

ARCHITECTURE SALARY SURVEY

The 2021 review of Conrad's
Architecture Salary Survey with updated
guides.

 Find out more



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INTRODUCTION



Following an unusual year with many disruptions to the way we work, we've prepared a 2021 review of our architecture salary survey to discuss the updated market conditions and changes in salary guidance across the UK.

Our specialist consultants around the country collected data over a three-month period to create averages, although as any statistician will know, averages only tell a limited story. In this review, salary averages have been updated with new data following the pandemic and we've provided a refreshed guide to assist clients in the market.

For each region, our specialist consultants have provided a further drilldown and critique of the data. Supported by expert advice to support hiring decisions and jobseekers to understand opportunities in their respective areas, so that the data can be reliable on a regional level.

Salaries with large or small disparities are discussed to expose earning potential for particular roles and give further rigour to the findings of our report.

Hirers can use this report as a basis for hiring decisions, or job seekers can identify areas for potential growth from their current positions.

Interiors note: We were unable to collect enough data to provide a sensible average for Interior Design roles nationwide, therefore we have omitted these findings from the regional report and have provided a salary guide for some of the key areas we provide services, which can be found at the end of this report..

RECRUITMENT MARKET LIKE NEVER BEFORE

Embracing home working at the start of the pandemic felt like survival.

It's fair to say the world has changed dramatically since we published our first salary guide and the way most people work has changed forever. As the saying goes, there is always some good that comes out of bad! 18 months down the line, are we all desperate to get back to the old grind or is remote flexible working here to stay?

The shock of the first lockdown in Spring 2020 pretty much closed all our clients offices. There was an initial scramble for companies to secure portable tech, alternatively people simply took home their workstations and set up on the kitchen table. Those lucky enough to have home offices actually put them to good use and some of us converted sheds / garages into dedicated home working spaces! We all played our part in making the best out of any space we had and suddenly we were all thrust into the world of Teams/ Zoom meetings... and the Friday night online quiz had taken off!

What took most people by surprise was the remarkable speed employers and employees adapted to suddenly being thrust into a remote working model. The WFH concept which was largely untested for most businesses worked. Survival mode bolstered by the furlough scheme was replaced with a cautious optimism and by the early part of the summer 2020 a selection of our clients started to recruit again with interviews taking place online and starters being inducted from home.

So how has the pandemic changed recruitment for job seekers and hiring clients a year or so on? Here are some of our thoughts!

AGILE OR HYBRID WORKING

Agile and hybrid working are now prominently featured in multiple job advertisements, refreshingly most businesses now offer the best of both home working and a dedicated studio / office space enabling a collaborative working environment. The combination of both is referred to as agile or hybrid working. Some businesses passionately believe in-person attendance achieves the highest standards and they get the best out of people in the room, and some have ditched the office altogether and now just operate remotely.

One thing's for sure, choice is now there for job seekers that either want to retain the benefits of flexible home working or who can't wait to get back into the office to escape the kids!

Are our clients back in the office? The vast majority are, in various capacities. Some are back full time, others are operating a rota-based office & home working system to reduce staff numbers and some are letting their employees decide based on their personal circumstances. One thing's for sure, whilst our overall time in the office has diminished and the aesthetics have changed due to COVID compliance, the collaborative & social benefits they offer by bringing people together ensure they have a healthy future. The workplace will likely continue to evolve for the better!

BREAKDOWN OF COMMUTING BARRIERS

Commuting, before the pandemic, was one of the most scrutinised factors for both candidate and client. The sustainability of someone who has a lengthy commute would raise an eyebrow. One of the biggest benefits that home working brings for candidates is a commute over 3 days

is much more manageable, therefore it presents more opportunities that would ordinarily not be commutable over 5 days. For hiring clients, breaking down the old commuting barriers massively widens the talent pool to potentially untapped talent. We are now seeing an increase in talent moving between Leeds and Sheffield, candidates are even willing to cross the Pennines. This just didn't happen pre-pandemic. We have also experienced an increase in London based practices who are hiring purely remote based talent, often this is on a project basis with the focus on securing someone who is near a live project rather than travelling from the city.

VIRTUAL INTERVIEWS

The Interview landscape to which we had traditionally become accustomed to switched completely online during the height of the pandemic. As things stand, there is currently a mixture of face-face and virtual interviews taking place and we expect this to continue into the future. In our opinion, this is another plus to emerge from the pandemic. Virtual interviews are generally more efficient to arrange if a role is time bound or candidate availability is limited, face-face interviews remain the best option for getting a feel for the culture & working environment of a business.

