

CONRAD ARCHITECTURE SALARY REPORT 2020

UK & IRELAND



INTRODUCTION

Conrad's inaugural architecture salary report provides an insight into the average salaries throughout the UK and Ireland as a useful tool for understanding how salaries compare for hirers and jobseekers alike.

Our team of specialist consultants around the country have collected data over a three-month period to create averages, although as any statistician will know, averages only tell a limited story and give a snapshot of the current 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.

A salary guide, based on the survey findings and on consultant's understanding of the market is also presented so that 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..



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UK & IRELAND AVERAGE

A nationwide average provides a simple basis for understanding the current architecture market at a glance.

However, with higher salaries in areas such as London, South East and Dublin and lower salaries in regions such as the North East & North West, and rural firms a large disparity in salaries is present and should be acknowledged foremost.

As you progress through this report, you will find more representative averages per region, followed by a critique and commentary of the data from our specialist consultants nationwide.

Averages are a useful basis for understanding the current market but are very singular and one-dimensional, not taking into account current affairs, expert market knowledge and an understanding of the reflective salaries and opportunities on offer. Therefore, for each region our consultants have also provided a recommended salary guide based on how they perceive the market to be which in some cases dispute the averages to support decision-makers and jobseekers to remain competitive in their respective markets.

For further information or to discuss recruitment plans, please get in touch with any of our consultants on the details provided.

POSITION	AVERAGE*
ASSOCIATE ARCHITECT	£50,750
SENIOR ARCHITECT	£44,000
ARCHITECT (3-5 YEARS EXPERIENCE)	£36,500
RECENTLY QUALIFIED ARCHITECT	£30,000
ARCHITECTURAL ASSISTANT (II)	£26,750
ARCHITECTURAL ASSISTANT (I)	£21,500
SENIOR TECHNICIAN/TECHNOLOGIST	£39,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£30,750
JUNIOR TECHNICIAN/TECHNOLOGIST	£22,500
DESIGN MANAGER	£52,250
DESIGN COORDINATOR	£42,000
TECHNICAL MANAGER	£50,500
TECHNICAL COORDINATOR	£40,000
BIM MANAGER	£48,000
BIM COORDINATOR	£40,000

*averages rounded to the nearest £250

LONDON

COMMENTARY & ANALYSIS OF STATS

It doesn't come as a shock that London salaries across the architecture profession are higher than the rest of the UK, especially when the cost of living outside of London can be as much as 20%+ cheaper. There's around a 30% difference in earning for a **Junior Architectural Technicians** in London at £32,500, compared with the UK average of £22,500. And this improvement continues as roles become more senior with **Intermediate and Senior Technicians** earn anything up to 19% more than elsewhere in the country.

My thoughts are that there is a skill-shortage of specific types of candidate in the London market, and this plays into the hand of the candidates. Whenever opportunities are in abundance, skilled candidates can take full advantage of the market by considering a job move, however for employers an importance needs to be placed on staff satisfaction and retention; regular rewards, progression opportunities and investing in people, particularly with Revit courses. **Architects** and **Technicians** want exposure to new projects, software and experiences. Revit experience is in demand and if you are a proficient-user, you are well-poised to demand a higher salary.

Q4 of 2019 was quite quiet which can be attributed to the general election and lead-up to Christmas, however 2020 has kicked off with a refreshing number of practices are looking to add to their teams. With new project wins beginning, there has been quite a demand for **Project-running and Senior Architects** to take the lead on exciting new developments. Another enquiry we receive a lot is for **Experienced Architects** who have worked closely with clients and contractors who might want to try working client-side or in project management roles.

Professionals with residential-experience are really in demand and with an ageing population a lot of companies are moving their way into more care home projects – I have a hunch this may be the busiest sector for 2020. So, to summarise, if you're a **Project Architect**, skilled in Revit, with a good track record of developing residential projects, 2020 could be your year!

POSITION

ASSOCIATE ARCHITECT

SENIOR ARCHITECT

ARCHITECT (3-5 YEARS EXPERIENCE)

RECENTLY QUALIFIED ARCHITECT

ARCHITECTURAL ASSISTANT (II)

ARCHITECTURAL ASSISTANT (I)

SENIOR TECHNICIAN/TECHNOLOGIST

ARCHITECTURAL TECHNICIAN/TECHNOLOGIST

JUNIOR TECHNICIAN/TECHNOLOGIST

DESIGN MANAGER

DESIGN COORDINATOR

TECHNICAL MANAGER

TECHNICAL COORDINATOR

BIM MANAGER

BIM COORDINATOR

SALARY AVERAGE*

£61,750

£47,750

£40,500

£33,500

£29,250

£22,500

£45,250

£38,000

£32,500

£59,000

£35,750

£57,750

£42,250

£57,000

£44,250

OUR SALARY GUIDE

LOW

HIGH

£55,000

£65,000

£49,000

£58,000

£38,000

£44,000

£32,000

£38,000

£28,000

£36,000

£21,000

£23,000

£42,000

£52,000

£32,000

£40,000

£30,000

£35,000

£39,000

£70,000

£24,000

£45,000

£34,000

£77,000

£30,000

£59,000

£55,000

£65,000

£32,000

£50,000

*averages rounded to the nearest £250

Tell us what you think of the findings, and our guides. We're open to your feedback!

