

# Building Surveying/Inspectors

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SALARY SURVEY  
2026

In partnership with



# WELCOME

Planned Resources is pleased again to present our annual salary survey. Once again, we have collaborated with the Victorian Municipal Building Surveyors Group ([www.vmbsg.com.au](http://www.vmbsg.com.au)) and its members to help reach the local government sector. This year, we are also pleased to collaborate with the Building Surveying Inspectors Group ([www.bsig.com.au](http://www.bsig.com.au)) and their members in broadening the survey's reach to incorporate the private sector.

We would like to thank all the respondents of the survey. We understand that answering the questions takes time out of your busy schedule, but hopefully the results will be of some use to you.

If we can clarify anything in the survey, don't hesitate to reach out, and obviously, don't hesitate to reach out if you require additional support in resourcing your teams in 2026.



*Kirsten E*

**Kirsten Ellis**  
Associate Director,  
Building Surveying  
+61 0416 238 020

# BUILDING INSPECTORS

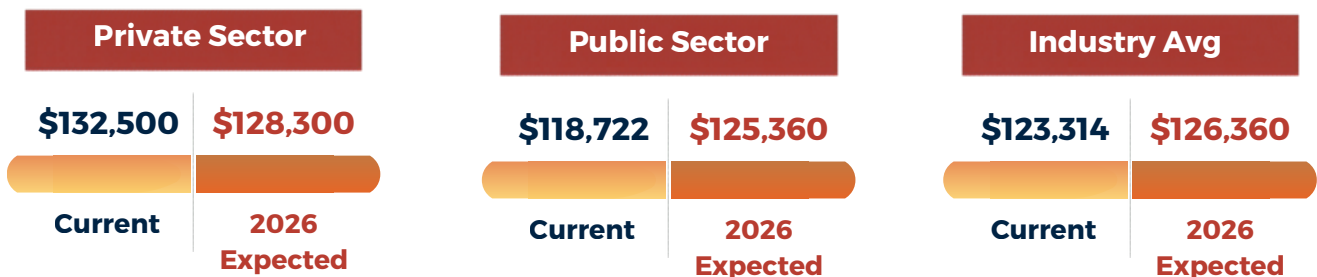
## Building Inspector Limited

The average salary package for an IN-L across the industry was a package (base and super) of \$123,314. Private sector salaries were higher, running at \$132,500 to the public sector's \$118,722.

There was an \$18,000 gap between the \$105K that regional councils pay and the slightly above market average of \$123,454 that metro councils pay. Regional councils recognise this disparity and would look to increase their salaries by \$10K to attract additional INL's to their team.

Within the private sector, INL's earn about \$10K more in commercially focused practices over residentially focused ones. This may be because the INL's in question are close to registration and paid closer to an IN-U's salary because of this, or simply that commercially focused practices operate on higher margins and have more money to contribute to salaries.

On average, across the sector, in 2026, managers felt that they would be able to appoint a new IN-L for around \$126,360, a slight contraction in the current INL salaries when accounting for annual inflation. This is mainly driven by the private sector, who expect a decrease in what they pay for new staff to around \$128,300, suggesting that they are expecting to see a continued slow residential market. The public sector increased slightly by around \$7K to \$125,360.

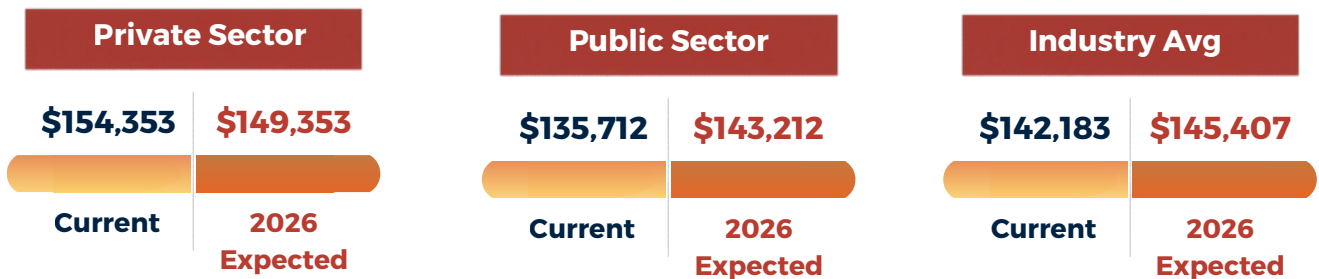


# Building Inspector Unlimited

The average salary for an IN-U was \$142,183. The private sector paid significantly more in this category with a salary package of around the \$154,353 compared to councils' \$135,712 (metro \$132,650 and regional \$123,429) primarily.