Top tip to candidates, we recommend preparing both an A3 sample portfolio and a digital version, this will ensure you have both bases covered.

JOB RICH, CANDIDATE SHORT

Demand for talent across the entire Built Environment spectrum has reached an unprecedented level, we are now handling a record number of Architectural vacancies across all regions of the UK on behalf of Architectural Practices, Developers & Consultancies. The rather unexpected COVID bounce largely fuelled by the booming housing market and wider economic recovery has increased investor confidence with most sectors bouncing back to surpass skills demand pre-pandemic levels, the hardest hit sectors such as leisure and hospitality remain

cautious, but we expect demand to increase as we hopefully continue to emerge from the pandemic. The depth of job choice for potential job seekers in today's market is on a volume that we have not seen before, it's incredibly jobs rich and candidate short, career choice for job seekers is plentiful.

TALENT RETENTION

Clients focusing on talent retention is clear as counteroffers are rife and deciding to move jobs is a momentous thing. The decision to enter the market shouldn't be taken on a whim. It's often a trivial and fixable reason why candidates decide to move jobs. As part of our consultative approach we thoroughly pre-qualify the determining factors which might be the driving force behind a move. Our advice is consistent to anyone who is unsure of the best foot forwards: consult with your current employer and give them the benefit of the doubt, should your quandaries not be satisfied you can enter the market with conviction and avoid the inevitable counter-offer scenario.

PANDEMIC POSITIVES

In the most uncertain period to face a generation the pandemic provided an opportunity for all to consider a more holistic view of life and a little time to reflect on the important things. There is no doubt in my mind that the overwhelming positive to emerge throughout the pandemic has been the normalisation of flexible working hours and remote working from home, the stigma that was once attached to remote working has gone and a credible alternative to the normal has been born. The crucial work life balance has been re-aligned, individuals have benefited hugely from newfound flexibility and improved lifestyle's when it comes to a career and juggling busy family life.

Refreshingly, as we continue down the road to normality there is a determination and appetite to retain a lot of the positives the pandemic unexpectedly created, the success of homeworking was undoubtedly one of those!

BY JAMES JACKSON

To discuss recruiting since the pandemic, please get in touch for the latest advice and information.



UK AVERAGE



A snapshot look at average salaries across the UK is a useful benchmark for hirers to assess their salary banding and for candidates to understand where their salary fits within what's achievable elsewhere in the UK.

Many regional factors affect the disparity in salaries across the UK, including competition of practices, ratio of rural/urban areas, concentration of practices and housebuilders, and living costs etc.

Since our 2020 survey, there has been little change at Part II level, whilst there has been a slight decrease for roles such as Senior Technicians/Technologists, Part I Assistants, BIM Coordinator and BIM Manager. This is possibly because our data no longer includes averages for Dublin and the Republic of Ireland.

For all other roles, we have seen an average increase of 2.3%. We expect this is a conservative finding and due to candidate shortage and increased candidate retention from counter-offers, the increase for all roles is actually higher than our findings present.

Flick through our 2021 review to see regional averages, guides and commentaries. If you wish to discuss salary benchmarks, please do not hesitate to contact any of our team who would love to discuss our report and assist.

POSITION	AVERAGE*
ASSOCIATE ARCHITECT	£52,750
SENIOR ARCHITECT	£43,750
ARCHITECT (3-5 YEARS EXPERIENCE)	£36,750
RECENTLY QUALIFIED ARCHITECT	£30,750
ARCHITECTURAL ASSISTANT (II)	£26,500
ARCHITECTURAL ASSISTANT (I)	£21,750
SENIOR TECHNICIAN/TECHNOLOGIST	£39,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£31,250
JUNIOR TECHNICIAN/TECHNOLOGIST	£23,500
DESIGN MANAGER	£53,250
DESIGN COORDINATOR	£41,500
TECHNICAL MANAGER	£50,000
TECHNICAL COORDINATOR	£41,500
BIM MANAGER	£47,500
BIM COORDINATOR	£37,750

*Averages rounded to the nearest £250



OUR TAKE ON THE MARKET

It remains no surprise that London remains the leading region for competitive salaries, due to the considerably higher living costs of the region, as well as being home to many prestige and industry-leading practices.

Salaries are most competitive in London, but so are opportunities. For most roles, candidates can achieve on average 5-10k higher salaries than elsewhere in the UK making it an attractive location for architectural professionals, not just domestically but also on an international scale.

Many of the flexible working benefits that have emerged from the pandemic were already tested and commonplace for practices in London. It's a prime location for achieving above average salaries and a flexible working set up, increasing the appeal for architects to seek opportunities in the capital.