For any queries surrounding architectural recruitment in London, please get in touch with **Matthew Gilchrist** on **0203 854 2964** for further support.



NORTH WEST

POSITION	SURVEY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
ASSOCIATE ARCHITECT	£50,250	£42,500	£52,000
SENIOR ARCHITECT	£42,250	£38,000	£45,000
ARCHITECT (3-5 YEARS EXPERIENCE)	£35,000	£33,000	£40,000
RECENTLY QUALIFIED ARCHITECT	£29,250	£27,000	£33,500
ARCHITECTURAL ASSISTANT (II)	£26,500	£23,000	£28,000
ARCHITECTURAL ASSISTANT (I)	£21,250	£19,000	£25,000
SENIOR TECHNICIAN/TECHNOLOGIST	£40,500	£35,000	£42,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£28,750	£28,000	£38,000
JUNIOR TECHNICIAN/TECHNOLOGIST	£21,750	£18,000	£25,000
DESIGN MANAGER	£50,750	£50,000	£60,000
DESIGN COORDINATOR	£40,000	£35,000	£50,000
TECHNICAL MANAGER	£50,250	£50,000	£60,000
TECHNICAL COORDINATOR	£43,750	£35,000	£50,000
BIM MANAGER	£44,000	£38,000	£50,000
BIM COORDINATOR	£36,750	£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

COMMENTARY & ANALYSIS OF STATS

Salaries in the North West overall for Architecture are very much in line with the UK average, they are just 3% lower on average. For example, **Part 2 Architectural Assistants** are paid 1% lower than the UK average, **Technical Managers** are paid 0.5% lower than the UK average, and **Associates** are paid 2% less than the UK Average.

Architectural Assistants through to **Architects** with up to 3 years post-qualification experience are those who I have found most often request salary advice. Assumptions about being offered a payrise upon becoming a qualified **Architect** are common, but the extent of a payrise at this stage isn't standardised across the industry. Many **Architects** in the **Recently Qualified** bracket earn less than **Architectural Assistants** and vice-versa.

I have noticed a decline in opportunities available for **Senior Architects** and **Associate Architects** across the North West. Many of our clients recruit juniors with a view to hiring the **Senior Architects** of the future. This has increased salaries at more junior levels as more is now expected of them than in traditional junior positions.

I've also seen reductions in salaries at a more Senior level, I imagine this is due to **experienced Architects** willing to accept less money due to a lack of good opportunities at Senior/Associate level.

The North West has an ever-increasing amount of opportunities within Housebuilding and Developer-lead companies. **Technical Coordinators** are paid well in the North West, 10% more than the UK average at £43,750. It is also interesting to see that in the North West a **Design Manager** is paid just over £10,000 a year more than a **Design Coordinator**, which should be a fantastic motivator for all **Design Coordinators** to climb that career ladder! Many are opting to move in this direction as there is a tendency to earn slightly higher here, as opposed to in a private-practice.

A frequent issue we encounter, which is not exclusive to the North West is where people look to move in the other direction, as there is often a steep salary decrease involved with moving away from housebuilder/developer lead organisations. I have noticed an increase in Architectural professionals relocating to the North West from London and Southern England. Often this is motivated by house prices being significantly lower and a desire for many to get on the property ladder. This has increased average salaries across the North West as companies are now having to extend their salary structures to accommodate an influx of talent with elevated salary expectations.

Tell us what you think of the findings, and our guides. We're open to your feedback!

For any queries surrounding architectural recruitment in the North West, please get in touch with **Will Stocks** on **0161 416 6444** for further support.



NORTH EAST

COMMENTARY & ANALYSIS OF STATS

Just 3 out of the 16 job roles we researched in the North East pay higher than the UK Average. These are **Design Managers, Technical Managers** and **Technical Coordinators**.

The role that is the furthest from the UK Average is an **Associate Architect**. They get paid 15% less than the UK Average in the North East. Compared to all Associates in the UK, our results show that the North East pay **Associate Architects** the least (The highest is £61,750 in London compared to £43,750 in the North East).

Our results also show The North East pay **Senior Level Architects** one of the lowest salaries in the UK. Both the North East and Wales pay on average £39,000 a year. In comparison, the location that pays the highest is London, with an average of £47,750 a year.

Newcastle is a 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. Perhaps this is due to a lack of big Architectural companies in the region, perhaps the increasing competition for places is driving salaries down or perhaps lower Architectural salaries are purely in-line with many other industries across the North-East.