Within the private sector, IN'U's are equally valued by commercially focused and residentially focused practices, typically paying approximately the \$144K mark. Practices that undertake both commercial and residential work pay about \$20K more for IN-U's, though at around \$160,200.

Following the pattern of IN-L's managers felt that they could get new appointments at a very slight increase (and again, less than inflation) for around the \$145,407. There was a noticeable difference between the private sector, which felt that new IN-U's could be found at around \$5K cheaper than current appointments, whilst the public sector expected an increase of around \$7.5K.

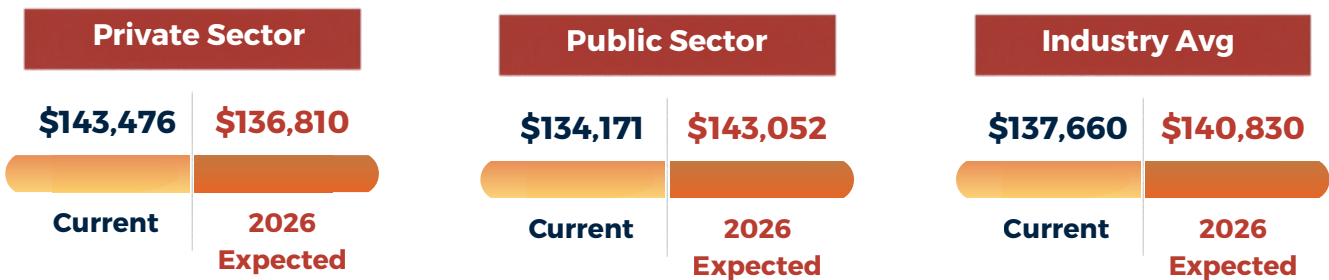


# BUILDING SURVEYORS

## Building Surveyors – Limited

Current salaries for BS-L's in the public sector were \$134,171, and in the private sector were \$143,476, with an industry average of \$137,660. New appointees in 2026 are expected to cost on average \$140,830.

Again, the pattern of less than inflationary increases occurs when the industry average is taken, with the public sector expecting to pay more, increasing BS-L salaries by an additional \$9K to \$143,052 in 2026, while the private sector is expecting to decrease salaries to \$136,810.



## Building Surveyors – Unlimited

Unlimited Building Surveyors could earn more in the public sector, with expected salaries of \$166,403 in public compared to \$160,232 in private. This averaged out at \$164,265 across the industry, with both public and private expecting to pay an additional \$7000 to secure a BS-U this year, taking the average expected salary to \$172,105.

Within council, Metro and regional salaries for BS-U's were surprisingly close and only separated by around \$1000.



# MANAGEMENT

## Building Surveyors –Management

Within council, Deputy MBS's sit at \$171,764 currently, with a view that this will increase to \$188,143 this year.

MBS' are currently sitting at \$209,256 on average. This is expected to rise to \$223,425 this year.

Salaries of regional MBS gained around \$22K from last year's survey, to around a package of \$193K.

Within the private sector, BS-U's with a management function sat at \$190,625, with an expectation that this will rise in 2026 to around \$215,592. As the survey included smaller organisations (fewer than 5 people), this did skew the results slightly, as the managerial responsibility within these organisations is less (assuming they are not owners) and rises significantly to \$238K for large organisations. This figure is expected to increase north of \$250K in 2026.

Direct comparison between management in the public and private sectors is difficult, as it depends on the organisational structure as to whether you would compare the private sector role against a dMBS or MBS equivalent.

## Management Responsibility

Within local government structures, most Municipal Building Surveyors (MBS) are positioned at the coordinator level, only 42% considered themselves part of the management team, 52% have responsibility for preparing budgets, and 58% are exposed to organisation-wide strategy.

While these figures suggest some involvement beyond purely technical duties, they also highlight that many MBS roles get only partial exposure to the core capabilities typically required for executive leadership positions, potentially limiting career progression to executive-level roles in the council. In our experience, it is rare to see MBS's progress beyond MBS level into executive leadership roles in council.

The design of the MBS role is fundamentally structured around statutory independence, with a clear mandate to make decisions based on legislation and public safety, free from political or organisational influence. The attributes that define a strong MBS—objectivity, risk aversion, and strict adherence to legislative frameworks are, however, at odds with characteristics sought out at the director level, where the ability to navigate political sensitivities, balance competing priorities, and make decisions that incorporate both technical advice and broader community and organisational considerations rank highly.

Over time, this contributes to a perception that building surveyors are technically strong but lack the political acumen for more senior roles. In an environment where senior management positions increasingly demand the ability to lead diverse portfolios, manage complex stakeholder relationships, and operate effectively in politically charged contexts, this perception can become a significant barrier to career progression beyond the MBS function.

