



2026 TORONTO

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 market data from the Greater Toronto Area 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. 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

Toronto’s high-rise residential sector has experienced a marked slowdown, with many developers slowing or pausing projects due to reduced sales, and development costs straining profitability / feasibility in an already costly housing market. This has created a unique compensation environment: while top-performing professionals are still able to command strong wages where they are needed, there is a large pool of available candidates competing for fewer roles.

Employers feel the pressure to reduce costs where possible, yet top talent is reluctant to accept reduced remuneration, given their experience and the complexity of the projects they have previously delivered. The result is an inconsistent salary landscape with significant variability between companies, dependent on their financial capacity and project pipelines. Although the sector has declined considerably, some well-established developers and GCs continue to operate “business as usual” for the work they do have, reinforcing the divide between stable firms with ongoing work and those facing sharper slowdowns.



ICI

The ICI market in Toronto is divided between private-sector work and the large public-sector programs that are dominating current hiring trends. Small and mid-sized contractors supporting commercial and industrial projects remain steady but are not experiencing the same growth seen in prior years. In contrast, large general contractors participating in major public infrastructure projects, such as healthcare, aviation, transit, long-term care, education, and other institutional builds, are driving strong demand for candidates with mega-project experience.

Compensation increases in this market segment reflect competition for talent capable of managing multi-billion-dollar programs. Many firms have begun recruiting more internationally in some capacity due to the limits and requirements for more recent mega-project expertise in Canada. While smaller ICI projects remain active, compensation in those areas has been largely stagnant, with most salary movement and hiring urgency concentrated at the top end of the project scale.



CIVIL

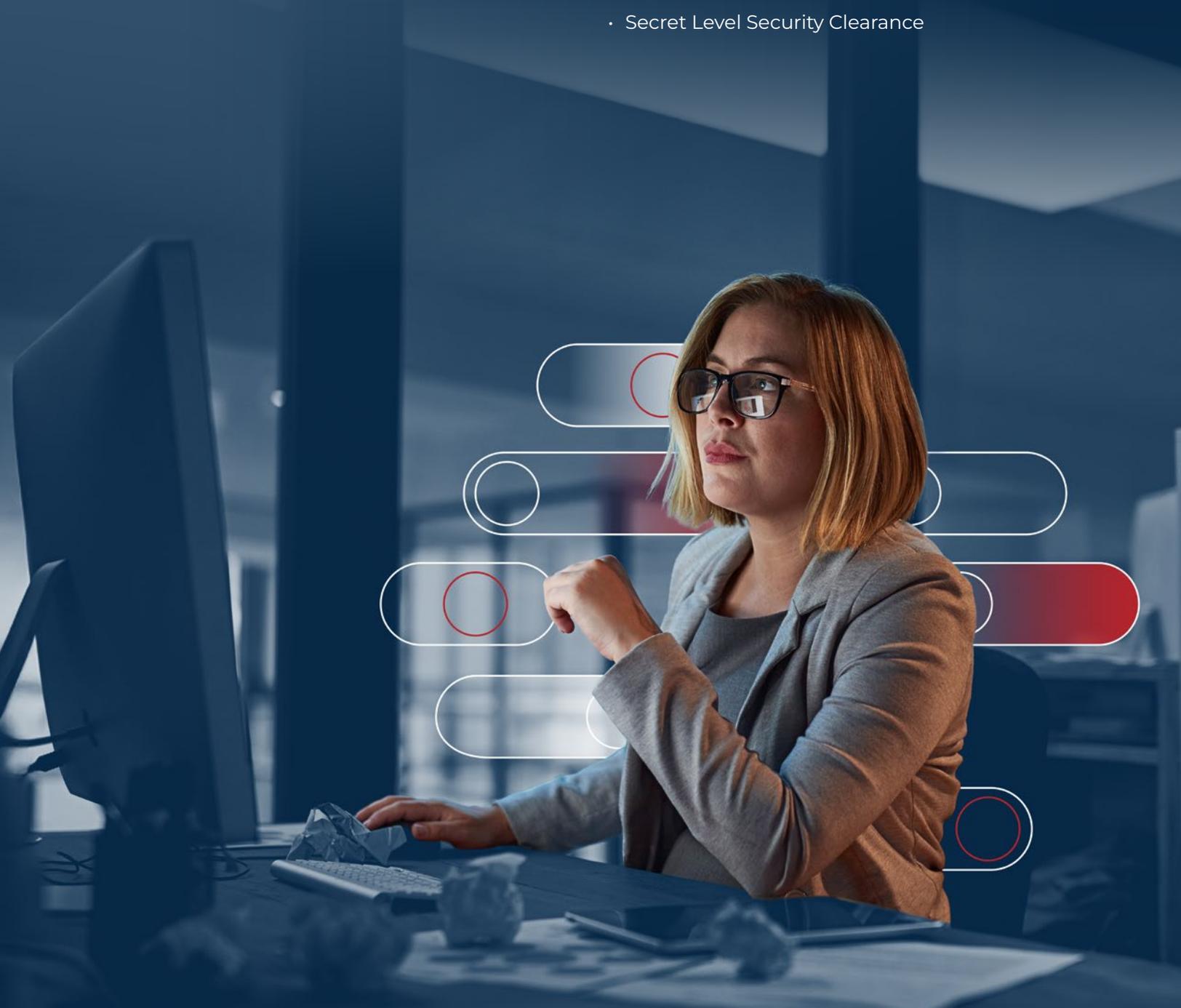
Civil construction hiring activity in the Greater Toronto Area has eased slightly compared to the intense hiring period of the last 18-24 months, with a number of major schemes still currently in design or early works (or at least not at a peak hiring phase currently). This has created a temporary calm in hiring velocity and bargaining power for some candidates; however, demand continues to outpace supply for experienced civil professionals and there is plenty more demand to follow. Salaries are still trending upward, though more modestly of late. Employers remain focused on building their teams in anticipation of projects moving into more critical execution phases, but there may be another peak in 2026 as additional projects and scopes of work come to fruition.



