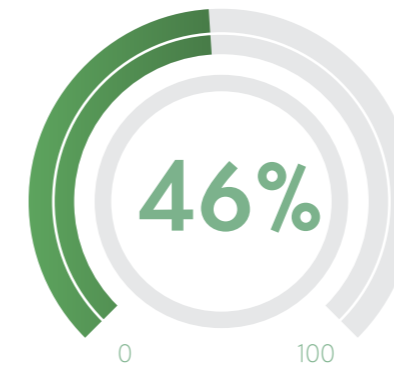
# Technology in FM.

**Global IoT Market Forecast**  
In Billions of connected IoT Devices

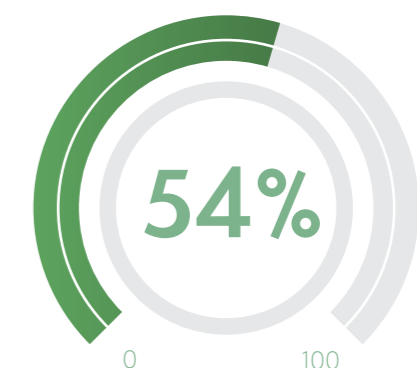


Technological advancements have been used in FM to great results: decrease in downtime, decrease in maintenance costs, improvements in the lifespan of equipment and structures, improvements in space flow and capacity, added value for the customer, and so on. And a solid understanding of technology and its applications is a key requirement in a property manager job description.

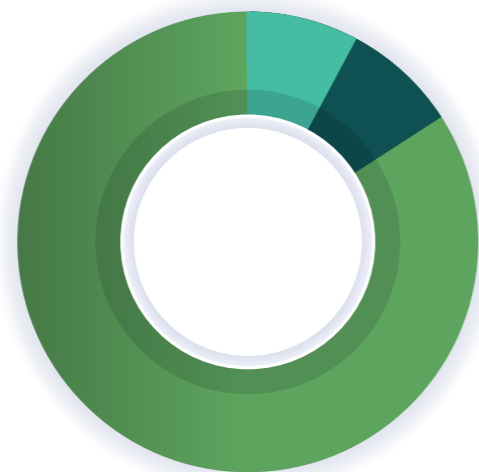
**Will Technology have a positive impact on FM roles?**  
In the next 5 years



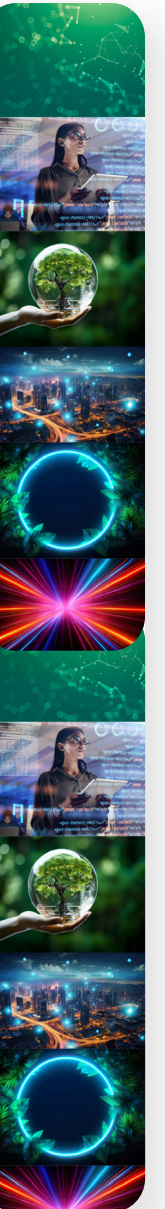
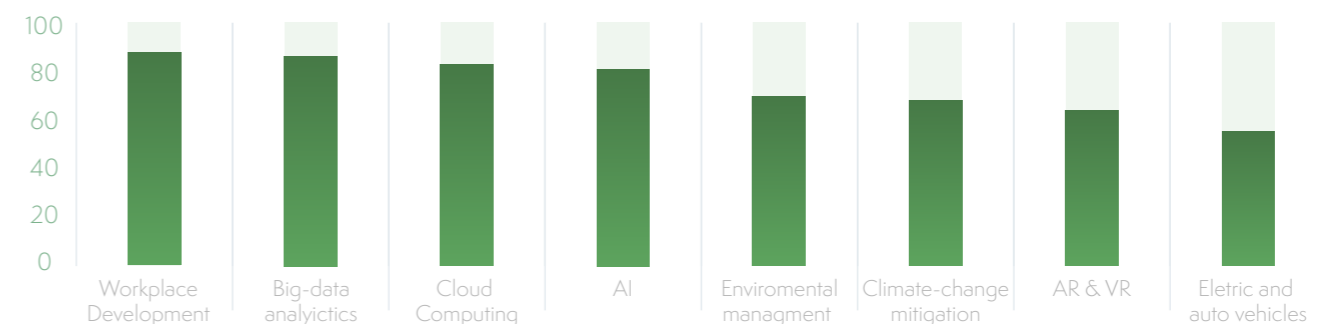
**Percentage of FMs already using or planning to use AI/ML**  
To improve FM operations



