



# Salary Survey Report - Civil

A comprehensive overview  
of compensation and  
career motivations for civil  
professionals in APAC

- ◆ Market Overview
- ◆ Sector-Specific Findings
- ◆ Flexible Working & Motivations





## Introduction

Compensation information is a key factor in the decision-making process for those hiring and those moving to new roles, yet it is often missing from the narrative. And even when actively requested, responses can be vague. For that reason, across all markets, both professionals and businesses routinely ask us for industry benchmarks to help them understand where they fare within the market. Culturally, discussing personal finances even amongst friends and family has retained an element of taboo, making it difficult for candidates to understand what they are worth to an organisation, or to make a case for a greater salary and/or benefits package.

For those hiring, a lack of available information around market standards can make it hard to know what to offer both new and existing employees.

LVI Associates has sought to change the way we approach salary information, as we believe that more open communication benefits everyone. To remove some of the mystery, we engaged with over 500 **civil professionals** from our database\* in **Australia and Singapore** to create a **'Salary Guide' for 2023**. With this data, we aim to disclose key information around industry benchmarks, salaries and benefits packages within the civil sector across the Asia Pacific, highlighting the variations between locations and seniorities, while offering valuable insights for those hiring talent and professionals seeking their next career opportunity.

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Australia - Transport



Australia - Water



Singapore - Water





# Transport AUSTRALIA





## Transport Market Overview – Australia

Australia is one of the most urbanised countries in the world with over 85% of citizens living in urban areas, but with their cities so widely dispersed, the country continues to depend heavily on its infrastructure including its extensive road network, freight rail, and domestic and national aviation. The country's population is also growing rapidly and its cities are becoming increasingly congested, which is putting a strain on existing infrastructure.

It's due to these factors that Australia is receiving an unprecedented level of investment in infrastructure, exceeding USD 218 billion over the next five years<sup>[i]</sup>. The Australian government recently announced their commitment to a 90-day independent review to improve their 10-year AUD 120 billion Infrastructure Investment Program, which has grown from 150 to nearly 800 projects since funding was announced in 2013<sup>[ii]</sup>. While the scheme is creating new opportunities for businesses to provide construction, maintenance, and operation services, the ambitious plan to significantly expand public infrastructure is putting immense strain on the country's current capacity and capability.

The signs of labor shortages throughout the sector are evident, and demand is reaching unprecedented levels. According to Infrastructure Australia's 'Infrastructure Workforce Skills Supply' report, it is anticipated that there will be a shortage of 105,000 unfilled roles throughout 2023, equating to a shortage in demand of 48% and putting 34 out of 50 occupations in the sector at risk of shortages<sup>[iii]</sup>. This has caused demand for talent to skyrocket, and experienced professionals possessing a wider range of specialist, technical and soft skills than necessarily expected in the past are now particularly sought-after.

In addition to the need to offer higher salaries to attract in-demand talent, companies within infrastructure are facing increases in material costs too. According to the 2022 Market Capacity Report<sup>[iv]</sup>, the cost of construction materials has risen by an average of 24% in the last 12 months. Australia had increasingly relied on importing building materials and equipment over the last decade, primarily from China, due to their cost-effectiveness and efficiency. However, the outbreak of COVID-19 led to a significant decline in manufacturing output and export volume, and the country is still dealing with the consequences today.

Australia's transport construction market is currently valued at USD 10 billion and is expected to grow at an average CAGR of 4% through to 2028<sup>[v]</sup>, so while the country is experiencing significant challenges and developments in the market that will define the sector for many years ahead, the future looks bright. The huge amount of investment within transport infrastructure brings endless opportunities for both organisations and professionals, but in this candidate driven-market, companies must offer highly competitive compensation packages to secure the talent that will enable them to take advantage of the marketplace.





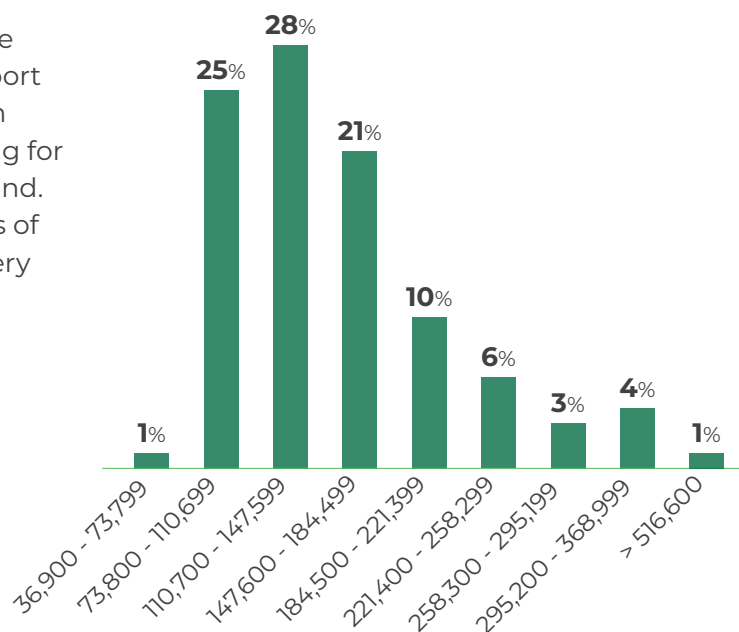


## Australia - Transport

### CURRENT SALARY PACKAGE

While a broad range of base salaries were reported, the majority of Australia transport professionals surveyed received between AUD 74k and AUD 185k a year, accounting for differences in experience, skill and demand. A tenth reported slightly higher earnings of between AUD 185k and AUD 221k, and very few earned over this amount.

What is your current annual base salary in AUD?



KEY: AUD

### YEARLY BONUSES

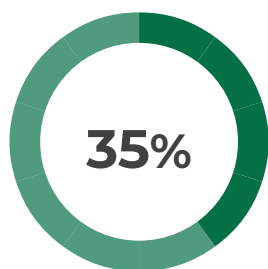
In our survey, 35% of Australia transport professionals received a bonus in the last year, reflecting that there is no set standard for bonus offerings in the region. The amount received was also low, with 61% of those receiving less than 5% of their base salary as a bonus.

These results pinpoint bonuses as an underutilised tool to attract and retain in-demand talent in this competitive hiring landscape.

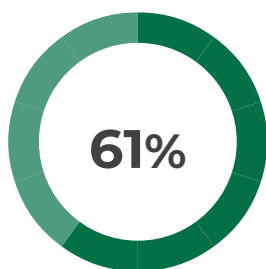
### YEARLY BASE INCREMENT

While bonuses were low, 81% of respondents received a rise in base salary in the last 12 months, reflecting the need to keep up with inflation and retain employees in a sector plagued by workforce shortages.

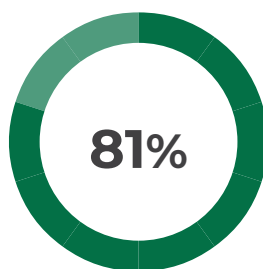
Just over half (54%) received between 0-5% of their base salary, which may sway professionals to look for opportunities elsewhere as the inflation rate in Australia has soared to 7%.



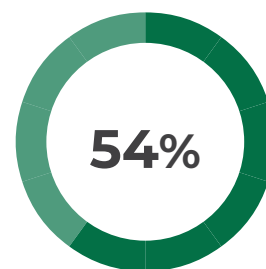
of transport professionals in Australia have received a bonus.



received a 0-5% bonus this year.



received a yearly increment.



received 0-5% salary increments in the past 12 months.





## Australia - Transport

### BENEFITS

A third of Australian transport professionals we surveyed received statutory superannuation, making it the most common benefit received among respondents. 15% received statutory superannuation, and 12% received extra holiday.

These benefits are very much expected in today's workplace, so employers would be wise to regularly review their offering to keep up with the hiring market and avoid losing their employees to competitors.