Ultimately, the issue is not a lack of capability, but a lack of opportunity to demonstrate that capability in ways that align with executive expectations. The current structure and positioning of the MBS function, while appropriate for ensuring independence and public safety, inadvertently constrain the development and visibility of broader leadership skills.

# SALARIES – A MORE DETAILED INSPECTION

About 43% of respondents in the public sector indicated that their organisation provided automatic pay increases upon achieving registration, compared to approximately 50% in the private sector. The level of increase is also significantly higher in the private sector (around \$18,500), twice the \$9,500 offered in the public sector.

We would suggest that this is an area where the public sector may need to review their policies. While we acknowledge that local government HR teams operate within structured bandings and must maintain parity across professions, achieving registration significantly increases a candidate's value in the external job market. Failing to recognise this proactively may lead to employee dissatisfaction and disengagement.

Within the private sector, company size plays a role, with salaries typically increasing in line with the size of the organisation.

Cars were available in similar proportions as part of salary packages at the Inspector, Surveyor, and Deputy MBS levels, but were twice as likely to be offered as part of a management package at the MBS level. On average, vehicles were valued at approximately \$22,500.

Where employees opted to use their own vehicle and receive a car allowance, this was typically valued at around \$9,300.

Within the public sector, 72% Building Surveyors/Inspectors were rostered on for callouts. The frequency varied depending on the team size. In 70% cases, being rostered on for callouts was compensated. Where a weekly standby rate was paid, this averaged approximately \$253 per week. Two respondents reported receiving an annual allowance of \$5,600 and \$10,000, respectively. Hourly callout rates varied, and were only paid at penalty rates in 53% of the cases.

Within the public sector, all respondents said that they offered paid memberships to professional bodies and paid for professional development training in line with CPD requirements. Around 71% of the organisations offered financial assistance to support study and training. Paid parental leave, RDO's, and to a lesser extent, were on offer as you would expect of a public sector organisation.

The private sector was far less generous with additional employment benefits. Whilst some of these differences were to be expected (no RDO's or parental leave programs, etc.), it was noticeable that Professional memberships were rarely paid by employers (10%), and paid training courses were equally as rare (16%)

# BILLABLES AND KPI'S – PRIVATE SECTOR

There were limited survey results provided in this area, and again, we understand the reluctance in providing specific operational details on KPI's, but thank you for those that did provide the information.

Only 10% of respondents indicated that they incentivised their staff for work brought in, which was paid to employees in a mix of percentage payments one off bonuses.

On average, private sector employees expected their staff to be billable for 67% of the time. This seems lower than other industries, where rates are closer to 75/80%.

Typically, expectations on inspectors and surveyors were the same in terms of multipliers on their salary (although very slightly higher for surveyors), ranging from what would be considered an “average performance” of 2x their salary to more typically a 3x multiplier.

Performances of less than 75% of an employee's target would likely trigger a performance review, whilst exceeding targets by anywhere from 130% to 200% would likely result in a salary increase.

We would suggest that, with limited respondents in this area, these results should be treated with caution.

# CULTURE



**1.9**

days WFH in public sector

**1.5**

days WFH in private sector



**2**

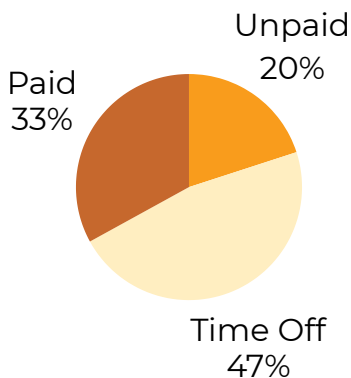
hours of overtime in a week in public sector

**2.7**

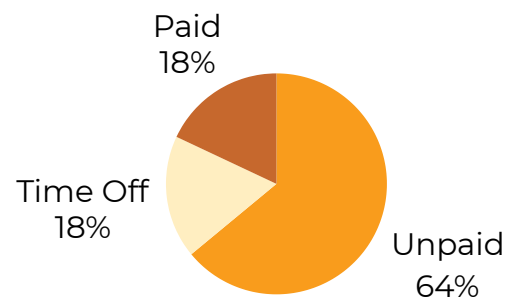
hours of overtime in a week in private sector

WFH – On average, public sector staff could work from home 1.95 days a week, and the private sector was slightly more rigid, averaging 1.5 days a week from home. Anecdotally, a lot of employers we talk to are pushing back on parameters that were originally set post-COVID. A recent survey we conducted in the town planning sector suggested that 1.5 was the average WFH allowance.