**Which emerging technology do you believe will have the biggest impact on facilities management?**



**Adoption Rate**  
Of Different Technologies in FM





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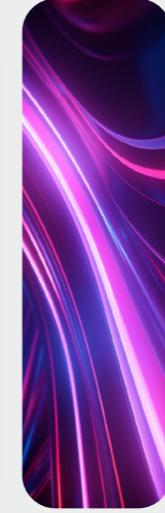


# Recruitment Activity.

The recruitment market has shifted towards being candidate-driven, with businesses increasingly adapting to candidates' desires for flexibility. This trend is expected to continue and evolve in the coming years. Additionally, there's a notable skills shortage in the market, with 55% of professionals attributing it to a lack of training and development in FM. As new technologies emerge and sustainability demands increase, the skills required in FM are becoming more specialised and unique.

## What are the Top Skills in FM? For 2024

- IoT Integration +
- Building Information Modeling (BIM) +
- CMMS Proficient +
- Knowledge of Green Building Certifications +
- Leadership and Team Building Skills +
- Understanding of Energy Efficiency Practices +
- Problem-Solving Abilities +
- CAFM Proficient +
- Waste Management +
- Advanced Technology Proficiency +
- Preventative and Predictive Maintenance +
- Strong Communication Skills +



## Top 3 In-Demand FM Roles For 2024



### Facilities Manager

crucial for overseeing all aspects of building operations, including maintenance, safety, and compliance.

### Energy Manager

As sustainability and energy efficiency become more vital.

### Maintenance Technician

With IoT Expertise Their role is critical in ensuring these systems operate efficiently and effectively.

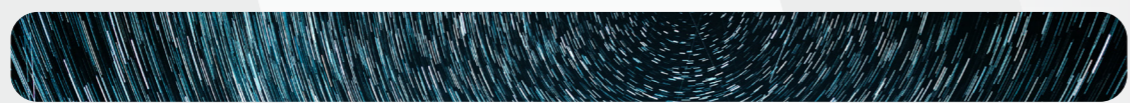
## Discover Day Rates and Salaries in FM

[Here](#) >

## Interactive Benchmarking

We will be launching our very own benchmarking interactive tool in 2024, which will be filled with data from Moston. This tool will give you an accurate representation of what the average, high and low salary or day rate is according to your job title. All the data will be from our internal record which will come from over 100,000 candidates in the industries of FM, FS, Construction and Distribution along with other industries.

If you would like to be informed when this tool is available then click [here](#) and we will let you know once its ready! Watch this space...





# Recruitment Activity.

Average Salary and Day Rate - From a range of different sources and compiled for an average.

Job Title	Contract	Salary
<b>Executive Team</b>		
Chief Executive Officer	£1700/Day	£170,000
Chief Financial Officer	£1500/Day	£159,000
Chief Operating Officer	£1500/Day	£140,000
Chief Technology Officer	£1200/Day	£116,000
Chief Marketing Officer	N/A	£127,000
Chief Human Resources Officer	N/A	£150,000
Chief Information Officer	£756/Day	£135,000
Chief Legal Officer	£721/Day	£132,000
Chief Compliance Officer	£753/Day	£121,000
Chief Strategy Officer	N/A	£123,000
<b>Human Resources</b>		
HR Manager	£450/Day	£51,000
HR Coordinator	£225/Day	£31,000
Recruitment Specialist	N/A	£33,000

Job Title	Contract	Salary
HR Generalist	£350/Day	£39,000
HR Director	£900/Day	£84,000
Talent Acquisition Manager	N/A	£61,000
Employee Relations Manager	£475/Day	£48,000
HR Business Partner	£700/Day	£53,000
Payroll Specialist	N/A	£33,000
Training and Dev Manager	£500/Day	£42,000
<b>Commercial Team</b>		
Commercial Manager	£600/Day	£85,000
Commercial Analyst	£450/Day	£39,000
Commercial Director	£650/Day	£95,000
Pricing Manager	£295/Day	£53,000
Business Analyst	£450/Day	£45,000
Commercial Operations Manager	£500/Day	£55,000
Contract Manager	£600/Day	£47,000
Category Manager	£650/Day	£50,000
Procurement Manager	£625/Day	£50,000

