

**2026 OTTAWA**

# Construction Salary Guide

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# NAVIGATING COMPENSATION IN A SHIFTING JOB MARKET

In this dynamic job market, understanding the value of talent goes beyond base salaries—it encompasses professional growth opportunities and overall benefits.

With hiring trends showing cautious optimism, and slower but more deliberate decision-making in 2025, both employers and job seekers face new considerations when evaluating opportunities. Knowledge of these trends is key to attracting, retaining, and motivating top talent.

As Canada's trusted recruitment partner in the construction and development space, Parker Huggett provides up-to-date market intelligence to guide informed employment decisions. Our 2026 salary guide covers average salary ranges for common disciplines across the High Rise Residential, ICI, and Heavy Civil sectors. These insights draw on Ottawa-specific market data and first-hand insights to help you understand the bigger picture and latest trends of our industry's talent demands and total compensation in a rapidly evolving workplace.



# JOB MARKET INSIGHTS

The construction industry across Ontario is entering a period of uneven but active demand, shaped by a mix of slowed private development, rising public-sector investment, and ongoing labour shortages.

Across the province, the construction labour market continues to favour candidates who bring full-cycle project experience, particularly those who have delivered major or complex builds. These individuals remain in high demand and are commanding increasingly competitive compensation, as many companies lack the internal depth of staff with this specialized background. Conversely, candidates who have not yet gained large-project exposure are experiencing more downward pressure on salary, especially if they are transitioning into project sizes or scopes they have not previously handled.

A notable trend this year is the increase in work across eastern Ontario, areas such as Kingston, Cornwall, and Petawawa, which is prompting employers in the National Capital Region to cast a wider geographic net and seek candidates willing to travel for these projects. This regional expansion is creating new opportunities but also intensifying competition for experienced workers.

Over the next two years, the sector is expected to hit a peak in retirements amongst experienced workers, which will significantly widen the skills gap. As a result, employers are beginning to look further afield to attract out-of-market talents and adopt “hire for attitude, train for aptitude” strategies out of necessity, focusing more intentionally on succession planning and developing junior and mid-level staff.



## HIGH RISE RESIDENTIAL

Ottawa’s high-rise residential sector is experiencing a significant slowdown, with many private-sector developments paused or shelved due to escalating construction costs, higher interest rates, and broader market uncertainty. The reduced project pipeline has created an inconsistent compensation landscape, as salaries now reflect the limited volume of active work and the ongoing pressure on developers’ budgets. While some established firms continue to move forward with projects, many others have scaled back, contributing to a competitive environment where candidates may face downward pressure on wages as they compete for fewer available roles. Overall, the sector is characterized by reduced momentum, making stability, long-term planning, and clear project outlooks increasingly important for attracting and retaining strong talent.



## ICI

Ottawa's ICI sector is poised for significant activity driven by major institutional projects, including the new super hospital and several government-related research and infrastructure facilities. These initiatives are already creating strong demand for professionals with large project backgrounds. A major differentiator in this market is the requirement for Secret-level government clearance on many of these builds. Candidates who already hold clearance or can obtain it are at a substantial advantage, and employers are prioritizing these profiles. This clearance-driven demand is shaping the hiring landscape more aggressively than in other Ontario markets and will continue to influence recruitment strategies over the next several years.



## CIVIL

Civil construction in Ottawa remains consistent, though the market is divided between steady municipal infrastructure work and the fewer, higher-value major infrastructure programs. With limited large transit or heavy-civil projects currently active, many available roles fall within municipal or NCC-driven programs, which typically offer lower compensation. The worker pool in Ottawa has also shrunk, contributing to relatively stagnant wages for roles tied to smaller civil projects. Looking ahead, the most significant activity for Ottawa will come from institutional and major building programs rather than large civil or transit undertakings.



