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Talent Drives Success

Talent Intelligence Report
October 2026

NEW YORK CITY · BIM TALENT MARKET

BIM talent is scarce. Hiring it takes a strategy.

What New York's BIM managers, coordinators and engineers look like today, who is competing for them, what the market pays, and how firms can hire well in one of the tightest AEC talent pools in the city.

462
BIM professionals in the NYC metro

Very high
Hiring-demand rating

2.1 yrs
Median tenure in role

EXECUTIVE SUMMARY

A small pool, a crowded field

New York's BIM market is at a point where demand has outrun supply. The pool barely grew last year, general contractors are building out their own BIM teams, and the people firms want most are already employed. For hiring leaders, that changes the playbook.

Top 5 insights

01 **Fewer than 500 BIM professionals in the NYC metro.** LinkedIn counts 462 people with a BIM title in the metro (554 statewide), and the pool grew just 0.5% in a year. Supply is essentially flat.

02 **Demand is rated "very high."** There are 21 open BIM posts in the metro, about one for every 22 professionals.

03 **General contractors employ the most BIM talent.** Turner Construction is the largest single employer, and most of the top ten are contractors. The fastest-growing BIM teams are on the construction side too: Gilbane (+75%), Tutor Perini (+50%) and Kiewit (+20%).

04 **BIM Managers benchmark at $133K.** The NYC base-pay median is $90K for coordinators, $98K for senior specialists and engineers, and $133K for BIM and VDC managers. Live postings run 5–9% above that.

05 **Talent moves often.** Median tenure is 2.1 years, and one in six people in the pool changed jobs in the past year.

Strategic imperatives

Recruit passive talent directly. The people you need aren't applying, they're working at your competitors. **Price to the live market.** NY postings run 5–9% above survey data, and every candidate is comparing to them. **Sell the path to leadership.** BIM Manager is the largest and fastest-growing title. **Build retention into the offer.** At 2.1 years of median tenure, the next recruiter call is never far off.

The message is clear: in this market, a job post is not a hiring plan.

THE TALENT POOL

New York holds the state's BIM talent, and keeps it

83% of New York State's BIM-titled professionals sit in the NYC metro. Movement in and out of the metro last year was in the single digits, mostly to and from Boston, San Diego and a scattering of other US and international markets. Relocation isn't feeding this pool.

462
BIM professionals in the NYC metro (554 statewide)

21
Open BIM job posts in the metro (30 statewide)

+1%
One-year growth in the NYC metro pool (+0.5% statewide)

Where New York's BIM talent is located

MARKET AREA	PROFESSIONALS	1-YR CHANGE	JOB POSTS	HIRING DEMAND
New York City Metro	**462**	**+1%**	**21**	**Very high**
Rochester Metro	37	+6%	3	Very high
Albany Metro	27	-4%	2	High
Buffalo–Niagara Falls	13	-7%	1	High
Syracuse–Auburn	8	-11%	2	—
Other upstate NY (7 areas)	7	—	—	—

CRITICAL FINDING

Every BIM hire in New York is a hire from another New York firm. With flat supply and almost no inbound migration, the pool doesn't refill on its own. **Firms aren't competing for applicants. They're competing for each other's people.**

ROLES AND SKILLS

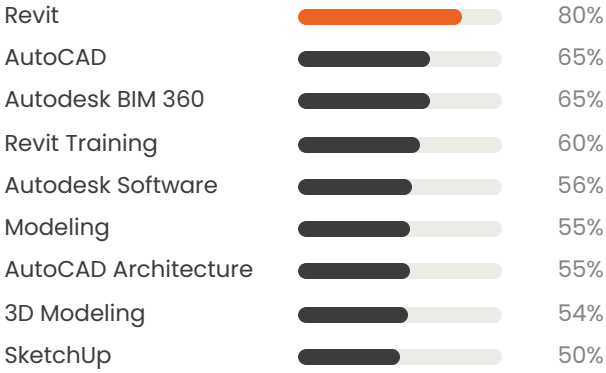
Managers lead the pool. Technicians are the tightest hire.

The data shows that BIM Manager is both the largest title and the fastest growing, so the market is maturing toward leadership. Technician roles are where demand is tightest: 5 open posts for 37 professionals.

BIM titles in the pool

TITLE	PROFESSIONALS	% OF POOL	1-YR GROWTH	JOB POSTS
BIM Manager	175	32%	+3%	7
BIM Coordinator	103	19%	+1%	6
BIM Engineer	102	18%	+2%	5
BIM Specialist	76	14%	0%	4
BIM Modeler	43	8%	+2%	2
BIM Technician	**37**	**7%**	**+3%**	**5**
BIM Consultant	12	2%	-20%	0
BIM Lead	11	2%	0%	1
BIM Architect	4	1%	-20%	0

Most common skills



Share of the pool listing each skill.