Job Title	Contract	Salary
<b>Sales Team</b>		
BD Manager	£500/Day	£75,000
Sales Executive	£130/Day	£33,000
Sales Manager	£700/Day	£75,000
Account Manager	£400/Day	£45,000
Sales Representative	£200/Day	£38,000
Sales Director	£900/Day	£120,000
Inside Sales Rep	N/A	£41,000
Outside Sales Rep	N/A	£47,000
Regional Sales Manager	£500/Day	£68,000
Key Account Manager	£400/Day	£46,000
Bid Manager	£550/Day	£50,000
Bid Writer	£350/Day	£33,000
<b>Technical Services</b>		
Technical Services Manager	£500/Day	£55,000
Network Engineer	£400/Day	£44,000
Software Developer	£475/Day	£44,000

More





# Recruitment Activity.

Average Salary and Day Rate - From a range of different sources and compiled for an average.

Job Title	Contract	Salary
<b>Technical Services</b>		
IT Support Specialist	£200/Day	£32,000
Systems Administrator	£250/Day	£34,000
Database Administrator	£525/Day	£45,000
Web Developer	£400/Day	£37,000
Technical Support Engineer	£225/Day	£29,000
Security Analyst	£525/Day	£40,000
Cloud Solutions Architect	£656/Day	£88,000
<b>Hard Services</b>		
Building Services Engineer	£275/Day	£40,000
HVAC Technician	£300/Day	£41,000
Electrical Engineer	£438/Day	£52,000
Mechanical Engineer	£460/Day	£46,000
Facilities Engineer	£500/Day	£42,000
Plumbing Technician	£350/Day	£24,000
Carpentry Supervisor	£300/Day	£31,000
Landscape Ops Manager	£400/Day	£39,000

Job Title	Contract	Salary
<b>Soft Services</b>		
Cleaning Services Manager	£400/Day	£34,000
Security Ops Manager	£450/Day	£47,000
Catering Manager	£400/Day	£28,000
Front Office Manager	N/A	£31,000
Customer Service Manager	N/A	£28,000
Waste Management Coordinator	N/A	£30,000
Groundskeeping Supervisor	N/A	£30,000
Housekeeping Manager	N/A	£28,000
Event Coordinator	N/A	£25,000
Reception Services Manager	N/A	£26,000
<b>QSHE</b>		
Quality Assurance Manager	£650/Day	£54,000
Safety Officer	£150/Day	£33,000
Health and Safety Coordinator	£350/Day	£34,000
Environmental Compliance Officer	£450/Day	£41,000
Quality Control Analyst	N/A	£30,000

Job Title	Contract	Salary
Risk Management Specialist	£520/Day	£51,000
EHS Manager	£550/Day	£51,000
Safety Compliance Manager	£500/Day	£55,000
Occupational Health Manager	£450/Day	£55,000
Sustainability Manager	£425/Day	£51,000
<b>Finance</b>		
Financial Analyst	N/A	£34,000
Investment Analyst	£525/Day	£47,000
Treasury Manager	£400/Day	£59,000
Tax Manager	£700/Day	£75,000
Credit Analyst	£575/Day	£41,000
Revenue Analyst	N/A	£32,000
Finance Controller	£700/Day	£66,000
Financial Planner	N/A	£51,000
Risk Analyst	£575/Day	£56,000
Accounts Payable Specialist	£160/Day	£30,000

More





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-  **Recruitment Activity**
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-  Resources and Engagement



# Recruitment Activity.

Average Salary and Day Rate - From a range of different sources and compiled for an average.

Job Title	Contract	Salary
<b>Procurement</b>		
Vendor Relations Manager	£550/Day	£51,000
Procurement Analyst	N/A	£35,000
Strategic Sourcing Manager	£625/Day	£68,000
Supplier Diversity Coordinator	N/A	£51,000
Procurement Coordinator	N/A	£33,000
Purchase Manager	N/A	£55,000
Inventory Analyst	N/A	£33,000
Contract Administrator	N/A	£26,000
Supply Chain Analyst	£400/Day	£37,000
Purchasing Agent	N/A	£29,000
<b>Operations</b>		
Facilities Manager	£475/Day	£39,000
Event Coordinator	N/A	£31,000
Front Office Manager	N/A	£31,000
Customer Service Manager	N/A	£39,000
Catering Manager	N/A	£28,000

