The RICS and Macdonald & Company UK Rewards & Attitudes Survey 2016

Executive Summary and Key Findings

Macdonald & Company

RICS®

Now in its SEVENTEENTH year, the annual **RICS** and Macdonald & Company REWARDS & ATTITUDES SURVEY is the most comprehensive survey undertaken for the Property sector.

Foreword

It's my pleasure to be introducing the RICS and Macdonald & Company Rewards and Attitudes Survey after another good year for the industry. 64% of respondents to the survey saw their basic salary rise and, with the average increase the same as last year, at 7.1%, wages continue to grow at a healthy pace.

The results show that real estate capital markets, investment as well as industrial and retail leasing/ agency have seen salaries rise at well above the industry average. The United Kingdom real estate market continues to be an investment destination of choice for many overseas investors who view the market as a ''safe haven'' akin to a reserve currency. As we enter the first quarter of 2016, however, there are signs of a more tentative approach to the market with the investor community being one of the most cautious communities surveyed.

That said, the results show that confidence in the industry is extremely resilient. Despite the mixed messages coming from capital markets and central banks alike, as well as the uncertainty created by the EU referendum, only 8% of property professionals expect a rougher ride this year. More people are, however, hedging their bets. The percentage of respondents anticipating an improvement in economic conditions has fallen to 51% from 59% last year, while those expecting the climate to remain steady has risen by 6% to 41%. Having the right teams in place will be critical for businesses looking to take market share in a hotly contested sector.

It is also clear that competition for the best talent is fierce, especially at lower levels within organisations. The average salary increase awarded to respondents who moved employer in the last year reached 16.2% while the average increase received by respondents under 30 jumped by 12%. These figures should put the retention of key talent high up on every CEO's agenda, especially for high potential junior employees, where the costs of training and development are greatest.

Macdonald & Company provides bespoke salary and remuneration benchmarking reports to clients worldwide. In conjunction with our research partners we are able to provide valuable data segmented and analysed to suit individual businesses, locations and specific needs.

Peter Moore MRICS, Managing Director, Macdonald & Company. February 2016

Introduction

Now in its seventeenth year, the annual RICS and Macdonald & Company Rewards & Attitudes Survey is the most comprehensive survey undertaken for the property sector in the UK.

The survey continues the success of earlier surveys; 7,466 UK surveying professionals participated online between December 2015 and January 2016, making this the largest and most comprehensive survey of its type in the industry.

As always, thanks this year must go to Property Week and RICS who actively promoted their involvement in the survey amongst their readership and members. We would also like to thank all the participants who took time to complete the online survey.

Besides statistics on current salaries, recent salary increases, bonuses and employment package benefits, the results give an insight into wider issues that are important to professionals in their role and their attitudes toward employment.

This report sets out the key findings of the survey. Because of rounding, some percentages may not add up to 100.

For further information or analysis please contact:
E: salarysurvey@macdonaldandcompany.com
or call one of our UK offices.

An online statistics package for the 2016 survey is available at a cost of £699 + VAT. In addition to the UK, Macdonald & Company & RICS undertake remuneration and attitudes surveys for the following regions: Middle East and Asia Pacific. All reports are available at www.macdonaldandcompany.com

For the eighth year, the results have been collated and analysed by BluSky Research (a research trading name of BluSky Marketing Limited – www.bluskymarketing.com).

anticipate an improvement in economic activity (-8%*)

Real Industry Change (+0.3%*)

of respondents received a base salary increase (+2%*)

of the 64% who received an increase the average was 7.1% (=*)

is the average salary for UK Property Professionals (+0.1%*)

40% (equal to last year) of all respondents secured an average bonus of £13,558 (-6.0%*)

*Versus last year

43%

believe their pay and benefits will be positively affected by market conditions in the next 12 months (versus 46%*)

79%

of respondents class their current employer as an employer of choice (+2%*)

58%

of respondents believe their organisation will increase headcount in 2016 (-1%*)

Working environment is becoming an increasingly important job aspect, having increased by 14% over 3 years.

26% MORE

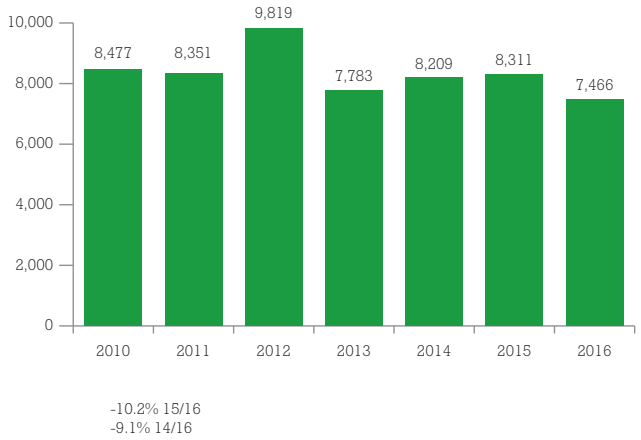
Male property professionals earn £57,509 in comparison to their female counterparts who earn on average £45,689.

59% more

A FRICS earns £69,885 in comparison to a non RICS counterpart who earns on average £43,905

Response Rate Total

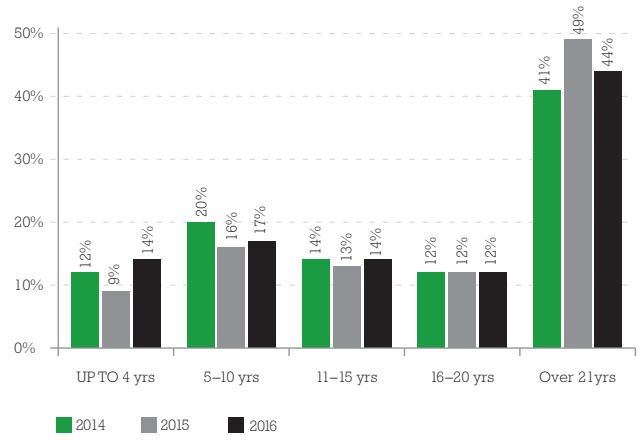
Now in its seventeenth year, the survey remains the most credible and respected survey of its kind in the UK property sector. With a sample size of 7,466 the survey response rate remains extremely robust.



Years' Experience

How many years' experience do you have in your discipline?

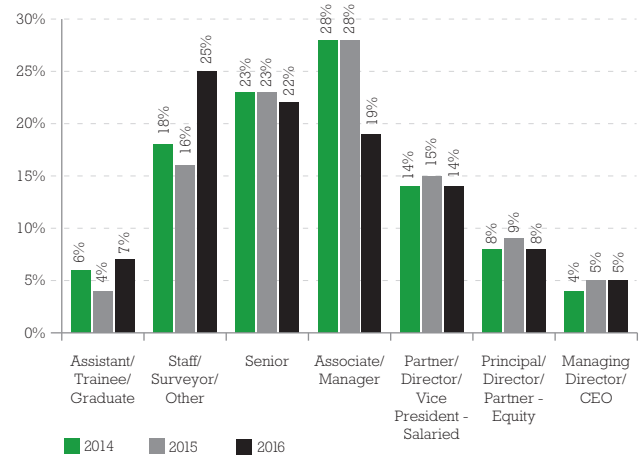
56% of respondents have 16 years' experience or more in their chosen discipline, versus 61% last year. The respondents with up to 4 years' experience demonstrated the largest growth, up from 9% to 14% from the previous year.



Level of Responsibility

What is the level of responsibility within the organisation for which you work?

