

Salary Survey 2025

Mechanical Design Engineers

North West Region

Can you afford
To ignore this?

SWIPE To Find Out

A horizontal white arrow pointing to the right, indicating a swipe gesture.

Salary Benchmark

Mechanical Design Engineers

Position	Experience	Samples	Salary Average	Highest Salary
Graduate	0-2 Years	6	£29,400	£35,000
Junior/ Intermediate	3-5 Years	5	£36,250	£41,000
Engineer	7 Years	2	£47,500	£49,000
Senior	10-15 Years	2	£52,500	£54,000
Principal	15-30 Years	5	£63,000	£67,500

Findings

Mechanical Design Engineers

- More movement in the marketplace. **21 engineers placed in 12 months.**

More **Movement**

- The market continues to be **candidate led**. Far more jobs available than qualified engineers.

Candidate Led

- Graduate salaries **approaching £30,000** for entry level

Entry Level **Jump**

- Biggest salary jump is from intermediate to engineer. **Nearly £12,000 jump** when engineers can start running their own jobs.

£12,000 Jump

Recommendations

For *Candidates*

- **Benchmark your salary against this guide.** Talk to me to find out what you should be earning.
- **Don't be afraid to talk money with your boss.** If you deserve it go & ask for it.
- **Explore your options.** I'm regularly recruiting for over 30 companies at any one time.
- **It's not all about money** - Companies have significantly improved their benefits packages since COVID. Tell me what's important to you.

**If you can't fix it,
talk to us...**

Our options will have
your head spinning!



Recommendations

For *Clients*

- Talk to your staff regularly. Are they happy. What would make them happy?
Preventing engineers from leaving is cheaper than finding new staff
- **Work on your attraction.** Why should people join? Tell me and I'll shout about it!
- **Don't mess about when recruiting.** Think & act fast. Quality people are in high demand and will be snapped up if you delay.
- **Don't lowball when offering people.** Expect competition and expect counter offers. Offer what you can to beat the competition.





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1 in Building Services Recruitment