



Smarter hires.
Better results.™

2023

INDUSTRY SALARY GUIDE

COMMERCIAL / RESIDENTIAL

▶ Building Materials ▶ Interior Products



Table of contents

03 What makes us different

04 What you already know

05 2023 Salary numbers

Commercial building products.....	5
Commercial interiors	10
Residential building products	13
Residential interiors.....	15

16 Benefits that matter to candidates

17 Positions on the rise: **Product Manager**





What makes us different



Smarter hires.
Better results.™

The Bridger Group is the premier recruitment agency specializing in the building materials and commercial/residential interior products industry. We take pride in our exceptional track record of delivering excellent results by understanding the unique needs of both clients and candidates.

Our industry expertise and focus are second to none, which is why companies have chosen to partner with us over the last 55 years. But what keeps them coming back is our dedication to delivering on every search. **Our placement process is designed to fast-track highly qualified candidates, with an average of just eight business days from start to introduction.**

But speed doesn't mean sacrificing quality. With a laser-like focus on every job search, **we're able to present an impressive four candidates for every hire within an average of just 44 calendar days.**

We know companies don't have time to sift through endless candidates, which is why our proven success rate means they spend less time interviewing to find the right fit. And with placement statistics that are 25% higher than the industry average, we're confident in our ability to find top talent that will make a difference.

Our candidates have a 93% retention rate after one year of employment and 98% after two years. For companies looking to build their revenue and market share, partnering with us means keeping their top talent for the long haul.

At The Bridger Group, integrity matters. We are consistently delivering on our promises, having made almost 500 placements in the last year and a half within the industry. Choose us and experience the difference firsthand.



What you already know

As we all know, the building industry has undergone tremendous change in recent years, especially with the global pandemic and subsequent supply chain disruptions.

In 2020, the construction market fell by a staggering 24%, and access to crucial building materials like lumber, steel, and metals became increasingly limited and expensive due to the pandemic's impact on the global workforce. While the industry is projected to grow by 8% CAGR, it still hasn't returned to pre-pandemic levels.

Materials prices have skyrocketed

For example, lumber prices skyrocketed by 400% during the pandemic, leading to a near-collapse of many building projects. Lumberyards also struggled with supply chain issues, and the price of steel, copper, brass, and prefab materials all rose significantly, with diesel prices soaring to 114% of pre-pandemic levels. Although some prices have dropped since then, most have not returned to pre-pandemic levels.

Salaries numbers have kept pace

At The Bridger Group, we know that companies fully understand the impact of these industry changes, but they may not comprehend how compensation levels have changed. As a result, you may be losing top candidates to your competitors by offering outdated wages. We can help businesses stay ahead of the curve and attract top talent by providing up-to-date market knowledge.

With our industry expertise, companies can navigate the ever-changing landscape of the building industry and make informed decisions that drive success.



2023 salary numbers

At The Bridger Group, our unparalleled focus on the building materials and commercial/residential interior products industry has given us unique industry insights and expertise.

COMMERCIAL BUILDING PRODUCTS

Design

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
AutoCAD and Tapered Designer	\$50,000.00	\$50,000.00	\$50,000.00	\$60,000.00	\$60,000.00	\$60,000.00
CAD Designer	\$60,000.00	\$65,000.00	\$70,000.00	\$65,000.00	\$70,000.00	\$75,000.00
Construction Design Manager	\$85,000.00	\$92,500.00	\$100,000.00	\$110,500.00	\$120,250.00	\$130,000.00
EWP Designer	\$65,000.00	\$72,500.00	\$80,000.00	\$65,000.00	\$72,500.00	\$80,000.00
Senior Components Designer	\$60,000.00	\$65,000.00	\$70,000.00	\$60,000.00	\$65,000.00	\$70,000.00
Truss Designer	\$62,500.00	\$71,250.00	\$80,000.00	\$65,750.00	\$74,875.00	\$84,000.00

Note Information in this 2023 Salary Guide was gathered from a variety of reliable sources including the U.S. Bureau of Labor Statistics, online resources, and our direct experience in compensation from the last twelve months of executive search and placement activity. The content represents The Bridger Group's analysis of information obtained from sources believed to be reliable. No representation or warranty (express or implied) is given as to the accuracy and completeness of the information contained in the publication.