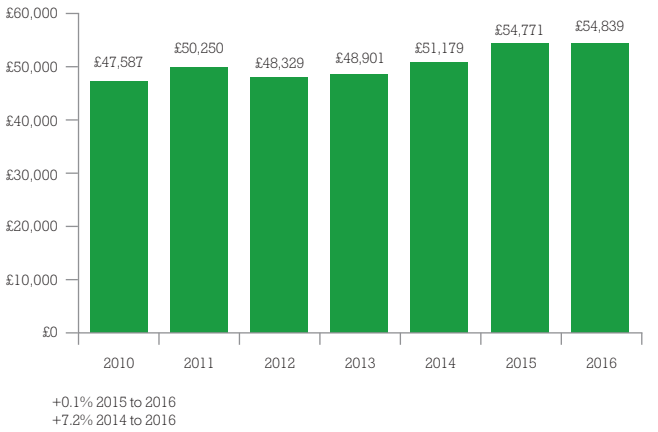
46% of respondents are either Associate/Manager or above within the organisation, a decrease from 57% last year. 32% of respondents are either an Assistant/Trainee or Staff/Other within the organisation, which is up 12% versus last year.



Average UK Salary

What is your current Annual Base Salary?

This year, the average salary of a UK property professional has increased to £54,839. This is a slight increase of 0.1% on the previous year and is the highest average salary level for 9 years.

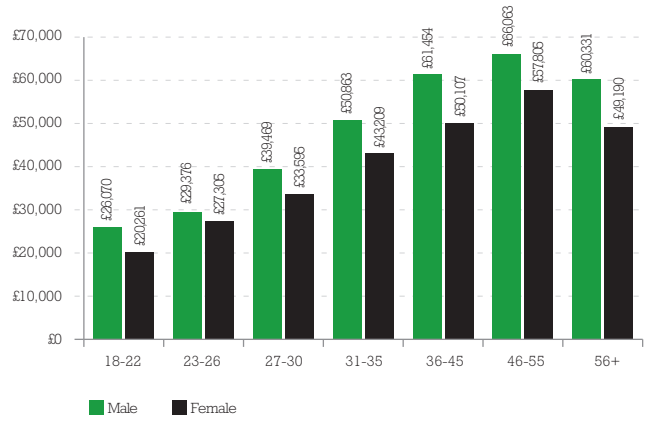


+0.1% 2015 to 2016
+7.2% 2014 to 2016

Average Salary by Gender & Age

What is your current Annual Base Salary?

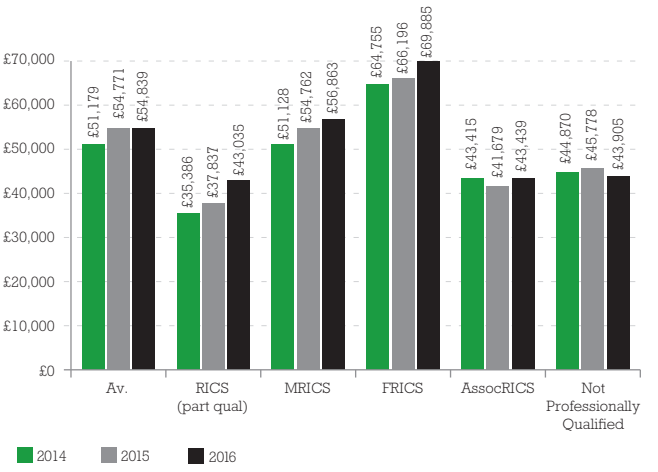
Male property professionals earn more, on average, than their female counterparts (£57,509 versus £45,689). However the gap has closed slightly from 27.0% last year to 25.9% in 2016. The discrepancy between male and female property professionals is evident across age groups and is most acute in entry level positions for those aged between 18-22, where the difference in average salary is 28.7%.



Average Salary by Membership

What is your current Annual Base Salary?

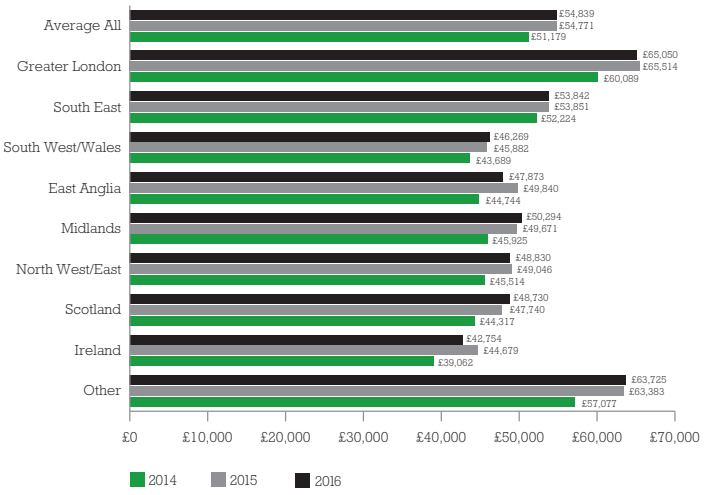
RICS membership leads to higher remuneration. For example, a FRICS earns £69,885 in comparison to a non RICS counterpart who earns on average £43,905 (a 59.2% premium). Those with a RICS part qualification secured the highest average salary increase up £5,198 from £37,837 to £43,035 (+13.7%).



Average Salary by Region

What is your current annual Base Salary?

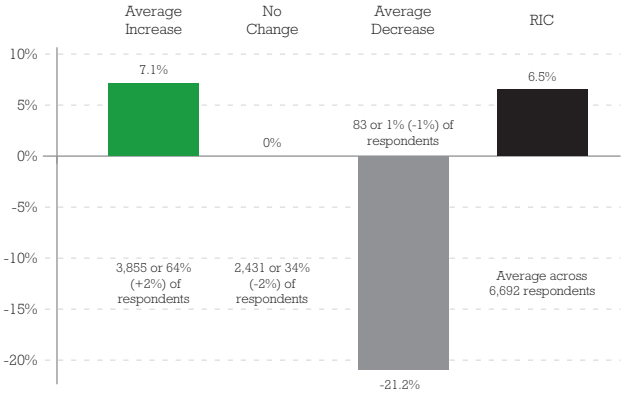
Respondents working in Greater London continue to earn, on average, the highest salary (£65,050) and command a premium of 20.8% over the South East and 52.2% over Ireland. The majority of regions have indicated only a slight year on year growth in average annual salaries, with the greatest growth seen in Scotland (+2%) and the Midlands (+1%).



Change in Salary

What change (if any) was made to your annual salary at your last pay review?

Overall 34% of respondents received no change in base salary. Of the 64% that received an increase in base salary the average increase was 7.1%. 1% of respondents received a pay reduction;with an average reduction of 21.2%. Considering the survey sample as a whole, the industry experienced an increase of +6.5%, up from last year's industry increase of 6.2%.

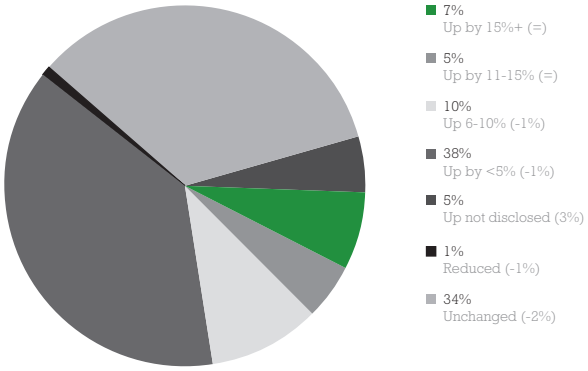


(*= average increase of those respondents who reported a salary increase offset against those who reported a salary decrease as a %) (Please note: 1,497 respondents did not respond to the question and are not included with % figures)

Change to Salary at Last Review

What change (if any) was made to your annual salary at your last pay review?