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

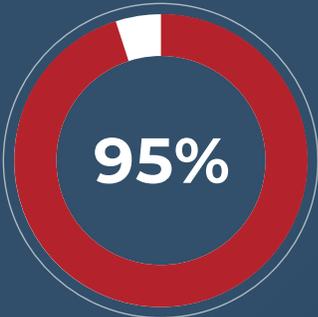


BUILDING BETTER COMPENSATION PACKAGES

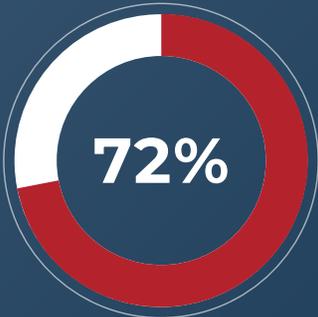
In today's evolving job market, a competitive compensation package goes beyond base salary—it reflects the engagement, career-runway, trust, and benefits that employees value most. Crafting packages that meet both financial and professional needs can help attract and retain top talent, while fostering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

CORE ELEMENTS OF A MODERN COMPENSATION PACKAGE

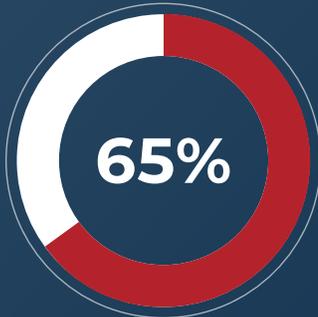
While competitive pay and performance bonuses remain a foundation, employees are increasingly evaluating the full range of benefits and perks that support their lifestyle and career growth.



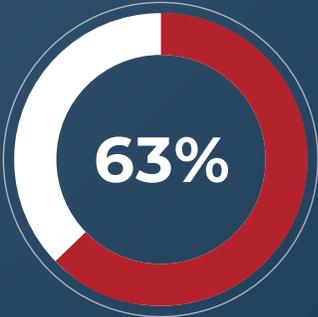
Prioritize life insurance coverage



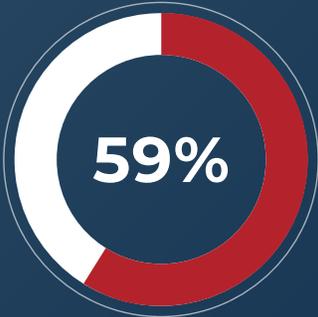
value flexibility, primarily through ad-hoc arrangements



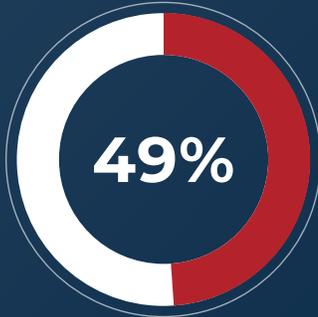
Cite health benefit coverage as key influencer