The residential sector remains a reliable growth sector in London that typically pays well, with a particular focus on care home and high-rise projects. This means that Developers are extremely busy and can still afford to pay on par with the top practices, and in excess of the majority of practices in London.

SALARY AVERAGE & GUIDES

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
ASSOCIATE ARCHITECT	£63,500	£55,500	£67,000
SENIOR ARCHITECT	£49,000	£45,000	£59,000
ARCHITECT (3-5 YEARS EXPERIENCE)	£41,750	£38,000	£44,000
RECENTLY QUALIFIED ARCHITECT	£34,500	£32,000	£38,000
ARCHITECTURAL ASSISTANT (II)	£29,750	£28,000	£36,000
ARCHITECTURAL ASSISTANT (I)	£23,000	£21,000	£24,000
SENIOR TECHNICIAN/TECHNOLOGIST	£46,000	£42,000	£52,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£39,000	£33,000	£40,000
JUNIOR TECHNICIAN/TECHNOLOGIST	£33,500	£30,000	£35,000
DESIGN MANAGER	£60,250	£39,000	£70,000
DESIGN COORDINATOR	£36,500	£24,000	£45,000
TECHNICAL MANAGER	£59,500	£34,000	£77,000
TECHNICAL COORDINATOR	£43,250	£30,000	£59,000
BIM MANAGER	£58,750	£55,000	£65,000
BIM COORDINATOR	£45,000	£32,000	£50,000

*averages collected from our survey (rounded to the nearest £250)

**recommendations for high and low salaries based on data and our understanding of the market



SPEAK TO JOEY WALLER

For any queries surrounding architectural recruitment in London, please get in touch with **Joey Waller**

 joey@conradconsulting.co.uk

 01728 726140

OUR TAKE ON THE MARKET

In general, North West architectural salaries have remained relatively close, maybe just slightly higher on average than where they were 2 years ago when we composed our last salary guide. The jobs market was quiet for the majority of 2020, but since January 2021 we have seen a record number of new vacancies registered across the North West region which is slowly but surely helping to drive salary averages up.

Our data shows that Architectural Assistant, Junior/Intermediate Technician and Recently Qualified Architect salaries tend to be more consistent than more Senior job roles. There is a tendency for company salaries to remain more structured as individuals progress through their university and practical studies. It's typically further along the Architectural path that salaries tend to differ more greatly.

The North West continues to offer opportunities away from traditional Architecture practices and there is increased demand of job seekers looking for new roles in these areas. It's true that Housebuilder or developer-lead companies tend to offer higher salaries & better packages, so it's completely understandable why there is a desire to make that move. With more data in these categories collected than ever before we have found greater ranges in some of our specific salary advice categories, such as Senior Architect and Senior Architectural Technician.

The past year has seen an increasing number of vacancies for Senior Architects and Senior Architectural Technicians across the North West which in part can be attributed to the cultural shift towards flexible/home-based working. Employers are more frequently looking to bring in experienced hires that can confidently manage their own time and require less direct management.

The demand for particular software or sector knowledge is another hugely influential factor over the number of vacancies available and the differences in salary we found in our data. Candidates that can demonstrate experience having worked on a specific project type, or using a particular software programme are in a far better position to negotiate, and ultimately increase their salary.

SALARY AVERAGE & GUIDES

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
ASSOCIATE ARCHITECT	£51,250	£42,500	£54,000
SENIOR ARCHITECT	£43,250	£37,000	£46,000
ARCHITECT (3-5 YEARS EXPERIENCE)	£36,000	£33,000	£40,000
RECENTLY QUALIFIED ARCHITECT	£30,000	£27,000	£34,000
ARCHITECTURAL ASSISTANT (II)	£27,250	£23,000	£29,000
ARCHITECTURAL ASSISTANT (I)	£21,500	£19,000	£25,000
SENIOR TECHNICIAN/TECHNOLOGIST	£40,750	£35,000	£47,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£29,250	£28,000	£39,000
JUNIOR TECHNICIAN/TECHNOLOGIST	£21,750	£18,000	£25,000
DESIGN MANAGER	£52,250	£50,000	£60,000
DESIGN COORDINATOR	£41,000	£35,000	£50,000
TECHNICAL MANAGER	£51,750	£50,000	£60,000
TECHNICAL COORDINATOR	£44,750	£35,000	£50,000
BIM MANAGER	£45,250	£38,000	£50,000
BIM COORDINATOR	£37,750	£30,000	£40,000

*averages collected from our survey (rounded to the nearest £250)

**recommendations for high and low salaries based on data and our understanding of the market

SPEAK TO WILL STOCKS

For any queries surrounding architectural recruitment in the North West, please get in touch with **Will Stocks**



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NORTH EAST



OUR TAKE ON THE MARKET

Roles with developers in the North East are paying higher than the UK average, making it a very appealing industry for the sector.