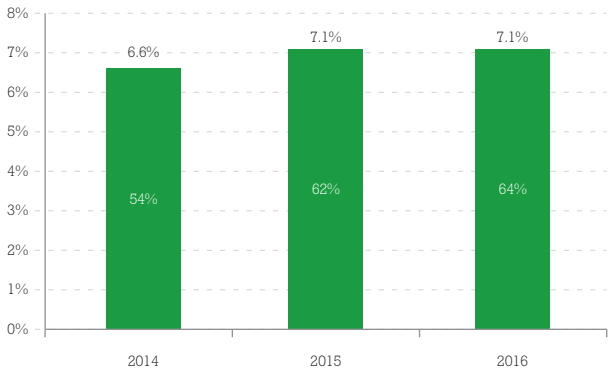
64% of respondents received a base salary increase, up from 62% last year, while 34% of respondents had no change made to their base salary compared to 36% the year before. 1% of respondents saw their base salary reduced, down from 2% the previous year.



Average UK Salary Increase

If your salary was increased, please indicate the % increase?

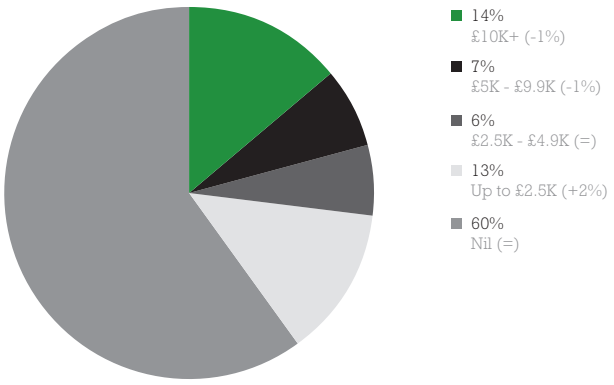
Of those respondents who received an increase in base salary, the average uplift was 7.1%; the same as the previous year.



Bonuses Received Over the Last 12 Months

What was the approximate value of your annual bonus (or bonuses) over the last 12 months?

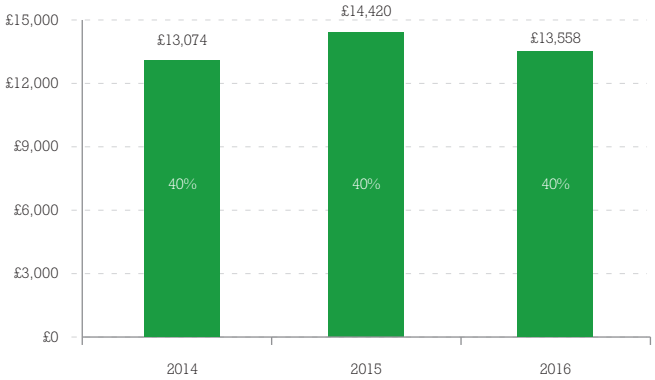
Of those respondents who were awarded a bonus, the greatest proportion received £10,000 or more. Bonuses at the bottom of the scale, meanwhile, grew at the fastest pace (+2% year on year).



Average UK Bonus

What was the approximate value of your annual bonus (or bonuses) over the last 12 months?

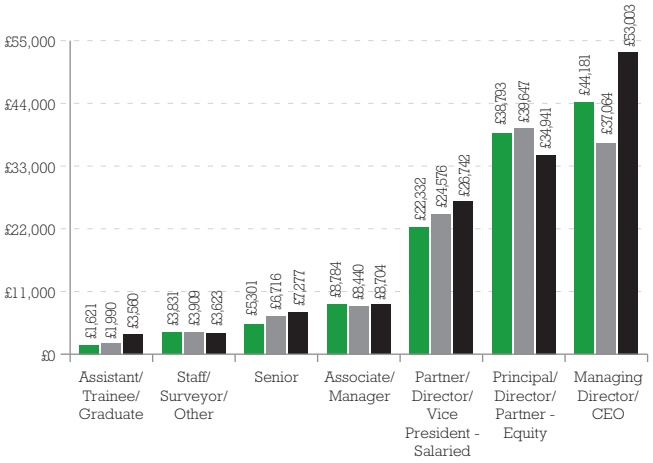
The proportion of property professionals who secured an annual bonus remained at 40% this year. However, the average bonus decreased to £13,558 compared with £14,430 last year. The largest bonuses continue to be paid within the Financial Institution/Fund/Asset Manager (£35,627) and Developer/Property Company (£21,422) sectors.



Bonus by Level of Responsibility

What was the approximate value of your annual bonus (or bonuses) over the last 12 months?

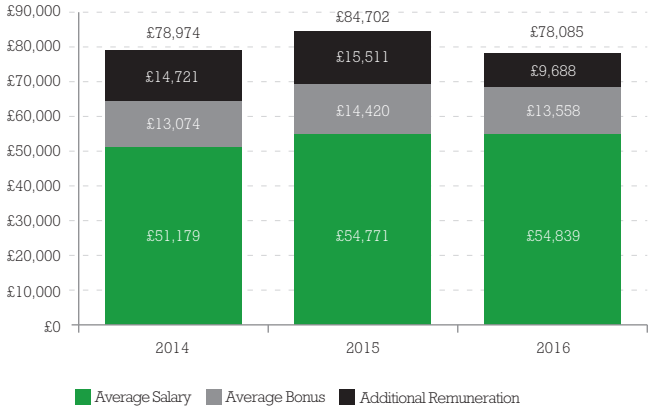
At £53,003, on average, the largest bonuses were paid to Managing Director/ CEOs followed by Principal/Director/ Partners - Equity at £34,941. Bonuses awarded to Managing Director/CEOs rose 43% year on year.



Average UK Total Reward

What was the approximate value of your annual salary, bonus and additional remuneration received (e.g. commission & performance related pay) over the last 12 months?

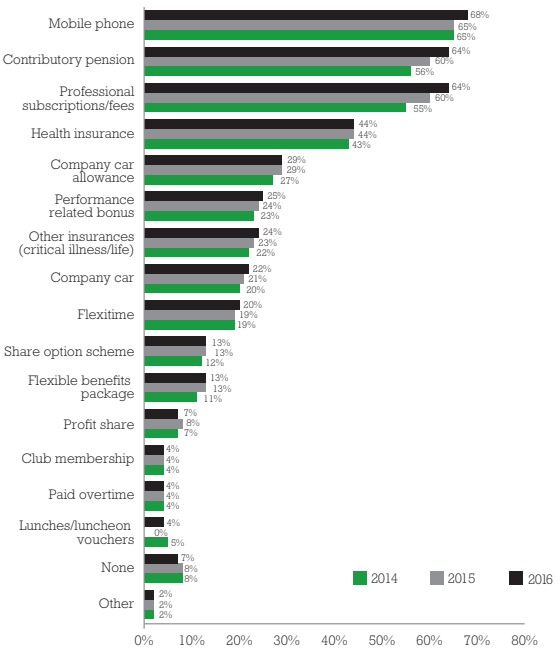
Although the average salary of a UK property professional has increased this year, the total reward has decreased from £84,702 to £78,085 (or down by 7.8%) in 2016. The total reward includes the average annual salary, average annual bonus (or bonuses) and the average additional remuneration received (e.g. commission & performance related bonus) last year.



Employee Benefits

Which of the following additional benefits are included in your current package?