# HIGHLY DESIRED DESIGNATIONS AND CERTIFICATIONS

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

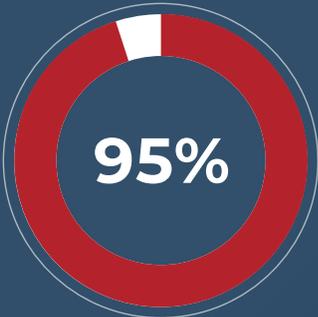
- Construction Engineering Technologist Diploma (CET)
- Architectural Technologist Degree / Diplomas
- BSc / B.Eng
- P.Eng designation
- Gold Seal Certification
- LEED Credentials
- Skilled Trades and Apprenticeship (General Listing)
- General Carpentry
- Secret Level II Clearance with PWGSC
- BIM and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

# BUILDING BETTER COMPENSATION PACKAGES

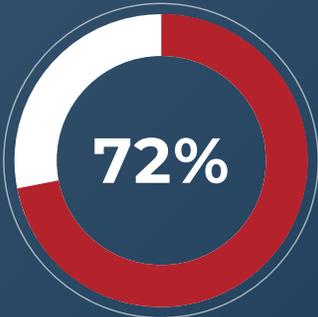
In today's evolving job market, a competitive compensation package goes beyond base salary—it reflects the engagement, career-runway, trust, and benefits that employees value most. Crafting packages that meet both financial and professional needs can help attract and retain top talent, while fostering engagement and loyalty.

## CORE ELEMENTS OF A MODERN COMPENSATION PACKAGE

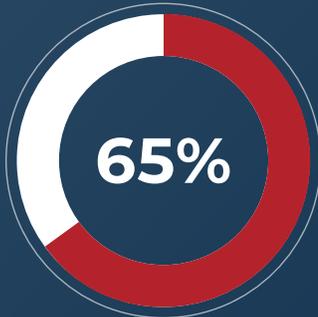
While competitive pay and performance bonuses remain a foundation, employees are increasingly evaluating the full range of benefits and perks that support their lifestyle and career growth.



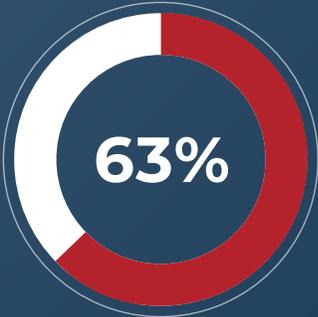
Prioritize life insurance coverage



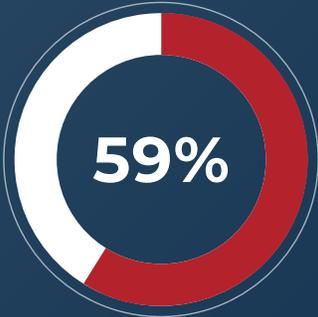
value flexibility, primarily through ad-hoc arrangements



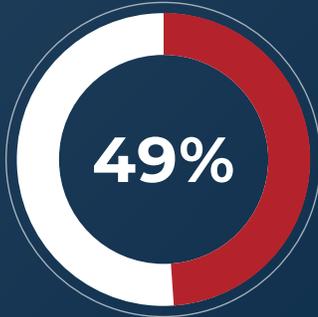
Cite health benefit coverage as key influencer



Value professional development opportunities

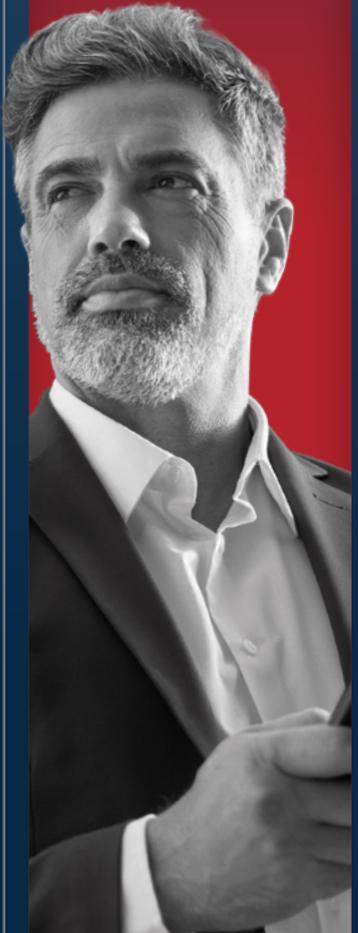


Look for generous paid time off



Consider retirement savings / investment plans a priority

*\*Statistics derived from surveys of LRO Staffing's candidates and job seeker audiences in 2025.*