COMMERCIAL BUILDING PRODUCTS

Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Civil/Structural Engineer	\$100,000.00	\$110,000.00	\$120,000.00	\$117,000.00	\$129,088.00	\$141,176.00
Controls Engineer	\$70,000.00	\$75,000.00	\$80,000.00	\$70,000.00	\$75,000.00	\$80,000.00
Design Engineer	\$72,500.00	\$101,250.00	\$130,000.00	\$76,250.00	\$106,375.00	\$136,500.00
Director of Automation	\$100,000.00	\$115,000.00	\$130,000.00	\$150,000.00	\$165,000.00	\$180,000.00
Field Service Engineer	\$85,000.00	\$92,500.00	\$100,000.00	\$93,500.00	\$101,750.00	\$110,000.00
Process Engineer	\$80,000.00	\$90,000.00	\$100,000.00	\$80,000.00	\$90,000.00	\$100,000.00
Product Engineer	\$100,000.00	\$110,000.00	\$120,000.00	\$121,000.00	\$126,500.00	\$132,000.00
Project Engineer	\$70,000.00	\$100,000.00	\$130,000.00	\$120,000.00	\$125,000.00	\$130,000.00
Senior Research Scientist	\$85,000.00	\$112,500.00	\$140,000.00	\$85,000.00	\$112,500.00	\$140,000.00
Senior Project Engineer	\$105,000.00	\$112,500.00	\$120,000.00	\$125,000.00	\$145,000.00	\$165,000.00
Test and Validation Engineer	\$50,000.00	\$55,000.00	\$60,000.00	\$50,000.00	\$55,000.00	\$60,000.00

Finance

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Controller	\$125,000.00	\$137,500.00	\$150,000.00	\$137,500.00	\$151,250.00	\$165,000.00
Director of FP&A	\$150,000.00	\$160,000.00	\$170,000.00	\$160,000.00	\$175,000.00	\$190,000.00



COMMERCIAL BUILDING PRODUCTS

Manufacturing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Manufacturing Manager	\$110,000.00	\$115,000.00	\$120,000.00	\$130,000.00	\$135,000.00	\$140,000.00
Plant Manager	\$110,000.00	\$122,500.00	\$135,000.00	\$115,000.00	\$127,500.00	\$140,000.00
Plant Supervisor	\$120,000.00	\$130,000.00	\$140,000.00	\$144,000.00	\$156,000.00	\$168,000.00
Production Supervisor	\$80,000.00	\$85,000.00	\$90,000.00	\$84,000.00	\$89,250.00	\$94,500.00
Safety Manager	\$70,000.00	\$77,500.00	\$85,000.00	\$70,000.00	\$77,500.00	\$85,000.00

Marketing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Associate Product Manager	\$75,000.00	\$80,000.00	\$85,000.00	\$95,000.00	\$105,000.00	\$115,000.00
Commercial Segment Development Manager	\$120,000.00	\$125,000.00	\$130,000.00	\$134,400.00	\$140,000.00	\$145,600.00
Director of E-Commerce	\$150,000.00	\$164,000.00	\$178,000.00	\$187,500.00	\$205,000.00	\$222,500.00
E-Commerce Manager	\$105,000.00	\$107,500.00	\$110,000.00	\$136,500.00	\$139,750.00	\$143,000.00
Marketing Manager	\$90,000.00	\$100,000.00	\$110,000.00	\$99,000.00	\$110,000.00	\$121,000.00
Product Manager	\$90,000.00	\$105,000.00	\$120,000.00	\$90,000.00	\$105,000.00	\$120,000.00
Senior Product Manager	\$105,000.00	\$115,000.00	\$125,000.00	\$105,000.00	\$115,000.00	\$125,000.00