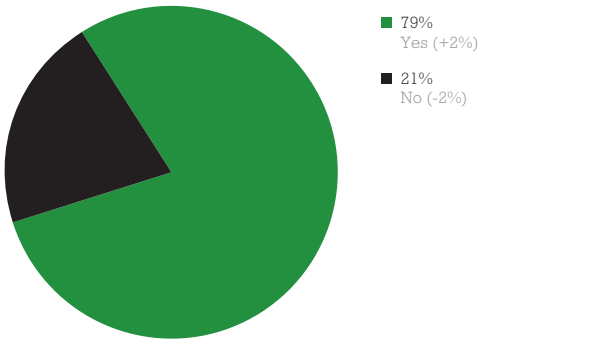
Company mobile phone (68%, up 3% from previous year) is the most popular employee benefit received in the industry. Contributory pension (64%, up by 4%), professional subscription/fees (64%, up by 4%) and health insurance (44%, equal to last year) are also popular employee benefits across the sector.



Holiday Usage

Do you utilise your full annual holiday entitlement?

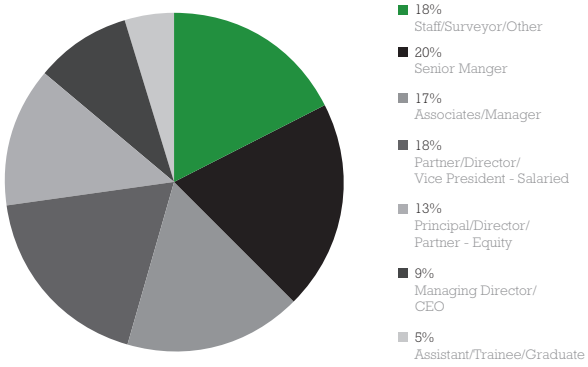
79% of respondents used their full annual holiday entitlement, up 2% from the previous year. Conversely 21% failed to take their full holiday entitlement, down 2% from the previous year.



Holiday Usage (Cont.)

Do you utilise your full annual holiday entitlement?

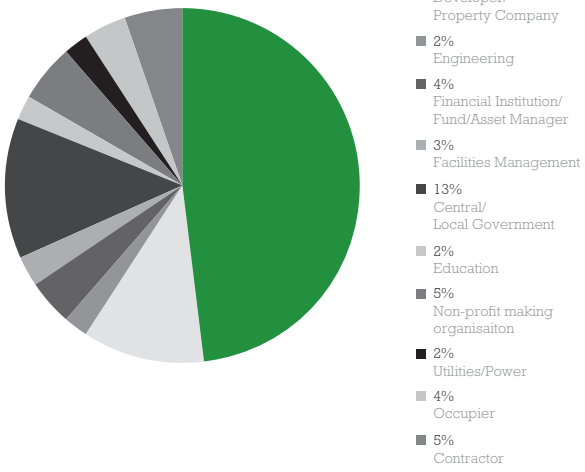
Of the 21% who fail to take full holiday entitlement, 20% are Senior Managers, 18% are Partner/Director/Vice President (Salaried) and 18% are Staff/Surveyor/ Other. Only 5% of those who fail to take full holiday entitlement are Assistant/ Trainee/Graduates.



Holiday Usage (Cont.)

Do you utilise your full annual holiday entitlement?

Of the 21% who fail to take full holiday entitlement, nearly half work in Practice/ Consultancy/Advisors (49%). Those working in Central/Local Government make up 13% and Developer/Property Company 11%. 2% of those who fail to take full holiday entitlement work within Utilities/Power.



	RESPONSES	AVERAGE SALARY	AVERAGE BONUS
Average Overall	7466	£54,839	£13,554
Academic	63	£50,114	£5,333
Architect/Design	171	£53,484	£6,254
Arts & Antiques	4	£32,125	NA
Building Control	121	£48,926	£7,108
Building Surveying	678	£44,051	£6,640
Business Development Management	51	£72,986	£14,559
Business Support	52	£50,684	£10,629
Claims & Dispute Resolution	15	£60,676	£5,750
Construction Management	121	£75,425	£12,089
Corporate Property Consultancy	105	£59,798	£14,022
Commercial Development	129	£83,089	£36,713
Energy/Renewables	89	£62,100	£8,110
Environmental/Sustainability	38	£65,678	£7,518
Estates Surveyor (In House)	314	£50,978	£7,885
Facilities Management	260	£64,130	£11,822
Financial/Real Estate Analyst	24	£58,970	£17,783
FM Procurement	3	£55,000	£8,500
Fund Management	79	£88,556	£52,645
General Practice	337	£45,891	£10,534
Geomatics	53	£39,254	£1,271
Health & Safety	43	£54,950	£31,164
Industrial Agent/Leasing	19	£56,591	£21,577
Interior Design	2	NA	NA
Investment Brokerage/Agency	55	£60,701	£37,462
Landlord & Tenant	116	£49,202	£9,166
Landscape Architect	1	£58,500	NA
Marketing/International Project Marketing	12	£43,700	£15,920
Minerals	5	£32,125	NA
Office Agent/Leasing	49	£50,199	£34,056
Planning	119	£50,948	£12,499
Project Management	430	£57,881	£7,885
Property Asset Management	383	£62,986	£16,239
Property Finance	29	£93,047	£36,700
Property Management	357	£48,210	£6,629
Quantity Surveying	1111	£55,852	£6,071

CONTINUED ON PAGE 10 - 11

CHANGE TO SALARY – LAST YEAR				NEXT 12 MONTHS – ANTICIPATED ECONOMIC CHANGE				
=	↑	↓	RIC*	=	↑	↓	→	?
34%	65%	1%	6.5%	46%	43%	6%	1%	4%
41%	59%	0%	4.6%	63%	19%	7%	0%	12%
39%	57%	3%	6.0%	41%	47%	7%	0%	6%
75%	25%	0%	2.0%	75%	0%	0%	0%	25%
41%	54%	5%	1.8%	59%	23%	10%	5%	3%
34%	64%	2%	7.0%	44%	47%	5%	1%	3%
41%	59%	0%	7.1%	54%	38%	0%	0%	8%
42%	58%	0%	4.2%	47%	44%	9%	0%	0%
10%	90%	0%	7.9%	64%	36%	0%	0%	0%
29%	70%	1%	8.0%	43%	52%	2%	1%	2%
36%	64%	0%	6.3%	52%	41%	3%	0%	4%
24%	75%	1%	10.3%	36%	56%	4%	1%	3%
45%	55%	0%	6.2%	64%	18%	11%	1%	7%
26%	74%	0%	6.2%	45%	38%	7%	0%	10%
24%	76%	0%	4.0%	59%	29%	9%	1%	2%
26%	72%	1%	4.2%	48%	40%	6%	2%	3%
32%	63%	5%	11.8%	29%	65%	6%	0%	0%
50%	50%	0%	NA	50%	0%	50%	0%	0%
23%	77%	0%	11.0%	42%	52%	7%	0%	0%
44%	54%	2%	8.0%	54%	37%	8%	1%	1%
38%	60%	2%	3.8%	59%	28%	4%	2%	7%
46%	54%	0%	5.9%	50%	29%	9%	0%	12%
41%	59%	0%	11.2%	29%	71%	0%	0%	0%
NA	NA	NA	NA	NA	NA	NA	NA	NA
30%	70%	0%	12.5%	40%	53%	5%	0%	2%
37%	62%	1%	7.7%	49%	41%	4%	1%	4%
0%	100%	0%	4.0%	0%	100%	0%	0%	0%
36%	64%	0%	8.7%	18%	64%	0%	0%	18%
25%	75%	0%	18.7%	25%	75%	0%	0%	0%
30%	70%	0%	9.0%	29%	56%	6%	0%	9%
47%	48%	4%	3.7%	49%	27%	14%	2%	7%
36%	63%	2%	5.0%	42%	49%	5%	1%	4%
31%	68%	1%	6.0%	50%	38%	9%	1%	2%
25%	75%	0%	8.9%	52%	38%	0%	0%	10%
32%	67%	1%	6.2%	51%	40%	5%	1%	2%
32%	67%	1%	6.5%	36%	56%	4%	1%	4%

= SALARY WAS UNCHANGED
↑SALARY WAS INCREASED
↓SALARY WAS REDUCED

= NO CHANGE
↑POSITIVELY
↓NEGATIVELY
→LIKELY TO LEAVE PROFESSION
? DON'T KNOW

OVERVIEW
BY MAIN PROFESSIONAL ACTIVITY (CONT.)