## Public Sector Overtime



## Private Sector Overtime



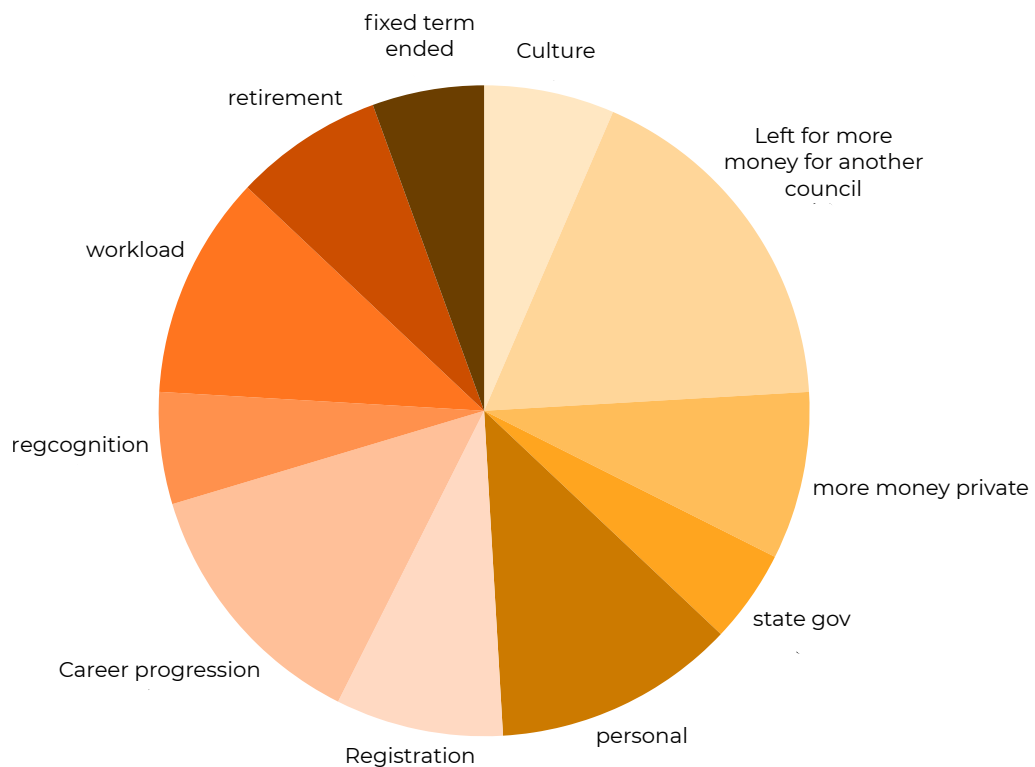
On average, employees worked an additional 2 hours overtime a week in the public sector (some of which can be attributed to call-outs) and 2.7 hours in the private sector. We would suggest that its both a manageable level and less than has been indicated in some previous years' surveys, but it's still at a level where even a slight increase is likely to create upward pressure on salaries to compensate.

Within the public sector, employees left organisations for a variety of reasons. Moving to another council for more money was the primary reason, which, whilst this is a concern for individual MBS' overseeing a team, it suggests that, as a rule, the local government sector overall isn't bleeding talent to the private sector at the rate that it has in some previous years. Whilst not a huge percentage of the total, there were several employees who lost candidates to the state government as the BPC increases its capacity to deliver its mandate.

Talent was still lost to the private sector, but at a lower rate. We would suggest that whilst this may indicate parity with the private sector on salaries, it should be noted that the last 12-18 months have been significantly slower activity wise and as the market gains strength the appetite to the private sector for additional resources and their willingness to pay higher salaries will increase which has the potential to see more candidates leaving for the private sector.

Noticeably the private sector didn't report significant numbers of staff being lost to local government and overwhelmingly staff who left the organisation left for opportunities with other private sector firms.