COMMERCIAL BUILDING PRODUCTS

Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Customer Experience Manager	\$90,000.00	\$100,000.00	\$110,000.00	\$94,500.00	\$105,000.00	\$115,500.00
Director of Employee Benefits	\$150,000.00	\$200,000.00	\$250,000.00	\$150,000.00	\$200,000.00	\$250,000.00
Director of Graphic Operations	\$140,000.00	\$145,000.00	\$150,000.00	\$154,000.00	\$159,500.00	\$165,000.00
Director of Procurement	\$130,000.00	\$140,000.00	\$150,000.00	\$143,000.00	\$154,000.00	\$165,000.00
Distribution Center Supervisor	\$55,000.00	\$57,500.00	\$60,000.00	\$55,000.00	\$57,500.00	\$60,000.00
General Manager	\$180,000.00	\$195,000.00	\$210,000.00	\$270,000.00	\$292,500.00	\$315,000.00
Lean Leader	\$85,000.00	\$95,000.00	\$105,000.00	\$93,500.00	\$104,500.00	\$115,500.00
Office and Administrative Support	\$50,000.00	\$55,000.00	\$60,000.00	\$55,000.00	\$60,000.00	\$65,000.00
Operations Manager	\$120,000.00	\$130,000.00	\$140,000.00	\$120,000.00	\$130,000.00	\$140,000.00
Project Director	\$90,000.00	\$105,000.00	\$120,000.00	\$103,500.00	\$120,750.00	\$138,000.00
Project Services Manager	\$90,000.00	\$100,000.00	\$110,000.00	\$90,000.00	\$100,000.00	\$110,000.00
Regional Service Manager	\$110,000.00	\$120,000.00	\$130,000.00	\$110,000.00	\$120,000.00	\$130,000.00
Senior Project Manager	\$100,000.00	\$115,000.00	\$130,000.00	\$125,000.00	\$140,000.00	\$155,000.00
Service Center Manger	\$120,000.00	\$135,000.00	\$150,000.00	\$120,000.00	\$135,000.00	\$150,000.00
Technical Specialist	\$75,000.00	\$75,000.00	\$75,000.00	\$75,000.00	\$78,750.00	\$82,500.00
Technical Writer	\$70,000.00	\$80,000.00	\$90,000.00	\$75,000.00	\$90,000.00	\$105,000.00
Vice President of Finance	\$160,000.00	\$170,000.00	\$180,000.00	\$208,000.00	\$221,000.00	\$234,000.00
Vice President of Operations	\$180,000.00	\$190,000.00	\$200,000.00	\$234,000.00	\$247,000.00	\$260,000.00
Vice President of PreConstruction	\$170,000.00	\$210,000.00	\$250,000.00	\$221,000.00	\$273,000.00	\$325,000.00



COMMERCIAL BUILDING PRODUCTS

Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Account Manager	\$90,000.00	\$100,000.00	\$110,000.00	\$99,000.00	\$110,000.00	\$121,000.00
Architectural Sales Representative	\$90,000.00	\$102,000.00	\$114,000.00	\$112,500.00	\$127,500.00	\$142,500.00
Business Development Manager	\$70,000.00	\$80,000.00	\$90,000.00	\$115,000.00	\$120,000.00	\$125,000.00
Director of Sales	\$135,000.00	\$155,000.00	\$175,000.00	\$168,750.00	\$193,750.00	\$218,750.00
Director, MRO Sales	\$120,000.00	\$135,000.00	\$150,000.00	\$160,000.00	\$180,000.00	\$200,000.00
Distribution Sales Manager	\$100,000.00	\$110,000.00	\$120,000.00	\$110,000.00	\$120,000.00	\$130,000.00
Distributor Technical Sales Representative	\$65,000.00	\$80,000.00	\$95,000.00	\$100,000.00	\$120,000.00	\$140,000.00
District Sales Manager	\$90,000.00	\$105,000.00	\$120,000.00	\$100,800.00	\$115,800.00	\$130,800.00
General Manager	\$140,000.00	\$147,500.00	\$155,000.00	\$165,000.00	\$177,500.00	\$190,000.00
HVAC Sales Representative	\$100,000.00	\$102,500.00	\$105,000.00	\$125,000.00	\$137,500.00	\$150,000.00
International Specification Sales Manager	\$120,000.00	\$127,500.00	\$135,000.00	\$137,500.00	\$145,000.00	\$152,500.00
Key Account Manager	\$80,000.00	\$90,000.00	\$100,000.00	\$125,000.00	\$137,500.00	\$150,000.00
National Account Manager	\$110,000.00	\$120,000.00	\$130,000.00	\$125,000.00	\$135,000.00	\$145,000.00
Product Representative	\$75,000.00	\$82,500.00	\$90,000.00	\$95,000.00	\$102,500.00	\$110,000.00
Regional Architectural Manager	\$80,000.00	\$105,000.00	\$130,000.00	\$150,000.00	\$155,000.00	\$160,000.00
Regional Business Line Manager	\$110,000.00	\$112,500.00	\$115,000.00	\$126,000.00	\$138,000.00	\$150,000.00
Regional Sales Manager	\$90,000.00	\$120,000.00	\$150,000.00	\$105,000.00	\$147,000.00	\$189,000.00
Sales Engineer	\$110,000.00	\$120,000.00	\$130,000.00	\$137,500.00	\$150,000.00	\$162,500.00
Showroom Sales Manager	\$90,000.00	\$101,000.00	\$112,000.00	\$105,000.00	\$112,500.00	\$120,000.00
Technical Sales Engineer	\$115,000.00	\$122,500.00	\$130,000.00	\$140,000.00	\$152,500.00	\$165,000.00
Technical Trainer/Technical Sales	\$70,000.00	\$70,000.00	\$70,000.00	\$70,000.00	\$70,000.00	\$70,000.00
Territory Sales Manager	\$75,000.00	\$82,500.00	\$90,000.00	\$130,000.00	\$140,000.00	\$150,000.00
Vice President of Sales	\$185,000.00	\$192,500.00	\$200,000.00	\$200,000.00	\$225,000.00	\$250,000.00