	RESPONSES	AVERAGE SALARY	AVERAGE BONUS
Average Overall	7466	£54,839	£13,554
Rating	133	£48,398	£14,776
Real Estate Banking/Finance/Advisory	48	£84,344	£39,283
Real Estate Debt Investment	8	£95,714	£71,571
Real Estate Private Equity	50	£84,513	£56,393
Regeneration	68	£55,959	£11,669
Research	28	£51,483	£12,718
Residential Agent/Sales/Leasing	106	£49,023	£35,868
Residential Block Management	132	£51,443	£7,282
Residential Development/New Homes	210	£69,274	£25,609
Residential Survey & Valuation	196	£46,116	£8,825
Retail Agent/Leasing	43	£56,274	£13,498
Rural Practice	244	£41,174	£6,758
Student Accommodation	14	£66,650	£26,750
Valuation	360	£47,891	£12,476
Other	398	£54,888	£10,400

OVERVIEW
BY MAIN ACTIVITY OF THE ORGANISATION

	RESPONSES	AVERAGE SALARY	AVERAGE BONUS
Average Overall	7466	£54,839	£13,554
Occupier	296	£62,786	£14,951
Contractor	460	£61,238	£8,845
Practice/Consultancy/Advisor	2905	£51,080	£10,844
Developer/Property Company	777	£64,969	£21,422
Engineering	171	£53,760	£5,826
Financial Institution/Fund/Asset Manager	267	£78,360	£35,627
Facilities Management	213	£58,324	£9,651
Central/Local Government	877	£46,392	£3,708
Education	146	£50,834	£2,857
Non-profit making organisation	320	£51,780	£3,251
Utilities/Power	130	£59,495	£9,247

CHANGE TO SALARY – LAST YEAR				NEXT 12 MONTHS – ANTICIPATED ECONOMIC CHANGE				
=	↑	↓	RIC*	=	↑	↓	→	?
34%	65%	1%	6.5%	46%	43%	6%	1%	4%
31%	69%	0%	4.1%	56%	24%	13%	1%	5%
29%	71%	0%	11.1%	47%	40%	3%	7%	3%
14%	86%	0%	17.9%	33%	67%	0%	0%	0%
38%	62%	0%	8.8%	31%	57%	6%	0%	6%
38%	57%	5%	6.2%	47%	37%	14%	2%	0%
21%	75%	4%	6.2%	32%	40%	24%	0%	4%
57%	40%	3%	10.6%	51%	30%	16%	0%	3%
37%	63%	0%	6.5%	54%	39%	4%	0%	4%
26%	73%	1%	10.0%	39%	53%	3%	0%	5%
38%	60%	2%	5.1%	45%	46%	2%	3%	4%
41%	59%	0%	13.9%	38%	62%	0%	0%	0%
40%	58%	1%	6.4%	59%	34%	4%	0%	3%
20%	80%	0%	7.3%	50%	50%	0%	0%	0%
37%	62%	1%	8.2%	44%	45%	4%	2%	5%
35%	63%	2%	5.0%	46%	41%	8%	1%	4%

CHANGE TO SALARY – LAST YEAR				NEXT 12 MONTHS – ANTICIPATED ECONOMIC CHANGE				
=	↑	↓	RIC*	=	↑	↓	→	?
34%	65%	1%	6.5%	46%	43%	6%	1%	4%
27%	73%	0%	5.7%	48%	44%	4%	2%	2%
29%	69%	2%	6.6%	34%	57%	4%	2%	4%
37%	62%	1%	8.0%	40%	52%	4%	1%	3%
30%	69%	1%	8.0%	39%	53%	3%	0%	5%
32%	67%	1%	6.1%	37%	53%	4%	1%	5%
26%	74%	0%	8.8%	38%	54%	3%	1%	4%
32%	67%	1%	6.1%	55%	38%	4%	0%	3%
42%	56%	3%	2.7%	67%	13%	16%	2%	2%
26%	72%	1%	3.8%	64%	24%	3%	2%	6%
30%	70%	0%	3.2%	62%	21%	11%	0%	5%
25%	75%	0%	4.6%	55%	34%	7%	1%	3%

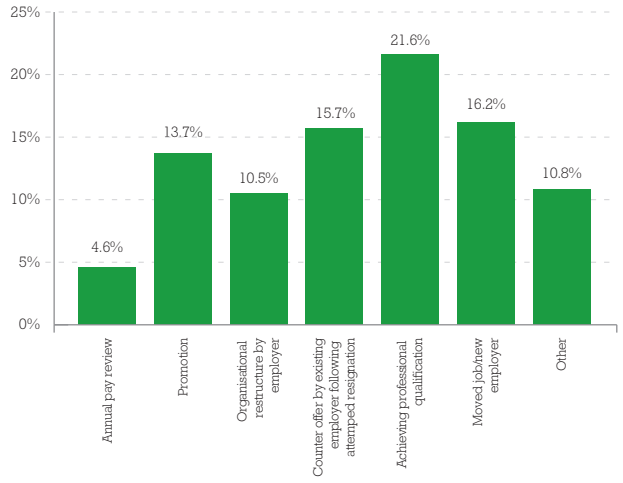
= SALARY WAS UNCHANGED
↑SALARY WAS INCREASED
↓SALARY WAS REDUCED

= NO CHANGE
↑POSITIVELY
↓NEGATIVELY
→LIKELY TO LEAVE PROFESSION
? DON'T KNOW

Average UK Salary Increase

If your salary was increased please indicate % INCREASE.

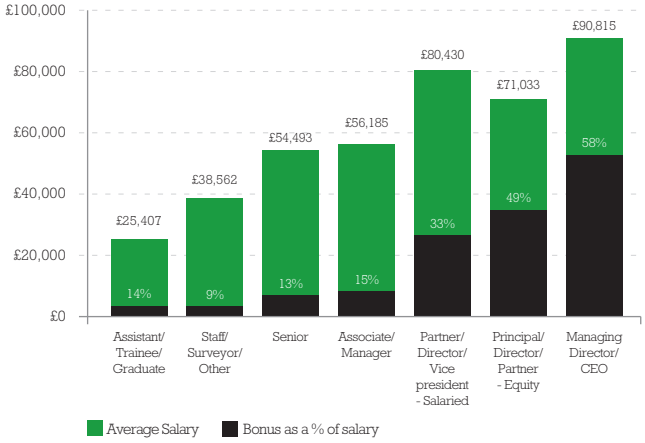
Of the respondents who received a salary increase this year and who answered what their annual salary increase was a result of, those who received a increase due to achieving professional qualification received the highest percentage increase, at 21.6%. Moved job/new employer recived the next highest increase at 16.2%. Those who received an annual salary increase as a result of an annual pay review had the lowest annual increase at 4.6%.