Key Drivers of Employee Turnover



# VACANCY RATES

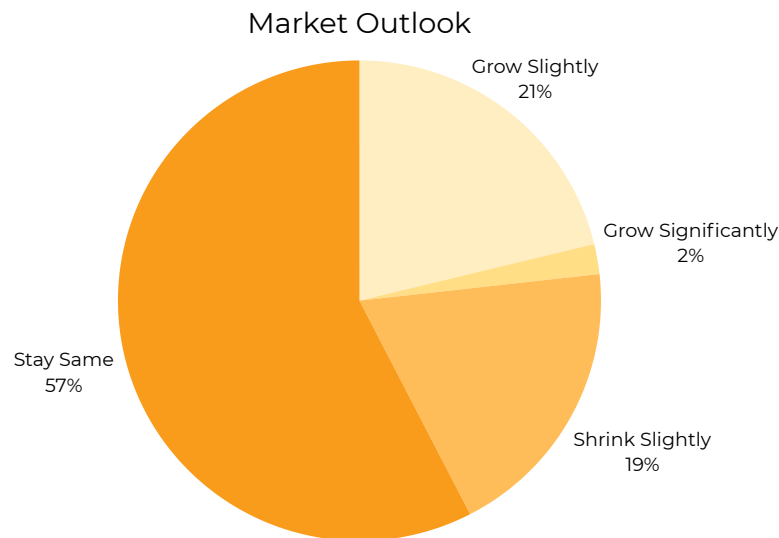
Vacancy levels in the public sector were significantly lower than in previous years, although still averaging 1 vacancy per council. Anecdotally, we feel that the softer market has meant many candidates have seen local government as a safe harbour, which has been combined with councils actively looking to reduce their temp spend on surveying staff, giving some no choice but to look at permanent options in the councils that they have been contracting at. As the market spins back, we expect to see a greater shift back to the private sector and candidates being more assertive in seeking more lucrative work on hourly rates as opposed to salary.

Whilst vacancy rates are lower, the remaining spots remain stubborn and difficult to fill, with the average time to fill a role sitting around 41 weeks.

The private sector reported a vacancy rate of 0.5 per employer, although when you remove the smaller companies (less than 5 employees), that rate jumps to 2.1. The fill rate is slightly quicker with private sector, but still sits at around 26 weeks on average.

# NEXT 12 MONTHS

Noting that we sent out the salary survey questionnaire pre-events in Iran, the private sector shows cautiously optimistic growth with some volatility. Most employers are expecting to remain the same, but the number of companies expecting to grow in 2026 outweighs the number of companies expecting to contract.

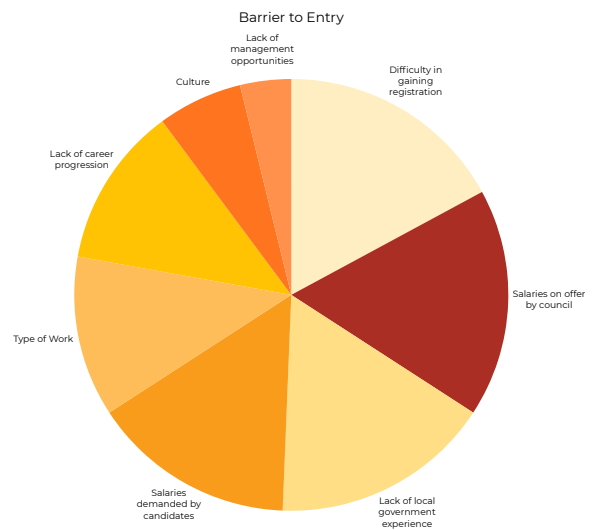


When combining public and private sector responses, the market presents as stable overall, with a modest but clear bias toward growth. While over half of organisations expect no change, growth expectations outweigh contraction by a notable margin—indicating a cautiously improving market rather than a rapid expansion.

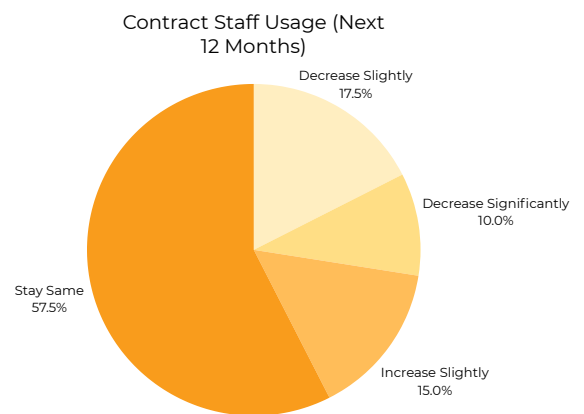
54% of local governments have senior staff (either their MBS or Deputy) at retirement age. Whilst this has been an issue for building departments for a long time and has been trending down for several years (anecdotally, we would suggest that the age demographic of management in councils' Buildings team is a lot younger than it has been in previous times). This ongoing loss of senior industry talent is going to put additional pressure on the overall sector to find ways to upskill young professionals. Succession planning is exacerbated by most councils having relatively small building departments, which limits opportunities for managers to identify and groom potential successors internally, with only 20% of councils having a succession plan in place for outgoing candidates.

Employers felt that entry into local government was varied. Employers were equally split in feeling that the salaries that the council offered were too low, whilst also suggesting that candidates' demands were too high, suggesting a healthy tension in what is on offer against what the market pays.