POSITION

ASSOCIATE ARCHITECT

SENIOR ARCHITECT

ARCHITECT (3-5 YEARS EXPERIENCE)

RECENTLY QUALIFIED ARCHITECT

ARCHITECTURAL ASSISTANT (II)

ARCHITECTURAL ASSISTANT (I)

SENIOR TECHNICIAN/TECHNOLOGIST

ARCHITECTURAL TECHNICIAN/TECHNOLOGIST

JUNIOR TECHNICIAN/TECHNOLOGIST

DESIGN MANAGER

DESIGN COORDINATOR

TECHNICAL MANAGER

TECHNICAL COORDINATOR

BIM MANAGER

BIM COORDINATOR

SURVEY AVERAGE*

£43,750

£39,000

£34,250

£27,750

£23,750

£20,750

£38,250

£30,750

£22,000

£53,000

£41,750

£52,750

£41,750

£43,500

£35,000

OUR SALARY ADVICE**

LOW

£40,000

£35,000

£32,500

£26,000

£22,000

£18,000

£35,000

£28,000

£18,000

£50,000

£40,000

£50,000

£35,000

£38,000

£30,000

HIGH

£50,000

£45,000

£32,000

£32,000

£27,000

£24,000

£42,000

£38,000

£25,000

£58,000

£48,000

£60,000

£50,000

£50,000

£40,000

*averages rounded to the nearest £250

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

Tell us what you think of the findings, and our guides. We're open to your feedback!

For any queries surrounding architectural recruitment in the North East please get in touch with **Will Stocks** on **0161 416 6444** for further support.



YORKSHIRE

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
ASSOCIATE ARCHITECT	£45,750	£42,000	£49,000
SENIOR ARCHITECT	£41,250	£38,000	£45,000
ARCHITECT (3-5 YEARS EXPERIENCE)	£37,000	£34,000	£40,000
RECENTLY QUALIFIED ARCHITECT	£28,250	£28,000	£32,000
ARCHITECTURAL ASSISTANT (II)	£25,500	£23,000	£26,000
ARCHITECTURAL ASSISTANT (I)	£20,500	£18,000	£21,000
SENIOR TECHNICIAN/TECHNOLOGIST	£39,500	£37,000	£43,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£31,500	£28,000	£35,000
JUNIOR TECHNICIAN/TECHNOLOGIST	£20,750	£18,000	£24,000
DESIGN MANAGER	£46,000	£45,000	£55,000
DESIGN COORDINATOR	£39,750	£35,000	£45,000
TECHNICAL MANAGER	£53,250	£50,000	£60,000
TECHNICAL COORDINATOR	£37,750	£35,000	£45,000
BIM MANAGER	£41,750	£40,000	£50,000
BIM COORDINATOR	£36,000	£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

COMMENTARY & ANALYSIS OF STATS

Job roles that pay the most below the UK average in Yorkshire are **Associates, Design Managers, BIM Coordinators** and **BIM Managers**. **Design Managers** in Yorkshire are the lowest paid in the UK according to our results. As a **Design Manager** in Yorkshire, your salary would be £46,000 on average, compared to an average of £59,000 in London.

However, there are also a number of roles that pay above the average UK salary including **Architects, Architectural Technologists, Senior Architectural Technologists** and **Technical Managers**. Taking all our results into consideration, Yorkshire pays just 4% 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.

Another explanation for the reasonably high salary disparity is most likely due to the size of the Yorkshire County which also incorporates inner city areas such as Leeds and Sheffield, as well as semi-rural towns and city suburbs who traditionally don't pay as much as a city-centre practice.

Much like the neighbouring regions, Yorkshire similarly continues to see an upward trend with an increased volume of vacancies within the House Building and Developer markets. It's no secret that traditional Architectural Practices struggle to compete with the salaries offered within this sector. Interestingly, our survey suggests the basic salaries are actually 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 and annual bonus scheme that's incentivising candidates to switch sides.

When asked by my private-practice client base how to counteract the continued emergence of client side roles when most are unable to match the lucrative packages on offer, my answer is simple. There has to be focus on staff retention and I encourage an increase in the basic benefits on offer such as holidays or considering introducing a flexible working policy, something which isn't as common place within a House Builder for example. I also encourage more regular performance reviews and clear mapped career progression, subtle introductions such as these will fundamentally improve retention of the best candidates, moving client side certainly isn't for everyone.

I must also must also acknowledge that I have personally noticed that those candidates with a proficiency in REVIT software can command towards the higher end of the salary guide, this tends to lend itself to the **Architectural Assistant, Technologist** and **Project Architect** roles specifically.

Tell us what you think of the findings, and our guides. We're open to your feedback!

For any queries surrounding architectural recruitment in Yorkshire & the Humber, please get in touch with **James Jackson** on **0113 416 6280** for further support.