**Statutory Superannuation**



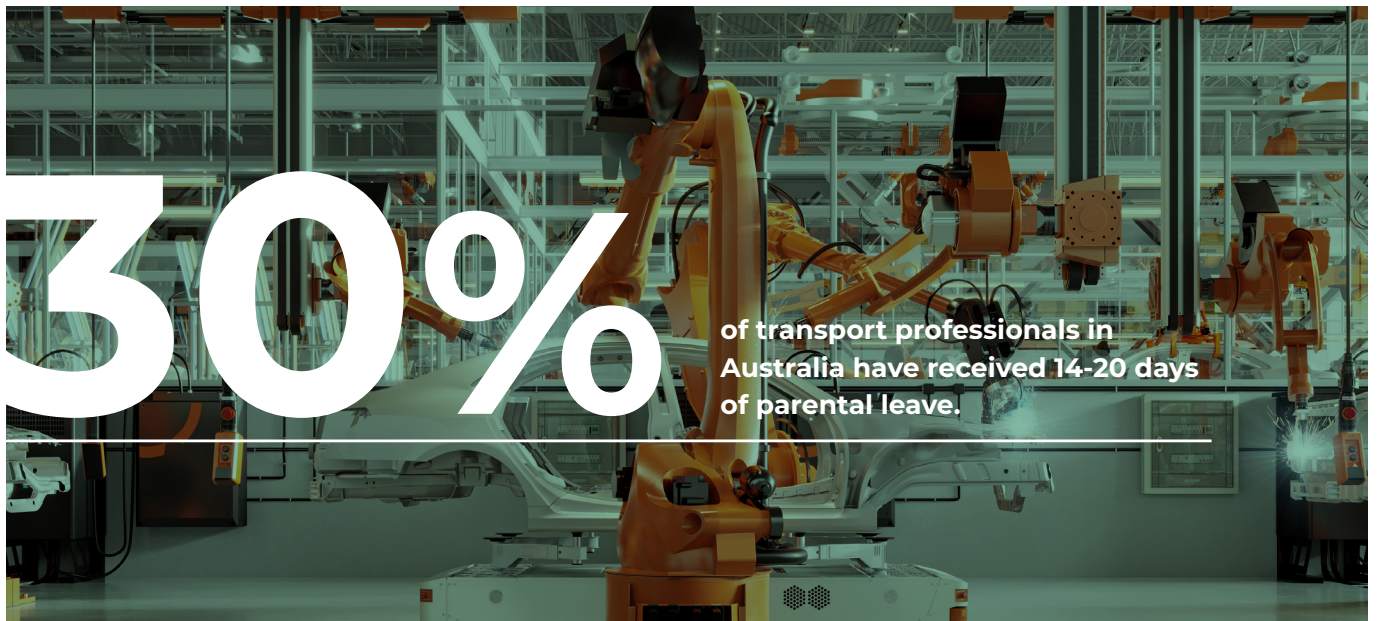
**Additional Superannuation**



**Extra Holiday**

### LEAVE

The majority (70%) of transport professionals surveyed received between 14-20 days of paid annual leave, and 47% received parental leave. Paid parental leave varies by industry and organisation size throughout Australia, so companies can stand out above their competitors by offering a more generous policy.



of transport professionals in Australia have received 14-20 days of parental leave.





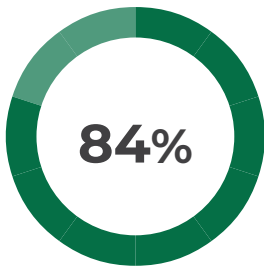
## Australia - **Transport**

### FLEXIBILITY

Flexible working is one of the most important factors for transport professionals considering a new role, with 85% stating it is important or very important.

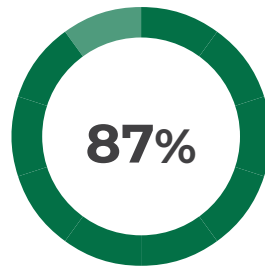
With 84% of those surveyed currently receiving flexibility with working hours and 87% able to work remotely, with 28% doing so at least two days a week, employers not offering these benefits are missing out on attracting the best talent.

#### Flexible working hours



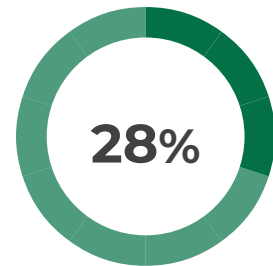
of transport professionals in Australia working hours are flexible in their current role.

#### Remote working



received flexibility in remote working.

#### Remote working days



have 2 days a week of remote working.

Are **transport professionals in Australia** planning to move?







## Australia - Transport

### WHAT ARE THEY LOOKING FOR?



#### Top three PULL factors

What makes transport professionals in Australia consider a new career opportunity?

1. Higher compensation
2. Better work-life balance
3. Changes to their role, manager, or company



#### Top three PUSH factors

What are the reasons that transport professionals in Australia would look for a new role?

1. Lower base salary
2. Inflexible working/work from home policies
3. Negative company reputation/brand perception

### FACTORS BEYOND SALARY IN ACCEPTING A JOB OFFER

#### EQUITY/SHARES

24%

of transport professionals in Australia would accept a lower base salary for more shares/equity.

#### PAY RISE

34%

are looking for a 16-20% pay rise in their next role.

#### FLEXIBLE WORKING

85%

find flexible working/working from home important or very important when considering a new job.

#### AND...

52%

of them will still accept a new job offer that requires them to come into the office full time.



# Consulting

## AUSTRALIA - TRANSPORT



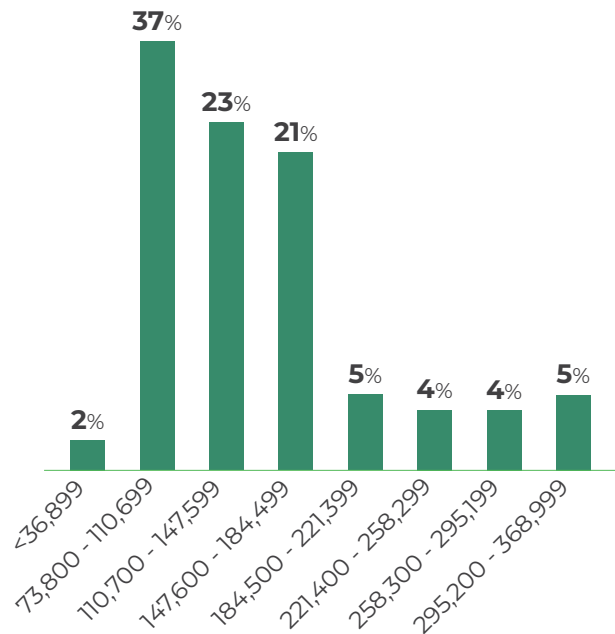


## Australia - Transport: Consulting

### CURRENT SALARY PACKAGE

Base salary was the most consistent for Australia consulting professionals, with over a third (37%) receiving between AUD 74k and AUD 111k. However, it is worth noting that earnings of between AUD 111k and AUD 185k were also common, and more reported earning over AUD 295k than any other subsector.

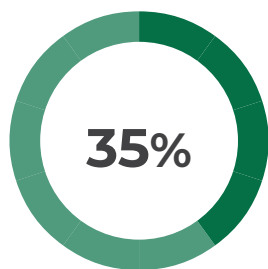
What is your current annual base salary in AUD?



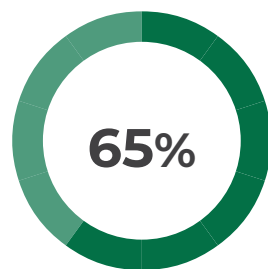
KEY: AUD

### YEARLY BONUSES

Bonuses for consultants match the rest of the transport sector, with 35% receiving a bonus, but a slightly higher number (65%) received a bonus of 0-5%. This exposes an opportunity for employers willing to offer an attractive bonus package to attract the best talent.



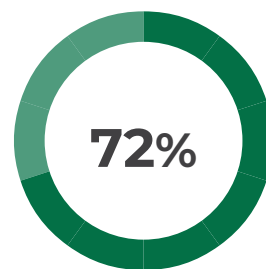
of consulting professionals in Australia's transport sector have received a bonus.



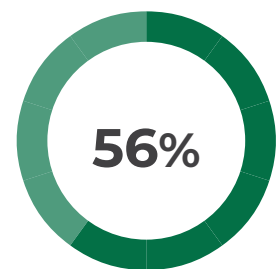
have received a 0-5% bonus in the past 12 months.

### YEARLY BASE INCREMENT

Fewer consulting professionals received a yearly increment than the sector average at 72%, and 56% of those only received a 0-5% increase to their base salary. With inflation running high and around a fifth of respondents receiving base salaries well above the norm, companies should take note and regularly review their salaries to avoid losing their existing talent.



have received a yearly increment.



have received 0-5% yearly increments in the past 12 months.



## Australia - **Transport: Consulting**

### BENEFITS

The top three benefits for transport consulting professionals remained in-line with sector standards. 40% of respondents said they received statutory superannuation, and additional superannuation and extra holiday followed far behind with 14% and 13% receiving these respectively.



**Statutory Superannuation**



**Additional Superannuation**



**Extra Holiday**

### LEAVE

Three quarters of transport consulting professionals surveyed received 14-20 days of paid annual leave, while 51% received parental leave. With consultants stating better-work life balance as a top pull factor when considering their next opportunity, offering additional leave above the minimum legal requirements could be the deciding factor for talent in such a competitive market.



**38%**

of consulting professionals in  
Australia's transport sector have  
received 41 days+ of parental leave.





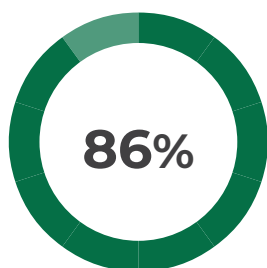
## Australia - **Transport: Consulting**

### FLEXIBILITY

With consultants in the sector stating that poor flexible working policies would cause them to look for new opportunities, it's no surprise that 86% of transport consultants are already able to work flexible hours in their current role.