Employers being put off by candidates' lack of local government experience is understandable when considering some of the unique functions that a council employee is responsible for. For the industry as a whole, it does create a “*chicken and egg*” scenario for non-government surveyors/inspectors looking to enter the profession, which significantly decreases the candidate pool, thereby putting longer-term upward pressure on salaries.



Around about 10% of councils workforce is made up of contract staff. We would suggest that this figure is down on previous years, partly as councils try to rationalise costs, and partly due to lower workloads. Managers are expecting to continue this rationalisation into 2026, although with lingering vacancy rates difficult to fill, we would suggest that this is only going to be possible if workloads remain at lower levels, and an increase in workloads may see the needle move the other way and increase contract staff.



# INDUSTRY COMMENTS

The survey gave respondents chance to provide additional comments that they felt could be relevant. We have grouped these into general themes and provided the comments anonymously below.

## Mutual Recognition



- *Mutual recognition is devaluing the registration system, with people being registered without sufficient experience*
- *Mutual recognition allows individuals without the necessary knowledge or experience to become registered and begin issuing permits in Victoria. This is undermining the integrity of the profession, as the path of least resistance inevitably prevails, i.e., practitioners who apply the rigour the role demands are losing work to those who do not apply the rules and lack the competence to properly assess compliance, and simply approve whatever a client requests to keep revenue flowing. This dynamic is eroding professional standards and placing the community at greater risk*
- *Mutual recognition has created false expectations of candidates applying for jobs where they do not have the skills to carry out building surveying work at a competent level.*
- *The conduct of the Building and Plumbing Commission in dealing with mutual recognition and overseeing the industry.*
- *WA registration. BPC registration has been standardised. Everyone knows the questions and answers. It has become a memory test more than a skill assessment.*
- *WA registration, this has resulted in qualified staff with no or little experience, but who think they can demand a top rate*
- *NSW accreditation is too tight*
- *Mutual recognition is watering down the quality of the profession.*
- *Mutual recognition of interstate qualifications for practitioner registration*
- *The influx of mutual recognition, Building Surveyors without any knowledge, does not help Councils or the industry as a whole*
- *Mutual recognition has hurt the industry. Many with a BS-U qualification, however far from qualified to undertake the function. It's dangerous to afford a BS-U to someone without the knowledge and experience.*
- *Mutual recognition for Registrations is lowering the bar for professional Building Surveyors*
- *Big concerns, lack of experience, obtaining registrations via Western Australia, and obtaining recognition in VIC, where experience and knowledge are close to none.*



# Registration



- *Lack of support to become registered. Registered building staff are constantly having to justify their registration to the BPC, which gives no incentive for people to become registered. The process takes far too long.*
- *The current registration process through BPC is onerous and complex and should be streamlined as a priority. This issue is leading many practitioners to seek alternative pathways to complete their registration more efficiently (via interstate registration and mutual recognition). Streamlining this process should be a priority to ensure consistent and compliant registration practices across the sector for those who are qualified and competent.*
- *Council's connection with the BPC, Registration process*
- *Difficulties in staff gaining the required experience for registration*
- *Registration is only geared up for private building surveyors issuing permits. I have worked only for the council for almost 20 years and have learnt every MBS function at Council to become MBS, but that isn't considered at any stage in the registration application for BSU*
- *Accreditation is extensive and takes too long to be provided. Staff recently applied and had to submit a 300+ page resume of work. This was submitted months ago, and we are still waiting for accreditation to come through*



## Lack of Appreciation/Recognition



- *Lack of funding from the Council for MBS. MBS is not held in high regard at councils. MBS services diminished due to the cost to the Council*
- *Lack of knowledge, understanding, or appreciation for the work MBSs do, resulting in lower pay, lower autonomy, more red tape, more bureaucracy, and overall lack of treatment.*
- *The increased level of regulatory oversight for inspectors and building surveyors is outpacing the building industry, which is failing to keep up. Builders and practitioners are not keeping pace. Many have little regard for the authority of building surveyors/inspectors and are poorly educated on minimum building requirements, making the role of the building surveyor to ensure compliance much harder than it should be.*
- *Building surveying was originally a public service but was privatised in the early 1990s. Since then, the construction industry has increasingly failed to value regulatory compliance, and the regulator itself has not effectively enforced the rules. Together, these factors have contributed to a significant erosion of integrity within the profession. As a result, building surveyors now find themselves backed into a corner - carrying substantial liability yet unable to perform the role as intended under the Act. The playing field is uneven, and the lack of proper oversight continues to leave these systemic issues unaddressed.*