Bonus as a % of Salary by Level of Responsibility

Annual bonus (or bonuses) over the last 12 months as a % of current Annual Base Salary.

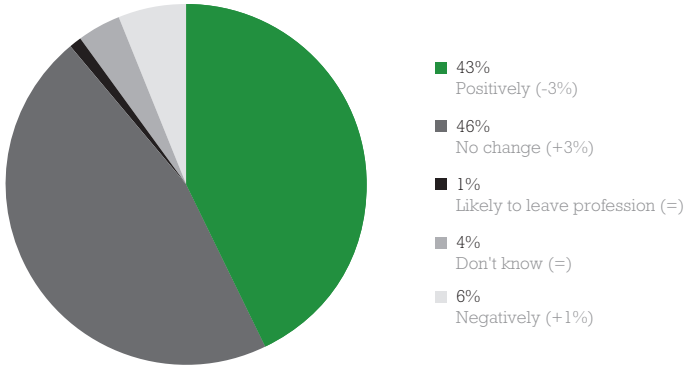
On average Managing Directors/CEOs received the equivalent of 58% of their current annual base salary as their annual bonus (or bonuses) over the last 12 months. In comparison Staff/Surveyor/ Others received 9% of their current annual base salary as their annual bonus (or bonuses) over the last 12 months.



Pay and Benefits

How do you anticipate that your pay and benefits will be affected by market conditions in the next 12 months?

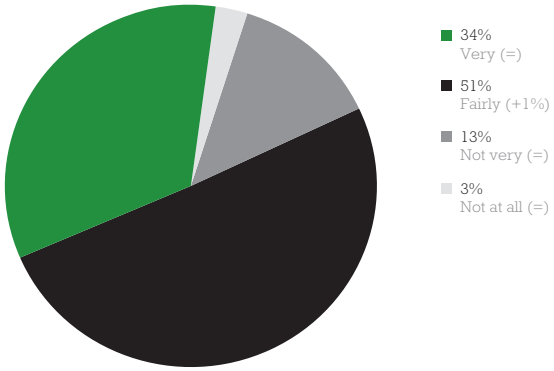
43% (-3%) believe their pay and benefits will be positively affected by market conditions over the next 12 months. 46% (+3%) do not anticipate any change and only 6% (+1%) believe market conditions will adversely affect their remuneration.



Job Satisfaction

How satisfied overall are you with your current job?

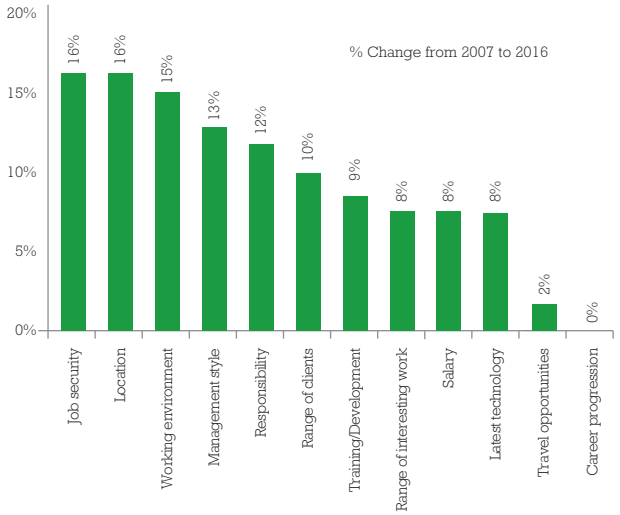
The majority of survey participants (85%, +1%) are fairly or very satisfied with their current job. Those who felt they were not at all satisfied with their current job, fell from 4% last year to 3% this year.



Important Job Aspects

How important are each of the following to you in your job?

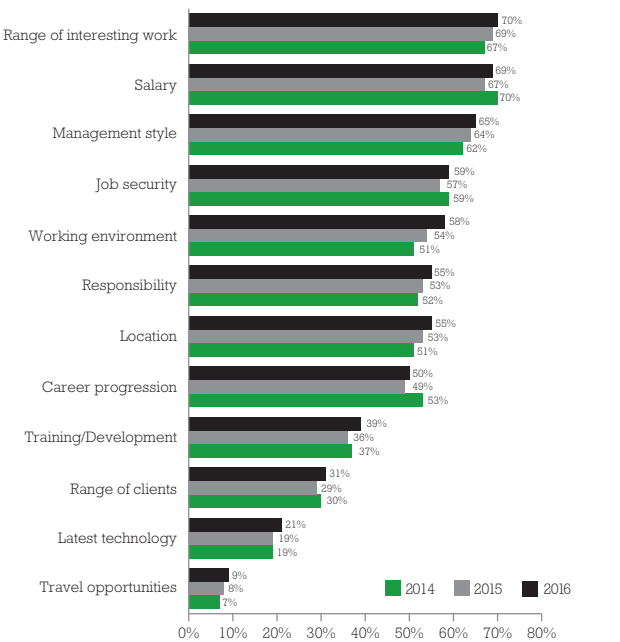
The chart to the right illustrates the change in attitudes over the period from 2007 to 2016. Both job security and location have increased in importance by 16% and rank fourth and seventh respectively in 2016. Working environment has also increased by 15% over the 9 year period.



Important Job Aspects

How important are each of the following to you in your job?

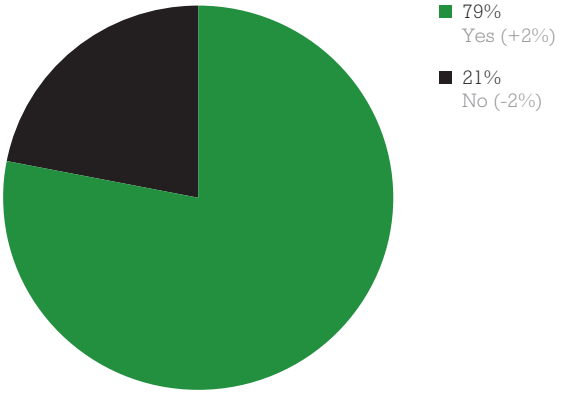
The range of interesting work remains the most important priority for property professionals, with 70% (+1%) of respondents indicating its important. This is followed by salary at 69% (+2%), management style at 65% (+1%) and job security at 59% (+2%). It is noteworthy that, relative to other factors, the working environment is becoming increasingly important, having increased by 14% over 3 years.



Employer of Choice

Do you consider your current employer an employer of choice?

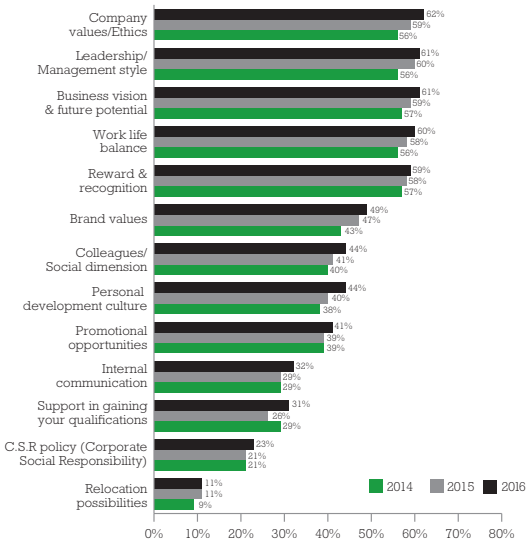
Overall, 79% of the survey respondents consider that their current employer is their employer of choice, an increase of 2% from last year.



Employer of Choice

How important are the following factors in making your current employer an employer choice?

