

# Toronto Salary Guide

CONSTRUCTION & DEVELOPMENT

2025

# TABLE OF CONTENTS

---

## 3 CHARTING INDUSTRY SALARIES FOR FUTURE SUCCESS

---

## 4 DESIGNING COMPENSATION PACKAGES FOR TALENT GROWTH

4 Core Elements of a Compensation Package

5 Tailoring Your Package to Remain Competitive

---

## 6 CONVERSATIONS WITH TODAY'S INDUSTRY LEADERS

---

## 8 CONSTRUCTION SALARIES

» TORONTO REGION

8 Civil

9 ICI

10 High Rise Residential

---

## 11 EMPOWERING GROWTH THROUGH STRATEGIC WORKFORCE SOLUTIONS

# CHARTING INDUSTRY SALARIES FOR FUTURE SUCCESS

In an industry seeing rapid changes in demand and talent trends, one of the most strategic moves your business can make is to strengthen its workforce.

Understanding the current market value for Construction and Development roles, along with creating a competitive compensation structure, equips employers to attract and retain top talent, fueling growth and resilience in any economic climate.

Parker Huggett - A Division of LRO Staffing, is proud to be Canada's premier Construction and Development recruitment agency. Continually committed to providing our valued clients and candidates with the latest market insights, our 2025 Salary Guide offers valuable data from our industry placements, prevailing job market trends, and sought-after qualifications to support your hiring and growth objectives.

Our 2025 Construction & Development Salary Guide includes salary data for both Ottawa and Toronto derived from the placements made by our recruitment professionals. If you are interested in data or insights that is not included in the Salary Guide, please get in touch with [Matt Traynor](#) or [Scott Hallam](#) for Western Canada and [Jordan Craig](#) for Eastern Canada.



# DESIGNING COMPENSATION PACKAGES FOR TALENT GROWTH

In a competitive Construction & Development job market, a strong compensation package is crucial for attracting and retaining talent. Compensation extends beyond salary to include benefits that enhance employees' quality of life and financial security. Here's how to create a package that appeals to prospective and current employees alike.

## CORE ELEMENTS OF A COMPENSATION PACKAGE



HEALTH BENEFITS



BONUSES



PAID TIME OFF



ADDITIONAL PERKS



BASE SALARY



RETIREMENT PLANS



FLEXIBILITY



PROFESSIONAL DEVELOPMENT



## TAILORING YOUR PACKAGE TO REMAIN COMPETITIVE

### ANALYZE INDUSTRY STANDARDS:

Conduct a compensation analysis yearly to ensure packages align with market rates.

### CONSIDER EMPLOYEE NEEDS:

Regular surveys to obtain employee feedback can help adjust benefits to what employees value most.

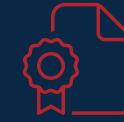
### TIER BENEFITS:

Introduce perks that grow with employee tenure, which fosters loyalty and helps them see a path for growth within the company.

### MAINTAIN TRANSPARENCY:

Clearly communicate the package's full value, so employees appreciate and understand its components.

*By thoughtfully designing and consistently reviewing your compensation packages, you can build a strong foundation for attracting and retaining the best talent in Construction & Development. When employees feel valued and supported in all aspects of their lives, they are more likely to be engaged, productive, and loyal to your organization for years to come.*



## DESIGNATIONS AND CERTIFICATIONS

While there are plenty of industry or discipline-specific accreditations, the following is an overview of the most universally in demand.

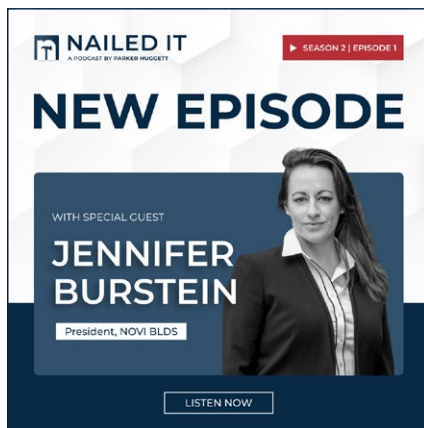
- Construction Engineering Technologist Diploma (CET)
- Architectural Technologist Degree/Diplomas
- BSc/B.Eng
- P.Eng designation
- Gold Seal Certification
- LEED Credentials
- Skilled Trades and Apprenticeship (General Listing)
- General Carpenter
- Secret Level II Clearance with PWGSC
- BIM and REVIT Experience
- PMP (PMI)
- PQS



# CONVERSATIONS WITH TODAY'S INDUSTRY LEADERS

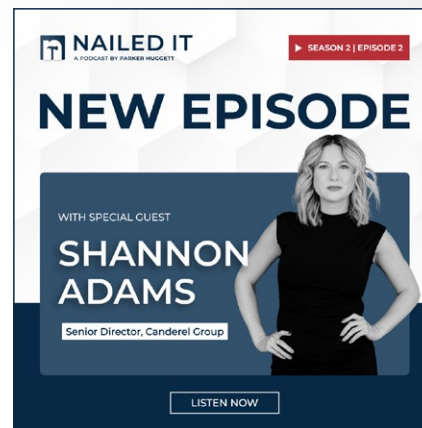
Have you listened to our [Nailed It podcast](#) yet? At Parker Huggett, we have a passion for the industry like no other, and our podcast features Canadian Construction and Development experts candidly sharing their successes, lessons learned and captivating industry insights and opinions.