## Knowledge and Experience



- *Serious lack of experience and experienced practitioners nearing or at retirement age.*
- *Entering practitioners expect to be at the highest level of registration in the shortest span of time and anticipate obtaining senior roles like DMBS or MBS without the requisite experience. They don't know what they don't know, which is a danger.*
- *Vic Uni's degree is not relevant to industry, and the teachers are not all building surveyors and are not knowledgeable enough.*
- *When an MBS leaves a role in Council, all the experience and knowledge leave as well.*
- *Appointing MBS who are not BS-U with no conditions. Licensing individuals as BS-U who are limited at the BS-L and Tech level (500m2)*
- *Yes, the building inspector and surveyor course does not include a placement year or period for students to gain experience with local councils. This should be in the course as the council wanted to train students, but having to provide insurance for the student is a big barrier and hurdle. Having placement in the course will mean the educational institution will cover the insurance for their students, and the Council will welcome these students with open arms.*
- *Its an ageing industry and councils lack succession planning. I am fortunate as I have staff who have gone through and qualified with their building surveying degree. I may or may not lose them to other councils due to pay and senior staff hanging on for too long and not leaving.*
- *The quality of university courses is very poor, and students are graduating with extremely limited knowledge of their profession.*
- *The lack of general knowledge and experience*
- *lack of training provided in local government, and the lack of TAFE teachers who will deliver a program with on-site training.*
- *. Private BS's don't always come from a Local Government background and lack sufficient experience and knowledge of Building Surveying across the board.*
- *Difference between Local and Private duties regarding exercising different parts of the legislation.*



## Workload/Salary



- *Yes, overworked and underpaid*
- *Council does not recognise the value of building surveyors, and salary packages lag behind the industry averages.*
- *Building Inspectors particularly need to be paid a better annual salary.*
- *Companies should not engage contract inspectors to ensure better quality of inspections in the industry. Contract inspectors can be a little lax.*
- *Difficulty in attracting qualified registered people to the regions. Difficulty in retaining existing staff*
- *Lack of available suitably qualified Inspectors and Surveyors. Salaries offered are below market expectations.*
- *Councils are not willing to pay enough to employ staff to adequately resource their building departments and are chronically under-resourced.*
- *Rate capping restricts resources*



# Staffing Levels



- *Lack of qualified Surveyors/Inspectors. Salary on offer for Local Govt positions is not comparable to the private sector*
- *Yes, not enough new people coming through*
- *Lack of experienced Building Surveyors*
- *Staff in general do not want to work, and they feel that they are entitled. Do not take any ownership of their actions and generally appear not to care.*
- *The proportion of female practitioners remains significantly underrepresented. This gap highlights the need for stronger, targeted initiatives and support programs led by both the Government and the BPC to improve gender diversity within the profession. Meaningful action in this area will help create a more inclusive and balanced workforce.*
- *Retaining qualified staff and younger building surveyors, gaining experience, and getting registration*
- *Lack of understanding of role in the general population, limited understanding in school leavers of what careers are available. Inability of experienced staff to receive higher registrations without a "degree". Lack of practical experience in graduates - not enough cadet positions to upskill to the practical workforce. Lack of "People Leadership" training as part of any course, so often, those experiences are not natural people leaders.*
- *See large concerns with the number of experienced persons reaching retirement age, the lack of experienced practitioners together will limited numbers in the Pool to avail themselves.*
- *Shortage of registered building surveyors and inspectors. Local government is not adequately resourcing building control*
- *The number of BS-U's interested in working for the local government.*
- *Lack of people entering the building surveying/inspector profession due to various industry issues, i.e., insurance costs. Won't be enough experienced/skilled persons within the industry in the next 5-10 years.*
- *Yes, shortage of INL-U, young building surveyors getting registered and opening permit businesses without the maturity of understanding industry pressures, nor the moral compass to make a decision that is ultimately detrimental to a business in the short term, but aligned with regulatory responsibility*