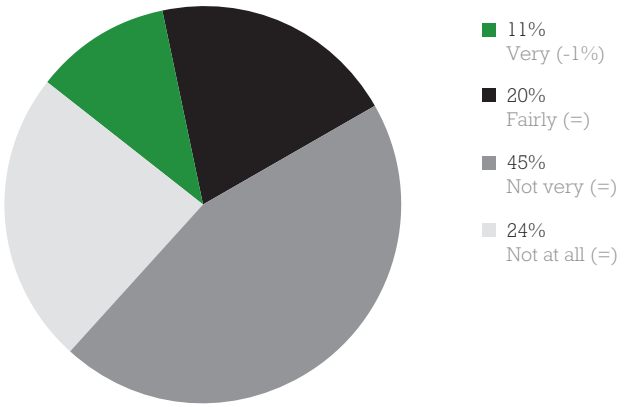
Of the 79% of respondents who consider that they are working for an employer of choice, the key contributor is now company values/ethics(62%, +3%), followed by leadership/management style (61%, +2%), business vision and future potential (61%, +2%), and work life balance (60%, +2%).



Moving Job

How likely are you to change employer in the next 12 months?

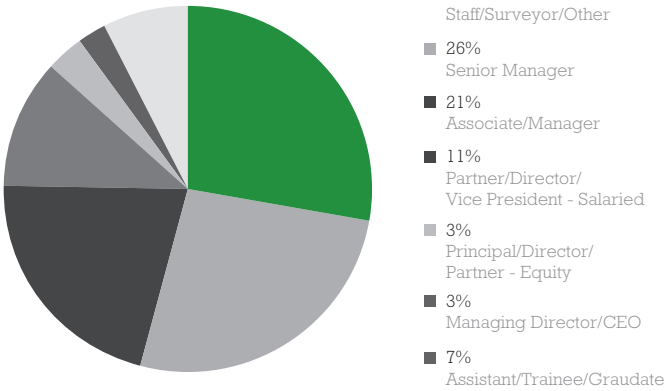
31% of respondents state that they are either very or fairly likely to move job in the next 12 months, down 1% from last year.



Moving Job (Cont.)

How likely are you to change employer in the next 12 months?

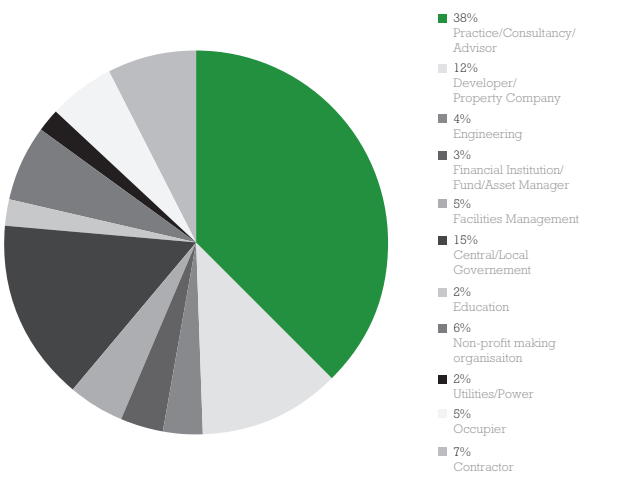
Of the 31% of respondents that state they are either very or fairly likely to move job in the next 12 months, three quarters are either Seniors Mangers (27%), Associate/ Managers (21%) or Staff/Surveyor/Other (28%). Only 2% are Managing Director/ CEOs and only 3% are Principal/Director/ Partner - Equity.



Moving Job (Cont.)

How likely are you to change employer in the next 12 months?

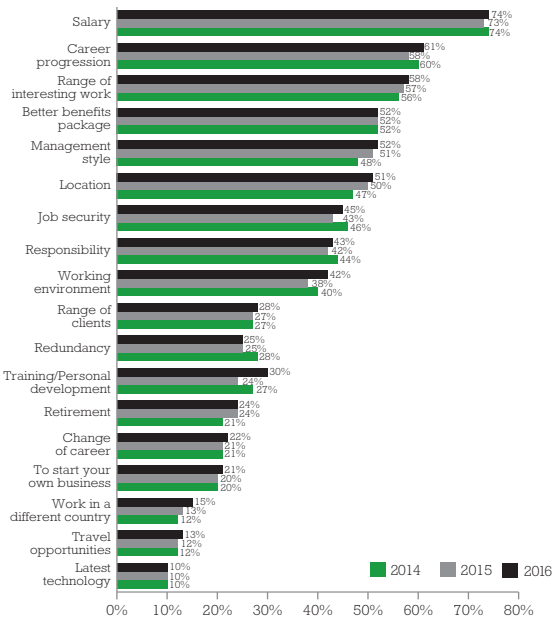
Of the 31% of respondents that state they are either very or fairly likely to move job in the next 12 months, 38% work within Practice/Consultancy/Advisors. They are followed by those working in Central/ Local Government (15%) and Developer/ Property Company (12%). Only 2% are in Utilities/Power and 2% in Education.



Reasons for Leaving Employer

If you were to leave your current employer, what would your main reasons be?

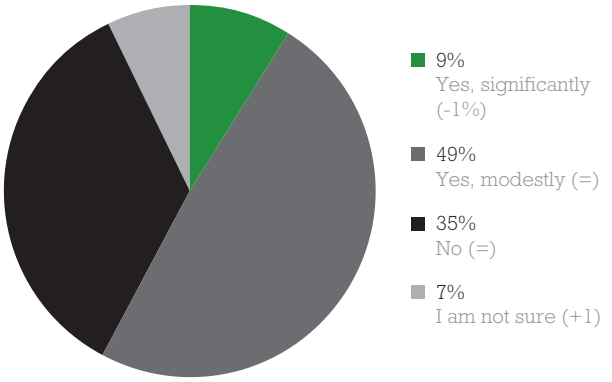
An improved salary remains the primary motivation for leaving an employer, increasing in importance by 1% from 2015. Career progression (61%, +3%), range of interesting work (58%, +1%) and a better benefits package (52%, =) also continue to be important reasons to leave an current employer. As a reason to change employer, working enviornment has increased in importance, from 38% in 2014 to 42% in 2015.



Hiring Intentions

Do you expect your organisation to increase headcount in 2016?

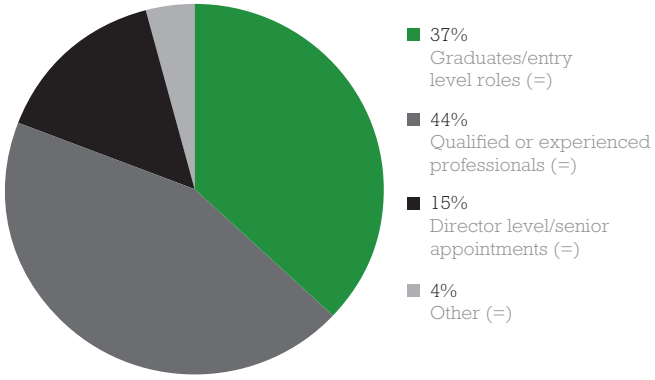
Over half of respondents (58%) believe their organisation will increase headcount in 2016. 49% of respondents expect their organisation to modestly increase headcount, while 9% expect a significant increase in headcount in 2016.



Hiring Intentions

At what level/role do you expect your company to hire this year?

