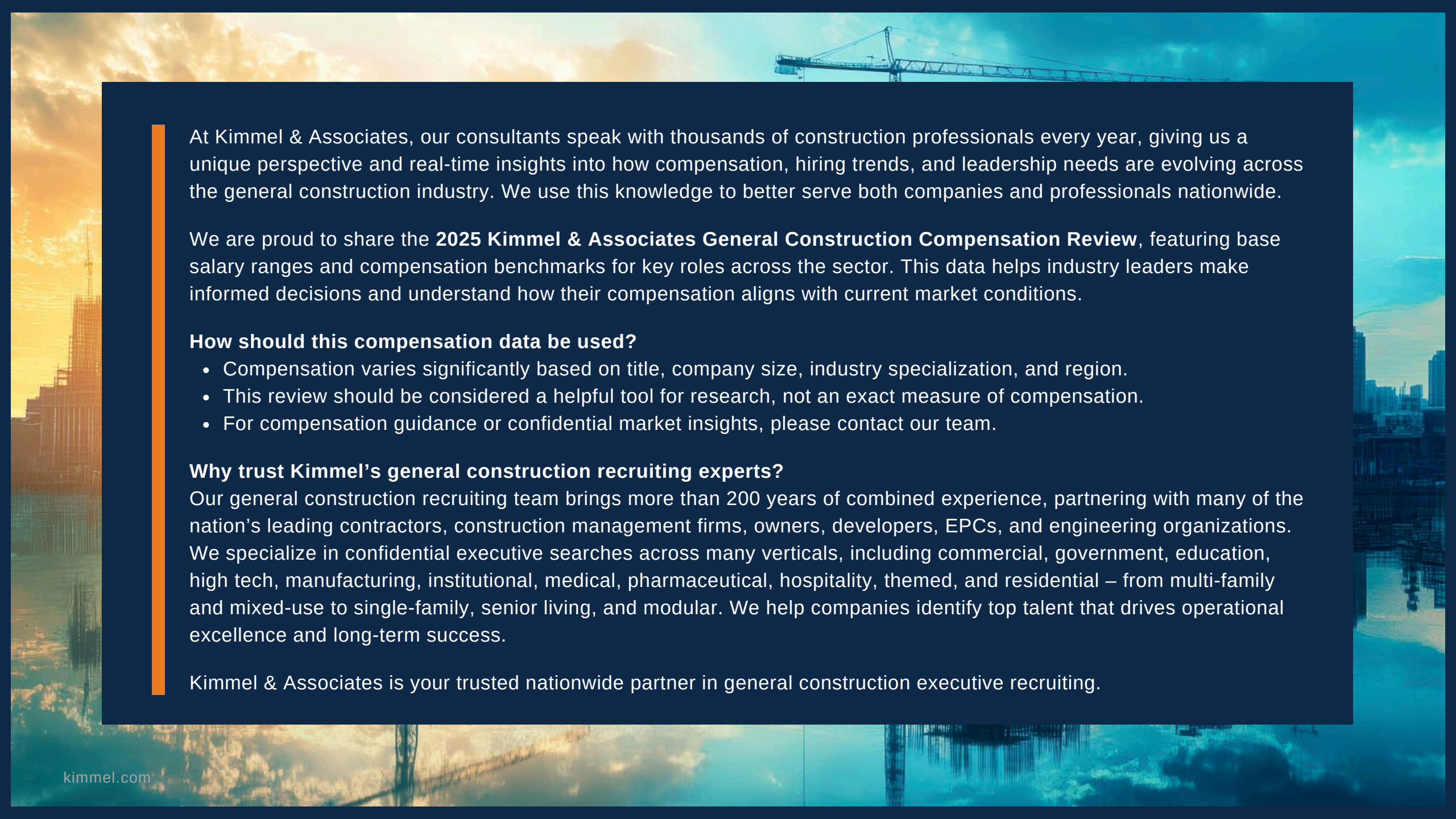




GENERAL CONSTRUCTION **2025 COMPENSATION REVIEW**

KIMMEL & ASSOCIATES



At Kimmel & Associates, our consultants speak with thousands of construction professionals every year, giving us a unique perspective and real-time insights into how compensation, hiring trends, and leadership needs are evolving across the general construction industry. We use this knowledge to better serve both companies and professionals nationwide.

We are proud to share the **2025 Kimmel & Associates General Construction Compensation Review**, featuring base salary ranges and compensation benchmarks for key roles across the sector. This data helps industry leaders make informed decisions and understand how their compensation aligns with current market conditions.

How should this compensation data be used?

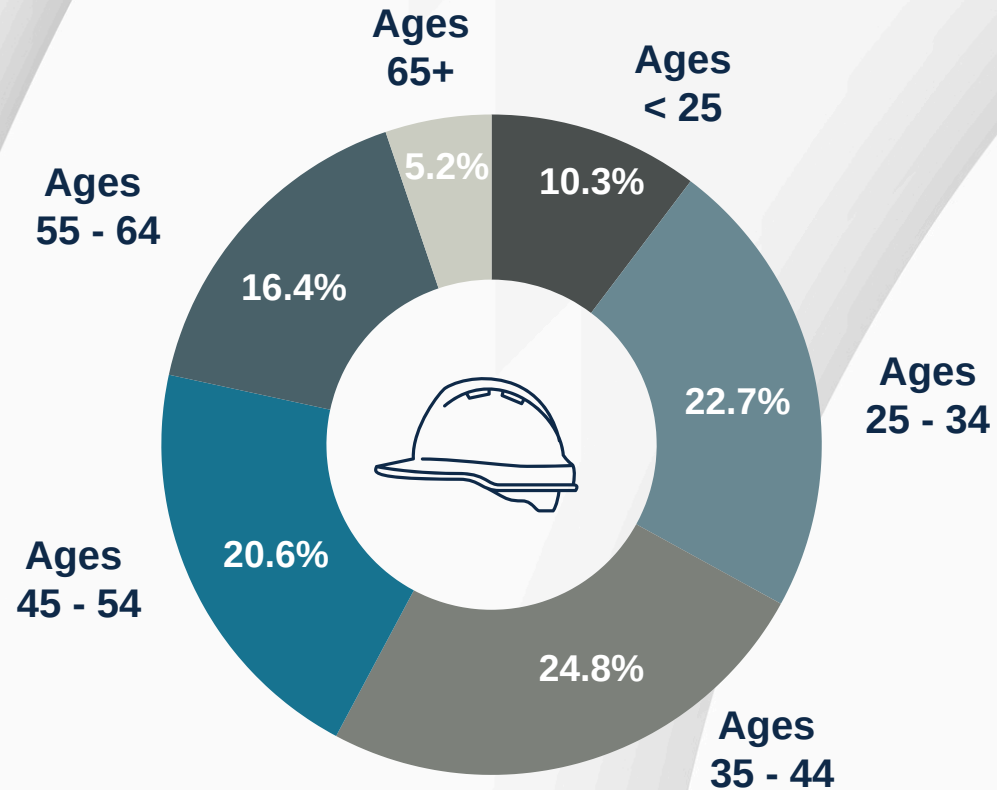
- Compensation varies significantly based on title, company size, industry specialization, and region.
- This review should be considered a helpful tool for research, not an exact measure of compensation.
- For compensation guidance or confidential market insights, please contact our team.

Why trust Kimmel's general construction recruiting experts?

Our general construction recruiting team brings more than 200 years of combined experience, partnering with many of the nation's leading contractors, construction management firms, owners, developers, EPCs, and engineering organizations. We specialize in confidential executive searches across many verticals, including commercial, government, education, high tech, manufacturing, institutional, medical, pharmaceutical, hospitality, themed, and residential – from multi-family and mixed-use to single-family, senior living, and modular. We help companies identify top talent that drives operational excellence and long-term success.

Kimmel & Associates is your trusted nationwide partner in general construction executive recruiting.