Associate Architects and Senior Architects continue to receive salaries which are considerably lower than the UK Average. Compared to the rest of the UK, living costs in the North East are proportionally lower than elsewhere in the UK, meaning the impact of lower salaries is relative.

There is a lack of big Architectural companies in the region which likely decreases competition and is driving salaries down for the region. Newcastle is the city with a small concentration of 'bigger' Architectural employers, similar to the likes of Liverpool and Sheffield. There is an increasing amount of talented Architectural professionals coming through the Universities year on year, yet salaries remain slightly below average in comparison to the rest of the country.

With increased agile and hybrid working opportunities, candidates are often willing to travel slightly further for roles which don't require 5 days working from the office / studio. This widens the pool for practices to hire further afield and for more candidates to consider opportunities in this region which may increase competition within the sector and begin to drive up salaries.

SALARY AVERAGE & GUIDES

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
ASSOCIATE ARCHITECT	£44,500	£40,000	£50,000
SENIOR ARCHITECT	£40,000	£35,000	£45,000
ARCHITECT (3-5 YEARS EXPERIENCE)	£35,250	£32,500	£37,000
RECENTLY QUALIFIED ARCHITECT	£28,250	£26,000	£33,000
ARCHITECTURAL ASSISTANT (II)	£24,250	£22,000	£28,000
ARCHITECTURAL ASSISTANT (I)	£21,250	£19,000	£25,000
SENIOR TECHNICIAN/TECHNOLOGIST	£39,250	£35,000	£42,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£31,500	£28,000	£39,000
JUNIOR TECHNICIAN/TECHNOLOGIST	£22,500	£18,000	£26,000
DESIGN MANAGER	£54,500	£50,000	£58,000
DESIGN COORDINATOR	£42,750	£40,000	£48,000
TECHNICAL MANAGER	£54,500	£50,000	£60,000
TECHNICAL COORDINATOR	£42,750	£35,000	£50,000
BIM MANAGER	£45,000	£38,000	£50,000
BIM COORDINATOR	£35,500	£30,000	£40,000

*averages collected from our survey (rounded to the nearest £250)

**recommendations for high and low salaries based on data and our understanding of the market

SPEAK TO WILL STOCKS

For any queries surrounding architectural recruitment in the North East, please get in touch with **Will Stocks**



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OUR TAKE ON THE MARKET

Salaries across Yorkshire are progressively increasing due to the unprecedented demand for Architectural professionals. This is largely fuelled by a wider skills shortage, the government placing Construction at the heart of the economic recovery and wider investor confidence in property development particularly within the residential sector. Salaries appear to have risen most sharply at the experienced end of the Architecture market. This is due to various factors many which have been influenced by the pandemic.

The first of these is purely down to the introduction of remote working, with most Architectural Practices working remotely the majority of the vacancies available at the height of the pandemic were targeted at experienced hires. As the recovery gathered pace and demand increased, salaries have started to gradually increase as much as 5%. This year, Junior roles have followed an upward trend, salaries have remained relatively consistent with the most change seen at Part 2 and recently qualified Architect level, especially for those that have gained work experience between their studies.

Taking all our results into consideration, Yorkshire pays just lower than the UK Average, which is a steady result and not a concern given the expected geographical disparity of northern salaries, compared to southern salaries.

If you dissect the Yorkshire region, Leeds is where you will find the greatest talent demand and in turn likely the highest regional salaries. Sheffield and York similarly have strong demand. Salaries in these areas hold up well compared to Leeds but on average pay very slightly less. Semi rural areas of the Yorkshire region lag behind the city locations slightly but the gap is closing. This is primarily down to demand and with the option of remote working many candidates have widened their traditional job search radius. We are seeing more talent move in and out of the cities and rural communities.

Similarly to our findings on our original survey, Yorkshire continues to see an upward trend with an increased volume of vacancies within the House Building and Developer markets, interestingly the emergence of the modular construction continues to gather pace with many of these deciding to implement their own in-house design teams, this again is driving demand. It's no secret that traditional architectural practices struggle to compete with the salaries offered by Developers and Construction firms. Interestingly, our survey suggests the basic salaries are reasonably similar if you compare a Senior Technologist with a Design Coordinator for instance, in most cases it's the additional benefits such as a company vehicle / car allowance, annual bonus and generally enhanced benefits which enhances the overall package value.