WEST MIDLANDS

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
ASSOCIATE ARCHITECT	£49,750	£42,000	£55,000
SENIOR ARCHITECT	£46,500	£38,000	£45,000
ARCHITECT (3-5 YEARS EXPERIENCE)	£34,250	£34,000	£40,000
RECENTLY QUALIFIED ARCHITECT	£31,750	£28,000	£32,000
ARCHITECTURAL ASSISTANT (II)	£24,750	£23,000	£27,000
ARCHITECTURAL ASSISTANT (I)	£20,250	£18,000	£21,000
SENIOR TECHNICIAN/TECHNOLOGIST	£40,250	£37,000	£45,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£30,500	£35,000	£40,000
JUNIOR TECHNICIAN/TECHNOLOGIST	£23,250	£18,000	£22,000
DESIGN MANAGER	£49,750	£45,000	£55,000
DESIGN COORDINATOR	£44,750	£35,000	£48,000
TECHNICAL MANAGER	£51,000	£50,000	£60,000
TECHNICAL COORDINATOR	£44,750	£35,000	£45,000
BIM MANAGER	£50,000	£40,000	£50,000
BIM COORDINATOR	£40,000	£33,000	£42,000

*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

COMMENTARY & ANALYSIS OF STATS

Collectively, the West Midlands region spans a large geographical area, featuring notable UK towns and cities. Amongst a few key locations in the region such as Coventry and Wolverhampton- Birmingham stands out as the most populated city in the UK outside of London, and a real hub for architectural and design opportunities! Despite this, overall, we found little variance between average salaries for roles across both midland regions, although slightly higher senior salaries are achievable in the West Midlands, compared to the East.

Something we notice in the West Midlands is that numerous multi-office practices choose to base their head office operations in the midlands, likely due to the connectivity and accessibility between northern and southern regions. Despite the large differences in size between areas such as Shrewsbury and Birmingham, although slightly lower, salaries do not differentiate significantly, suggesting it is possible to earn well outside of Birmingham.

Taking all our results into consideration, on average the West Midlands pay Architectural professionals above the UK Average. **Technical Coordinators and Managers** are the highest paid compared to the UK Average, with their salaries at 12% higher. This is likely due to the large number of housing developers that have big regional offices in the Midlands, some of which have 10-15 offices in the Midlands alone.

Senior Architects in the Midlands average a salary at £46,500 per annum, whilst **Senior Architects** in London earn very slightly higher on average at £47,750. Whilst **Senior Architectural Technologists** in the Midlands earn on average £40,250 per annum, the same level **Technologist** in London will earn on average £45,250. Similarly at a more junior level, **Part 2 Architectural Assistants** in the Midlands earn on average £24,750, the same level **Part 2** in London will earn on average £29,250. When taking in to account the cost of living in London compared to say Birmingham, the difference isn't as significant as you would think.

The main difference comes when you compare housing developers and main contractors to private practices. Salaries tend to be similar, but the larger housing developers and main contractors tend to have more lucrative packages, with cars and car allowances being a frequently added bonus.

Tell us what you think of the findings, and our guides. We're open to your feedback!

For any queries surrounding architectural recruitment in the Midlands, please get in touch with **Ashley Johnson** on **0121 651 1510** for further support.



EAST MIDLANDS

COMMENTARY & ANALYSIS OF STATS

As neighbouring regions, average salaries for the East & West Midlands did not vary hugely and it's quite possible that architecture & design professionals may be able to achieve salaries above the average findings and more in-line with the West Midlands.

Key areas in the East Midlands are Nottinghamshire, Leicestershire & Derbyshire which typically pay higher salaries than rural areas such as Rutland.

Out of the 15 job roles we researched, 7 of those roles on average pay more in the East Midlands than the UK average. Although it is just 7 roles, taking all 15 roles into consideration, the East Midlands tend to pay around the UK average.

There is a slight trend in the job roles that have the most varying salaries. Similarly to the West Midlands, **Senior Architects** and experienced **Architectural Technologists** are paid well in comparison to the UK averages and London rates.

Similar to the West Midlands, a number of practices choose to base their main operations hub here, which offers opportunities to prosper and be within the hub of architectural operations for the UK.

POSITION

ASSOCIATE ARCHITECT

SENIOR ARCHITECT

ARCHITECT (3-5 YEARS EXPERIENCE)

RECENTLY QUALIFIED ARCHITECT

ARCHITECTURAL ASSISTANT (II)

ARCHITECTURAL ASSISTANT (I)

SENIOR TECHNICIAN/TECHNOLOGIST

ARCHITECTURAL TECHNICIAN/TECHNOLOGIST

JUNIOR TECHNICIAN/TECHNOLOGIST

DESIGN MANAGER

DESIGN COORDINATOR

TECHNICAL MANAGER

TECHNICAL COORDINATOR

BIM MANAGER

BIM COORDINATOR

SALARY AVERAGE*

£48,250

£42,000

£35,250

£32,000

£27,500

£19,750

£39,000

£30,250

£24,250

£46,250

£44,750

£48,000

£44,250

£46,000

£41,250

OUR SALARY ADVICE**

LOW

£42,000

£38,000

£34,000

£28,000

£23,000

£18,000

£37,000

£35,000

£18,000

£45,000

£35,000

£50,000

£35,000

£40,000

£33,000

HIGH

£50,000

£45,000

£40,000

£32,000

£27,000

£22,000

£45,000

£40,000

£22,000

£55,000

£48,000

£60,000

£45,000

£50,000

£42,000

*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

Tell us what you think of the findings, and our guides. We're open to your feedback!

For any queries surrounding architectural recruitment in the Midlands, please get in touch with **Ashley Johnson** on **0121 651 1510** for further support.



EAST OF ENGLAND

COMMENTARY & ANALYSIS OF STATS

Our results found that East of England salaries are typically in-line with the UK average.