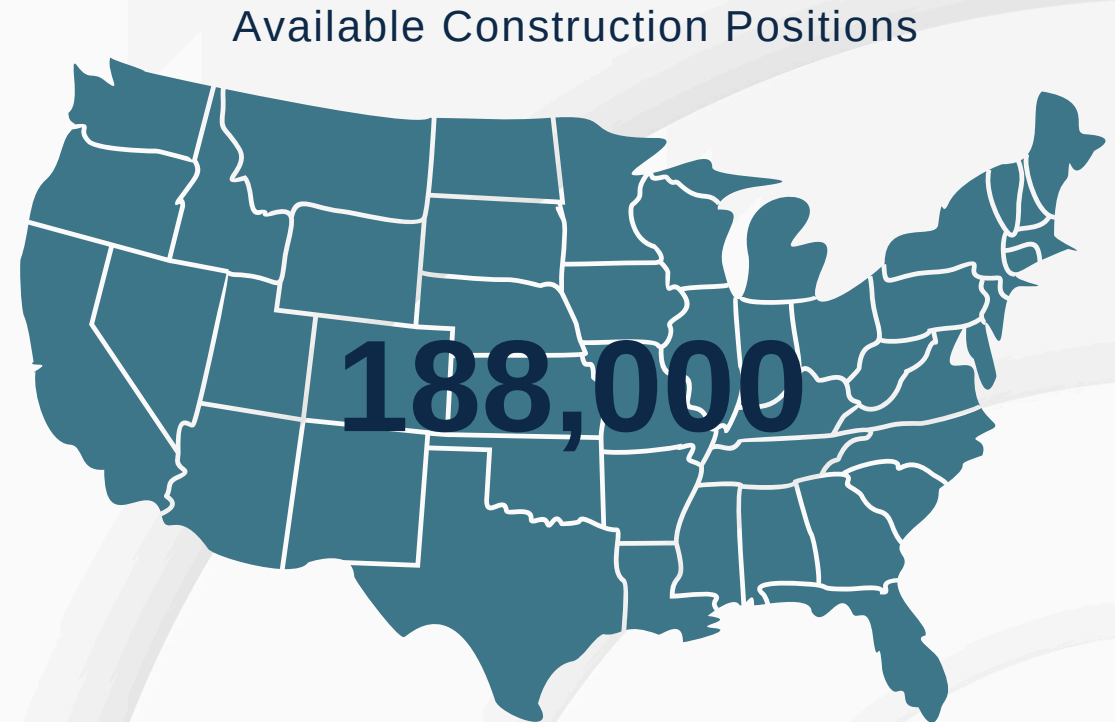
DEMOGRAPHICS



11.5%



88.5%



4.3%

National Industry Unemployment Rate

TOP 10 STATES WITH HIGHEST EMPLOYMENT

*Data Provided by US Bureau of Labor Statistics (Sept/Oct 2025)