# 2026 OTTAWA Construction Salaries

# CONSTRUCTION SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	JUNIOR	INTERMEDIATE	SENIOR
<b>ICI</b>			
Vice President	-	\$200,000	\$250,000+
Project Director	-	\$170,000	\$200,000+
Operations Manager	-	\$150,000	\$200,000+
Construction Manager	-	\$175,000	\$200,000+
Project Manager	\$90,000	\$120,000	\$130,000+
Chief Estimator	-	\$150,000	\$175,000+
Estimator	\$75,000	\$100,000	\$120,000+
General Superintendent / Field Operations Manager	-	\$175,000	\$200,000+
Superintendent	\$90,000	\$120,000	\$150,000+
Project Coordinator	\$60,000	\$75,000	\$85,000
Health & Safety Coordinators	\$60,000	\$75,000	\$100,000+
<b>CIVIL</b>			
Vice President	\$175,000	\$190,000	\$220,000+
Project Director	\$150,000	\$175,000	\$200,000+
Operations Manager	\$150,000	\$175,000	\$200,000+
Construction Manager	\$150,000	\$175,000	\$200,000+
Senior Project Manager	\$127,500	\$140,000	\$160,000
Project Manager	\$102,500	\$112,500	\$130,000
Assistant Project Manager	\$90,000	\$100,000	\$110,000
Chief Estimator	\$135,000	\$150,000	\$170,000
Senior Estimator	\$105,000	\$120,000	\$140,000
Estimator	\$70,000	\$82,500	\$100,000

\*Bonuses, incentives and other forms of compensation are not taken into account

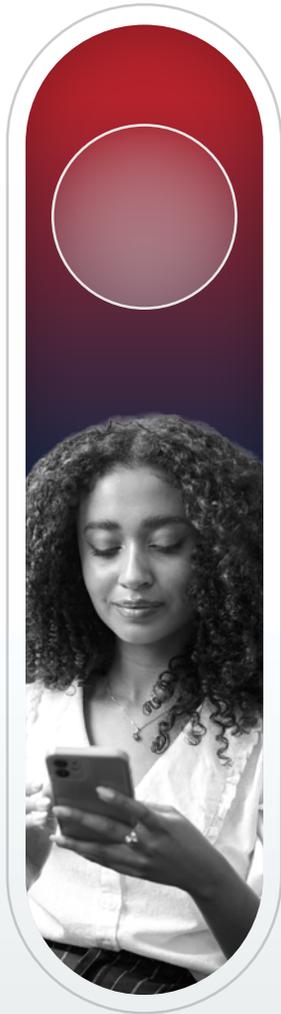
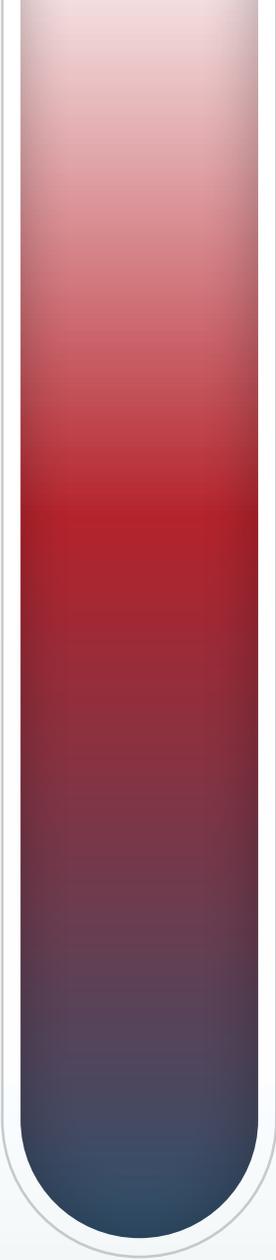
\*\*Language premiums may be applicable for bilingual candidate (E/F)