COMMERCIAL INTERIORS

Design

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Designer	\$65,000.00	\$75,000.00	\$85,000.00	\$65,000.00	\$75,000.00	\$85,000.00
Junior Designer	\$70,000.00	\$75,000.00	\$80,000.00	\$75,000.00	\$80,000.00	\$85,000.00
Level 2 Designer	\$57,000.00	\$66,000.00	\$75,000.00	\$57,000.00	\$66,000.00	\$75,000.00
Level 3 Designer	\$70,000.00	\$75,000.00	\$80,000.00	\$75,000.00	\$80,000.00	\$85,000.00
Space and Occupancy Planner	\$60,000.00	\$60,000.00	\$60,000.00	\$70,000.00	\$70,000.00	\$70,000.00

Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
CAD Designer 3	\$68,915.00	\$86,240.00	\$103,565.00	\$68,915.00	\$86,240.00	\$103,565.00
New Product Engineer	\$87,263.00	\$109,200.50	\$131,138.00	\$87,263.00	\$109,200.50	\$131,138.00
Product Design Engineer	\$100,000.00	\$125,000.00	\$150,000.00	\$100,000.00	\$125,000.00	\$150,000.00
Senior Product Engineer	\$100,000.00	\$125,000.00	\$150,000.00	\$100,000.00	\$125,000.00	\$150,000.00

Marketing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Senior Product Manager	\$100,000.00	\$112,500.00	\$125,000.00	\$105,000.00	\$118,125.00	\$131,250.00



COMMERCIAL INTERIORS

Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Dealer Operations Manager	\$70,000.00	\$90,000.00	\$110,000.00	\$73,500.00	\$94,500.00	\$115,500.00
Director of Purchasing	\$115,000.00	\$120,000.00	\$125,000.00	\$135,000.00	\$142,500.00	\$150,000.00
Estimator	\$70,000.00	\$75,000.00	\$80,000.00	\$80,500.00	\$86,250.00	\$92,000.00
Healthcare Project Manager	\$75,000.00	\$75,000.00	\$75,000.00	\$75,000.00	\$75,000.00	\$75,000.00
Operational Manager	\$100,000.00	\$105,000.00	\$110,000.00	\$100,000.00	\$105,000.00	\$110,000.00
Plant Manager	\$140,000.00	\$150,000.00	\$160,000.00	\$168,000.00	\$180,000.00	\$192,000.00
Project Manager	\$60,000.00	\$70,000.00	\$80,000.00	\$60,000.00	\$70,000.00	\$80,000.00
Senior Project Manager	\$140,000.00	\$160,000.00	\$180,000.00	\$145,000.00	\$167,500.00	\$190,000.00