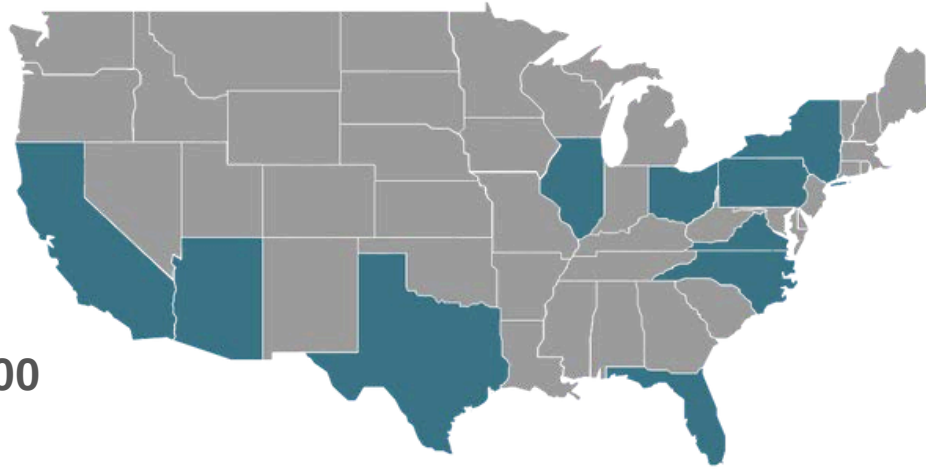
1 California 911,500

2 Texas 884,700

3 Florida 659,400

4 New York 392,600

5 North Carolina 283,100



6 Ohio 274,900

7 Pennsylvania 271,200

8 Illinois 256,400

9 Virginia 236,300

10 Arizona 228,700

TOP 10 STATES WITH MOST HIRING ACTIVITY

*General Construction Industry - Data Provided by Kimmel & Associates

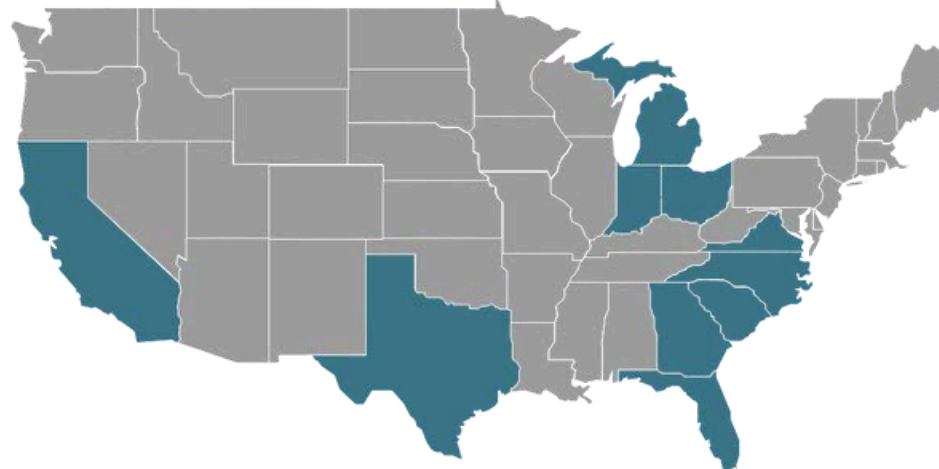
 Texas

 Michigan

 North Carolina

 Florida

 Ohio



 California

 Georgia

 Virginia

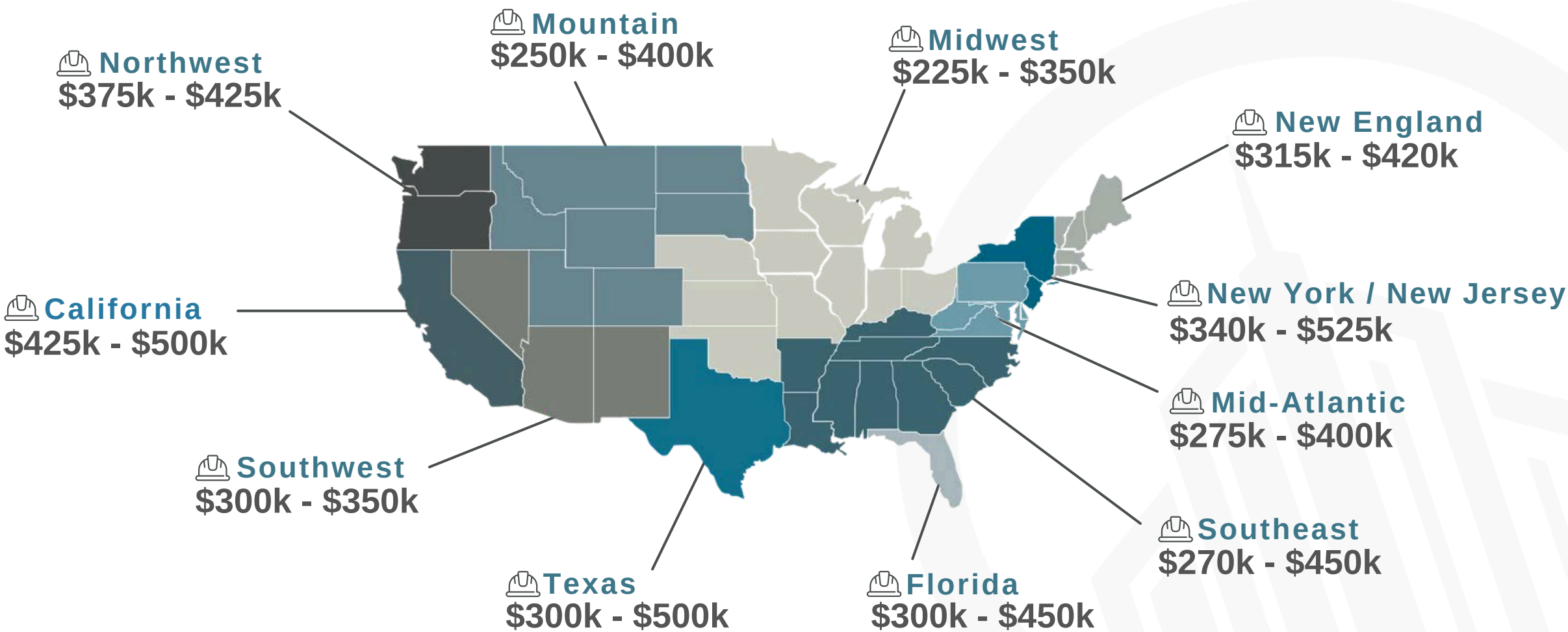
 South Carolina

 Indiana



President/CEO

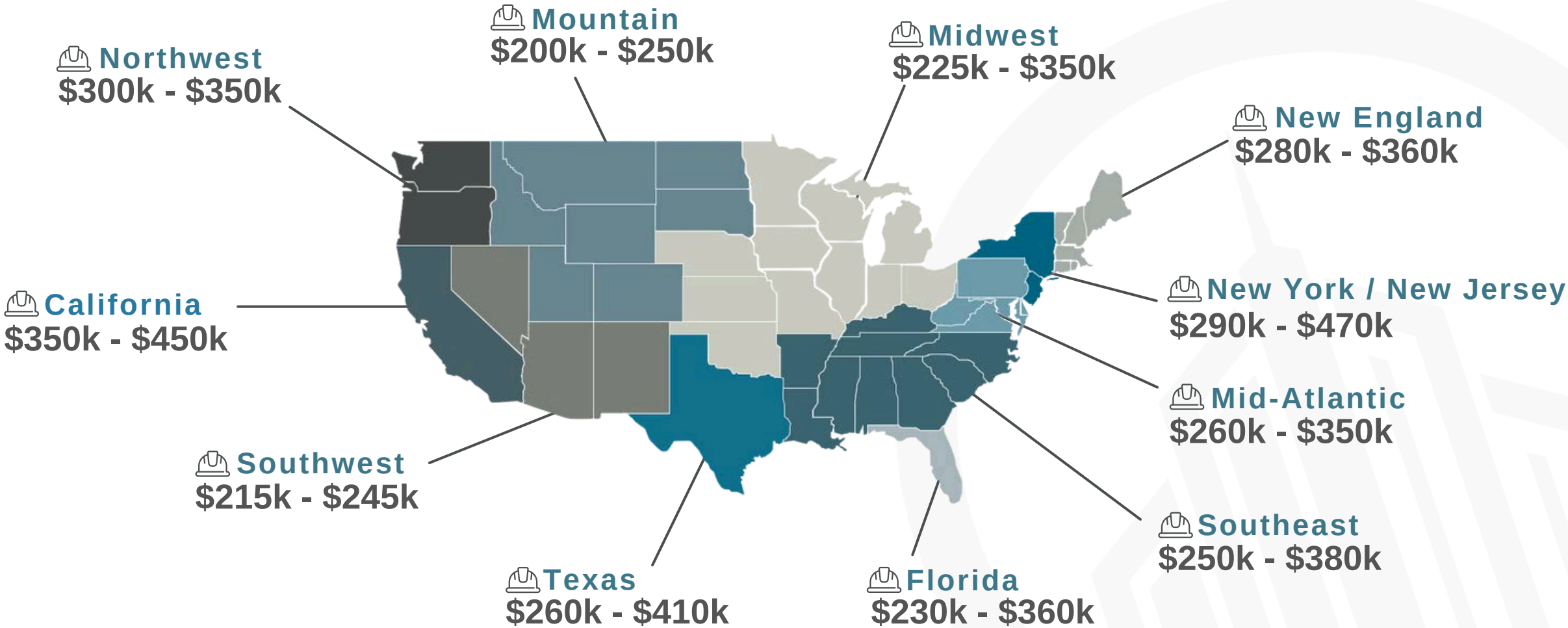
From Our Unique Perspective - SALARY RANGES





Chief Operating Officer

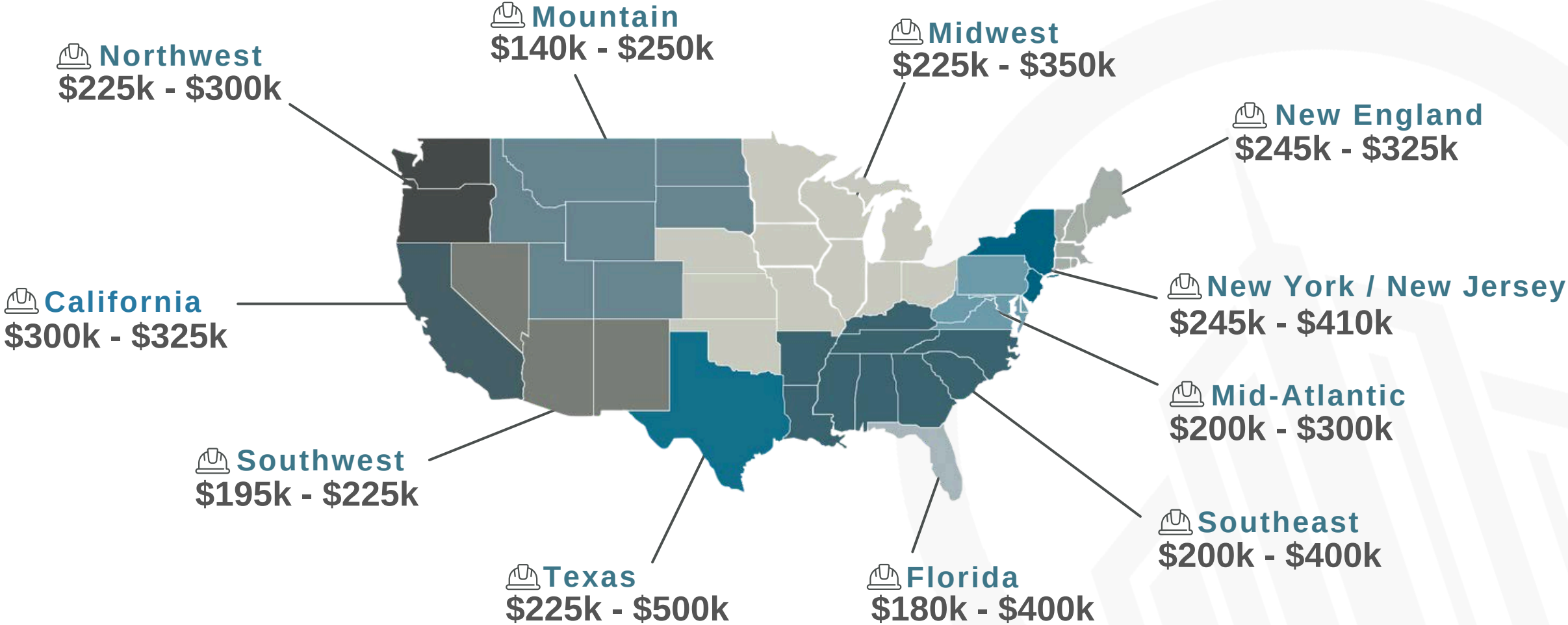
From Our Unique Perspective - SALARY RANGES