Fastest-growing skills

SKILL	1-YR GROWTH	PEOPLE
Building Services	+100%	84
Draftsmanship	+98%	105
Architectural Plans	+97%	69
AutoCAD 2D	+97%	69

Newly emerging (no prior-year baseline): Virtual Manufacturing (127), Planning & Scheduling (93), Virtual Training (92), Bid Preparation, Build Projects and Maintenance & Repair (56 each). The growth is in construction-phase and operations skills.

WHAT FIRMS SHOULD DO

Show candidates where the role leads. With BIM Manager the largest and fastest-growing title, the people you want are thinking about their next step into leadership. Firms that define the path from coordinator to manager, and put it in the first conversation, give passive candidates a reason to move.

COMPETITIVE LANDSCAPE

Design firms are competing with contractor budgets

The market is fragmented, with the top ten employers holding only about 16% of the pool. This means that most BIM professionals sit in small teams across dozens of firms, with the largest and fastest-growing teams on the construction side.

Top employers of BIM talent

EMPLOYER	PEOPLE	1-YR	EMPLOYER	PEOPLE	1-YR
Turner Construction	23	+5%	VIATechnik	5	+67%
EnTech	11	-8%	HDR	5	+25%
AECOM	10	0%	WSP in the U.S.	5	-17%
Whiting-Turner	8	+14%	Pike Construction Services	5	0%
Gilbane Building	7	+75%	TYLin	5	0%
Syska Hennessy Group	7	-13%	Thornton Tomasetti	5	0%
Tutor Perini	6	+50%	Ibsecad	4	0%
Kiewit	6	+20%	McNamara • Salvia	4	0%
Haugland Group	5	0%	DeSimone Consulting Eng.	4	+33%
STV	5	0%	MLJ Contracting	4	+33%

Industries employing BIM talent

INDUSTRY	PROFESSIONALS	1-YR CHANGE	JOB POSTS	HIRING DEMAND
Architecture and Planning	124	-1%	4	High
Construction	88	-3%	3	High
Building Construction	**85**	**+10%**	**6**	**High**
Civil Engineering	74	-3%	3	Very high
Design Services	57	-2%	1	High
Engineering Services	24	+4%	—	Moderate
Specialty Trade Contractors	21	-13%	4	Moderate

CRITICAL FINDING

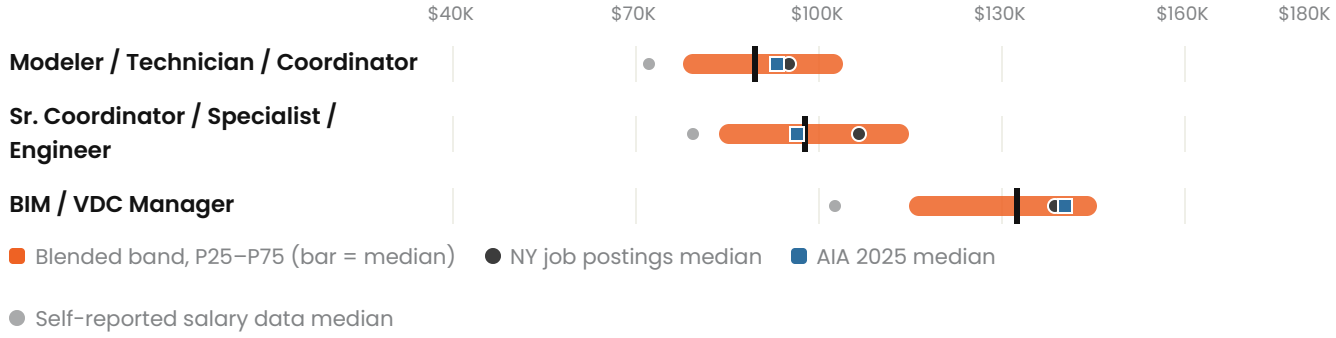
Architecture and planning firms employ the most BIM talent (22%), but construction-side industries together hold about 35%. Building Construction is the only large industry still adding BIM talent. **The talent is shifting toward the GCs.**

COMPENSATION BENCHMARK

What BIM talent costs in New York

A BIM Manager in New York now earns a median base salary of **$133,000**, about 48% more than a coordinator. Live job postings run 5–9% above published survey data at every level, and under New York's pay transparency law, every candidate is comparing to them.