We found that the range in responses for each role was fairly consistent across the region. Average salary range was £12,550, which is particularly high compared to other regions. This could be a result of the profile of architectural practices that generally exist within the area. There is a large number of practices that specialise in traditional small domestic & rural projects which would typically look to pay less.

On the other hand, you will find a small selection of big multi-disciplinary type companies that can afford to pay a higher salary. This could account for the swing in average salary being so large. These ranges consummate approximately 1-5 years of experience, and with a number of counties bordering London it is expected that these will be paying higher salaries.

Compared to the UK Average, the best paid role in the East of England is a **Part 2 Architectural Assistant**. The average **Part 2 Architectural Assistant** is paid £27,500, which is 12% higher than the UK Average. This brings up the average overall, so the architectural salaries in the East of England have been calculated at 0.2% higher than the UK Average. Compared to other locations there is not too much range in responses here. The majority of responses have had ranges of between £7,000 and £12,000.

Another finding is that the East of England pay **Junior Level Architectural Technicians** one of the lowest salaries on average, paying just £24,250 a year compared to £32,500 in London.

POSITION

ASSOCIATE ARCHITECT

SENIOR ARCHITECT

ARCHITECT (3-5 YEARS EXPERIENCE)

RECENTLY QUALIFIED ARCHITECT

ARCHITECTURAL ASSISTANT (II)

ARCHITECTURAL ASSISTANT (I)

SENIOR TECHNICIAN/TECHNOLOGIST

ARCHITECTURAL TECHNICIAN/TECHNOLOGIST

JUNIOR TECHNICIAN/TECHNOLOGIST

DESIGN MANAGER

DESIGN COORDINATOR

TECHNICAL MANAGER

TECHNICAL COORDINATOR

BIM MANAGER

BIM COORDINATOR

SALARY AVERAGE*

£48,250

£42,000

£35,250

£32,000

£27,500

£19,750

£39,000

£30,250

£24,250

£46,250

£44,750

£48,000

£44,250

£46,000

£41,250

OUR SALARY ADVICE**

LOW

£42,000

£40,000

£33,000

£30,000

£27,000

£18,000

£33,000

£25,000

£18,000

£45,000

£37,000

£46,000

£37,000

£40,000

£35,000

HIGH

£55,000

£50,000

£42,000

£35,000

£32,000

£28,000

£42,000

£34,000

£26,000

£65,000

£48,000

£60,000

£48,000

£58,000

£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

Tell us what you think of the findings, and our guides. We're open to your feedback!

For any queries surrounding architectural recruitment in the East of England, please get in touch with **Joey Waller** on **01728 726140** for further support.



SOUTH EAST

COMMENTARY & ANALYSIS OF STATS

Excluding London, on average the South East pays the highest percent of salaries that are over the UK average – 3% higher. **Part 2 Architectural Assistants** in the South East are paid an impressive 13% higher than the UK average, **Senior Architects** are paid 10% higher than UK average, and **Design Managers** are paid 7% above the UK average.

We expect this is due to a number of key architectural practices' proximity to London, creating pressure to compete with London salaries to still attract individuals from the region.

I think there is a mentality for practices in this area to be more forthcoming with rewarding loyal employees with pay rises in order to prevent them from being tempted to move to London. Good professionals are at a premium in this area and so it pays to keep hold of the ones they find.

Another interesting finding is that **Part 1 Architectural Assistants** are paid the highest in the South East compared to any other location. A **Part 1 Architectural Assistant** in the South East will on average have an annual salary of £24,250 compared to an **Architectural Assistant** in Northern Ireland, that will have an annual salary of just £18,750. In comparison to this, the South East pay **Technical Coordinators** one of the lowest salaries on average, paying just £36,000 a year compared to £44,500 in the West Midlands.

POSITION

ASSOCIATE ARCHITECT

SENIOR ARCHITECT

ARCHITECT (3-5 YEARS EXPERIENCE)

RECENTLY QUALIFIED ARCHITECT

ARCHITECTURAL ASSISTANT (II)

ARCHITECTURAL ASSISTANT (I)

SENIOR TECHNICIAN/TECHNOLOGIST

ARCHITECTURAL TECHNICIAN/TECHNOLOGIST

JUNIOR TECHNICIAN/TECHNOLOGIST

DESIGN MANAGER

DESIGN COORDINATOR

TECHNICAL MANAGER

TECHNICAL COORDINATOR

BIM MANAGER

BIM COORDINATOR

SALARY AVERAGE*

£51,500

£48,250

£38,500

£29,500

£27,750

£24,250

£36,000

£29,250

£21,000

£56,000

£44,750

£53,500

£36,000

£50,000

£40,000

OUR SALARY ADVICE**

LOW

£42,000

£40,000

£35,000

£30,000

£27,000

£22,000

£33,000

£25,000

£18,000

£50,000

£37,000

£48,000

£30,000

£40,000

£35,000

HIGH

£55,000

£50,000

£42,000

£35,000

£32,000

£28,000

£40,000

£34,000

£25,000

£65,000

£48,000

£60,000

£48,000

£58,000

£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

Tell us what you think of the findings, and our guides. We're open to your feedback!