Chief Financial Officer

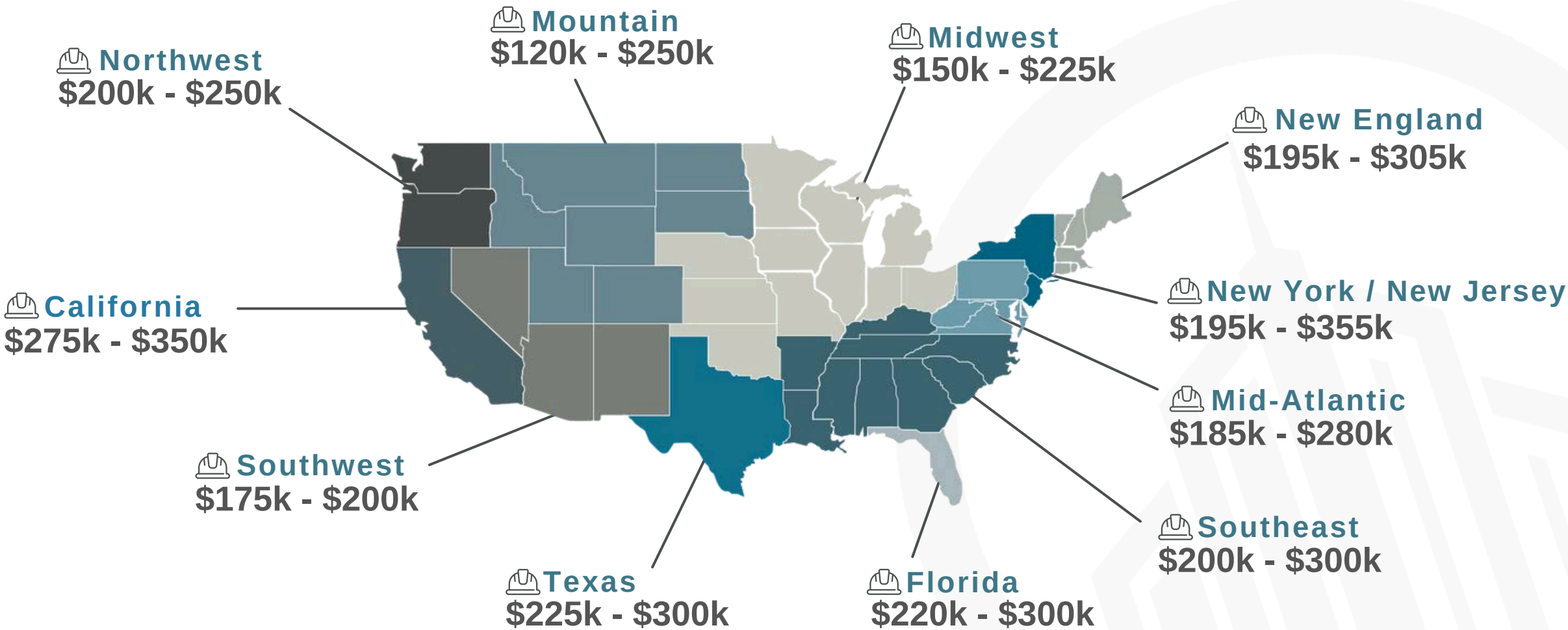
From Our Unique Perspective - SALARY RANGES





Vice President of Operations

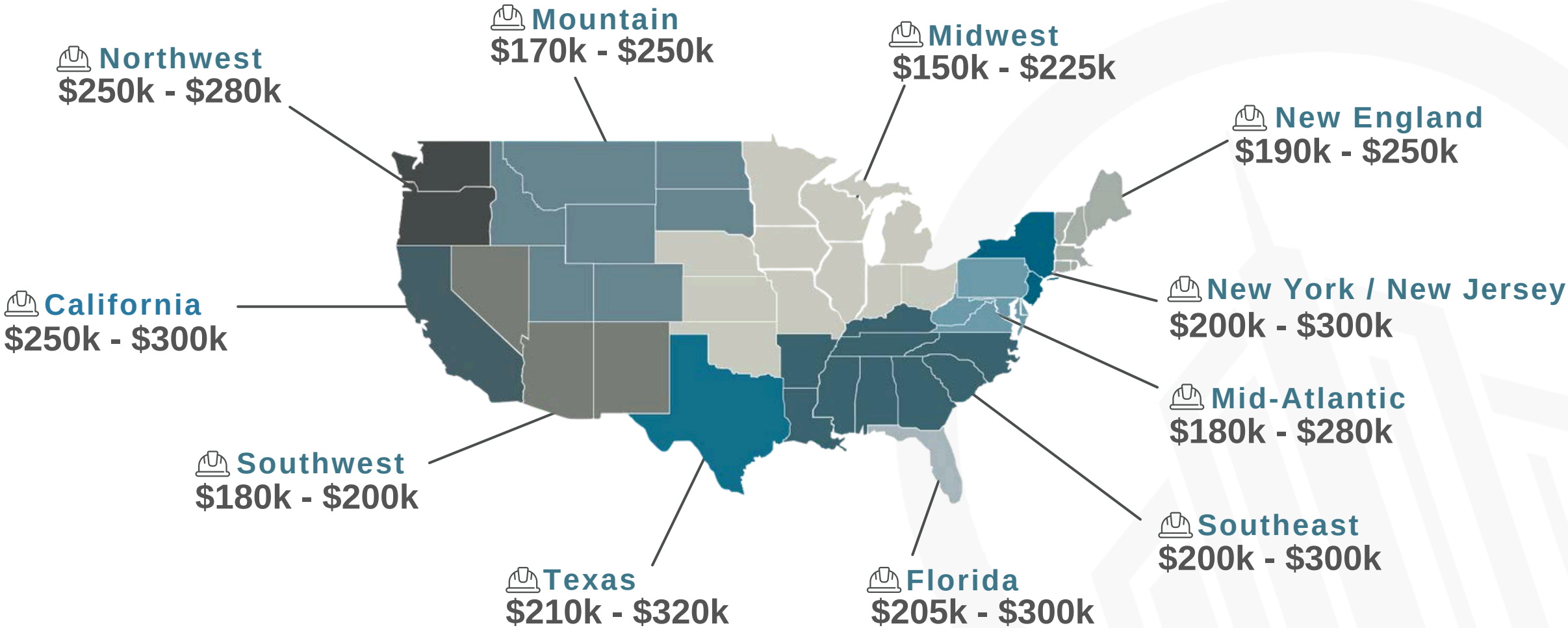
From Our Unique Perspective - SALARY RANGES





Director of Construction/ Vice President of Construction

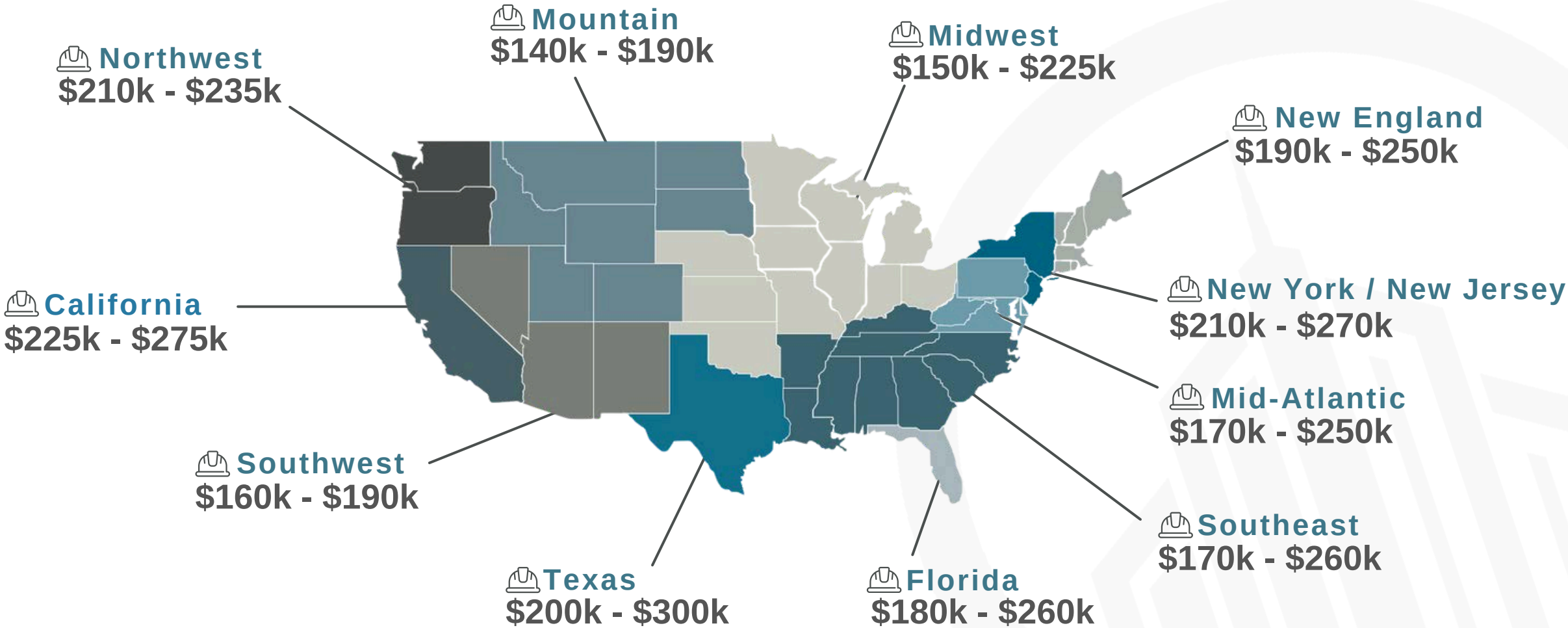
From Our Unique Perspective - SALARY RANGES