# CONSTRUCTION SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	JUNIOR	INTERMEDIATE	SENIOR
General Superintendent / Field Operations Manager	\$165,000	\$175,000	\$190,000
Senior Superintendent	\$135,000	\$150,000	\$170,000
Superintendent	\$105,000	\$115,000	\$130,000
Assistant Site Superintendent	\$85,000	\$95,000	\$102,500
Project Coordinator	\$75,000	\$85,000	\$95,000
Health & Safety Coordinators	\$65,000	\$75,500	\$92,500
<b>HIGH RISE RESIDENTIAL</b>			
Vice President	-	\$200,000	\$250,000+
Project Director	-	\$175,000	\$200,000+
Construction Manager	-	\$150,000	\$175,000+
Project Manager	\$100,000	\$120,000	\$150,000+
Chief Estimator	-	\$150,000	\$175,000+
Estimator	\$70,000	\$100,000	\$120,000+
General Superintendent / Field Operations Manager	-	\$150,000	\$200,000+
Superintendent	\$100,000	\$140,000	\$175,000+
Project Coordinator	\$60,000	\$75,000	\$85,000
Health & Safety Coordinators	\$60,000	\$85,000	\$100,000+

\*Bonuses, incentives and other forms of compensation are not taken into account

\*\*Language premiums may be applicable for bilingual candidate (E/F)



2026

# Resource

# Attracting Top Talent: **STRATEGIC HIRING MOVES FOR TODAY'S CONSTRUCTION MARKET**



The construction labour market is shifting quickly, with high demand for experienced talent, an impending wave of retirements, and regional variations in project activity.

To stay competitive and ensure projects are properly staffed, employers need to take proactive steps rather than relying on reactive hiring. The following strategies can help companies attract, retain, and develop the right talent across all project types and regions:

- ❑ **Map hiring cycles** directly to project phase gates (design → procurement → construction) to avoid last-minute staffing gaps.
- ❑ **Create structured development pathways** so mid-level staff can gain large-project and leadership exposure internally before you find your organization limited in hiring all senior talent externally.
- ❑ **Cast a wider geographic net** for hard-to-fill roles, including broader Ontario and out-of-province markets.
- ❑ **Track your team and new hires' ability** to obtain clearances and build programs to support or expedite clearance requirements where feasible.
- ❑ **Benchmark salaries** for mega-project roles against large-GC standards; for smaller projects, emphasize career progression, stability, or training incentives.
- ❑ **Build succession and mentorship plans** now to address the upcoming retirement wave and preserve technical knowledge. This will also ensure retention of future talents, by engaging them in understanding the value in long-term commitment to your firm.

# EMPOWERING SUCCESS THROUGH TALENT

At Parker Huggett, relationships are at the heart of everything we do. Built on trust, respect, and a deep understanding of both our employment partners' workforce needs and candidates' career goals, these relationships are why construction companies continue to rely on us for their hiring plans—and why skilled professionals turn to us to help guide and advance their careers.

In a constantly evolving job market, having the right staffing partner can be essential to building successful careers, teams, projects, and businesses. Reach out today to speak with one of our experienced recruitment consultants and discover how we can help support your goals.

**Contact Us**

☎ Eastern Canada: 437-567-4822

☎ Ottawa / Gatineau: 613-566-7029

☎ Western Canada: 825-408-2335

✉ [info@parkerhuggett.com](mailto:info@parkerhuggett.com)