In our original salary guide we talked about the emergence of Developers who were looking to attract Architectural talent, this has shown no sign of slowing down with many now preferring the in-house design model. It remains a well-trodden path for talent to move client side from traditional Architectural employers. What's clear is the overall experience is quite different which ensures the balance of those deciding to go down this route and remaining in a traditional practice is stable.

SALARY AVERAGE & GUIDES

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
ASSOCIATE ARCHITECT	£47,000	£42,000	£51,000
SENIOR ARCHITECT	£42,250	£38,000	£46,000
ARCHITECT (3-5 YEARS EXPERIENCE)	£38,250	£34,000	£42,000
RECENTLY QUALIFIED ARCHITECT	£29,000	£28,000	£33,000
ARCHITECTURAL ASSISTANT (II)	£25,500	£23,000	£26,000
ARCHITECTURAL ASSISTANT (I)	£21,000	£19,000	£23,000
SENIOR TECHNICIAN/TECHNOLOGIST	£40,500	£38,000	£44,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£32,250	£28,000	£37,000
JUNIOR TECHNICIAN/TECHNOLOGIST	£21,250	£18,000	£24,000
DESIGN MANAGER	£47,000	£45,000	£55,000
DESIGN COORDINATOR	£40,750	£35,000	£45,000
TECHNICAL MANAGER	£54,750	£50,000	£60,000
TECHNICAL COORDINATOR	£38,500	£35,000	£45,000
BIM MANAGER	£42,500	£40,000	£50,000
BIM COORDINATOR	£37,000	£33,000	£40,000

*averages collected from our survey (rounded to the nearest £250)

**recommendations for high and low salaries based on data and our understanding of the market

SPEAK TO JAMES JACKSON

For any queries surrounding architectural recruitment in Yorkshire & the Humber, please get in touch with **James Jackson**

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 0333 307 9002



THE MIDLANDS



OUR TAKE ON THE MARKET

Collectively, the Midlands region spans a large geographical area featuring notable UK towns and cities. Key locations such as Birmingham, Nottingham, Leicester and Coventry all feature prominent architectural companies, with AJ100 practices and large scale multi-disciplinaries and housebuilders ensuring they have a base & presence in the Midlands region. Salaries between the West and East Midlands fluctuate very little, although salaries in Birmingham may be ever so slightly higher than the surrounding towns.

Salaries across the Midlands and the UK in general appear to be progressively increasing due to unprecedented demand for architectural professionals. There is a national skills shortage in almost all professions, with architecture being no exception to the rule. Salaries largely remained consistent during the height of the pandemic (for the few vacancies that were available), tending to be aimed towards more experienced hires. As the recovery gathered pace at the start of 2021, so did the progressive increase of salaries.

We are now seeing increases in salaries of varying level of candidates, particular in the Recently Qualified Architect / “intermediate” Architectural Technologist range. As a whole, the Midlands stacks up reasonably well compared to the national average, with salaries generally just below the London/Southern averages.

The recovery from the pandemic continues with Architectural practices, Housing Developers, Multi-Disciplinaries and Modular companies all seeking to add to their design/architectural teams. Housebuilders in particular are continuing to opt for an “in-house” design team, with the opportunity for Technologists and Architects to make the move across to the housebuilder side more available.

SALARY AVERAGE & GUIDES

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
ASSOCIATE ARCHITECT	£51,250	£42,000	£53,000
SENIOR ARCHITECT	£44,250	£38,000	£47,000
ARCHITECT (3-5 YEARS EXPERIENCE)	£35,500	£34,000	£40,000
RECENTLY QUALIFIED ARCHITECT	£32,500	£28,000	£34,000
ARCHITECTURAL ASSISTANT (II)	£25,000	£22,000	£28,000
ARCHITECTURAL ASSISTANT (I)	£20,500	£18,000	£22,000
SENIOR TECHNICIAN/TECHNOLOGIST	£38,000	£33,000	£45,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£31,000	£26,000	£34,000
JUNIOR TECHNICIAN/TECHNOLOGIST	£24,500	£18,000	£25,000
DESIGN MANAGER	£49,000	£45,000	£55,000
DESIGN COORDINATOR	£45,750	£35,000	£48,000
TECHNICAL MANAGER	£50,500	£50,000	£60,000
TECHNICAL COORDINATOR	£45,000	£35,000	£47,000
BIM MANAGER	£49,000	£42,000	£52,000
BIM COORDINATOR	£42,000	£35,000	£44,000

*averages collected from our survey (rounded to the nearest £250)

**recommendations for high and low salaries based on data and our understanding of the market

SPEAK TO ASHLEY JOHNSON

For any queries surrounding architectural recruitment in the Midlands, please get in touch with **Ashley Johnson**

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EAST OF ENGLAND



OUR TAKE ON THE MARKET

In-line with inflation, there has been an average salary increase of 1.5% in the East of England since our last survey.