Director of Field Operations

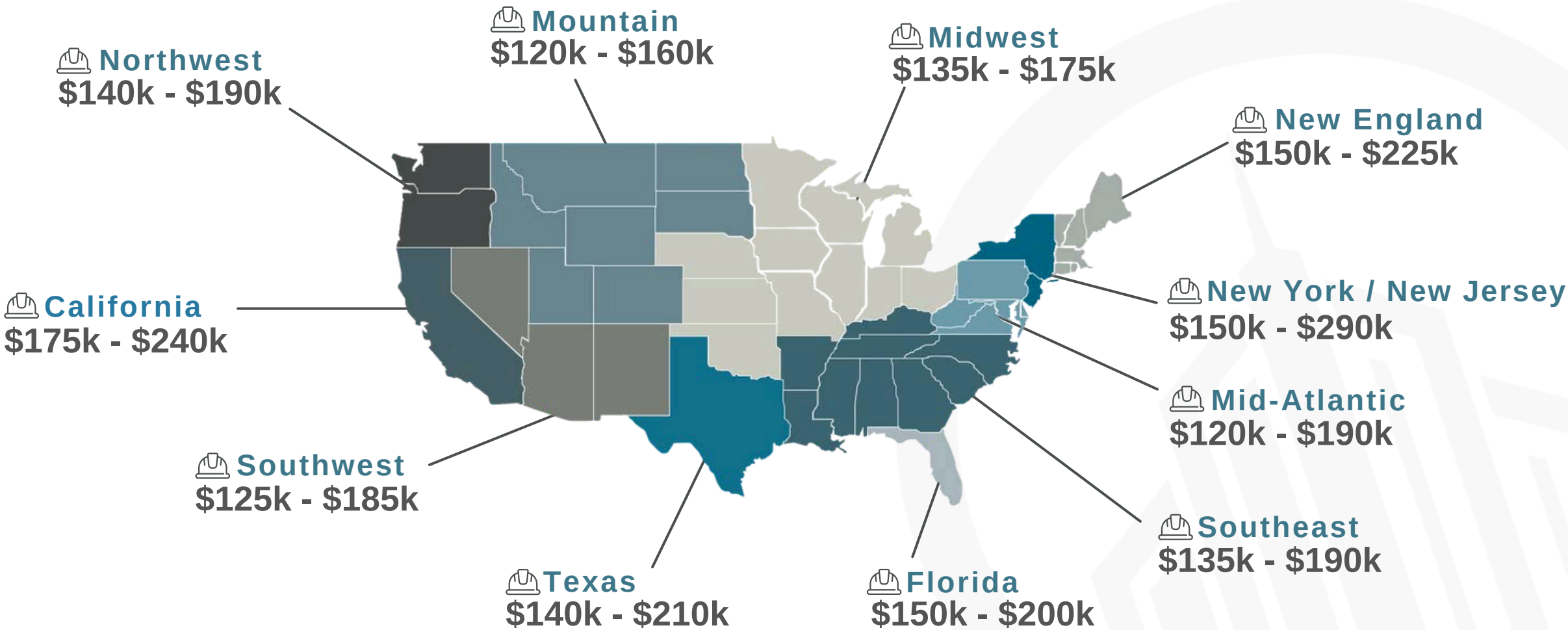
From Our Unique Perspective - SALARY RANGES





Senior Superintendent

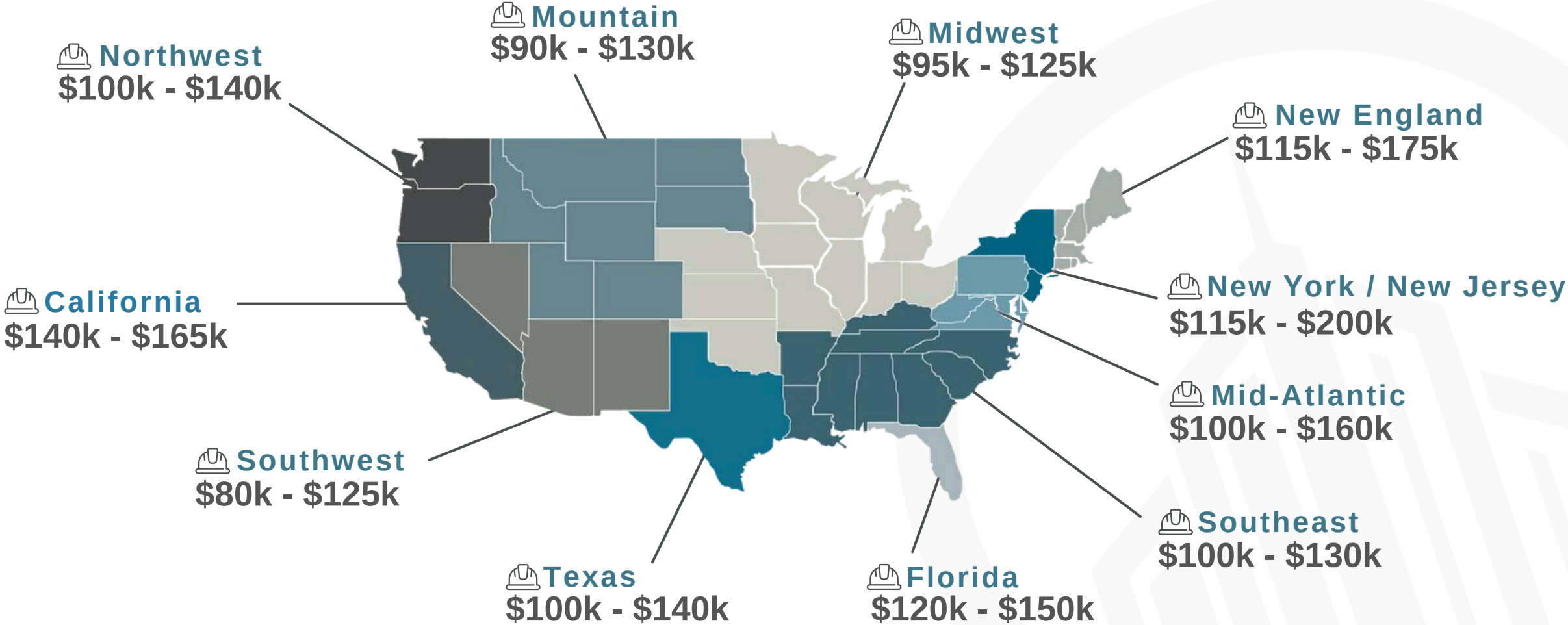
From Our Unique Perspective - SALARY RANGES





