

Senior Building Surveyor – Commercial & Residential

Director-Track Opportunity | South West England

Location: South West England (Hybrid working)

Salary: Negotiable depending on experience + uncapped performance bonus

Contract: Full-time, permanent

Experience: Minimum 5 years' professional experience

Join a growing independent building consultancy

HFJW Surveyors Ltd is seeking an experienced Building Surveyor to join our expanding general practice consultancy, delivering both commercial and residential surveying services across the South West.

This is a senior, client-facing role designed for a surveyor who combines strong technical capability with commercial awareness and an entrepreneurial mindset. The position offers a clear pathway toward senior leadership and director-level responsibility for the right individual.

The role

You will deliver a wide range of building surveying services, including RICS Level 2 and Level 3 residential surveys, commercial building surveys, defect diagnosis, and professional advisory work. Instructions will include work for private homeowners, landlords, developers, investors, and commercial occupiers.

You will manage projects from initial enquiry through to report delivery, working closely with clients and providing clear, well-reasoned professional advice. The role also includes planning and development-related work, feasibility input, and measured surveys with CAD output where required.

This is a hybrid role, balancing site inspections, home working, and collaboration with the wider consultancy.

Client engagement and business development

Strong client engagement is essential. You will be expected to build lasting client relationships, contribute to fee proposals, and help convert enquiries into instructions.

You will be encouraged to generate repeat business, develop new service lines, and contribute directly to the growth of the consultancy.

This role suits a surveyor who understands that modern building surveying is both a professional and commercial discipline.

Skills, experience and competencies

- Minimum 5 years' experience delivering building surveying services
- Proven experience across commercial and residential property
- Confident delivery of RICS Level 2 and Level 3 surveys
- Experience undertaking commercial building surveys and defect analysis
- CAD proficiency and measured survey experience
- Sound knowledge of planning and development processes
- Excellent written and verbal communication skills
- Strong organisational skills and ability to work autonomously

Why this role is different

This is not a high-volume, production-line surveying role. You will have autonomy, influence, and visibility within the business from day one. Performance, initiative, and professionalism are rewarded rather than time served.

You will be trusted to manage your own workload, engage directly with clients, and help shape how the business develops over the next decade. There is genuine scope to build specialist service areas and expand commercial workstreams.

Progression and director pathway

This role is intentionally structured for long-term progression. The successful candidate will have a clear pathway toward senior leadership and director-level responsibility, with opportunities to influence business strategy, grow fee income, and participate in the future ownership and direction of the practice.

This is an opportunity for a surveyor seeking a long-term professional home rather than a short-term move.

What we offer

- Negotiable salary depending on experience
- Uncapped performance-related bonus
- Hybrid working and flexible structure
- Genuine progression to senior and director-level roles
- Opportunity to shape a growing independent consultancy

How to apply

Applicants should submit a CV detailing relevant experience and a brief covering statement outlining your background, areas of expertise, and interest in the role.

Applications should be submitted via RICS Recruit or emailed directly to:

info@hfwjsurveyors.com

Subject line: Building Surveyor Application – [Your Name]

All applications will be treated in strict confidence. Informal discussions can be accommodated for suitable candidates.