

spencer lane



Construction Sector Report

Prepared in May
2025

DATA COLLECTED IN MAY 2025

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ABOUT SPENCER LANE

Who are we?

About us



→ Marketing specialists

We know what we're good at and what we're not. That is why we only recruit mid to senior-level positions across Sales, Marketing & Executive in Melbourne. It's what we know, love and are known for.

→ 25 years experience

Our team has a collective experience of over 25 years recruiting across Marketing, Sales, Legal, as well as Executive positions for a wide variety of businesses across Australia.

→ Values

A true values-driven business, that puts honesty, authenticity, transparency and giving back at the heart of everything we do. We are here to support our community of candidates and clients.

→ Business acumen

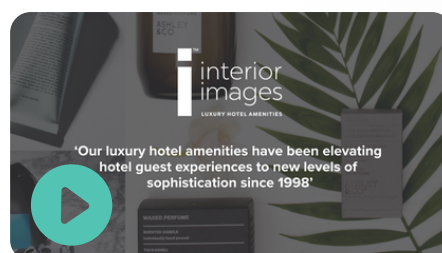
We have run multiple businesses and currently sit on the boards of a few others. Not only do you get recruitment professionals, but people who understand business.

A few businesses we've partnered with over the years



How we represent your brand

- We spend time on-site getting to know you and your business, your drivers, goals, the soul of the organisation.
- We shoot a professional promotional video and create a personalised microsite for you, showcasing your EVP and bringing your organisation and role to life for candidates.
- This microsite details not just the role, but your culture, values, EVP, broader team and opportunities for growth.
- Through paid targeted social campaigns, your role & business on average gets seen by 3,000 candidates in addition to our already engaged audience.
- This marketing-led approach ensures your business stands out in a crowded market.



SUMMARY

Key Trends & Opportunities

Insights →

According to LinkedIn, Australia's construction industry employs approximately 61,000 Site Managers. While the sector remains robust, 14,000 new hires in the past year signal a significant churn rate and a high demand for experienced talent.

What This Means for You:

- **Recruitment Opportunities:** The consistent demand for Site Managers indicates growth in construction projects, but also highlights challenges in retention and engagement.
- **Talent Poaching Alert:** Companies with high turnover present an opportunity to strategically approach top talent.

Movers & Shakers: The Companies Making Waves

Our data reveals the Top 10 Hiring Companies, showcasing where the industry leaders are doubling down on talent acquisition.

- **Spotlight on Lendlease:** With 24,000 staff, this market giant exemplifies workforce management at scale. Their hiring and retention strategies offer lessons for the broader market.

Emerging Challenges

- Companies experiencing significant workforce losses highlight underlying issues in workplace culture or project stability. These insights can guide tailored outreach or value-added discussions around talent retention.

Refine Your Hiring Strategy with These Tips

1. **Target Churn-Prone Companies:** Use turnover data to approach staff within companies struggling to retain Site Managers with a value proposition centered on stability and career progression.
2. **Market Yourself as a Problem-Solver:** Offer insights that address common retention challenges, including better recruitment practices or promotional opportunities within your organisation.

Proactive Outreach Insights

This report isn't just data—it's your guide to actionable conversations. When reaching out to prospective employees, focus on pain points like high turnover, emphasise your understanding of sector challenges, and offer examples of how you support and develop your employees.

For further analysis or custom workforce strategy advice, please feel free to contact me.

Ez Khan | Managing Director

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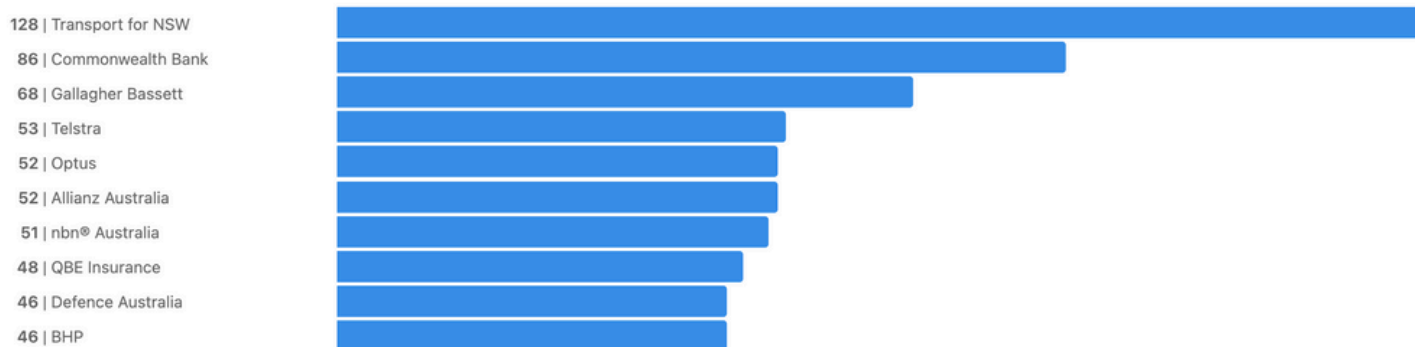
SITE MANAGERS IN AUSTRALIA

6

A deep dive into Site Managers across Australia

61,000 Site Managers in Australia

Top 10 Companies with the most Site Managers



LOCATION



TOTAL YEARS OF EXPERIENCE



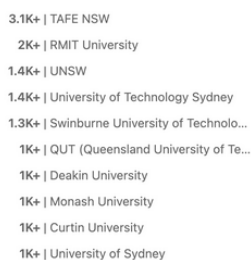
YEARS IN CURRENT POSITION



FIELD OF STUDY



SCHOOL



Who's Hired Site Managers in the past Year?