Superintendent

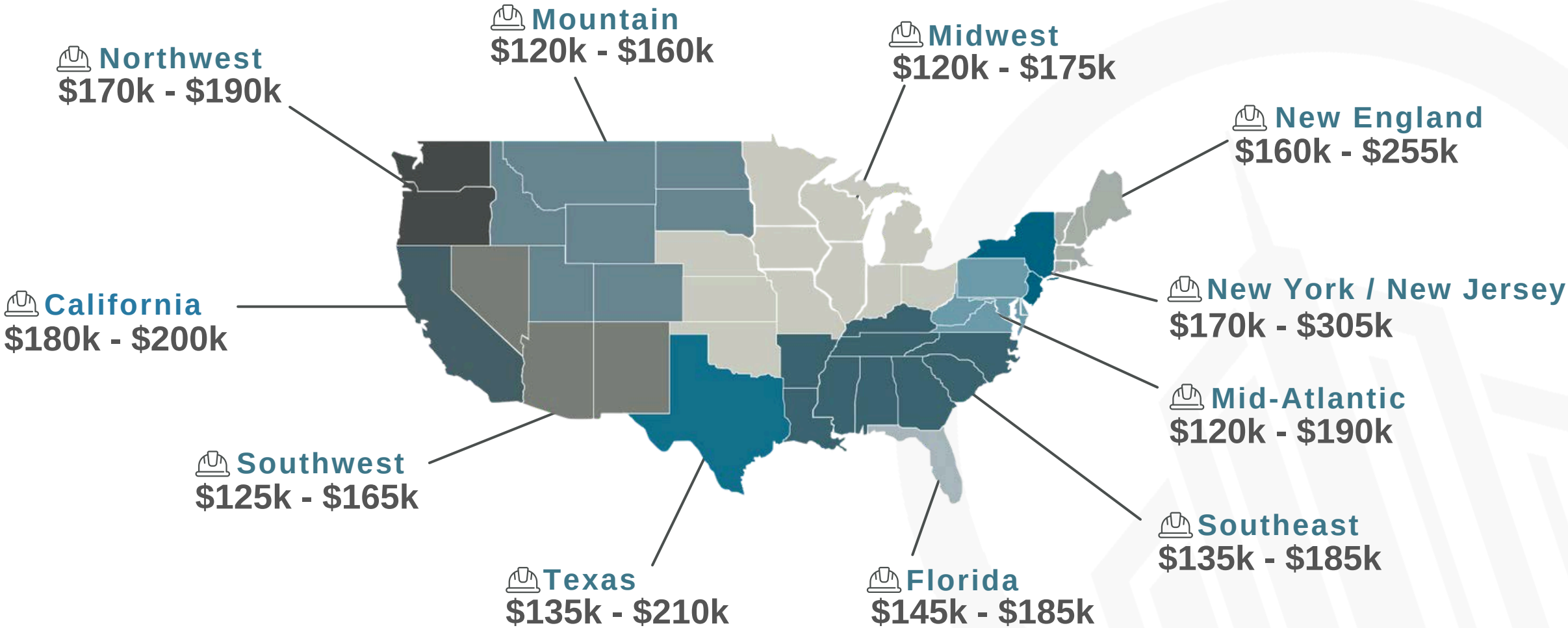
From Our Unique Perspective - SALARY RANGES





Senior Project Manager

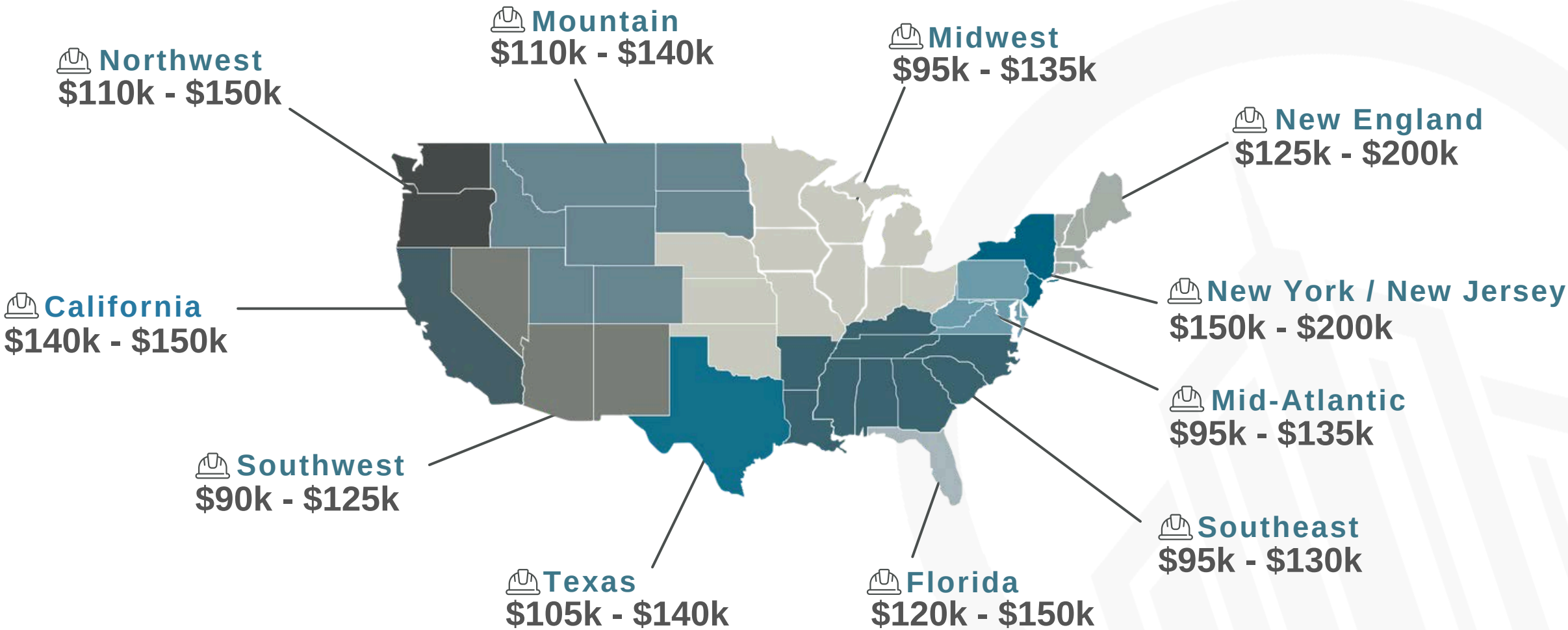
From Our Unique Perspective - SALARY RANGES





Project Manager

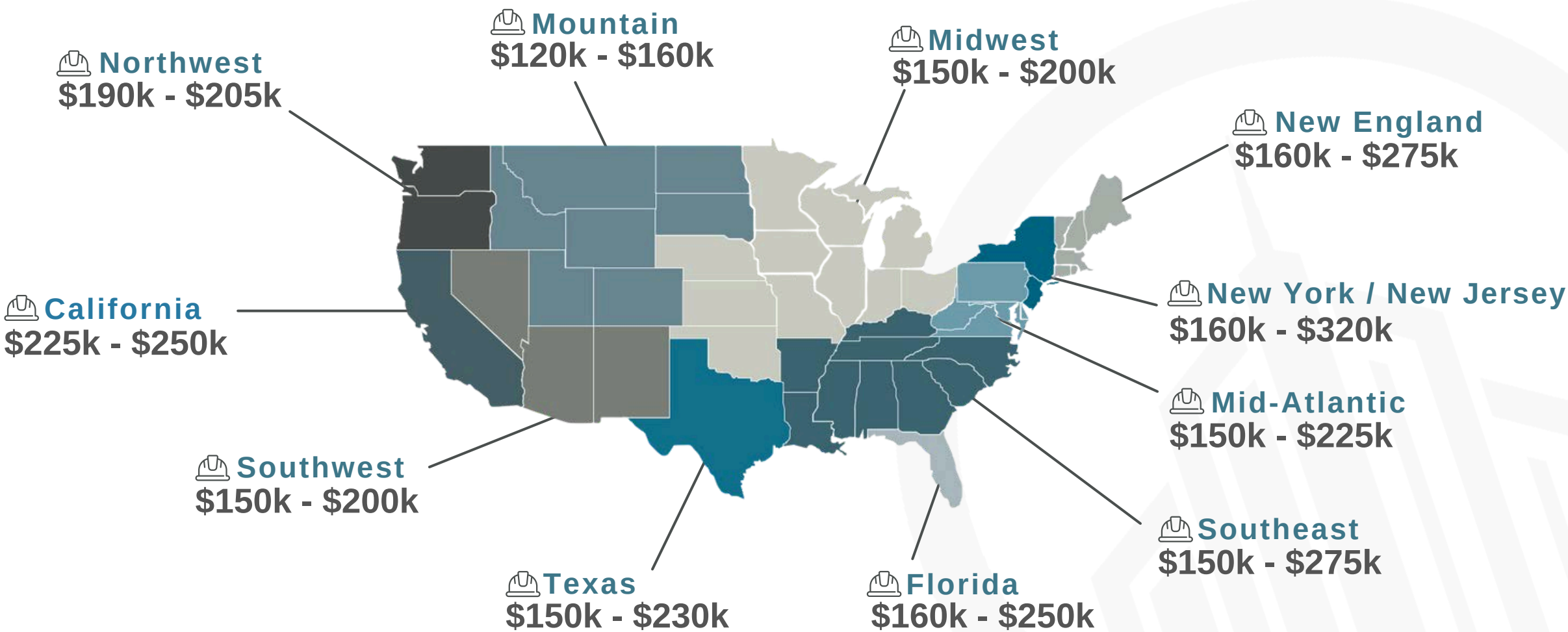
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Preconstruction Executive (VP, Director, Manager)