Job Title	Contract	Salary
Energy Manager	N/A	£47,000
Maintenance Manager	N/A	£35,000
Health and Safety Manager	N/A	£39,000
Waste Management Coordinator	N/A	£31,000
<b>Marketing</b>		
Marketing Coordinator	N/A	£25,000
Digital Marketing Specialist	£350/Day	£36,000
Social Media Manager	£250/Day	£31,000
Content Marketing Manager	N/A	£35,000
Marketing Analyst	£200/Day	£31,000
Public Relations Specialist	£200/Day	£38,000
Marketing Coms Manager	£400/Day	£41,000
Marketing Director	£800/Day	£95,000
Marketing Manager	£425/Day	£60,000

Home 

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If you would like to be informed when this tool is available then click [here](#) and we will let you know once its ready! Watch this space...

The rates on The FM iNSIDER are from multiple sources, covering the whole of the UK giving a nation wide average. So some may be unexpected or not what you think, so keep this in mind.

Not found what **your looking for?**

**Get Custom Benchmarking**



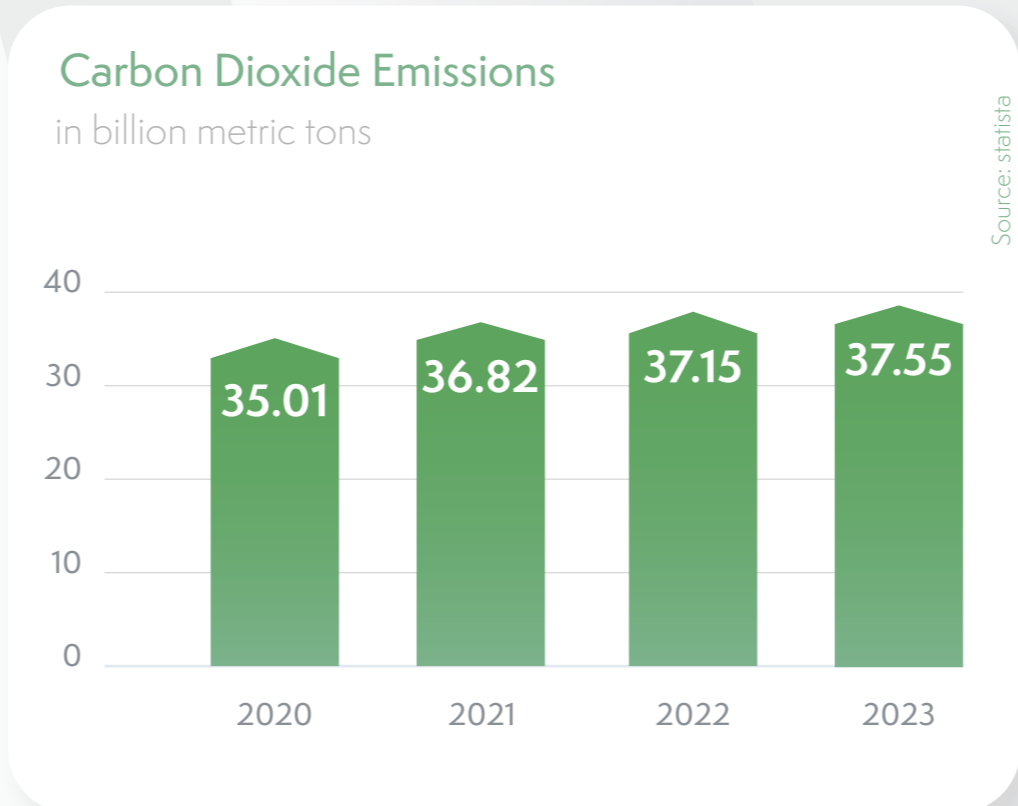
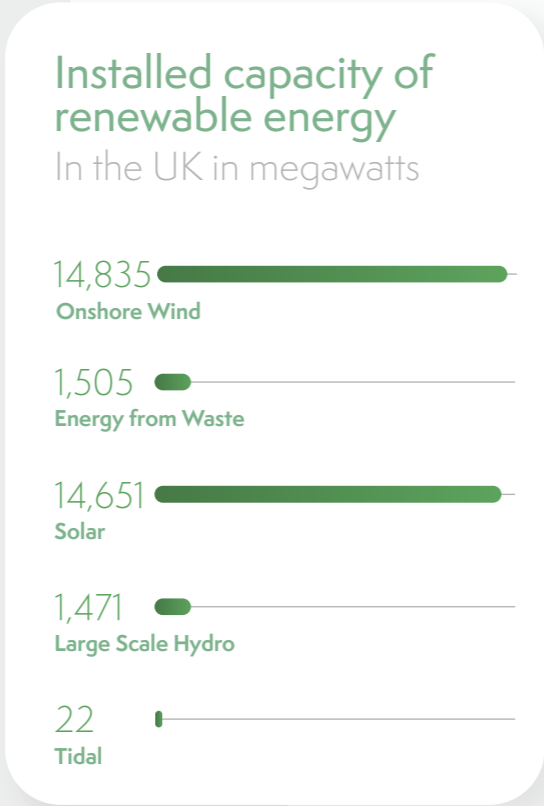
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# Sustainability.