A trend that has been more noticeable since the pandemic has been candidates who are willing to accept slightly lower salaries for opportunities which enable them to continue working from home a few days a week. Working from home is an increasingly important deciding factor for jobseekers.

The highest increase in salaries has been noticed within housing developers who are extremely busy since the pandemic. Larger salaries and more enticing benefit packages is unsurprising following government investment in the residential sector to rebuild the economy. Housing developers have notoriously paid higher than architectural practices for the last decade.

In the East of England, I am noticing architectural firms do better at competing with salaries of housing developers, which is a positive for architectural jobseekers who wish to remain in practice and achieve better salaries. The entire architectural industry is extremely busy this year, yet it is increasingly difficult for architectural practices to entice candidates to move from their current roles. Few professionals are out of work and practices are realising the cost of losing a good hire, placing more emphasis on attractive counter-offers and staff retention.

There is still resistance from many practice directors who wish to pay in-line with averages, however many counter-offers are failing to retain staff as they are insufficient or not supported with the flexibility jobseekers know they can achieve in other roles. Practices who realise the attractiveness of flexible working packages and culture are much more successful at retaining and attracting talent.

SALARY AVERAGE & GUIDES

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
ASSOCIATE ARCHITECT	£49,500	£45,000	£55,000
SENIOR ARCHITECT	£43,000	£40,000	£50,000
ARCHITECT (3-5 YEARS EXPERIENCE)	£34,500	£33,000	£42,000
RECENTLY QUALIFIED ARCHITECT	£32,750	£30,000	£35,000
ARCHITECTURAL ASSISTANT (II)	£28,000	£27,000	£32,000
ARCHITECTURAL ASSISTANT (I)	£20,500	£18,000	£28,000
SENIOR TECHNICIAN/TECHNOLOGIST	£40,000	£35,000	£43,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£31,000	£25,000	£34,000
JUNIOR TECHNICIAN/TECHNOLOGIST	£24,750	£18,000	£26,000
DESIGN MANAGER	£47,500	£45,000	£65,000
DESIGN COORDINATOR	£46,000	£37,000	£48,000
TECHNICAL MANAGER	£49,000	£46,000	£60,000
TECHNICAL COORDINATOR	£45,500	£37,000	£48,000
BIM MANAGER	£47,500	£40,000	£58,000
BIM COORDINATOR	£42,250	£35,000	£45,000

*averages collected from our survey (rounded to the nearest £250)

**recommendations for high and low salaries based on data and our understanding of the market



SPEAK TO JOEY WALLER

For any queries surrounding architectural recruitment in the East of England, please get in touch with **Joey Waller**

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OUR TAKE ON THE MARKET

There has been little change in salaries in the South East, although for each role there has been an increase, albeit slight.

The job market is volatile at the moment as candidates are seeking high-paying and flexible opportunities and are willing to move for roles which offer a better work life balance. Employers are under increasing pressure to do more to keep staff and it's clear that this is influencing hiring strategies, not only in the South East, but nationwide.

It is still possible to make significant jumps in salary by moving roles however counter-offers are rife at the moment. Clients are reporting that they regret not offering more to retain their staff, making it clear that employers are learning what it takes to keep employees feeling valued. For candidates in the South East who are seeking higher salaries, it is definitely worth having an initial discussion with your existing employer about your salary ambitions before investing time into a job search, if this is your only incentive for a new role.

Average salaries of Associate Architects have surpassed the £50,000 mark in the South East region. The South East is one of the highest paying Southern regions and worth considering for candidates who are willing to relocate due to it's locality to London and high-paying opportunities.

SALARY AVERAGE & GUIDES

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
ASSOCIATE ARCHITECT	£52,500	£45,000	£55,000
SENIOR ARCHITECT	£49,500	£40,000	£52,000
ARCHITECT (3-5 YEARS EXPERIENCE)	£39,750	£35,000	£42,000
RECENTLY QUALIFIED ARCHITECT	£30,000	£30,000	£35,000
ARCHITECTURAL ASSISTANT (II)	£28,500	£27,000	£32,000
ARCHITECTURAL ASSISTANT (I)	£24,750	£22,000	£28,000
SENIOR TECHNICIAN/TECHNOLOGIST	£36,750	£35,000	£42,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£30,000	£25,000	£34,000
JUNIOR TECHNICIAN/TECHNOLOGIST	£21,500	£18,000	£25,000
DESIGN MANAGER	£57,500	£50,000	£65,000
DESIGN COORDINATOR	£45,500	£37,000	£48,000
TECHNICAL MANAGER	£55,000	£48,000	£60,000
TECHNICAL COORDINATOR	£37,000	£30,000	£48,000
BIM MANAGER	£51,000	£40,000	£58,000
BIM COORDINATOR	£41,250	£35,000	£45,000