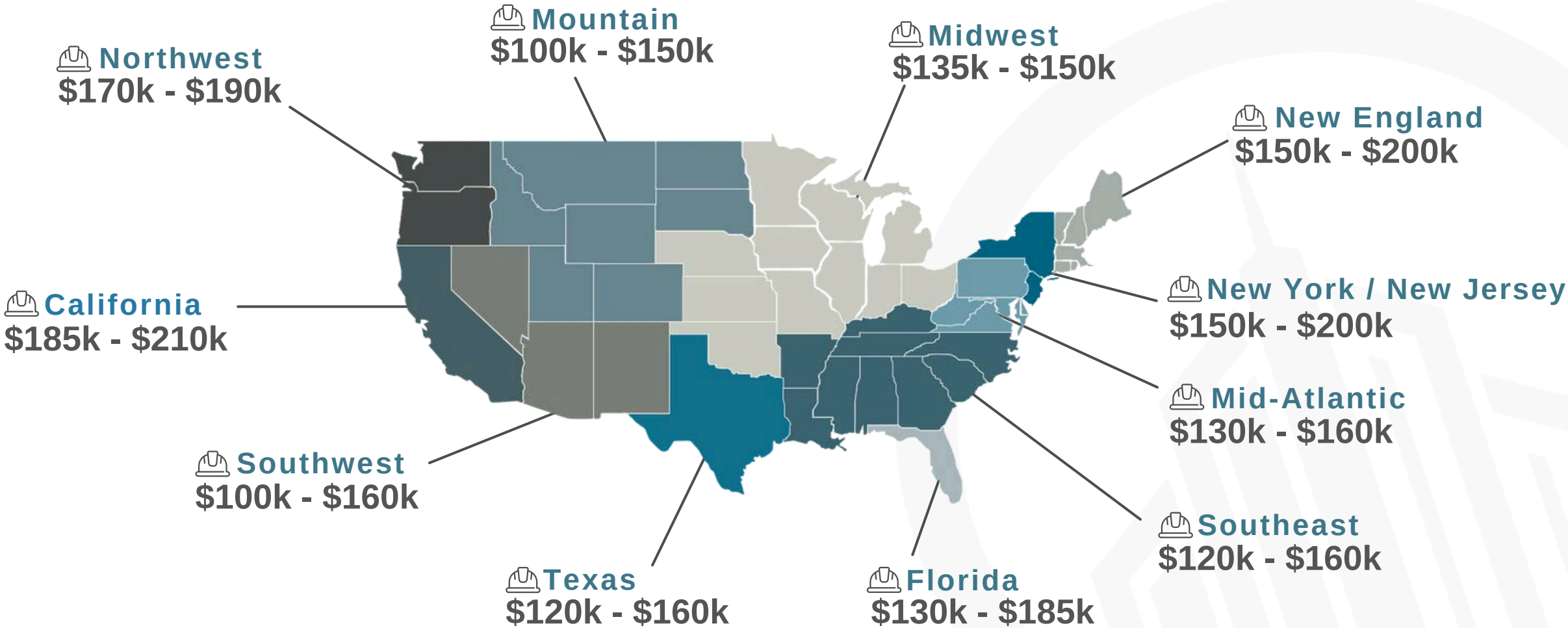
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Senior Estimator

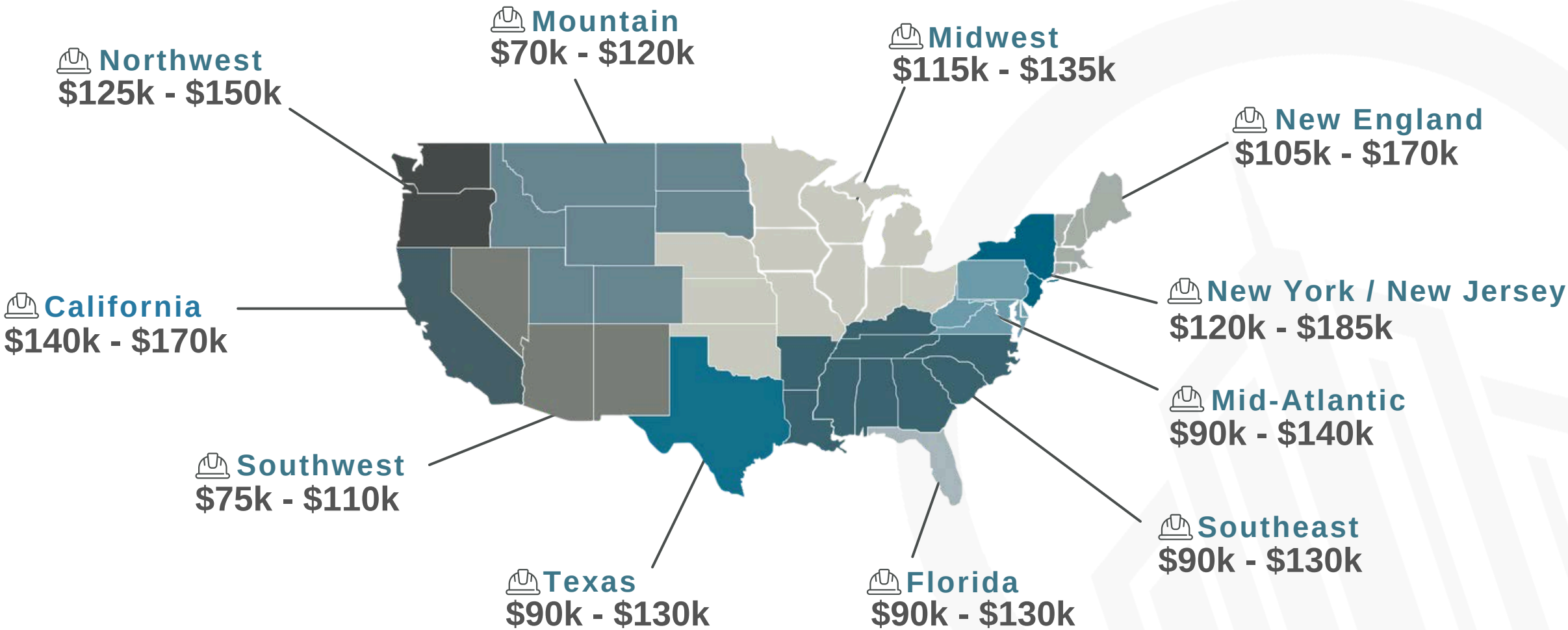
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Estimator