Value professional development opportunities



Look for generous paid time off

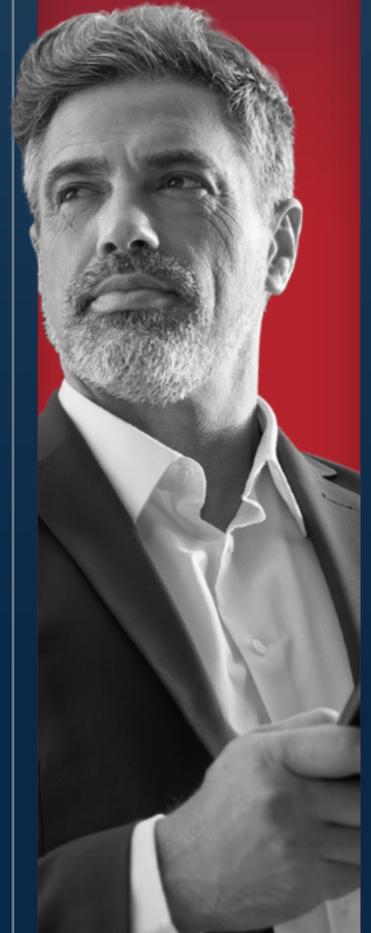


Consider retirement savings / investment plans a priority

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



2026 TORONTO Construction Salaries



CONSTRUCTION SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	JUNIOR	INTERMEDIATE	SENIOR
CIVIL			
Vice President	-	\$220,000	\$300,000+
Project Director	-	\$190,000	\$250,000+
Operations Manager	\$190,000	\$225,000	\$250,000+
Construction Manager	\$180,000	\$220,000	\$250,000+
Senior Project Manager	\$170,000	\$180,000	\$190,000
Project Manager	\$110,000	\$130,000	\$170,000
Assistant Project Manager	\$95,000	\$110,000	\$130,000
Chief Estimator	\$160,000	\$180,000	\$200,000
Senior Estimator	\$145,000	\$165,000	\$180,000
Estimator	\$85,000	\$115,000	\$130,000
General Superintendent / Field Operations Manager	\$190,000	\$225,000	\$250,000+
Senior Superintendent	\$150,000	\$170,000	\$200,000
Superintendent	\$125,000	\$140,000	\$165,000
Assistant Site Superintendent	\$90,000	\$102,500	\$117,500
Project Coordinator	\$85,000	\$95,000	\$110,000
Health & Safety Coordinator	\$75,000	\$87,500	\$102,500
ICI			
Vice President	-	\$250,000	\$300,000
Project Director	\$180,000	\$200,000	\$250,000
Operations Manager	\$180,000	\$190,000	\$220,000
Construction Manager	\$180,000	\$200,000	\$220,000 +
Project Manager	\$100,000	\$135,000	\$170,000+

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

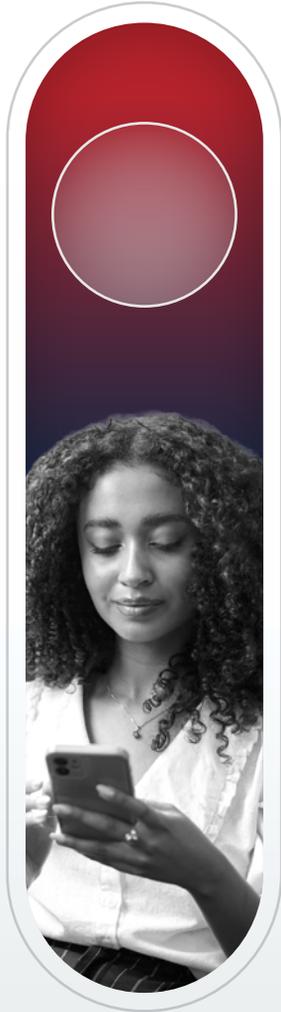
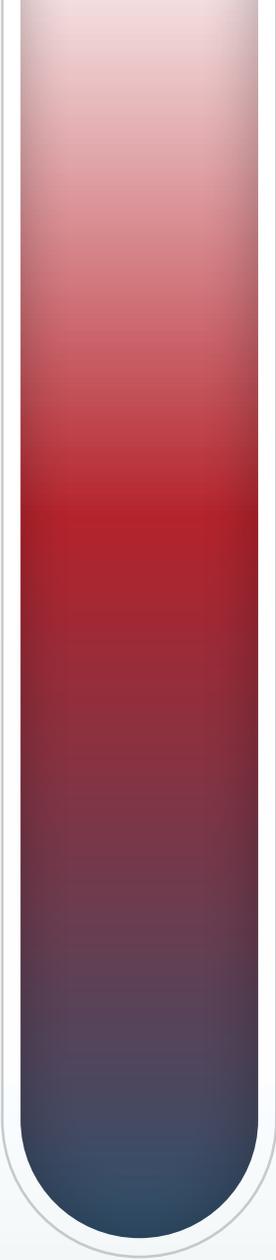
**Language premiums may be applicable for bilingual candidate (E/F)

CONSTRUCTION SALARIES

POSITION	EXPERIENCE & SKILL RANGE		
	JUNIOR	INTERMEDIATE	SENIOR
Chief Estimator	-	\$170,000	\$205,000+
Estimator	\$90,000	\$130,000	\$165,000+
General Superintendent / Field Operations Manager	-	\$180,000	\$200,000+
Superintendent	\$115,000	\$145,000	\$180,000
Project Coordinator	\$65,000	\$80,000	\$95,000
Assistant Superintendent	\$80,000	\$90,000	\$100,000+
HIGH RISE RESIDENTIAL			
Vice President	-	\$250,000	\$300,000+
Project Director	-	\$190,000	\$250,000+
Project Manager	\$145,000	\$170,000	\$180,000+
Assistant Project Manager	\$100,000	\$120,000	\$130,000+
General Superintendent / Field Operations Manager	-	\$220,000	\$250,000+
Superintendent	\$140,000	\$165,000	\$200,000+
Finishing Superintendent	\$110,000	\$130,000	\$150,000
Assistant Superintendent	\$90,000	\$100,000	\$130,000
Project Coordinator	\$65,000	\$80,000	\$90,000+
Estimator	\$80,000	\$120,000	\$160,000
Chief Estimator	\$170,000	\$180,000	\$200,000

*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.

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