For any queries surrounding architectural recruitment in the South East, please get in touch with **Joey Waller** on **01728 726140** for further support.



SOUTH WEST

COMMENTARY & ANALYSIS OF STATS

South Western salaries currently sit at being typically being 1.91% above UK average. This is interesting and slightly challenges a few of our beliefs of the South West. It supports our understanding that southern salaries pay higher than northern salaries, however due to the rurality of the west country, it was expected that the average salaries may be lower.

Developers in the South West are typically willing to pay above market average compared to architectural practices. Something which has been remarked by all consultants.

In our experience, a number of rural practices are willing to pay market average or above to attract jobseekers who may be otherwise tempted to travel to bigger architecture hubs in the region such as Bristol or Bath.

In the South West, we notice higher disparity in salaries for senior positions, up to £22,500, whereas salary ranges for other roles are typically between £5,000 and £12,500 and reflect differences in experience and region.

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
ASSOCIATE ARCHITECT	£48,750	£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

Tell us what you think of the findings, and our guides. We're open to your feedback!

For any queries surrounding architectural recruitment in the South West, please get in touch with **Joey Waller** on **01728 726140** for further support.



SCOTLAND

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
ASSOCIATE ARCHITECT	£57,750	£48,000	£62,000
SENIOR ARCHITECT	£41,000	£38,000	£50,000
ARCHITECT (3-5 YEARS EXPERIENCE)	£34,000	£35,000	£38,000
RECENTLY QUALIFIED ARCHITECT	£31,750	£26,000	£30,000
ARCHITECTURAL ASSISTANT (II)	£23,750	£21,000	£28,000
ARCHITECTURAL ASSISTANT (I)	£23,000	£19,000	£23,000
SENIOR TECHNICIAN/TECHNOLOGIST	£39,000	£36,000	£42,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£30,000	£25,000	£32,000
JUNIOR TECHNICIAN/TECHNOLOGIST	£21,500	£19,000	£25,000
DESIGN MANAGER	£48,000	£43,000	£60,000
DESIGN COORDINATOR	£27,500	£30,000	£42,000
TECHNICAL MANAGER	£38,750	£50,000	£60,000
TECHNICAL COORDINATOR	£34,500	£40,000	£51,000
BIM MANAGER	£41,000	£35,000	£48,500
BIM COORDINATOR	£32,750	£29,000	£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

Tell us what you think of the findings, and our guides. We're open to your feedback!

For any queries surrounding architectural recruitment in Scotland, please get in touch with **Matthew Gilchrist** on **0203 854 2964** for further support.



COMMENTARY & ANALYSIS OF STATS

Generally, across the board, the average salary in Scotland is lower in comparison to the rest of the UK, although there is no need to get down-hearted about this.

There is a big range of responses from low to high for most roles. **Associate** salaries for instance area the low end: £48k, and at the high end: £62k. When I look at the comparison here, this is largely down to the varying size of practices. I'm not saying the bigger the practice, the higher the salary every time around, but more times than not this is the case. A senior level role in perhaps a smaller practice tend to offer some more interesting benefits, ie. profit-share, annual bonus etc. which can sometimes be more rewarding further down the line, with the opportunity of further progression.

At the end of 2019, there was a slight dip in the demand for architectural roles with clients I've represented. Largely due to the general election, but also Christmas does tend to be a slightly quieter period for the built environment. At that time, there were a lot of good candidates in the market looking to move, but the supply for roles was very low, which worked in favour of the hiring practices.

Luckily, 2020 has kicked off in some style though, with a lot of practices looking to add to their busy offices. I'm in contact with a number of SME's who are very busy and looking to add **Project Architects** and **client-facing Architectural Technicians** into their studio. Perhaps the reason why SME companies are busy is because they might work in a more 'niche' market or they're able to compete with the larger firms out there, due to lowering their costs in comparison to the larger firms.

I do feel a bit of hesitancy in the market still, perhaps this is aimed at the 'larger' practices, who have a UK presence. They have the luxury of employees from other offices being outsourced to them during a peak time in the office.

Revit again is a big talking point. It's in such demand from practices, yet they're not able to teach / invest in their own staff – this is proving highly beneficial to the architecture professionals who are proficient users of Revit.

House building is a huge talking point in Scotland and I see this being a market for people to consider this year, especially because salaries tend to be better. My only word of advice here for anyone considering it: if you do ever want to move back into private-practice, don't get too used to the financial gain, as you will need to take a step back into private practice which can often be a barrier for candidates.