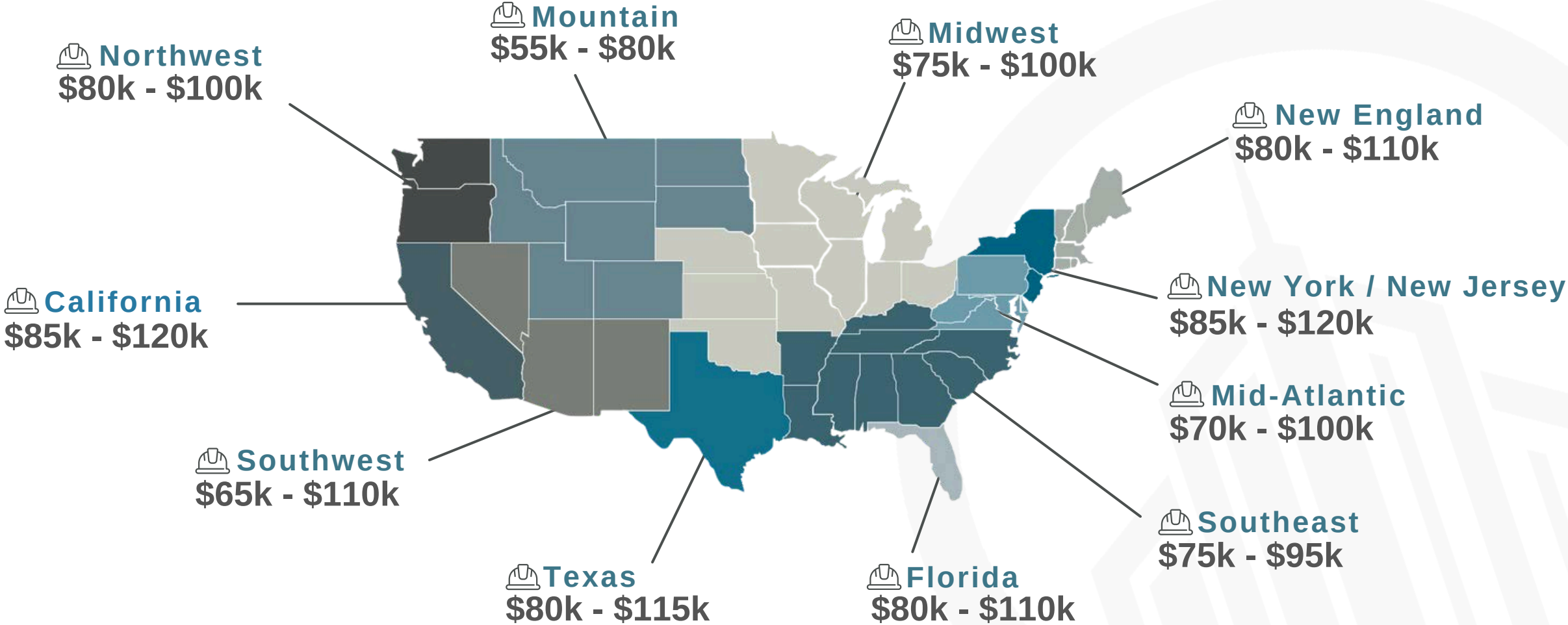
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Project Engineer/ Assistant Project Manager

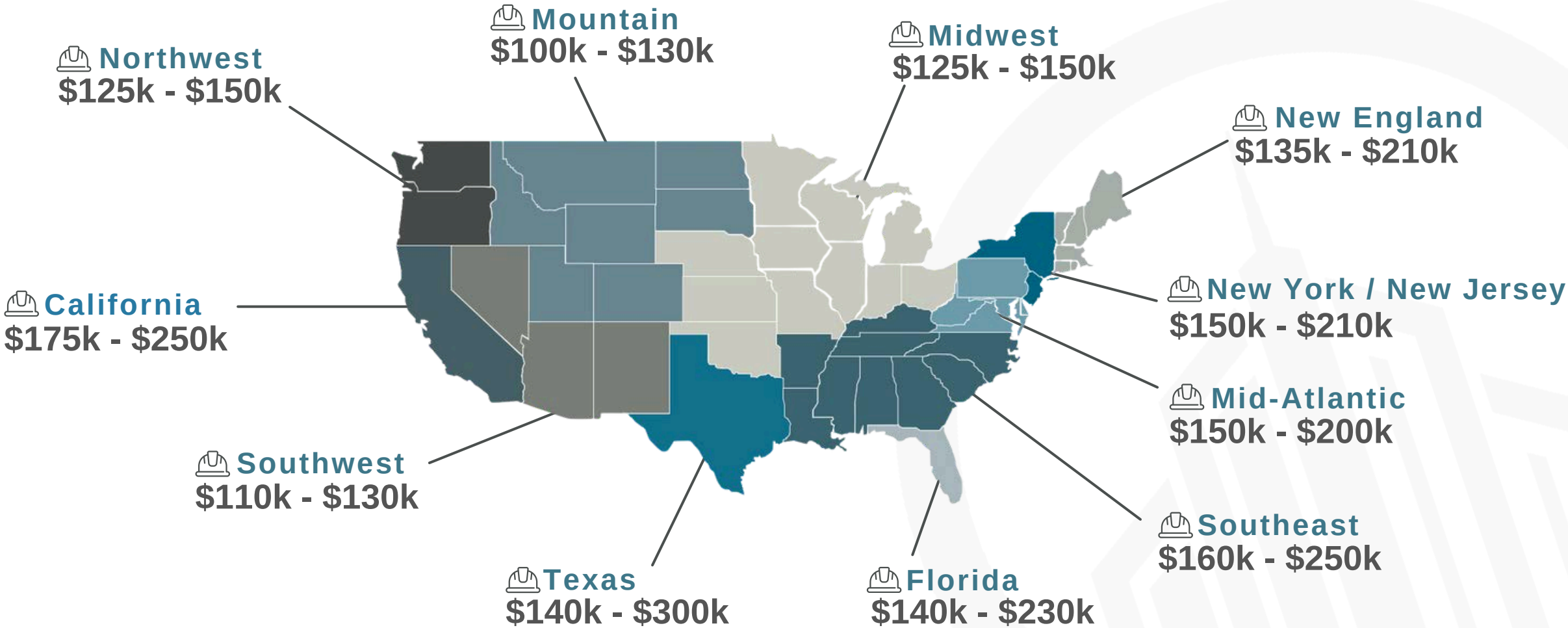
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Business Development Director/ Manager

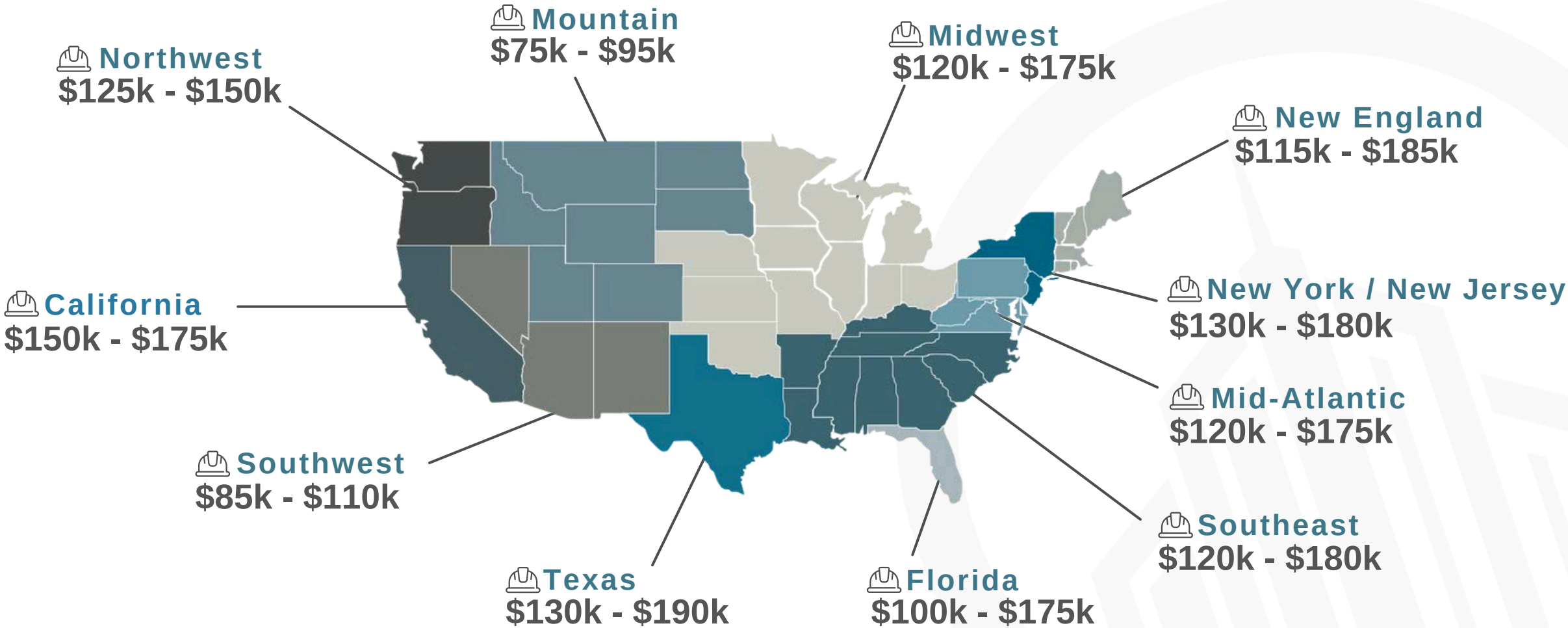
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Safety Director

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Contact Us Today

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☎ 828.251.9900

🌐 kimmel.com

General Construction Division Leaders