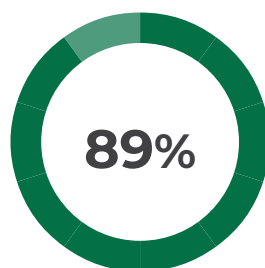
An even higher percentage (89%) received flexibility to work remotely, with 29% doing so two days a week. These findings indicate that it is now the norm to offer flexible working options.

#### Flexible working hours



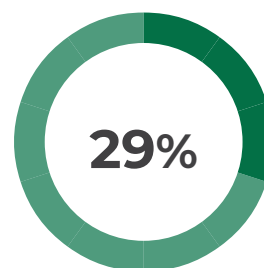
of consulting professionals in Australia's transport working hours are flexible in their current role.

#### Remote working



received flexibility in remote working.

#### Remote working days



have 2 days a week of remote working.

Are **consulting professionals** in Australia's transport sector planning to move?





## Australia - **Transport: Consulting**

### WHAT ARE THEY LOOKING FOR?



#### Top three **PULL** factors

What makes consulting professionals in Australia's transport sector consider a new career opportunity?

1. Higher compensation
2. Better work-life balance
3. Changes to their role, manager, or company



#### Top three **PUSH** factors

What are the reasons that consulting professionals in Australia's transport sector would look for a new role?

1. Lower base salary
2. Inflexible working/work from home policies
3. Negative company reputation/brand perception

### FACTORS BEYOND SALARY IN ACCEPTING A JOB OFFER

#### EQUITY/SHARES

**28%**

of consulting professionals in Australia's transport sector would accept a lower base salary for more shares/equity.

#### PAY RISE

**36%**

are looking for a 11-15% pay rise in their next role.

#### FLEXIBLE WORKING

**84%**

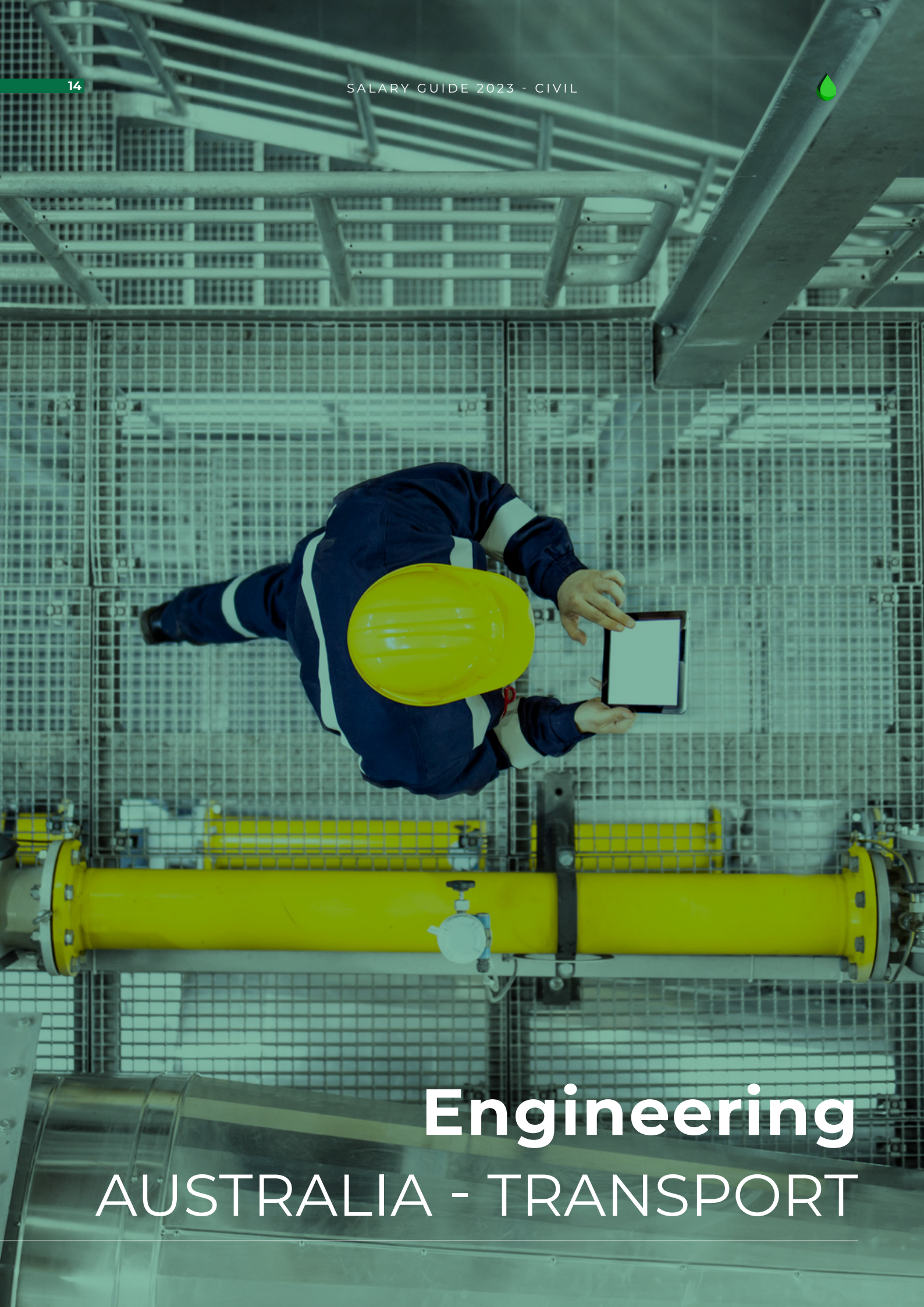
find flexible working/working from home important or very important when considering a new job.

#### AND...

**54%**

of them will still accept a new job offer that requires them to come into the office full time.





# Engineering

## AUSTRALIA - TRANSPORT

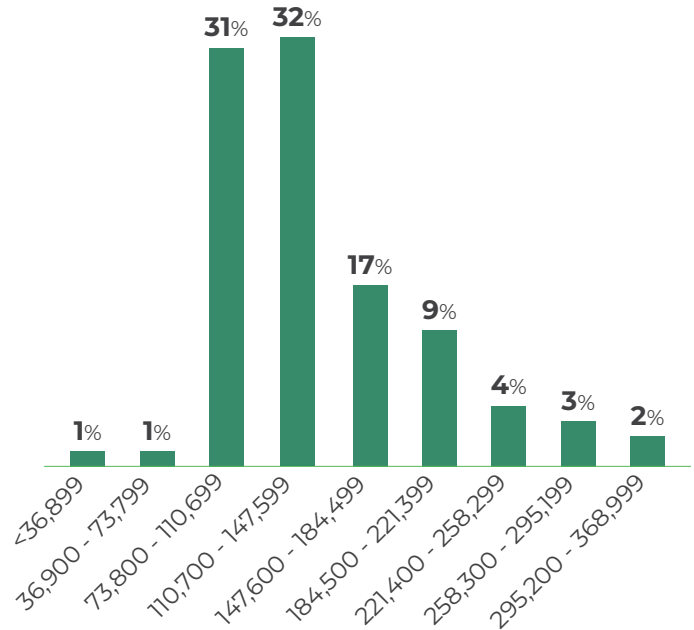


## Australia - Transport: Engineering

### CURRENT SALARY PACKAGE

Nearly two thirds (63%) of Australia engineering professionals received a base salary of between AUD 74k and AUD 148k, and a further 26% received AUD 148k - AUD 221k, giving professionals on the lower end of this scale lots of guaranteed room to grow their salary.

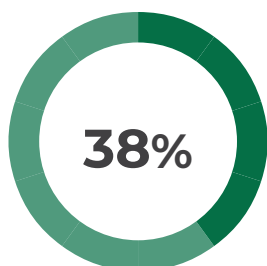
What is your current annual base salary in AUD?



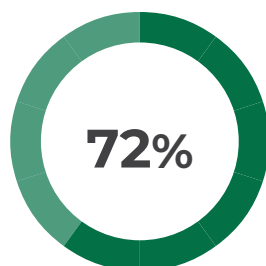
KEY: AUD

### YEARLY BONUSES

38% of transport engineering professionals received a bonus in the last 12 months, slightly above the rest of the sector. However, an even bigger proportion (72%) only received 0-5% of their base salary, so higher incentives are rare.



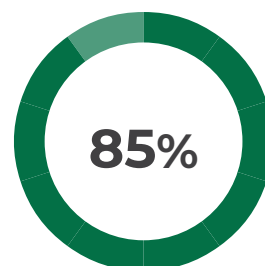
of engineering professionals in Australia's transport sector have received a bonus.



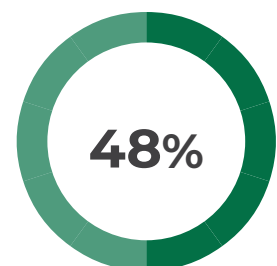
have received a 0-5% bonus in the past 12 months.