WALES

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
ASSOCIATE ARCHITECT	£53,000	£45,000	£55,000
SENIOR ARCHITECT	£39,000	£37,000	£44,000
ARCHITECT (3-5 YEARS EXPERIENCE)	£34,750	£32,000	£38,000
RECENTLY QUALIFIED ARCHITECT	£26,500	£26,250	£32,000
ARCHITECTURAL ASSISTANT (II)	£26,000	£22,000	£27,500
ARCHITECTURAL ASSISTANT (I)	£20,500	£17,000	£22,000
SENIOR TECHNICIAN/TECHNOLOGIST	£43,000	£36,000	£44,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	£28,500	£26,000	£36,500
JUNIOR TECHNICIAN/TECHNOLOGIST	£21,500	£18,000	£23,000
DESIGN MANAGER	£52,500	£42,500	£60,000
DESIGN COORDINATOR	£38,750	£34,000	£41,000
TECHNICAL MANAGER	£44,000	£42,000	£60,000
TECHNICAL COORDINATOR	£40,500	£35,000	£45,000
BIM MANAGER	£43,500	£40,000	£50,000
BIM COORDINATOR	£34,500	£27,500	£37,500

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

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

COMMENTARY & ANALYSIS OF STATS

Wales is a large, yet sparse area. We have tried to generalise our data to account for all parts of Wales but due to a greater amount of salary survey respondents, and a greater number of jobs in Cardiff our findings are less representative of North-Wales.

Much like England, Welsh salaries tend to be slightly higher in the south. This is heavily influenced by its proximity to big cities such as Birmingham, Bristol and London.

Welsh salaries currently sit at being typically 3% lower than the UK & Ireland national average. Roles with salaries that are particularly lower than the UK average are Senior level roles. Annual salaries in Wales for these are between 11%-14% lower.

Senior Technologists reported some of the highest salaries regionally in Wales however, suggesting there is potential for **Architectural Technicians** and Technologist to improve salaries with experience and seniority, more so than in other regions.

Usually we find salaries are typically higher in developers than in private-practice and therefore would expect these higher salaries for technologists to be from candidates in these sorts of positions. A finding that challenges this assumption is that **Design & Technical management** roles in Wales, which are also typically within developers, do not seem to compete above average, suggesting there may be an unmet demand for technologists with either developers or private-practices in this area.

Design Coordinator salaries in Wales are very consistent, the difference between our lowest and highest salary in the data we received was just £574. On the other hand, the difference in annual salary between the highest and the lowest paid **Associate** is £28,000.

Tell us what you think of the findings, and our guides. We're open to your feedback!

For any queries surrounding architectural recruitment in North Wales, please get in touch with **Will Stocks** on **0161 416 6444** and for South Wales, contact **Joey Waller** on **01728 726 140** for further support.



The range of salaries in Wales is how we would expect any region to be. The lower salaries are the **Part 1 Architectural Assistant** and **Junior Level Technician** salaries. The higher salaries are for **Associates** and **Design Managers**. However, there is an anomaly. The data shows that **Part 2 Architectural Assistants** have an average salary of £26,000, which is just slightly lower than the UK average. What is interesting is that **Recently Qualified Architects** are paid on average £26,500. That is just £500 a year more than a **Part 2 Architectural Assistant**. We posit this is due to **Part II assistants** continuing on as **experienced Assistants** before committing to **Part III**.

IRELAND

COMMENTARY & ANALYSIS OF STATS

The architecture market in Dublin is somewhere you will see Conrad Consulting make a real focus in 2020. Why? We work with a number of consultancies, developers, contractors and architecture practices who work throughout the UK and have moved into the Dublin market over the last few years- hence our decision to open our own Dublin office.

Dublin, as a city, continues to take advantage of the Brexit bounce. Investors' confidence is very strong, with large investment in the construction industry.

With a real skill-shortage and a high demand for architectural staff, salaries on offer are very high and the results from our survey would suggest that there is clear room for improvement by moving practice and moving to Dublin. Dublin is what we like to call a 'candidate-driven' market.

A comment I hear a lot is Dublin is like London, it's in its' own bubble, in comparison to the rest of the country, and we would agree with this statement. We can see from the survey responses that other locations such as Cork and more rural towns have impacted the overall salary averages for Ireland.

The projects are of significant size and value too, with much of the work being completed in BIM. Again, this is a skill that the employees fall short of, so **Architects, Technicians, BIM Managers / Technicians / Coordinators** are really reaping the rewards right now!

I wouldn't be surprised if the average salaries in Dublin are higher than, (or at least on par with) London in the near future.

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
ASSOCIATE ARCHITECT	€53,250	€45,000	€61,500
SENIOR ARCHITECT	€50,750	€45,500	€56,000
ARCHITECT (3-5 YEARS EXPERIENCE)	€44,500	€34,500	€54,000
RECENTLY QUALIFIED ARCHITECT	€30,750	€26,500	€35,000
ARCHITECTURAL ASSISTANT (II)	€25,750	€21,000	€30,000
ARCHITECTURAL ASSISTANT (I)	N/A	€19,000	€24,000
SENIOR TECHNICIAN/TECHNOLOGIST	€45,750	€37,000	€53,000
ARCHITECTURAL TECHNICIAN/TECHNOLOGIST	€36,250	€31,000	€41,000
JUNIOR TECHNICIAN/TECHNOLOGIST	€25,500	€18,000	€32,000
DESIGN MANAGER	€56,000	€50,000	€62,000
DESIGN COORDINATOR	€42,750	€36,000	€49,000
TECHNICAL MANAGER	€52,750	€45,000	€60,000
TECHNICAL COORDINATOR	€36,750	€31,000	€42,500
BIM MANAGER	€53,000	€45,000	€61,000
BIM COORDINATOR	€26,750	€22,500	€31,000

*averages rounded to the nearest £250

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

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

Tell us what you think of the findings, and our guides. We're open to your feedback!