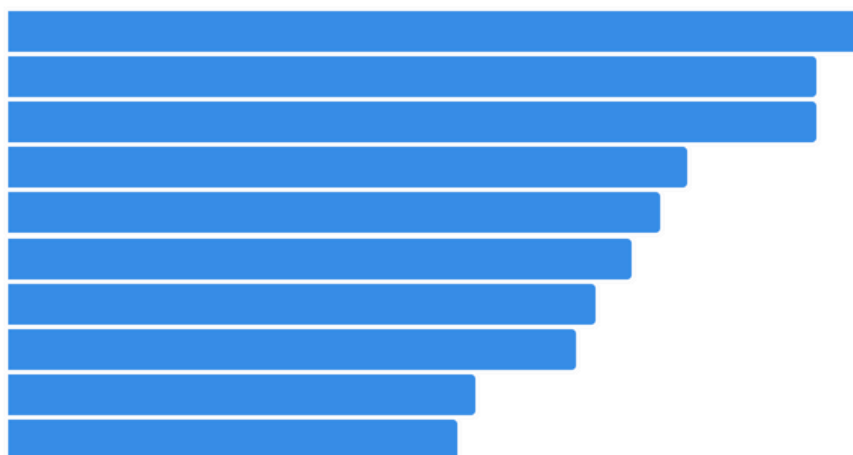
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A deep dive into who has hired the most Site Managers across Australia in the past Year

14,000 Site Managers Hired in Australia in the past Year

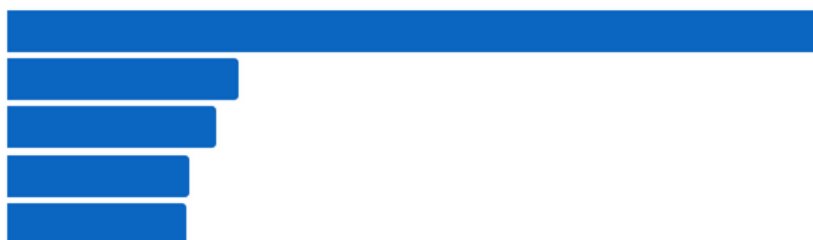
Top 10 Hiring Companies

93 | BHP
88 | CPB Contractors
88 | John Holland
74 | Rio Tinto
71 | ACCIONA AU & NZ
68 | UGL
64 | Downer
62 | Laing O'Rourke
51 | Mineral Resources Limited
49 | Lendlease



LOCATION

14K+ | Australia
4.1K+ | New South Wales, Australia
3.7K+ | Victoria, Australia
3.2K+ | Greater Sydney Area
3.1K+ | Greater Melbourne Area

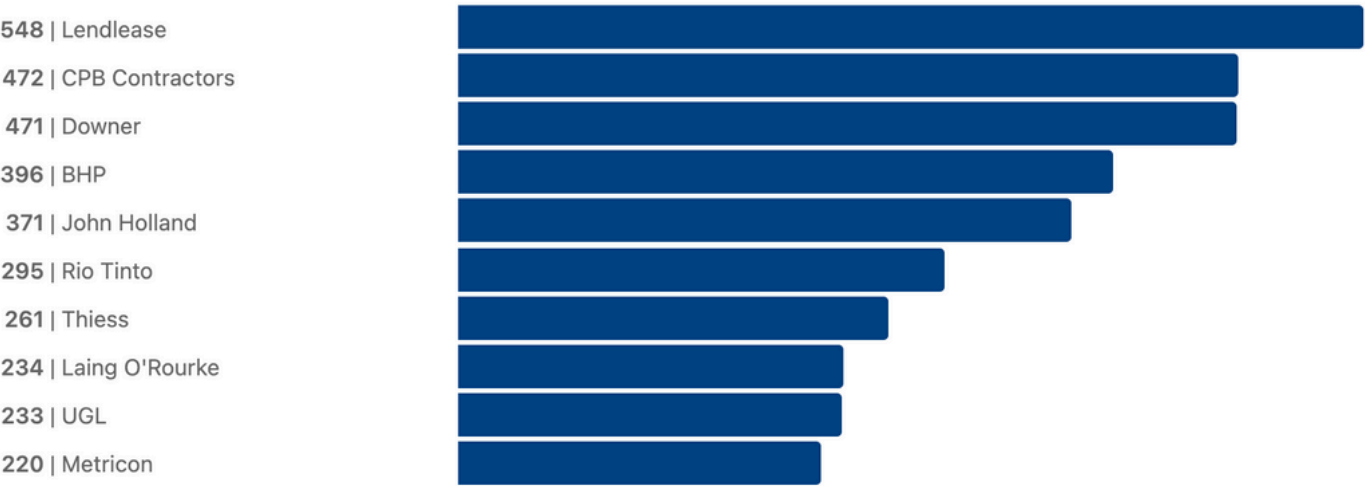


Who's Lost Site Managers in the past Year?

A deep dive into which companies lost the most Site Managers across Australia in the past Year

14,000 Site Managers Hired in Australia in the past Year

Top 10 Companies who have lost the most site managers in the past 12 Months.



CONTACT US

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