### YEARLY BASE INCREMENT

More transport engineers received a yearly increment than any other subsector in the last 12 months, at 85%. Half of those received 0-5% of their base salary as an increment, implying that some employers are doing more than others to retain their talent amidst Australia's inflation crisis.



have received a yearly increment.



have received 0-5% yearly increments in the past 12 months.





## Australia - Transport: Engineering

### BENEFITS

As with the rest of the sector, statutory superannuation was the most common benefit among transport engineering professionals – 51% said they received it.

Additional superannuation and extra holiday followed in second and third place, and were more widely offered compared to the rest of their peers in transport, with 29% and 17% receiving them respectively.



**Statutory Superannuation**



**Additional Superannuation**



**Extra Holiday**

### LEAVE

Paid annual leave for engineers largely matches the rest of the sector, with 70% reporting to have received 14-20 days. Any full-time employees in Australia are entitled to 4 weeks of paid annual leave per year, so it's not uncommon to find organisations offering additional leave as a hiring and retention strategy. Just under half (46%) of engineering professionals received parental leave.



# 30%

of engineering professionals in Australia's transport sector have received 14-20 days of parental leave.

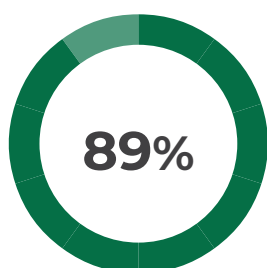


## Australia - **Transport: Engineering**

### FLEXIBILITY

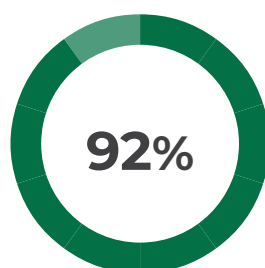
Continuing the trend, 89% of transport engineering professionals worked flexible hours in their current role, more than any other subsector. Even more (92%) reported having flexibility to work remotely, with a third working 3 days a week away from the office.

#### Flexible working hours



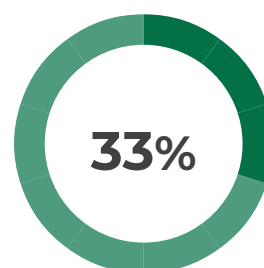
of engineering professionals in Australia's transport working hours are flexible in their current role.

#### Remote working



received flexibility in remote working.

#### Remote working days



have 3 days a week of remote working.

Are **engineering professionals** in Australia's transport sector planning to move?





## Australia - **Transport: Engineering**

### WHAT ARE THEY LOOKING FOR?



#### Top three **PULL** factors

What makes engineering professionals in Australia's transport sector consider a new career opportunity?

1. Higher compensation
2. Better work-life balance
3. Changes to their role, manager, or company



#### Top three **PUSH** factors

What are the reasons that engineering professionals in Australia's transport sector would look for a new role?

1. Lower base salary
2. Inflexible working/work from home policies
3. Challenging leadership/ineffective manager

### FACTORS BEYOND SALARY IN ACCEPTING A JOB OFFER

#### EQUITY/SHARES

**20%**

of engineering professionals in Australia's transport sector would accept a lower base salary for more shares/equity.

#### PAY RISE

**37%**

are looking for a 11-15% pay rise in their next role.

#### FLEXIBLE WORKING

**89%**

find flexible working/working from home important or very important when considering a new job.

#### AND...

**51%**

of them will still accept a new job offer that requires them to come into the office full time.



The background of the page is a large, curved concrete structure, likely a dam or a large water storage tank, with a walkway and railing. Two small figures of people are walking on the walkway. The sky is a solid teal color.

# Water AUSTRALIA





## Water Market Overview – Australia

Australia's complicated relationship with water has only intensified in recent years. Due to the country's variable climate, some regions face droughts and water scarcity while others are affected by flooding, and the frequency of extreme weather events is noticeably increasing. Combine this with population growth, increasing competition for water resources, and the aging of Australia's water infrastructure, and sustainable water management is now more important than ever.

The Australian Water Association and Arup's recent 'The Future of Water' report highlighted the vital role water plays in the wellbeing of the country and found some concerning results about the challenges the population faces. In their survey of 750 individuals, less than 45% of respondents were confident they will have enough water for the next 30-50 years, and 40% of respondents living in regional cities or towns were worried about the impact of flooding on their properties<sup>[vi]</sup>. However, the survey also identified that diversification of water sources and more coordinated decision making across governments and regulators were key sustainable water management opportunities.

It's due to these concerns and pressures that the Australian government has started work to renew the National Water Initiative (NWI), which aims to increase the efficiency of water use, provide confidence and greater certainty for the environment, and improve water security for rural, urban and First Nations communities. The scheme also recognises the role that the water sector and advances in technology can play in helping to solve wider problems such as renewable energy generation.

However these challenges are dealt with, it is clear that the water sector is at the start of a period of significant change and investment, creating opportunities for businesses to provide construction, maintenance, and operational services for water infrastructure, as well as plenty of opportunities for professionals. In fact, while the sector has been affected by the same labour shortages and material cost increases as the rest of the country, the Australia's water workforce size is predicted to grow to 29,900 by 2026<sup>[vii]</sup>. With inflation and 'the cost of doing business' running high, companies can rely on a specialist talent partner like LVI Associates to help them secure the in-demand professionals that will ensure their business innovates and succeeds.



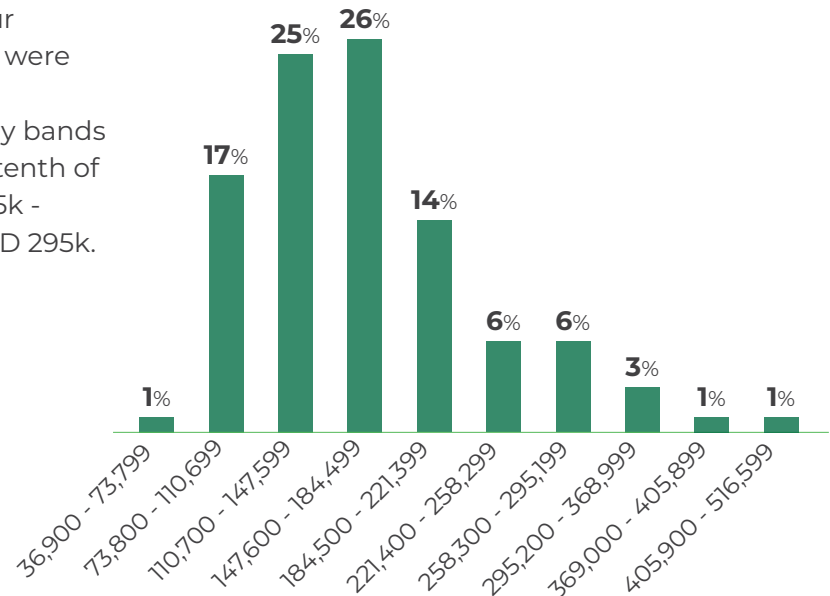


## Australia - **Water**

### CURRENT SALARY PACKAGE

The most common salary bands for our surveyed Australia water professionals were AUD 111k - AUD 148k and AUD 148k - AUD 185k equally. Roles in higher salary bands became increasingly rare - just over a tenth of professionals earned between AUD 185k - AUD 221k, and only 5% earned over AUD 295k.

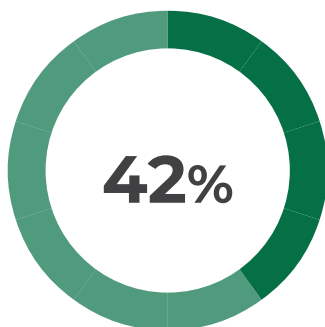
What is your current annual base salary in AUD?



KEY: AUD

### YEARLY BONUSES

Reflecting the challenging market conditions, under half (42%) of Australian water professionals received a bonus within the last 12 months, 3% less than last year. It was most common to receive a bonus between 0-5% of base salaries, but there was a marked increase of respondents receiving at least 30% of their base salary compared to 2022.

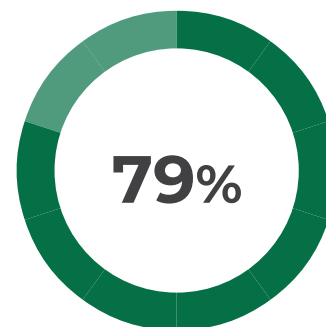


of water professionals in Australia have received a bonus.

▼ (3% less than last year.)

### YEARLY BASE INCREMENT

79% of water professionals surveyed received a yearly increment, 3% more than last year, suggesting that most employers are opting to offer permanent salary increases over one-time bonuses as consumer spending is squeezed by high inflation.



of water professionals in Australia have received a yearly increment.

▲ (3% more than last year.)