*averages collected from our survey (rounded to the nearest £250)

**recommendations for high and low salaries based on data and our understanding of the market



SPEAK TO JOEY WALLER

For any queries surrounding architectural recruitment in the South East, please get in touch with **Joey Waller**

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OUR TAKE ON THE MARKET

South Western salaries still remain typically higher than the UK average, which makes the South West a really attractive region for relocation due to its rural appeal. It's surprising for a region that is so rural to pay such high salaries. Rural practices are required to compete with the draw of Bristol salaries where many opportunities with leading practices are situated.

Many developers are also situated in the South West, which raises the average and explains the disparity between high and low salaries for this region.

As is with similar with other regions, candidates are willing to take opportunities that offer slightly lower pay if there is more flexibility. Flexibility is noticeably more important to many candidates than the highest paying opportunity when comparing multiple offers. Hirers need to realise the attractiveness of flexible packages to remain competitive in the job market, especially when the disparity in salaries for the region is so large.

Practices who continue to justify paying below average salaries based on their rural location will begin to struggle with attracting staff. The digitisation of the sector enables projects and hires to be increasingly remote. Remote set ups enable candidates to consider commuting further, if it's for less than 5 days a week. Location is always an issue for rural businesses, but is considerably less of an issue in since the mainstream adoption of agile working.

SALARY AVERAGE & GUIDES

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
ASSOCIATE ARCHITECT	£50,250	£42,000	£55,000
SENIOR ARCHITECT	£44,750	£40,000	£50,000
ARCHITECT (3-5 YEARS EXPERIENCE)	£38,250	£35,000	£42,000
RECENTLY QUALIFIED ARCHITECT	£32,250	£30,000	£35,000
ARCHITECTURAL ASSISTANT (II)	£27,000	£25,000	£32,000
ARCHITECTURAL ASSISTANT (I)	£22,250	£20,000	£25,000
SENIOR TECHNICIAN/TECHNOLOGIST	£36,000	£33,000	£40,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£31,000	£25,000	£34,000
JUNIOR TECHNICIAN/TECHNOLOGIST	£21,750	£18,000	£25,000
DESIGN MANAGER	£57,500	£50,000	£65,000
DESIGN COORDINATOR	£49,250	£37,000	£48,000
TECHNICAL MANAGER	£52,000	£48,000	£60,000
TECHNICAL COORDINATOR	£38,500	£37,000	£48,000
BIM MANAGER	£48,750	£40,000	£58,000
BIM COORDINATOR	£39,000	£35,000	£45,000

*averages collected from our survey (rounded to the nearest £250)

**recommendations for high and low salaries based on data and our understanding of the market



SPEAK TO JOEY WALLER

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SCOTLAND, WALES & NORTHERN IRELAND



SALARY AVERAGE & GUIDES

POSITION	OUR SALARY ADVICE**								
	AVERAGE	SCOTLAND		AVERAGE	WALES		NORTHERN IRELAND		
		LOW	HIGH		LOW	HIGH	AVERAGE	LOW	HIGH
ASSOCIATE ARCHITECT	£58,750	£48,000	£62,000	£54,500	£45,000	£55,000	! £58,500	£42,000	£54,000
SENIOR ARCHITECT	£42,000	£38,000	£50,000	£40,000	£37,000	£44,000	£42,000	£37,500	£45,000
ARCHITECT (3-5 YEARS EXPERIENCE)	£34,750	£35,000	£38,000	£35,500	£32,000	£38,000	£33,500	£31,000	£38,500
RECENTLY QUALIFIED ARCHITECT	£32,500	£26,000	£30,000	£27,000	£26,250	£32,000	£30,500	£26,500	£32,000
ARCHITECTURAL ASSISTANT (II)	£24,250	£21,000	£28,000	£26,500	£22,000	£28,000	£24,750	£23,000	£27,500
ARCHITECTURAL ASSISTANT (I)	£23,500	£19,000	£23,000	£21,000	£17,000	£23,000	£19,000	£17,000	£22,000
SENIOR TECHNICIAN/TECHNOLOGIST	£33,500	£33,000	£42,000	£43,750	£36,000	£45,000	£31,500	£35,000	£42,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£30,500	£25,000	£32,000	£29,000	£26,000	£36,500	£28,500	£25,000	£35,000
JUNIOR TECHNICIAN/TECHNOLOGIST	£22,000	£19,000	£25,000	£22,000	£18,000	£24,000	N/A	£16,000	£23,000
DESIGN MANAGER	£49,000	£43,000	£60,000	£53,750	£42,500	£60,000	! £58,000	£50,000	£58,000
DESIGN COORDINATOR	£28,000	£28,000	£42,000	£39,500	£34,000	£42,000	£40,500	£37,000	£45,000
TECHNICAL MANAGER	£39,750	£40,000	£55,000	£45,500	£42,000	£60,000	! £39,000	£48,000	£56,000
TECHNICAL COORDINATOR	£35,500	£35,000	£51,000	£44,750	£35,000	£47,000	N/A	£35,000	£43,000
BIM MANAGER	£42,250	£35,000	£48,500	£44,500	£40,000	£50,000	N/A	£36,000	£50,000
BIM COORDINATOR	£33,500	£29,000	£40,000	£35,500	£27,500	£37,500	£28,000	£28,000	£38,000