**Sustainability:** Sustainability and Environmental, Social, and Governance (ESG) considerations have gained prominence. ESG-focused investments in the FM sector have grown by **15%** in the last year alone.

We've seen a lot about sustainability in 2023, with many businesses reshaping their operations for a cleaner future, including services promoting sustainability. The built environment significantly impacts the climate through carbon emissions. In Facility Management, it's crucial to adopt Green FM practices and use the latest technology to responsibly manage carbon-emitting equipment, playing a vital role in this environmental transition.



- ### Green FM Practices Unveiled
- Energy Efficiency
  - Water Conservation
  - Waste Reduction and Recycling
  - Sustainable Building Materials
  - Renewable Energy Use
  - Green Spaces and Biodiversity
  - Indoor Environmental Quality
  - Smart Building Technologies
  - Transportation and Mobility
  - Sustainable Procurement

**25%**

Of total UK carbon emissions are attributed to the built environment.

**80%**

Cite personal ethics as the main driver for supporting their organisation's sustainability credentials.

Source: CBRE

Facilities Management Professionals

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# Regulatory.



## New FM Standards Under Development:

The British Standards Institution (BSI) and the European Committee for Standardization (CEN) have been working on new FM standards. These include 15221-3 (Quality in Facilities Management), 15221-4 (Taxonomy of Facilities Management), 15221-5 (Facilities Management Processes), and 15221-6 (Facilities Management Space Measurement). These standards, once finalized, will provide a benchmark for FM services and are essential for the professional development of the field.

[Read More >](#)

## Health and Safety Regulations:

Facilities management legislation in the UK places several responsibilities on employers, such as appointing a competent person for health and safety management, collaborating with other businesses in shared premises for health and safety activities, and ensuring compliance with regulations like the Manual Handling Operations Regulations (MHOR) and Display Screen Equipment (DSE) Regulations.

[Read More >](#)

## Building Safety Regulations:

The Health and Safety Executive (HSE) announced inspections of construction sites focusing on the movement and handling of construction materials. Additionally, new building control frameworks for higher-risk buildings have been introduced, requiring the registration of residential high-rise buildings by October 2023

[Read More >](#)

## Amendments to Building Control Process:

focusing on enhanced accountability and improved standards for construction industry professionals, as part of broader efforts to ensure building safety and regulatory compliance

[Read More >](#)

## Changes to the Gateway Process for Building Approvals:

New "Gateways" in the UK's building approval process aim to enhance safety and oversight in construction projects, requiring specific approvals before and after construction from the Building Safety Regulator.

[Read More >](#)

## Legislation for Electric Vehicle (EV) Chargers:

A significant change is the legislation making EV chargers compulsory in new builds. This requires facilities managers to ensure that buildings they manage comply with these new requirements.

[Read More >](#)

## Future Homes and Buildings Standards:

As part of the UK government's commitment to net-zero greenhouse gas emissions by 2050, new regulations have been introduced for the construction of new homes and non-domestic buildings. These include enhanced standards for energy efficiency and the reduction of carbon emissions



[Read More >](#)



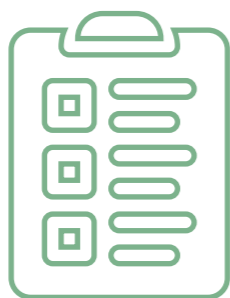
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# Global Impacts.