## Australia - **Water**

### BENEFITS

Statutory superannuation (26%), additional superannuation (17%), and a travel allowance (16%) were the most common benefits for Australia water professionals as a whole, but these are all expected in the modern workplace and are unlikely to draw in in-demand talent.



**Statutory Superannuation**



**Additional Superannuation**



**Travel Allowance**

### LEAVE

The majority of water professionals received 14-20 days of paid annual leave, but the proportion receiving over this amount has significantly decreased since last year, reflecting the steps employers are taking to save money in this volatile sector. 54% of those surveyed received parental leave, 1% more than last year, and nearly a third received at least 41 days.



# 31%

of water professionals in Australia have received 41 days+ of parental leave.



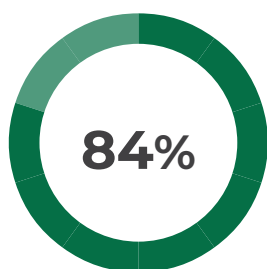
## Australia - **Water**

### FLEXIBILITY

Water professionals reported high levels of flexibility in their roles, with 84% able to work flexible hours, and 85% able to work outside of their office.

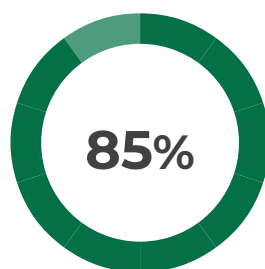
Only 31% of respondents worked remotely 2 days a week, but with a better work-life balance and flexible working key factors for these professionals when considering their next career opportunity, employers should take note and review their policies.

#### Flexible working hours



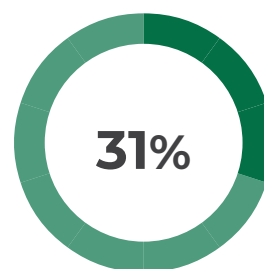
of water professionals in Australia working hours are flexible in their current role.

#### Remote working



received flexibility in remote working.

#### Remote working days



have 2 days a week of remote working.

Are **water professionals in Australia** planning to move?





## Australia - **Water**

### WHAT ARE THEY LOOKING FOR?



#### Top three **PULL** factors

What makes water professionals in Australia consider a new career opportunity?

1. Higher compensation
2. Opportunities for learning and development
3. Better work-life balance



#### Top three **PUSH** factors

What are the reasons that water professionals in Australia would look for a new role?

1. Lower base salary
2. Inflexible working/work from home policies
3. Negative company reputation/brand perception

### FACTORS BEYOND SALARY IN ACCEPTING A JOB OFFER

#### EQUITY/SHARES

**24%**

of water professionals in Australia would accept a lower base salary for more shares/equity.

#### PAY RISE

**32%**

are looking for a 16-20% pay rise in their next role.

#### FLEXIBLE WORKING

**83%**

find flexible working/working from home important or very important when considering a new job.

#### BUT...

**55%**

of them will still accept a new job offer that requires them to come into the office full time.



A large-scale center pivot irrigation system is shown in operation over a vast, lush green agricultural field. The system's long metal arms, supported by a series of towers, extend across the landscape. One of the towers in the foreground is clearly visible, showing its complex structure and large, treaded tires. A powerful jet of water is being sprayed from a pivot point on the left, creating a fine mist that catches the light. The background features rolling hills under a bright blue sky with scattered white clouds. The overall scene conveys a sense of modern agricultural engineering and water management.

# Consulting

## AUSTRALIA - WATER



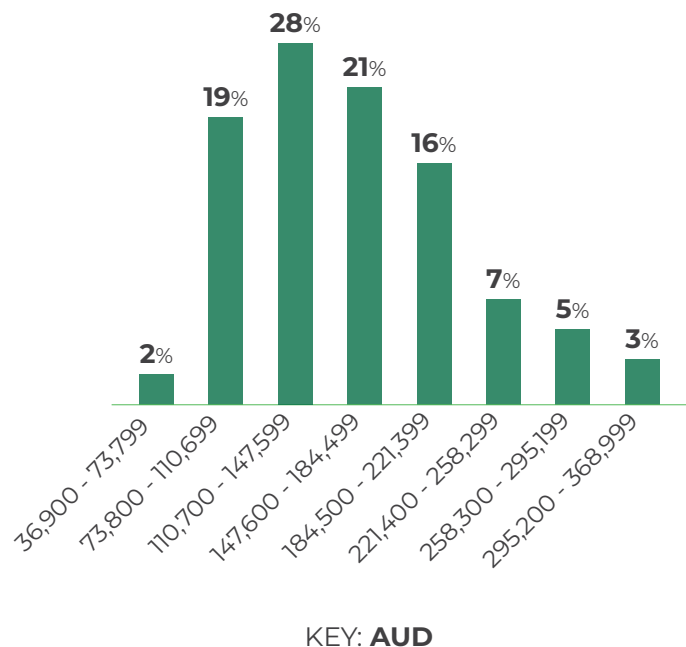


## Australia - **Water: Consulting**

### CURRENT SALARY PACKAGE

Australia consulting professionals reported the broadest range in salaries across all water subsectors, with AUD 111k - AUD 148k just pushing ahead as the most common salary band range (28%). With a combined 52% earning over this amount, there are plenty of opportunities for consultants to improve their salary from project to project.

What is your current annual base salary in AUD?

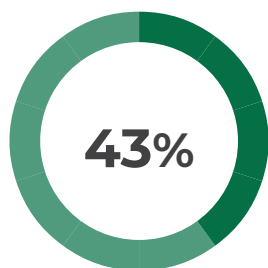


### YEARLY BONUSES

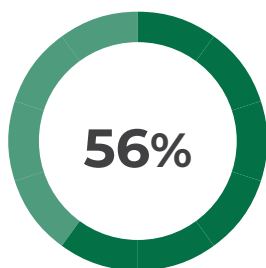
Bonuses for water consultants were in line with the rest of the sector, with 43% having received one within the last 12 months. Of those, 56% only received 0-5% of their base salary as a bonus. While this clearly shows that bonuses are not sector standard, they can be an important factor if a professional has several offers on the table.

### YEARLY BASE INCREMENT

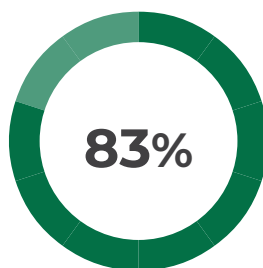
While 83% of water consulting professionals surveyed received a yearly salary increment, 52% of those only received 0-5% of their base salary.



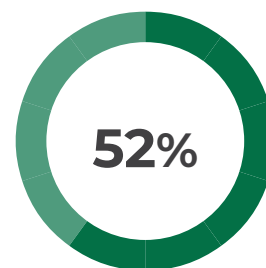
of consulting professionals in Australia's water sector have received a bonus.



have received a 0-5% bonus in the past 12 months.



have received a yearly increment.



have received 0-5% yearly increments in the past 12 months.



## Australia - **Water: Consulting**

### BENEFITS

A quarter of water consulting professionals received statutory superannuation as a company benefit, followed by 14% for additional superannuation, and 13% for a travel allowance.

Our respondents reported that having poor company benefits is one of the main reasons that would push them to look for a new career opportunity, so employers should regularly review how they can improve their benefits package to reduce the risk of losing their talent.



**Statutory Superannuation**



**Additional Superannuation**



**Travel Allowance**

### LEAVE

The majority (73%) of surveyed water consultants received 14-20 days of annual leave, but only 53% said they received parental leave. For those who were offered it, 40% received at least 41 days of parental leave.





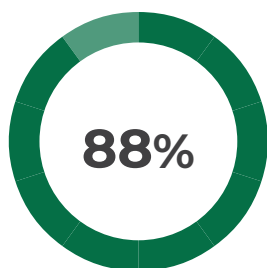


## Australia - **Water: Consulting**

### FLEXIBILITY

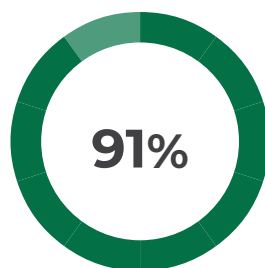
Water consultants had more freedom than the rest of the sector in our survey, with 88% having flexible working hours in their current role. Almost all (91%) of water consulting professionals received flexibility around remote working. 27% worked from home two days a week, indicating that organisations need to offer flexible working arrangements as standard.

#### Flexible working hours



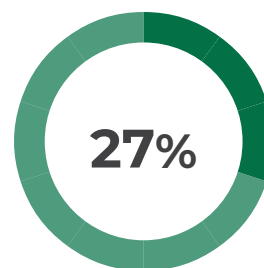
of consulting professionals in Australia's water sector working hours are flexible in their current role.