OUR TAKE ON THE MARKET

Scotland, Wales and Northern Ireland are all large areas with more recognisable architectural hubs in the big cities. These salaries are unlikely to be representative of all areas within these countries. Commuting long distance to achieve higher salaries is more common in these areas and averages offer further insight into what candidates are able to achieve. Figures like these can be useful to give an indication of salary growth in the region and a benchmark for practices to work towards. Some averages challenged our belief of what can be realistically achieved in these areas and we have highlighted areas of the report that we feel are questionable.

*averages collected from our survey (rounded to the nearest £250)

**recommendations for high and low salaries based on data and our understanding of the market

N/A - indicates that not enough data was collected to provide a sensible average

! - lack confidence in average

SPEAK TO WILL STOCKS

For any queries surrounding architectural recruitment in Scotland, Wales & Northern Ireland, please get in touch with **Will Stocks**



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☎ 0161 416 6444

INTERIOR DESIGN

POSITION	OUR SALARY GUIDE			
	LONDON	NORTH WEST	YORKSHIRE	MIDLANDS
JUNIOR INTERIOR DESIGNER	£25,000 - £30,000	£19,000 - £23,000	£18,000 - £21,000	£19,000 - £24,000
MIDDLEWEIGHT INTERIOR DESIGNER	£25,000 - £38,000	£25,000 - £28,000	£22,000 - £25,000	£26,000 - £32,000
SENIOR INTERIOR DESIGNER	£35,000 - £50,000	£27,000 - £40,000	£25,000 - £40,000	£32,000 - £40,000

OUR TAKE ON THE MARKET

We have provided a short summary of Senior, Intermediate and Junior Interior Designers for key areas we are able to provide insight for. Our specialist regional consultants have provided commentary on what Interior Designers at various levels can expect in their region. If you wish to discuss further, please get in touch.

Salaries for Interior Designers within the London area remain greater than the average for the UK. This follows rest of the architectural salary trend seen within the survey. It is worth noting that although not enough data was collected for the different seniority levels, we have noticed that salary rises at a faster pace within London than elsewhere, with Senior, Associate and Director level Interior Designers earning substantially more than comparable positions outside of the capital.

Our salary survey indicates that the North West pays the lowest salary for an Interior Designer at £3,250 below the national average. Although this may be the case through our survey, the North West includes a number of rural locations which will negatively impact the average salary. Numerous national practices have offices within Manchester City Centre who pay above market average salaries and if the survey was undertaken solely on this area, we are confident that market values above the average would have been found.

Within Yorkshire & the Humber, our salary survey found that Interior Designers are paid very similarly to the national average. There tends to be less roles within Yorkshire as the Northern hub for Interior Design seems to be Manchester. With this shortfall of roles, Interior Design practices offer competitive salaries to tempt Interiors to make the move from Manchester. Leeds City Centre offers the highest salaries within Yorkshire & the Humber. Similarly to the North West area, rural areas within the Yorkshire region are reducing the average Salary. Therefore city-centre salaries are likely to be top-end of these guides.

The Midlands is one of the busiest areas that we work in within the Interior Design market, with numerous roles and salaries that are only slightly lower than the national average. Similar to the results found in the North West, many national practices have offices within Birmingham and if the salary survey was undertaken without the rural areas taken into account, it is likely that higher than national averages would have been found.



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This survey was conducted by Conrad Consulting Group Ltd, all data collected has been treated confidentially in-line with GDPR legislation. This report provides salary averages from survey data collected and large information databases we subscribe to.

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