Blended base-pay bands by level



LEVEL	TYPICAL TITLES	EXPERIENCE	P25	MEDIAN	P75	HOURLY AT MEDIAN
Modeler / Technician / Coordinator	BIM Modeler, Technician, Coordinator, VDC Coordinator	3–8 yrs	$78,000	**$90,000**	$104,000	$43.27
Sr. Coordinator / Specialist / Engineer	Sr. BIM Coordinator, BIM Specialist, BIM/VDC Engineer	8+ yrs	$84,000	**$98,000**	$115,000	$47.12
BIM / VDC Manager	**BIM Manager, VDC Manager, Design Technology Manager**	**Leads a team**	**$115,000**	**$133,000**	**$146,000**	**$63.94**

CRITICAL FINDING

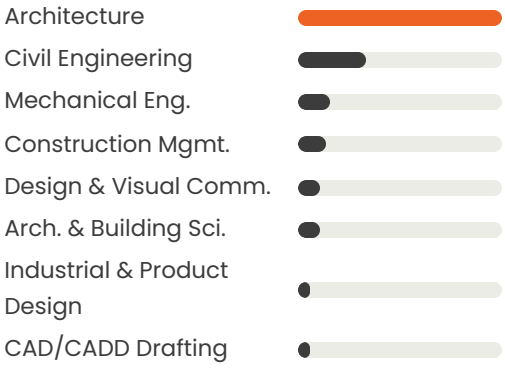
The median BIM Manager earns about $43K more than the median coordinator, a 48% step. **Firms that plan to grow BIM leadership from within need to budget for that jump.**

EDUCATION AND BACKGROUND

Trained as designers, working as technologists

Architecture is by far the most common path into BIM in New York, followed by civil and mechanical engineering. More than a third of the pool holds a master's degree, and among recent grads it's nearly half.

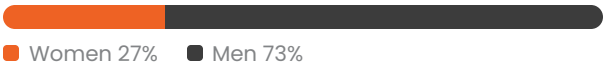
Top fields of study



Highest degree attained

DEGREE	ALL PROFESSIONALS	RECENT GRADS
Bachelor's	54%	43%
Master's	**34%**	**47%**
Associate's	9%	4%
MBA	2%	4%
PhD	1%	1%

Gender



Schools producing New York's BIM talent

SCHOOL	PEOPLE	RECENT GRADS
City Tech, CUNY	23	4
New Jersey Inst. of Technology	22	6
New York Inst. of Technology	17	3
New York University	15	4
Alfred State (SUNY)	11	2

SCHOOL	PEOPLE	RECENT GRADS
Columbia University	8	2
Pratt Institute	8	1
City College of New York	8	1
University at Buffalo	8	2
NYU Tandon (Polytechnic)	7	—

WHAT FIRMS SHOULD DO

Treat BIM candidates as designers first. Most were trained in architecture, so they weigh design culture, project typology and the quality of the work as heavily as the tools. City Tech, NJIT and NYIT are the strongest local feeders for an early-career pipeline.

RECOMMENDATIONS

How to win BIM talent in New York

Here's the paradox. BIM has never been more central to how New York gets built, and the pool of people who can lead it has barely grown.

01 Reach passive talent through a specialist

With 21 open posts for 462 professionals, the people you want aren't applying. They're working at peer firms and contractors, and they respond to a conversation, not a job ad. **What to do:**

- Work with a recruiting partner who already knows New York's BIM community and engages passive candidates every day.
- Lead every approach with the project, the team and the path, not the job description.

02 Price to the live market

NY postings run 5–9% above published survey data, and every candidate is comparing to them. **What to do:**

- Post coordinators at $90K–$104K and BIM/VDC managers at $133K–$146K, the median to P75 of our benchmark.
- Benchmark each role before it goes live, against today's market, not last year's survey.

03 Sell the path to leadership

BIM Manager is the largest and fastest-growing title in the pool. **What to do:** show candidates the step from coordinator to manager, and the projects they'll lead on the way, in the very first conversation.

04 Grow the pipeline you can't hire

Architecture is the most common path into BIM (211 of 554 professionals). **What to do:** bring in architecture-trained designers with strong Revit skills, invest in BIM mentorship, and recruit early-career talent from City Tech, NJIT and NYIT.

05 Retain from day one

Median tenure is 2.1 years. **What to do:** put a 12-month growth conversation and visible investment in your BIM standards into the first year, before a recruiter does it for you.

The question isn't whether you can afford to invest in your BIM hiring strategy. It's whether you can afford another six months with the seat empty.

About Snipebridge

SNIPEBRIDGE is not a staffing company. We are an exclusive talent partner to clients and manage their hiring program through an extended team model. We work as an extension of your team, combining access to passive AEC talent, real market intelligence and predictable, subscription-based spend.

Hiring BIM talent in New York?

Book a complimentary 30-minute Talent Strategy Review. We'll benchmark your open BIM roles against this data and map the passive talent you can reach.

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