#### Remote working



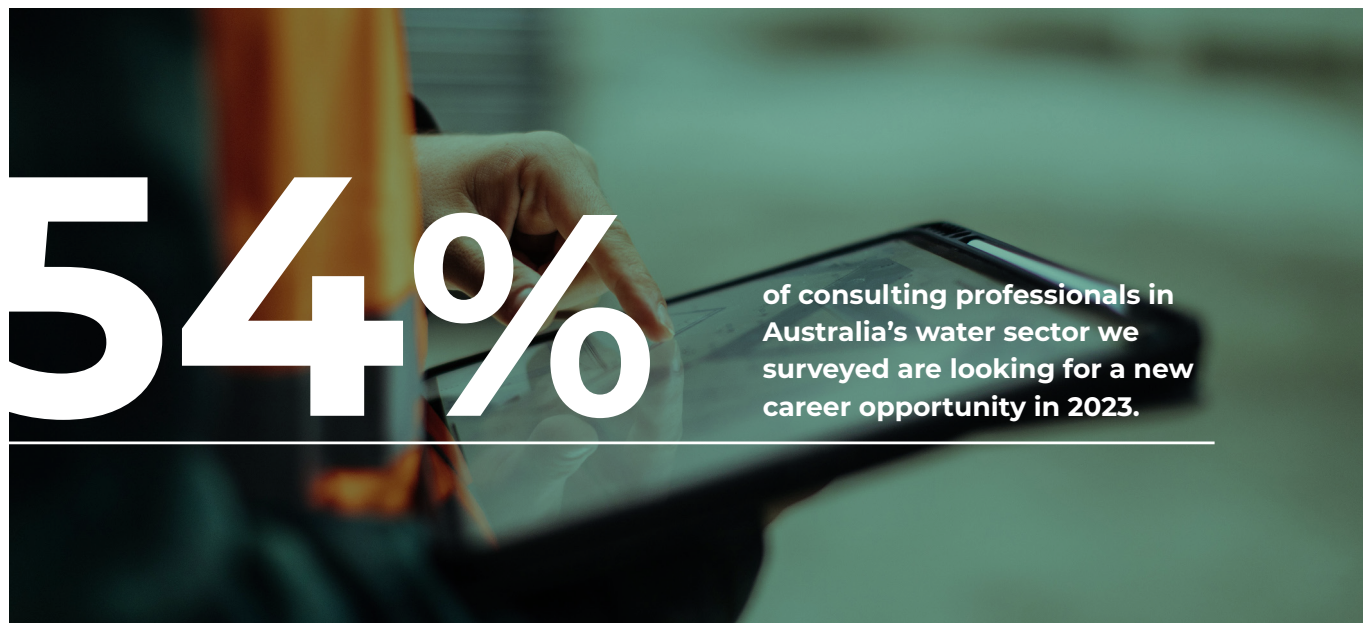
received flexibility in remote working.

#### Remote working days



have 2 days a week of remote working.

Are **consulting professionals in Australia's water sector** planning to move?





## Australia - **Water: Consulting**

### WHAT ARE THEY LOOKING FOR?



#### Top three **PULL** factors

What makes consulting professionals in Australia's water sector consider a new career opportunity?

1. Higher compensation
2. Better work-life balance
3. Enhanced role, management, or company opportunities



#### Top three **PUSH** factors

What are the reasons that consulting professionals in Australia's water sector would look for a new role?

1. Lower base salary
2. Inflexible working/work from home policies
3. Lack of benefits (Holiday, insurance, medical etc)

### FACTORS BEYOND SALARY IN ACCEPTING A JOB OFFER

#### EQUITY/SHARES

**22%**

of consulting professionals in Australia's water sector would accept a lower base salary for more shares/equity.

#### PAY RISE

**38%**

are looking for a 16-20% pay rise in their next role.

#### FLEXIBLE WORKING

**38%**

find flexible working/working from home important or very important when considering a new job.

#### AND...

**47%**

of them will still accept a new job offer that requires them to come into the office full time.



A full-page background image showing a welder in a dark blue protective suit and a yellow and black helmet, working on a large, rusted metal structure. Bright sparks are flying from the welding point, creating a dynamic and industrial scene. The overall color palette is dominated by the yellow and orange of the sparks and the dark blue of the welder's suit.

# Engineering

## AUSTRALIA - WATER

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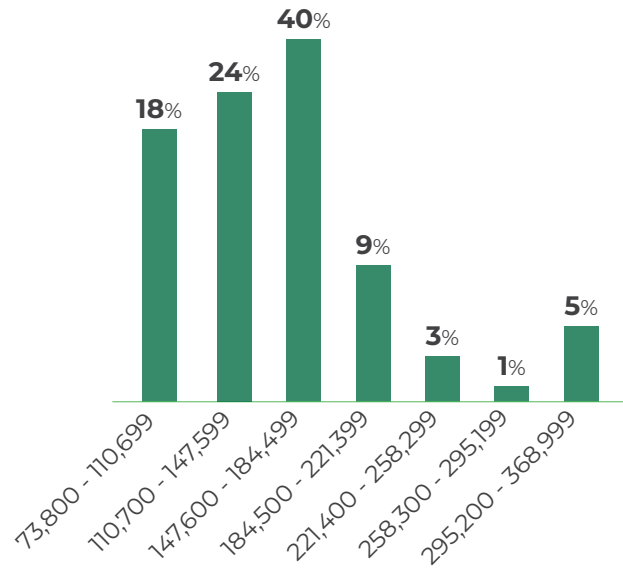


## Australia - **Water: Engineering**

### CURRENT SALARY PACKAGE

Australia's water engineering professionals earned the most in our survey, with two fifths (40%) receiving a base salary of between AUD 148k and AUD 185k. Interestingly, more professionals reported receiving the highest salary band (AUD 295k - AUD 369k) than the two lower salary bands before it, indicating that some companies are willing to pay well above the norm to attract top talent.

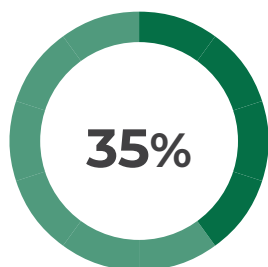
What is your current annual base salary in AUD?



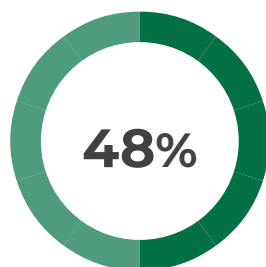
KEY: **AUD**

### YEARLY BONUSES

35% of water engineering professionals reported receiving a bonus within the past year and 48% received 0-5% of their base salary, broadly in line with the rest of the sector.



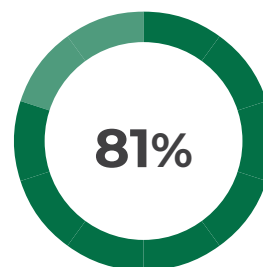
of engineering professionals in Australia's water sector have received a bonus.



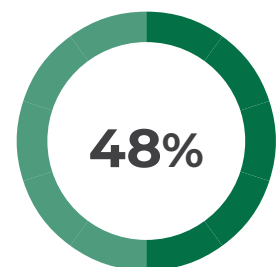
have received a 0-5% bonus in the past 12 months.

### YEARLY BASE INCREMENT

81% of engineering professionals in the water sector have received a yearly increment in the last year, and 48% of those received 0-5% of their base salary.



have received a yearly increment.



have received 0-5% yearly increments in the past 12 months.



## Australia - **Water: Engineering**

### BENEFITS

As with the rest of the sector, statutory superannuation was the most common company benefit among water engineering professionals (23%). However, 14% equally received additional superannuation and shares/equity, and 12% received a travel allowance, which could include a car park allowance, petrol, flights, or train fares.