COMMERCIAL INTERIORS

Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Account Manager	\$70,000.00	\$85,000.00	\$100,000.00	\$120,000.00	\$135,000.00	\$150,000.00
Architectural & Design Representative	\$80,000.00	\$90,000.00	\$100,000.00	\$96,000.00	\$123,000.00	\$150,000.00
Architectural Sales Representative	\$120,000.00	\$130,000.00	\$140,000.00	\$144,000.00	\$156,000.00	\$168,000.00
Business Development Manager	\$80,000.00	\$90,000.00	\$100,000.00	\$100,000.00	\$110,000.00	\$120,000.00
Inside Sales/Quoting Specialist	\$40,000.00	\$50,000.00	\$60,000.00	\$40,000.00	\$50,000.00	\$60,000.00
Learning Environment Specialist	\$70,000.00	\$90,000.00	\$110,000.00	\$112,000.00	\$127,000.00	\$142,000.00
Market Manager	\$85,000.00	\$92,500.00	\$100,000.00	\$105,000.00	\$115,000.00	\$125,000.00
President	\$200,000.00	\$250,000.00	\$300,000.00	\$200,000.00	\$250,000.00	\$300,000.00
Regional Sales Manager	\$80,000.00	\$120,000.00	\$160,000.00	\$112,500.00	\$156,250.00	\$200,000.00
Sales Representative	\$80,000.00	\$85,000.00	\$90,000.00	\$110,000.00	\$117,500.00	\$125,000.00
Showroom Sales Manager	\$80,000.00	\$95,000.00	\$110,000.00	\$80,000.00	\$95,000.00	\$110,000.00
Vice President of Sales & Marketing	\$150,000.00	\$175,000.00	\$200,000.00	\$195,000.00	\$227,500.00	\$260,000.00



RESIDENTIAL BUILDING PRODUCTS

Engineering

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Quality Engineer	\$85,700.00	\$92,127.50	\$98,555.00	\$85,700.00	\$92,127.50	\$98,555.00
Senior Product Development Engineer	\$80,000.00	\$92,500.00	\$105,000.00	\$92,000.00	\$106,375.00	\$120,750.00
Testing Engineer	\$60,000.00	\$67,500.00	\$75,000.00	\$75,000.00	\$82,500.00	\$90,000.00

Finance

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Pricing Manager	\$125,000.00	\$152,500.00	\$180,000.00	\$143,000.00	\$175,000.00	\$207,000.00

Manufacturing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
EHS Specialist	\$70,000.00	\$75,000.00	\$80,000.00	\$80,500.00	\$86,250.00	\$92,000.00

Marketing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Associate Product Manager	\$65,000.00	\$65,000.00	\$65,000.00	\$70,000.00	\$77,500.00	\$85,000.00
Content Strategist	\$60,000.00	\$62,500.00	\$65,000.00	\$60,000.00	\$62,500.00	\$65,000.00
Director of Marketing	\$150,000.00	\$160,000.00	\$170,000.00	\$165,000.00	\$175,000.00	\$185,000.00
Marketing Manager	\$75,000.00	\$85,000.00	\$95,000.00	\$75,000.00	\$85,000.00	\$95,000.00
Product Manager	\$100,000.00	\$105,000.00	\$110,000.00	\$110,000.00	\$115,500.00	\$121,000.00



RESIDENTIAL BUILDING PRODUCTS

Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Demand Planning Analyst	\$80,000.00	\$85,000.00	\$90,000.00	\$92,000.00	\$97,750.00	\$103,500.00
Sales Operations Analyst	\$90,000.00	\$100,000.00	\$110,000.00	\$90,000.00	\$100,000.00	\$110,000.00
Sales Operations Manager	\$110,000.00	\$117,500.00	\$125,000.00	\$125,000.00	\$130,000.00	\$135,000.00
Vice President of HR	\$100,000.00	\$162,500.00	\$225,000.00	\$172,000.00	\$236,250.00	\$300,500.00
Warehouse Manager	\$60,000.00	\$65,000.00	\$70,000.00	\$66,000.00	\$71,500.00	\$77,000.00

Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Account Manager	\$60,000.00	\$67,500.00	\$75,000.00	\$65,000.00	\$77,500.00	\$90,000.00
Builder Sales Representative	\$100,000.00	\$105,000.00	\$110,000.00	\$150,000.00	\$157,500.00	\$165,000.00
Business Development Manager	\$70,000.00	\$75,000.00	\$80,000.00	\$80,000.00	\$85,000.00	\$90,000.00
Digital Sales Specialist	\$75,000.00	\$102,500.00	\$130,000.00	\$100,000.00	\$125,000.00	\$150,000.00
Inside Sales Rep	\$40,000.00	\$40,000.00	\$40,000.00	\$60,000.00	\$60,000.00	\$60,000.00
Regional Sales Director	\$150,000.00	\$175,000.00	\$200,000.00	\$225,000.00	\$262,500.00	\$300,000.00
Sales Manager	\$124,299.00	\$140,521.00	\$156,743.00	\$149,158.80	\$168,625.20	\$188,091.60
Territory Sales Manager	\$45,000.00	\$73,300.00	\$101,600.00	\$60,000.00	\$105,000.00	\$150,000.00