Asia's leadership in the FM market, propelled by a global push for sustainability and smart city initiatives, showcases the region's progressive approach. This advancement is part of a larger trend where technology and communication foster worldwide collaboration and learning. As these sustainable and smart solutions continue to evolve, they are significantly shaping the facility management landscape globally.

## 2024 FM Priorities



- ✓ **People**  
Understanding the wants of people place and workplace culture.
- ✓ **Sustainability**  
Working to make a better tomorrow through greener practices.
- ✓ **Technology**  
Enabling change and streamlining process for more efficient business.

## 2024 FM Changes and Adoptions

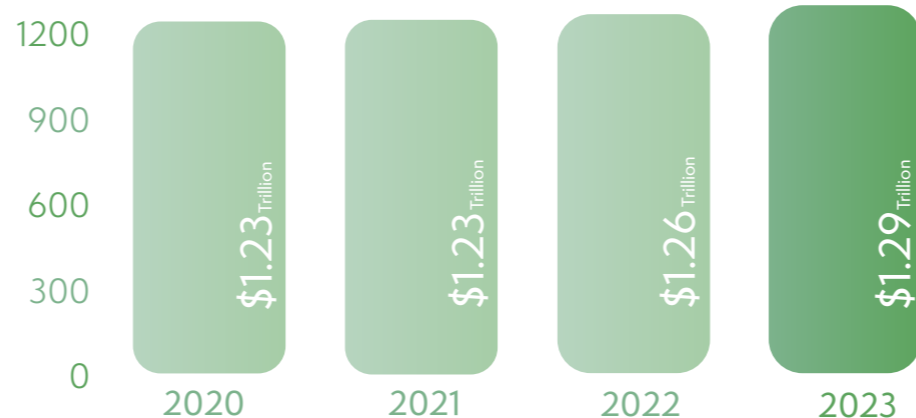
the Facility Management (FM) industry is seeing fascinating changes. Smart buildings are getting smarter, packed with advanced tech like efficient HVAC systems and robust safety measures. We're also witnessing a push towards greener, more environmentally-friendly buildings. Facility managers are now focusing more on proactive maintenance strategies to boost efficiency and keep tenants happy. Thanks to new software and IoT advancements, managing these facilities is becoming more automated and efficient.

## 2030 Market Size Prediction



Source: Fortune Business Insights

## Market Size in Billion U.S. Dollars



Source: statista

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Facilities Management Jobs

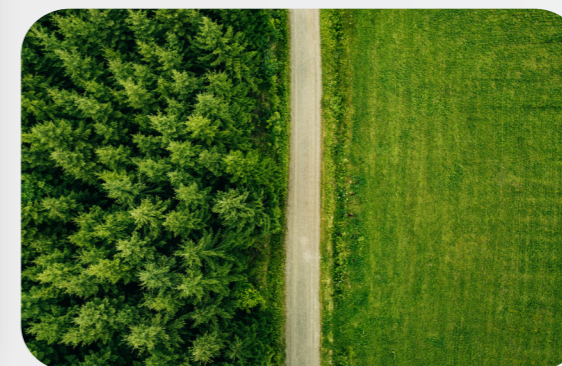
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Asset Management

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## Socio-economic Factors

Shifting labor market trends and the rise of remote work are reshaping Facility Management, necessitating more flexible and adaptive workspace management to meet these evolving demands efficiently.

## Risk Management and Compliance

Evolving global regulations, particularly in health, safety, building codes, and environmental compliance, are crucial drivers in transforming our Facility Management approaches to ensure we not only comply but lead in best practices.

## Technological Advancements

AI, IoT, and automation as game-changers in Facility Management, streamlining operations, enhancing efficiency, and driving unparalleled innovation in how we manage and maintain our facilities.



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Resources and Engagement



# Resources and Engagement.

We've curated a selection of our favourite FM Resources and Engagement opportunities for your exploration. While you might be familiar with some, we encourage you to delve into the ones you haven't yet discovered – there's a wealth of options to explore. Also, we extend our gratitude to those who have read our comprehensive industry report. We hope you found it insightful and engaging! If you're interested in featuring in our next edition, or if you wish to contribute to the iNSIDER reports for Financial Services, Distribution, and Construction, please feel free to connect with us at [bradley.stott@mostonconsultants.co.uk](mailto:bradley.stott@mostonconsultants.co.uk).

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