**Statutory Superannuation**



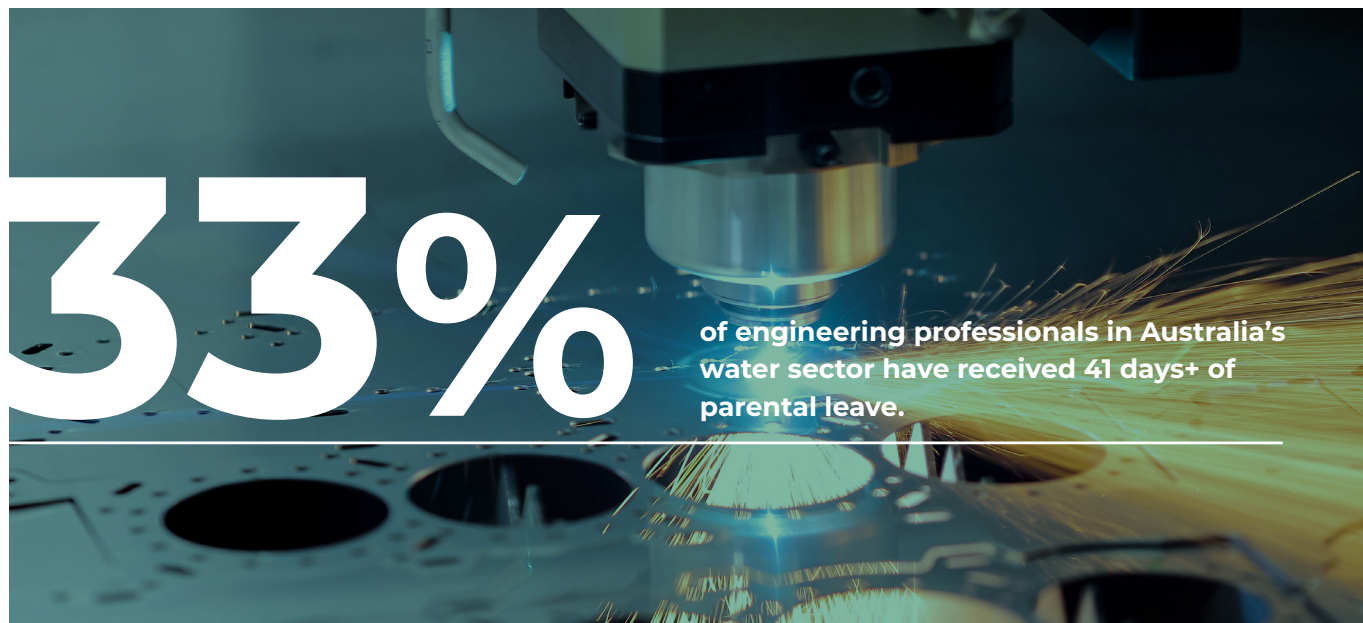
**Additional Superannuation  
Shares/Equity**



**Travel Allowance**

### LEAVE

74% of water engineering professionals received 14-20 days of paid annual leave and 57% received parental leave, the highest of all our subsectors surveyed. 33% received at least 41 days of parental leave.



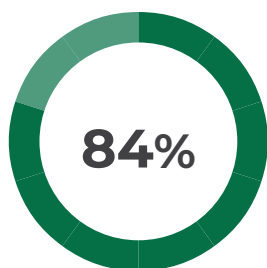


## Australia - **Water: Engineering**

### FLEXIBILITY

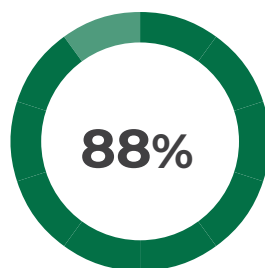
84% of water engineering professionals surveyed were able to work flexible hours in their current role, and 88% received flexibility with remote working, reflecting the trends seen across the sector. 37% of respondents worked remotely two days a week, the highest percentage in our survey.

#### Flexible working hours



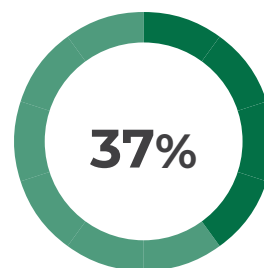
of engineering professionals in Australia's water sector working hours are flexible in their current role.

#### Remote working



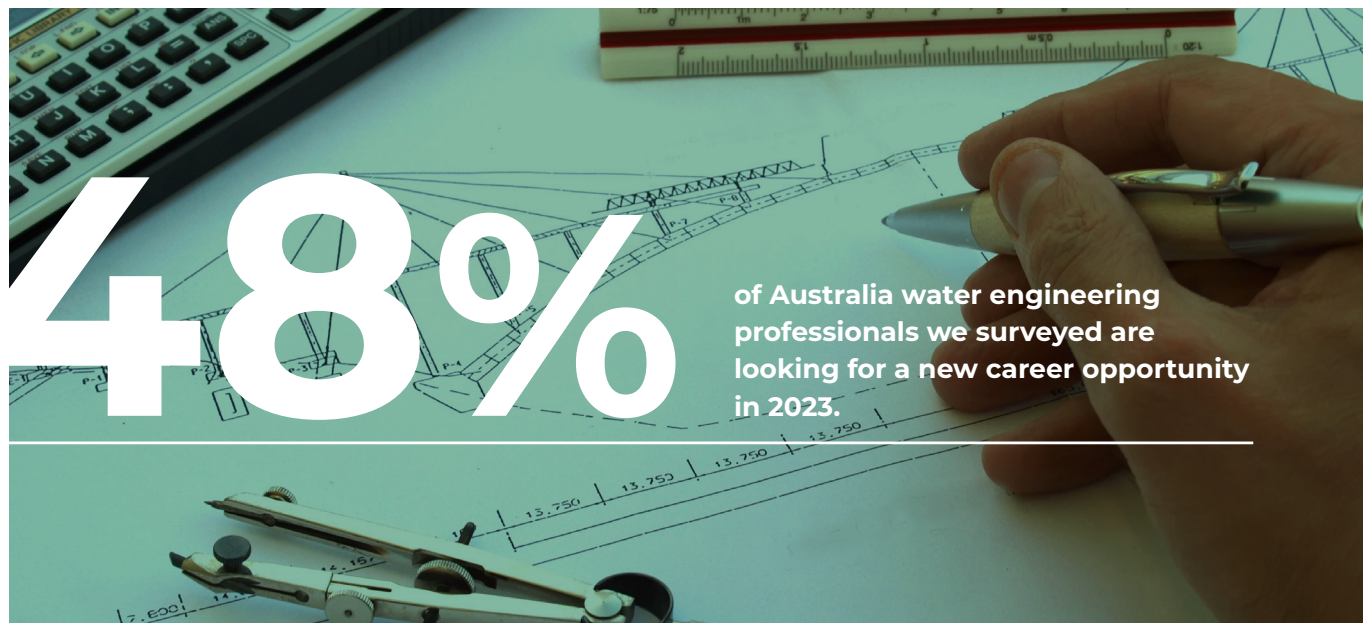
received flexibility in remote working.

#### Remote working days



have 2 days a week of remote working.

Are **engineering professionals** in Australia's water sector planning to move?







## Australia - **Water: Engineering**

### WHAT ARE THEY LOOKING FOR?



#### Top three **PULL** factors

What makes engineering professionals in Australia's water sector consider a new career opportunity?

1. Higher compensation
2. Better work-life balance
3. Enhanced role, management, or company opportunities



#### Top three **PUSH** factors

What are the reasons that engineering professionals in Australia's water sector would look for a new role?

1. Lower base salary
2. Inflexible working/work from home policies
3. Challenging leadership/ineffective manager

### FACTORS BEYOND SALARY IN ACCEPTING A JOB OFFER

#### EQUITY/SHARES

**29%**

of engineering professionals in Australia's water sector would accept a lower base salary for more shares/equity.

#### PAY RISE

**33%**

are looking for a 16-20% pay rise in their next role.

#### FLEXIBLE WORKING

**81%**

find flexible working/working from home important or very important when considering a new job.

#### BUT...

**57%**

of them will still accept a new job offer that requires them to come into the office full time.





# Water

## SINGAPORE





## Water Market Overview – Singapore

Singapore is a water-scarce country with limited land to collect and store water, and as such, water sustainability has consistently been a top government priority. The country has invested heavily in water research and development over the past 50 years and is now a global leader in water as a result, often referred to as the 'Hydrohub of Asia'.

It's thanks to this investment that the country now has a robust and diverse water supply known as the 'Four National Taps' - maximising rainwater collection, importing water from Johor, NEWater water recycling and treatment plants, and desalination plants.

While Singapore is now seen as a world leader in water and innovation, the country is still heavily focused on investing in and improving their water conservation efforts, bringing plenty of opportunities for startups through to global organisations.

By 2060 the country's total water demand is expected to almost double, so Singapore's National Water Agency PUB's 'Make Every Drop Count' campaign aims to reduce the country's per capital household water consumption to 130 litres by 2030<sup>[viii]</sup>. This is driving the demand for water conservation technologies, such as smart water meters and water-efficient appliances.

The country has also established research institutes like the Singapore Membrane Technology Centre (SMTC) and the Institute of Water Policy (IWP), and holds the Singapore International Water Week (SIWW) each year, all bringing together industry leaders to drive innovation and develop cutting-edge water and conservation solutions. Areas such as membrane technologies, water filtration, wastewater treatment, water monitoring systems and water desalination are all expected to grow in the coming years.

The Singaporean government's strong commitment to water security, coupled with their forward-thinking policies and a strong and stable economy, has fostered a thriving water market that serves as a testbed for innovative solutions. The country's continued focus on improving water sustainability is set to provide growth in many market sectors over the coming years, leading to ongoing high demand for skilled professionals with a background in water engineering, water treatment, water management, and other related fields.