## Other



- *Yes, it would appear that building control may slowly move from Councils to the OSBS*
- *Lots of new entrants and companies in the Victorian market are creating further cannibalisation.*
- *The BPC has not provided sufficient oversight of private building surveyors, and as a result, many private building surveying firms have grown into large, dominant operators that frequently engage in poor practices without meaningful consequences. Over time, the lack of performance monitoring and enforcement has allowed these behaviors to become entrenched. A key challenge now is that these major firms have become so large that there are no comparable operators capable of absorbing their workload if they were disciplined or deregistered. Cancelling or suspending a major BS company's registration would leave thousands of permits unfinished and create an unfilled void in the system, ultimately producing worse outcomes for the community than allowing the status quo to continue. This structural dependency has made effective regulation far more difficult and has entrenched risk within the system.*
- *Private building surveyors have effectively become liable for almost every aspect of the projects they oversee. With liability concentrated so heavily on a single practitioner or firm, and with the cost of professional indemnity insurance continuing to escalate, operating in the private sector has become increasingly untenable. The industry has shifted into a model where the cheapest fee often wins, regardless of competence, resourcing, or the quality of service provided. This race to the bottom places the diligent practitioners who strive to uphold the standards expected under the Act at a disadvantage. As someone who would prefer to work in the private sector, I ultimately felt compelled to leave. It is simply not viable to operate in an environment where liability is so disproportionate, insurance costs are so high, and commercial pressures reward speed and letting things go rather than rigour and compliance. The system, as it currently stands, discourages the very professionalism it claims to require.*
- *Councils have shifted their focus to non-regulatory areas*
- *The Building Appeals Board changes reflect poorly on the results, the lack of timely decisions, and the costs. No action or review. Need to look at the number of Building Permits issued per year and compare to the number of practitioners available to issue Permits speaks volumes in itself.*
- *Building inspector "drive-by" mandatory inspections without physically entering the site. \* Mandatory inspections were rushed and missing numerous non-compliances. \* The RBS copping the repercussions from poor inspector performance/reporting. \* Lack of mandatory inspections between 'Frame' and 'Final', including called-up inspections that the RBS can rightfully nominate at permit approval. \* Lack of RBS-nominated 'Fire Separation' inspections (critical assessment).*
- *Insurance premiums are too high.*
- *Building permit fees for Class 10 structures are too high, causing owners to avoid obtaining permits. \* Pathetic, illogical Performance Solutions are being accepted by building surveyors who fail to read or comprehend the document, waving their right to refuse 'half-baked' solutions. \* Lack of knowledge in material characteristics, compatibility, and degradation (ie, timber against other materials), junction detailing, interconnection of different systems (ie, cladding), and over-reliance on flexible sealants (that fail). \* Lack of knowledge/desire around zero thresholds that incorporate surface water freeboard, to prevent water ingress (again, TOO much reliance on useless flexible sealants).*



# CONCLUSION

This year's survey is somewhat of a contradiction. Our best description for the sector in 2026 would be that it has reached a gentle turning point in swinging back from a poor market to a slightly better one. As with all turning points, some employers will benefit before others, and expectations will change depending on whether a manager has an optimistic or pessimistic outlook.

When asked about the next 12 months, most employers expected staffing numbers to remain the same, whilst the remainder were split between their headcount growth and a smaller number shrinking. Giving an overall confusion but slightly net positive industry sentiment for 2026.

This confusion spills into expectations on wage growth in the sector, where, on average, salaries are likely to grow somewhere in the order of 6 percent.

The sector growth is primarily expected from the private sector, which feels confident that it can pick up new talent in 2026 for less than it had to in 2025. Whilst this appears conflicted at first glance, as the private sector salaries are typically above public sector salaries, it may be possible for them to entice employees out of the public sector with a salary increase whilst still paying below their current salaries. In response to this, councils will have to pay more, which aligns with the survey expectations.

Whilst we would suggest that the swing back is gentle, it should be noted that the finite pool of candidates in the Inspection/Surveying sector, especially within the unlimited classes, means that any swing can swiftly affect salaries. If the market does swing back, no matter how gently, we would expect to see double-digit increases in salary growth for Unlimited classes taking effect towards the end of the year, as well as a probable return to contracting arrangements, which can be far more lucrative for candidates.

***Please note that the survey questions were asked before the war in Iran/Israel***

# THANK YOU

Thankyou again for those who participated in the survey. It wouldn't have been possible without you. Please feel to contact me to clarift any points on the survey and don't hesitate to reach out if we can be of assistance in finding your next team member.

## ABOUT KIRSTEN ELLIS



Kirsten has 15 years of recruitment experience predominantly within Architecture and Design, where she partnered with a range of sole practitioners through to large corporations.

Since moving to Planned Resources 4 years ago, Kirsten has focused on recruiting specifically within the Building Surveying sector and has built up a strong reputation for an empathetic approach within the sector, which has allowed her to build up a strong candidate network. Working closely within the sector, she is also responsible for the annual VMBSG Salary Survey, again raising her reputation within the sector and developing her candidate pool.



[kirsten.ellis@plannedresources.com.au](mailto:kirsten.ellis@plannedresources.com.au)



+61 0416 238 020



Level 2/161 Collins St, Melbourne VIC 3000



[www.plannedresources.com.au](http://www.plannedresources.com.au)