RESIDENTIAL INTERIORS

Design

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Senior Designer	\$80,000.00	\$90,000.00	\$100,000.00	\$85,000.00	\$95,000.00	\$105,000.00

Marketing

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Commercial Business Analyst	\$80,000.00	\$90,000.00	\$100,000.00	\$92,000.00	\$103,500.00	\$115,000.00

Operations

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Office Manager	\$55,000.00	\$72,500.00	\$90,000.00	\$70,000.00	\$85,000.00	\$100,000.00
Senior Pension Administrator	\$50,000.00	\$62,500.00	\$75,000.00	\$50,000.00	\$62,500.00	\$75,000.00

Sales

Job Title	Base Low	Base Mid	Base High	Total Low	Total Mid	Total High
Account Manager	\$70,000.00	\$75,000.00	\$80,000.00	\$77,000.00	\$82,500.00	\$88,000.00
Business Development Manager	\$80,000.00	\$115,000.00	\$150,000.00	\$90,000.00	\$125,000.00	\$160,000.00
Sales & Architecture Specifications Manager	\$90,000.00	\$95,000.00	\$100,000.00	\$130,000.00	\$135,000.00	\$140,000.00
Sales Representative	\$68,000.00	\$79,000.00	\$90,000.00	\$72,000.00	\$87,000.00	\$102,000.00



Benefits that matter to candidates

In the building materials and commercial/residential interior products industry, salary is undeniably one of the top drivers for candidates when choosing one company over another. However, it is essential for companies to acknowledge that there are other crucial factors to take into account when designing a compensation package that will successfully attract and retain top talent.

Great culture is attractive

Beyond salary, candidates are looking for companies that prioritize a healthy and positive company culture. Research by Deloitte shows 94% of executives and 88% of employees believe a distinct corporate culture is important to business success. This includes a clearly articulated work philosophy, transparency, feedback, and fair treatment. The Great Resignation has highlighted the importance of these factors, with employees seeking better treatment and more opportunities to grow and learn. Therefore, companies that invest in developing a positive company culture can attract and retain top talent.

Can you resist micromanagement?

Candidates also value autonomy in their work, with the ability to take the lead on tasks and own the process being a key factor. This can include the ability to solve problems independently or act without direct supervision.

Micromanagement can quickly erode team morale and discourage creativity, so companies should prioritize autonomy in their teams to attract top talent.

Everyone wants a remote job

When people have the chance to work flexibly, 87 percent of them take it, according to a recent McKinsey survey.

Flexible work arrangements can enable candidates to pursue other interests outside of work, which can have significant benefits for the company. For example, employees may use this flexibility to care for loved ones, pursue education, or volunteer in their community. These experiences can translate to greater creativity, innovation, and overall job satisfaction, all of which can benefit the company.

While remote work was once a perk, it is now a necessity for many workers. Candidates are increasingly seeking opportunities for hybrid work arrangements that combine remote and in-office work. Offering these options can expand the pool of potential candidates and allow companies to access top talent regardless of location.

While salary remains the primary driver for candidates, companies need to consider additional factors when crafting a compensation package that will attract and retain top talent in the building materials and commercial/residential interior products industry.



Positions on the rise in building materials: Product Manager

Companies have enjoyed tremendous margins over the last few years, and they are investing their returns in the **product manager** position.

This role impacts engineering, R&D, and company efficiencies. As a result, companies focused on growth are hiring product managers. We've seen a 225% increase in hiring for this role from 2021 to 2022.

How can product managers help your building materials or commercial/residential interior products company?

- Product managers are able to manage the overall product development process and ensure that all stakeholders are on board with the development goals.
- They can work closely with research and development teams to create new products and make sure they are up to date with industry trends, as well as find ways to improve existing products.
- Product managers can help optimize the production cycles to cut down costs and increase profits.
- They can provide valuable insights on customer demand for certain products and help determine what new products should be created or discontinued.

All of these services are invaluable in the building materials and commercial/residential interior products industry.

Companies are recognizing that product managers can offer tremendous value over the long term and are making investments in this role to help drive growth.

Overall, product managers are in high demand and will become more so as companies look for ways to stay competitive and grow their business. With the right support, a product manager can become an invaluable member of any building materials and commercial/residential interior products team.

Sources:

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