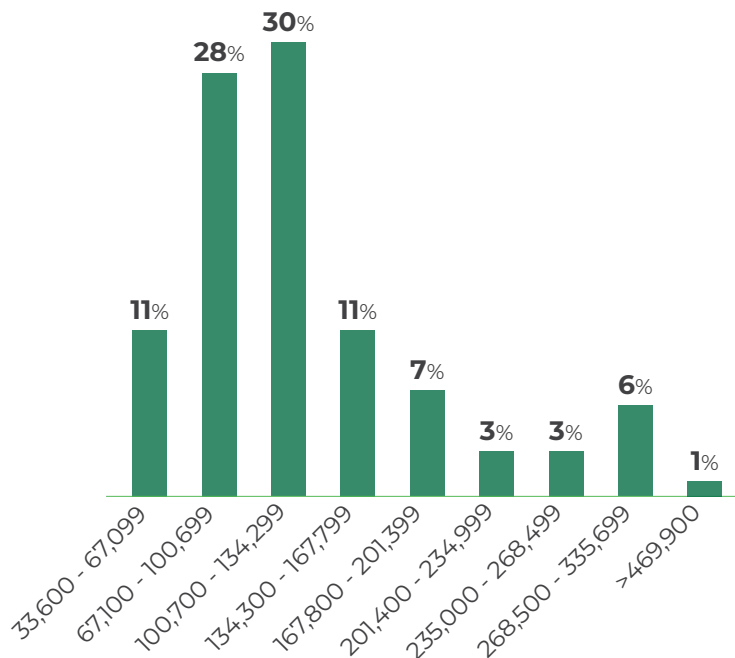


## Singapore - Water

### CURRENT SALARY PACKAGE

Base salary greatly varied among our surveyed Singapore water professionals. While SGD 101k - SGD 134k was the most commonly reported salary range, 11% earned only SGD 34k - SGD 67k, and a notable percentage (6%) fared much better, earning between SGD 269k and SGD 336k.

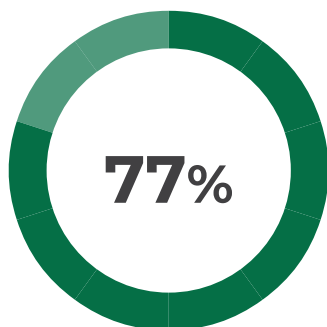
What is your current annual base salary in SGD?



KEY: SGD

### YEARLY BONUSES

77% of water professionals surveyed in Singapore reported receiving a bonus, matching last year's results. The majority received an increase of 6-10% of their base salary, but the percentage receiving over 30% of their salary fell significantly compared to 2022. Companies may have become complacent in this stable market, and those cutting their bonuses risk losing their talent to their competitors this year.

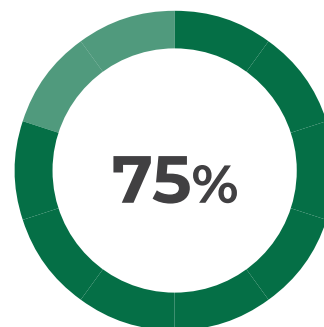


of water professionals in Singapore have received a bonus.

— (Same as last year.)

### YEARLY BASE INCREMENT

75% of water professionals in Singapore received a yearly increment within the last 12 months, a notable decrease of 14% compared to last year's survey. However, the amounts awarded for those who did receive a pay rise were higher compared to last year's results.



of water professionals in Singapore have received a yearly increment.

▼ (14% less than last year.)



## Singapore - **Water**

### BENEFITS

The top three benefits Singapore water professionals received in this year's survey were medical cover (86%), dental cover (79%), and a travel allowance (41%).

In a sector where so much innovation is taking place, employers who go above and beyond these standard offerings will be in a better place to attract the best talent and drive their company forward.



**Medical Cover**



**Dental Cover**



**Travel Allowance**

### LEAVE

Employers were more generous with their annual leave than last year, as our survey results showed an increase in water professionals receiving at least 21 days of leave compared to 2022. However, the downward trend in compensation continues for parental leave, with 11% fewer Singapore water professionals receiving parental leave than last year (56%). 84% of professionals received 0-7 days of parental leave.



# 84%

of water professionals in Singapore  
have received 0-7 days of parental  
leave.

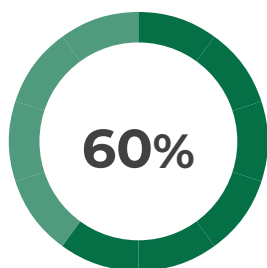


## Singapore - **Water**

### FLEXIBILITY

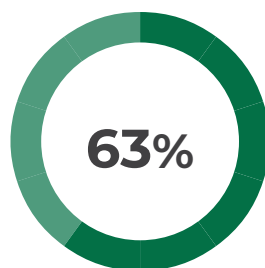
Although flexible working options are an increasingly important part of compensation packages, only 60% of Singapore water professionals had flexible working hours in their current role. Slightly more (63%) received flexibility with remote working.

#### Flexible working hours



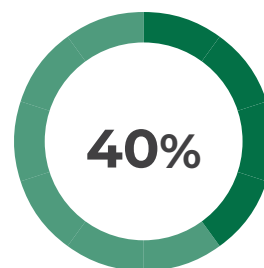
of water professionals in Singapore working hours are flexible in their current role.

#### Remote working



received flexibility in remote working.

#### Remote working days



have 2 days a week of remote working.

Are **water professionals in Singapore** planning to move?







## Singapore - **Water**

### WHAT ARE THEY LOOKING FOR?



#### Top three **PULL** factors

What makes water professionals in Singapore consider a new career opportunity?

1. Higher compensation
2. Better work-life balance
3. Enhanced role, management, or company opportunities



#### Top three **PUSH** factors

What are the reasons that water professionals in Singapore would look for a new role?

1. Lower base salary
2. Challenging leadership/ineffective manager
3. Negative company reputation/brand perception

### FACTORS BEYOND SALARY IN ACCEPTING A JOB OFFER

#### EQUITY/SHARES

**23%**

of water professionals in Singapore would accept a lower base salary for more shares/equity.

#### PAY RISE

**37%**

are looking for a 16-20% pay rise in their next role.

#### FLEXIBLE WORKING

**69%**

find flexible working/working from home important or very important when considering a new job.

#### BUT...

**74%**

of them will still accept a new job offer that requires them to come into the office full time.



## Summary

The civil sector is experiencing a period of great investment and change, with governments taking action to support their growing populations and reduce their impact on the planet through new infrastructure projects. While this influx of activity has led to organisations of all sizes grappling with a shortage of skilled professionals, high inflation, and the cost of materials, there are truly exciting opportunities to innovate and help create a sustainable future.

Our survey results show that the compensation being offered to civil professionals isn't reflective of the shortage of skilled candidates, leaving organisations at risk of losing their talent to their competitors. Salary, work-life balance and role, leadership, or company changes all consistently ranked as important among professionals across every subsector, so hiring managers must be prepared to offer competitive and attractive compensation packages.

Professionals should leverage this period of high demand by working with a specialist talent partner like LVI Associates to help them find the best opportunities on the market and negotiate their compensation offers.

If you would like further information or advice following this report, please get in touch. Whether you need a helping hand attracting candidates from this in-demand talent pool, or are a professional looking for your next role, contact LVI Associates today and our expert team will guide you.





## About LVI Associates

LVI Associates is a leading talent partner in the energy & infrastructure industries across the US, Europe and APAC.

Energy & infrastructure plays a critical role in creating a future that works for everyone, which is why it is essential to work with the right talent partner who can source and deliver extraordinary people that make a difference.

Providing bespoke talent solutions from our hubs all over the world, we cover the full life cycle of energy & infrastructure projects, across Architecture, Engineering, Construction, and Post-Construction.

As a strategic advisor with a proven track record in helping businesses scale through our services, we are integral to the energy & infrastructure ecosystem, focusing on the talent solutions needed to let organisations get back to what matters – building a better world.

## OUR SPECIALISMS

- Architecture
- Automation & Controls
- Building Diagnostics
- Building Services
- Civil
- Construction
- Environmental
- Investigations & Disputes
- Power Delivery
- Renewable Energy
- Technology

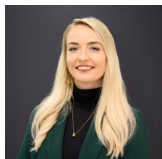




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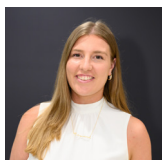
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## About our Respondents

\* 234 professionals participated in our Australia transport salary survey. 49% of those worked in engineering, and 27% worked in consulting.

235 professionals participated in our Australia water salary survey. 35% of those worked in engineering, and 27% worked in consulting.

56 professionals participated in our Singapore water salary survey.

## References

[i] Infrastructure Australia Annual Report to Parliament 2021-22. Infrastructure Australia – October 2022.

[ii] Hundreds of Coalition government's infrastructure projects under scrutiny in new review. News.com.au – 1 May 2023.

[iii] Infrastructure workforce skills supply. Infrastructure Australia – October 2021.

[iv] Infrastructure Market Capacity 2022 Report. Infrastructure Australia – April 2023.

[v] Australia transportation infrastructure construction market size & share analysis 2023-2028. Mordor Intelligence.

[vi] The Future of Water Report. Australian Water Association.

[vii] Water Industry Snapshot. Australian Industry Standards.

[viii] Singapore Water Story. PUB Singapore's National Water Agency.