



ARCHITECTURE SECTOR & SALARY INSIGHTS

We're pleased to present the results of our latest Architecture & Design survey. Designed to provide insight into the architecture industry, its salaries and benefits packages and job satisfaction.

How and why have we put this together?

We've used some of our own data on placements we've made over the last year, along with live vacancies and results from an external salary survey we conducted. We believe this report will help us continue to improve our service levels and give us a greater understanding of our market, enabling us to serve our clients and candidates better, and ensure we work with the best clients and place the best candidates in roles that meet their salary and satisfaction expectations.

How is the Architecture sector in the UK performing?

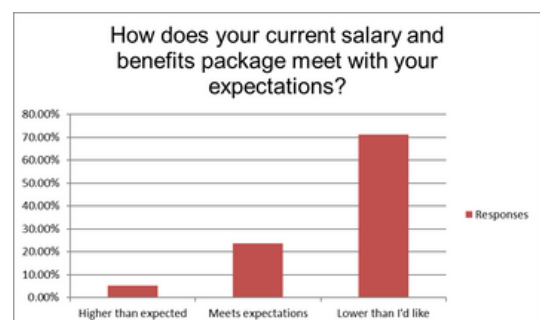
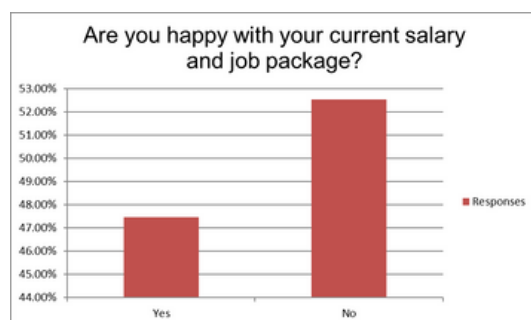
The economy barely grew in quarter three of 2024. This is partly attributed to the apprehension surround the new Government's budget that took place in October 24, with businesses holding back on decision-making. Regarding Construction and its related industries, according to The Construction Products Association's (CPA) Construction Industry Forecast 2024-2026 construction output is forecast to contract by 2.9% as the industry awaits further interest rate cuts and the return of consumer confidence but growth will resume in 2025 with 2.0% growth and a further 3.6% in 2026. Housing is forecast to see the highest percentage growth over the next two years (private housing is forecast to grow by 8% and repair and maintenance rising 3% in 2025), This is welcome news given its decline this year, around 9%. Moderate growth in public non-housing is forecast for 2025, and then relatively strong growth in 2026.

However we are yet to see the full impact of the recent budget. The increase in employer National Insurance contributions along with the rise in the minimum wage could create caution around pay, staffing levels and investment. There's also increasing cost pressure affecting both consumers and businesses.

What are we seeing in our experience? What does all this mean for salaries and job satisfaction within the sector?

We have given our views on what we have experienced over the year, and presented some data on placements made, live vacancies and the results of the survey.

Our results indicate that 47.5% of respondents are happy with their current salary package, which is a very slight increase of 2.5% compared to our 2023 survey results and looking back to our 2022 data, only 35% of respondents were happy with what they received so we are seeing an encouraging upward trend. However 71% of respondents believe their salary package to be lower than expectations (compared to 62% in 2023) with only 24% saying it met their expectations (38% in 2023). 5% believed it to be higher. It is worth noting that this is a relatively small set of data and might not necessarily represent the wider market.



The Results

Breaking the data down from the survey, the results in the table below show the average salary by job title.

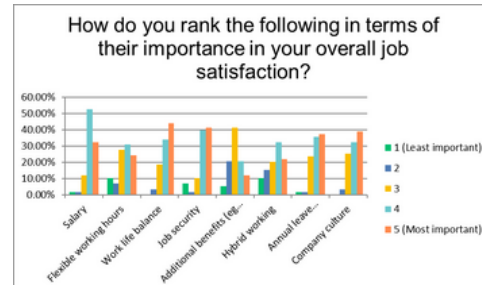
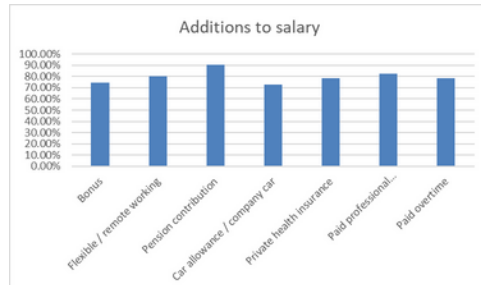
Job Title	Salary
Architect	£42,500
Architectural Assistant	£29,000
Architectural Designer	£35,000
Architectural Technician	£35,000
Architectural Technologist	£31,000
Assistant Landscape Architect	£27,000
Associate	£49,000
BIM Manager	£65,000
CAD Technician	£27,000
Consultant	£70,000
Design Manager	£60,000
Interior Designer	£28,000
Landscape Architect	£23,500
Project Architect	£47,500
Project Manager	£45,000
Senior Architectural Designer	£48,000
Senior Architectural Technologist	£47,250
Senior BIM Coordinator	£60,000
Senior BIM Manager	£65,000
Senior Development Technician	£63,500
Senior Landscape Architect	£48,000

From the results of our survey we've seen an almost 15% increase in salaries for Architects over the past year, with the average standing at around £42,500. A similar increase can be seen in the salaries for Senior Architectural Technologists. Salaries for Senior Landscape Architects have increased, with some salaries in the Midlands commanding almost £50,000.