Our second season is underway, featuring industry leaders such as Jennifer Burstein, Shannon Adams, Dean Xuereb, and many more. Make sure you follow us on [social media](#) for the release of brand-new episodes!



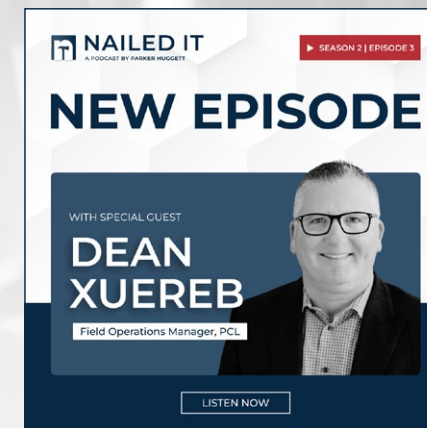
## JENNIFER BURSTEIN

As the President of NOVI BLDS, Jennifer Burstein brings a wealth of knowledge, with two decades of experience as a construction executive for some of the GTA's most prominent residential developments.



## SHANNON ADAMS

Shannon is a Project Director that's successful at building and maintaining strong professional relationships. She manages multiple projects and she is a skilled mentor who excels at bringing out the best in team members.



## DEAN XUEREB

Dean has spent over 38 years in the construction industry, the last 28 years with PCL Construction in Canadian and California Buildings divisions. His portfolio includes aviation, health care, commercial retail, institutional and recreation.

# Salary Ranges



# CONSTRUCTION SALARIES

TORONTO REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	JUNIOR	INTERMEDIATE	SENIOR
CIVIL	Vice President	-	\$220,000	\$270,000
	Project Director	-	\$180,000	\$250,000
	Operations Manager	\$190,000	\$225,000	\$240,000
	Construction Manager	\$190,000	\$225,000	250,000+
	Senior Project Manager	\$150,000	\$170,000	\$190,000
	Project Manager	\$115,000	\$130,000	\$170,000
	Assistant Project Manager	\$95,000	\$105,000	\$120,000
	Chief Estimator	\$160,000	\$180,000	\$200,000
	Senior Estimator	\$115,000	\$140,000	\$160,000
	Estimator	\$85,000	\$115,000	\$130,000
	General Superintendent/Field Operations Manager	\$190,000	\$225,000	\$240,000
	Senior Superintendent	\$150,000	\$170,000	\$200,000
	Superintendent	\$125,000	\$140,000	\$165,000
	Assistant Site Superintendent	\$90,000	\$102,500	\$117,500
	Project Coordinator	\$85,000	\$95,000	\$110,000
	Health & Safety Coordinator	\$75,000	\$87,500	\$102,500



# CONSTRUCTION SALARIES

TORONTO REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	JUNIOR	INTERMEDIATE	SENIOR
ICI	Vice President	-	\$185,000	\$240,000
	Project Director	\$170,000	\$180,000	\$205,000
	Operations Manager	\$170,000	\$180,000	\$215,000
	Construction Manager	\$165,000	\$180,000	200,000+
	Project Manager	\$100,000	\$135,000	\$160,000
	Chief Estimator	-	\$170,000	205,000+
	Estimator	\$85,000	\$120,000	160,000+
	General Superintendent/Field Operations Manager	-	\$165,000	200,000+
	Superintendent	\$110,000	\$145,000	\$180,000
	Project Coordinator	\$65,000	\$80,000	\$95,000
	Assistant Superintendent	\$75,000	\$85,000	\$110,000

# CONSTRUCTION SALARIES

## TORONTO REGION

		SALARY RANGES		
		EXPERIENCE & SKILL LEVEL		
	POSITION	JUNIOR	INTERMEDIATE	SENIOR
HIGH RISE RESIDENTIAL	Vice President	-	\$250,000	300,000+
	Project Director	-	\$190,000	250,000+
	Project Manager	\$145,000	\$170,000	180,000+
	Assistant Project Manager	\$100,000	\$120,000	130,000+
	General Superintendent/Field Operations Manager	-	\$220,000	250,000+
	Superintendent	\$140,000	\$165,000	200,000+
	Finishing Superintendent	\$110,000	\$130,000	\$150,000
	Assistant Superintendent	\$90,000	\$100,000	\$130,000
	Project Coordinator	\$65,000	\$80,000	90,000+
	Estimator	\$80,000	\$120,000	\$160,000
	Chief Estimator	\$170,000	\$180,000	\$200,000

# EMPOWERING GROWTH THROUGH STRATEGIC WORKFORCE SOLUTIONS

At Parker Huggett, a Division of LRO Staffing, we prioritize a personalized approach with each client and candidate. Using in-depth market research, trusted referrals, and top recruitment tools, our specialized recruiters place top talent in Design/Development, Construction, and Management roles across ICI, Residential, and Civil Infrastructure sectors.

In a competitive job market, having the right staffing partner is key to finding the perfect fit. Whether you're an organization seeking top talent or a job seeker looking for opportunities, Parker Huggett offers the support and guidance to help achieve your career goals in the Construction and Development industry. Contact us today to speak with one of our expert recruiters!

**Contact Us Today**

[careers@parkerhuggett.com](mailto:careers@parkerhuggett.com)

Eastern Canada 416-907-7360

Ottawa / Gatineau 613-566-7029

Western Canada 403-351-0225