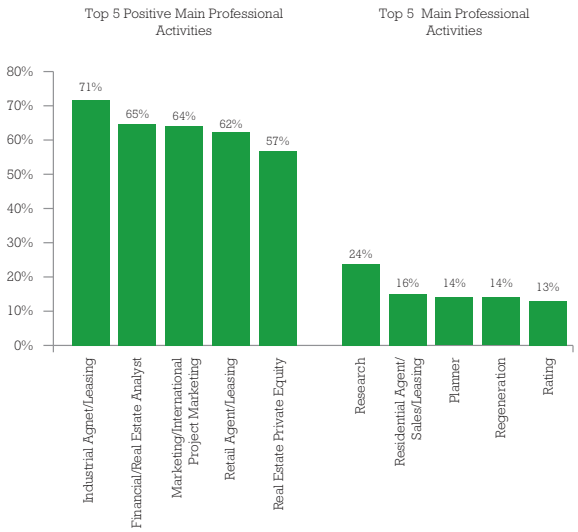
Of the respondents who expected their organisation to increase headcount in 2016, 44% believe their company will hire qualified or experienced professionals, while 37% anticipate their company hiring at graduate and entry level roles this year.



Pay and Benefits by Main Professional Activity

How do you anticipate that your pay and benefits will be affected by market conditions in the next 12 months?

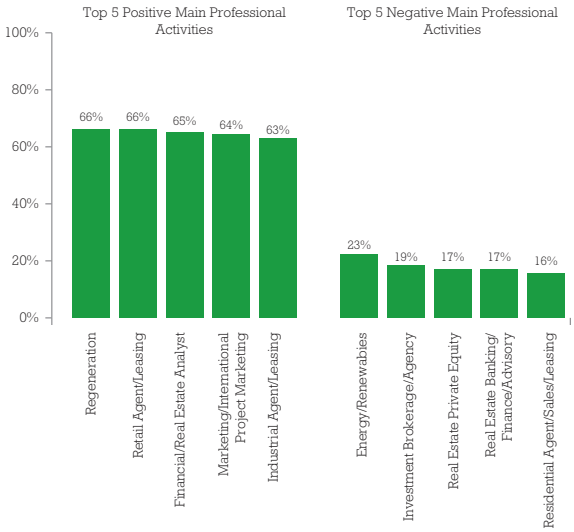
71% of Industrial Agents/Leasing anticipate their pay and benefits will be positively affected by market conditions in the next 12 months, making it the most confident Main Professional Activity. They are followed by Financial/Real Estate Analyst (65%) and Marketing/ International Project Marketing (64%). Those working in Research are the least confident, with 24% anticipating their pay and benefits will be negatively affected.



Economic Activity by Main Professional Activity

In your chosen profession, do you anticipate economic activity in the next 12 months?

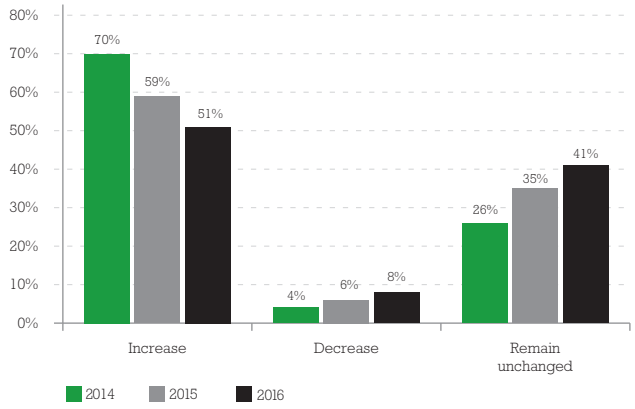
Regeneration and Retail Agents/Leasing are also the most positive about the economic outlook in the next 12 months with 66% of each anticipating an increase in economic activity during 2016. This is followed by Financial/Real Estate Analyst (65%) and Marketing/International Project Marketing (64%). Those working in Residential Agent/Sales/Leasing are the least confident, with 17% anticipating a decrease in economic activity during 2016.



Economic Activity

In your chosen profession, do you anticipate economic activity in the next 12 months to increase, decrease or remain unchanged?

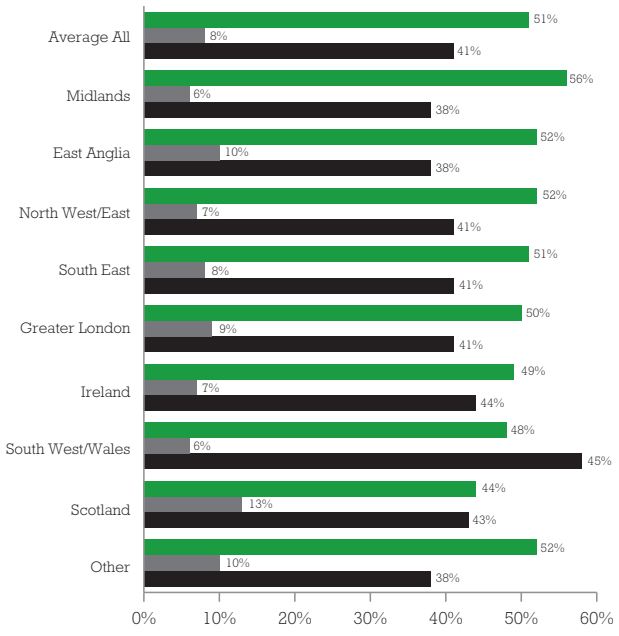
Business sentiment and confidence remains positive with 51% anticipating an improvement in economic activity during 2016, although this has fallen from 59% last year. Negative business sentiment has increased slightly by 2% to 8%, while 41% (+6%) of respondents believe anticipated economic activity will remain the same over the next 12 months.



Economic Activity

In your chosen profession, do you anticipate economic activity in the next 12 months to increase, decrease or remain unchanged?

Those working in the Midlands are generally the most optimistic, with 56% anticipating an increase in economic activity. At 52%, compared with an average of 51% across the U.K., East Anglia and the North West/East are also optimistic.



People make the difference.
We connect you to that difference.
macdonaldandcompany.com

Macdonald & Company

People make the difference.
We connect you to that difference.
macdonaldandcompany.com

Macdonald & Company

Macdonald & Company

London
2 Harewood Place, Hanover Square,
London W1S 1BX
T +44 (0) 20 7629 7220
F: +44 (0) 87 0442 1737
E: connect.uk@macdonaldandcompany.com

Manchester
York House, 20 York Street,
Manchester M2 3BB
T: +44 (0) 161 605 0500
E: conect.uk@macdonaldandcompany.com

Dubai
Knowledge Village,
Dubai Media City (TECOM),
Block 11, Office F13,
P. O. Box 282196
Dubai, UAE
T: +971 4 4366 393
E: connect.dubai@macdonaldandcompany.com

Hong Kong
16th Floor, 1 Duddell Street,
Central, Hong Kong
T: +852 2248 3000
E: connect.hk@macdonaldandcompany.com

Singapore
63 Market Street #05-02,
Bank of Singapore Centre
Singapore, 048942
T: +65 6713 9640
E: connect.sing@macdonaldandcompany.com

South Africa
Corner House, Corner 10th Avenue & Wessel Road
Rivonia 2128, South Africa
T: +27 10 005 1520
E: connect.sa@macdonaldandcompany.com

www.macdonaldandcompany.com

Macdonald & Company is the leading professional recruitment consultancy for the real estate and built environment sectors. Established in 1994 and headquartered in the UK, we apply local knowledge with true global connection through our offices in Asia-Pacific, the Middle East and Africa. Our specialist teams act for every class of organisation owning, occupying, financing or advising on property, construction and engineering – developers, investors, institutions, funds, banks, consultancies and contractors. We are the preferred recruitment partner of RICS - the Royal Institution of Chartered Surveyors. Macdonald & Company is a subsidiary of the London Stock Exchange quoted Prime People Plc.

People make the difference.
We connect you to that difference.

RICS PARTNER