Pay for Architectural Technicians seems to have remained stable when compared to 2023, at around £35,000, and we've seen some salaries for Architectural Technologists reach around £37,500 (North East). There's been a good rise in the salary levels for Associates too on the survey results - the average being around £49,000 but we've seen almost £53,000 in the North West.

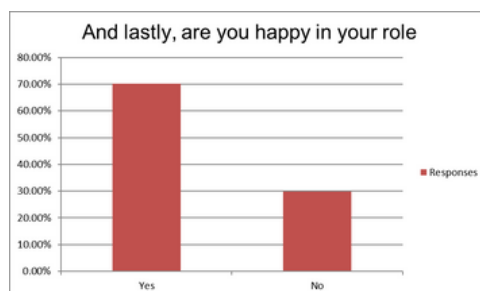
What additional benefits did our respondents receive and what's deemed important?

Almost 75% of respondents of our survey received a bonus - an increase of over 30% compared to 2023 data, and a similar increase compared to 2022 data. 82% have their professional fees paid, and the percentage of people having the option of flexible and/or remote working has remained consistent at around 80%, once again the normalisation of hybrid and flexible working arrangements continues. The chart below to the left shows the other additions that our respondents received, including paid overtime, car allowances and private healthcare.



When looking at what people deem important, the chart to the right above shows how valuable a work life balance is - almost 78% of people ranked it as either 4 or 5 (5 being most important), which is 14% higher than last year's results. Obviously salary is important with nearly 85% ranking it a 4 or 5, and once again company culture is important to people - over 70% believing it to be a 4 or 5. Some of the comments we received specifically mentioned how good their company culture was, how important the structure of their jobs was and the relationships with peers.

Annual leave entitlement remains high on people's level of job satisfaction, reinforcing the importance of a work life balance and people place value on job security - over 40% deemed this to be most important, around the same as 2023's results.



Our final question was regarding if overall people are happy in their role. 70% claimed to be so, a 14% increase on 2023. It's clear to see that employers who offer a combination of benefits are highly likely to attract and retain top talent in the workplace and are more likely to have employees who are happy in their jobs.

Reflection

What about placements that we have made and how do we think the market is performing?

Job Title	Average
Architect	£38,000
Architectural Assistant	£36,000
Architectural Director	£73,500
Architectural Technician	£37,750
Architectural Technologist	£37,500
Interior Designer	£35,000
Junior Interior Architect	£32,000
Landscape Architect	£30,000
Operations Director	£95,000
Principal Architect	£65,000
Senior Architect	£47,000
Senior Designer	£58,000
Senior Interior Architect	£52,000
Senior Landscape Architect	£38,000



Job Title	Min	Max
Architect	£38,000	£50,000
Architectural Technician	£40,000	£48,000
Architectural Technologist	£23,500	£45,000
CDM Principal Designer	£50,000	£60,000
Midweight Interior Designer	£28,000	£40,000
Part 2 Architectural Assistant	£25,000	£30,000
Procurement Manager	£42,000	£52,000
Project Architect	£38,000	£45,000
Revit Technician	£30,000	£40,000
Sales Director	£70,000	£80,000
Senior Architectural Technologist	£40,000	£55,000
Senior FF&E Designer	£48,000	£58,000
Senior Interior Architect	£48,000	£55,000
Senior Interior Designer	£48,000	£52,000
Senior Landscape Architect	£40,000	£52,000
Technical Manager	£50,000	£60,000
Town Planner	£30,000	£45,000

The table on the left hand side and chart above show some of the placements we have made in the last year, with job title and average salary for that role, and the table to the right shows some of the vacancies we're currently working on, with the minimum and maximum salary for that job.

Architecture had an unpredictable and somewhat frustrating 2024. We did however see a sharp increase in vacancies at the back of 2024, pointing towards a very promising 2025. Salary satisfaction seems to be improving but the sector still has a long way to go with this.

We experienced a continued demand for technically-driven staff that can work through RIBA stages 4 and 5 independently, alongside Landscape Architects that are fluid with LVIA report writing, followed by an increased demand for Revit based freelancers, Principal Designers and BIM staff. Town Planning has remained in demand due to the smaller talent pool of candidates available.

Interior Design endured a slow year across the UK, but we are finding the Southern region is starting to push forwards for clients that don't only rely on UK-based work. Principal Designer roles are likely to be boosted throughout 2025 given the new regulations and upskilling requirements in staff and we did find that Graduate roles across all disciplines declined in 2024.

The public sector was a slow burner, with the private sector biding their patience with interest rates, but we are now seeing movement with both. Many Architecture firms are arguably understaffed, and if the predicted work does flow through as predicted, Architecture recruitment will become incredibly busy with a further increased demand for freelancers. We've found a lot of active candidates we have dealt with this year have looked to move companies due to a lack of flexibility, poor pay, and little opportunity for career progression and we can see from our survey results just how important some of these factors are.

On to 2025...and as always, don't hesitate to contact us should you need any further information or help.



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