For any queries surrounding architectural recruitment in Ireland, please get in touch with **Matthew Gilchrist** on **0203 854 2964** for further support.



NORTHERN IRELAND

COMMENTARY & ANALYSIS OF STATS

From conducting our research we established similar themes as we did in our research of the Republic of Ireland. In the same way that Dublin salaries are a significant percentage higher than other parts of Ireland, we found that Belfast salaries were slightly higher than other parts of Northern Ireland. This is a trend we have found throughout our research- that the pull of capital cities tends to draw higher salaries, on average.

Most interestingly, we found Northern Irish salaries currently sit at being typically 11% lower than the UK average. However, it is worth noting that **Associates** are paid 14% higher, and **Design Managers** 11% higher, than the UK Average, which are both considerably higher. As acknowledged, we do lack confidence in these averages which could mean they are a misrepresentation of the area or perhaps this is owing to a lack of talent available across Northern Ireland to fill these positions and a requirement for employers to pay over the odds to attract and retain staff at this senior level.

However we do see comparably lower salaries at a more 'junior' level than in the rest of the UK. We would attribute this to a likelihood for lesser experienced and junior staff willing to accept a slightly lower salary to get their 'foot in the door' of the Architectural industry.

Note: The data for Northern Ireland is collated from our own research and from large information databases we subscribe to. At present, Conrad Consulting do not have a full time consultant covering architecture in Northern Ireland, therefore our survey did not reach as many architectural professionals from this area as we would have liked to be able draw sensible averages. To not assume any findings, there are some gaps in our results, which is where there was not enough data to calculate a practical average for every role. On the most part, we still feel the data is representative of the region and we noticed a sheer lack of salary data and guides available for Northern Ireland which is why we have justified including these findings and a guide for this region.

POSITION

ASSOCIATE ARCHITECT

SENIOR ARCHITECT

ARCHITECT (3-5 YEARS EXPERIENCE)

RECENTLY QUALIFIED ARCHITECT

ARCHITECTURAL ASSISTANT (II)

ARCHITECTURAL ASSISTANT (I)

SENIOR TECHNICIAN/TECHNOLOGIST

ARCHITECTURAL TECHNICIAN/TECHNOLOGIST

JUNIOR TECHNICIAN/TECHNOLOGIST

DESIGN MANAGER

DESIGN COORDINATOR

TECHNICAL MANAGER

TECHNICAL COORDINATOR

BIM MANAGER

BIM COORDINATOR

SALARY AVERAGE*

£58,500 !

£41,000

£32,750

£29,750

£24,250

£18,750

£30,750

£27,750

N/A

£58,000 !

£40,000

£39,000 !

N/A

N/A

£27,750

OUR SALARY ADVICE**

LOW

£42,000

£37,500

£31,000

£26,500

£23,000

£17,000

£35,000

£25,000

£16,000

£50,000

£37,000

£48,000

£35,000

£36,000

£28,000

HIGH

£52,000

£45,000

£38,500

£32,000

£27,500

£22,000

£42,000

£35,000

£23,000

£58,000

£45,000

£56,000

£43,000

£50,000

£38,000

*averages rounded to the nearest £250

**recommendations for 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

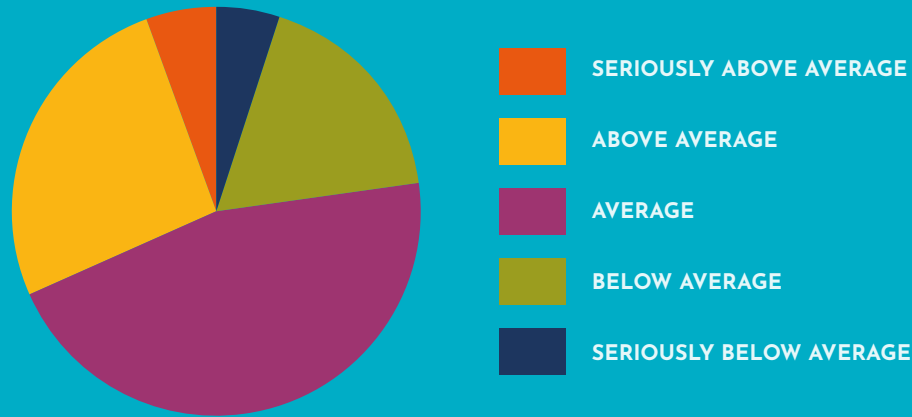
Tell us what you think of the findings, and our guides.
We're open to your feedback!

For any queries surrounding architectural recruitment in Northern Ireland please get in touch with **Matthew Gilchrist** on **0203 854 2964** or **Will Stocks** on **0161 416 6444** for further support.



OTHER FINDINGS

ATTITUDES TOWARDS SALARY

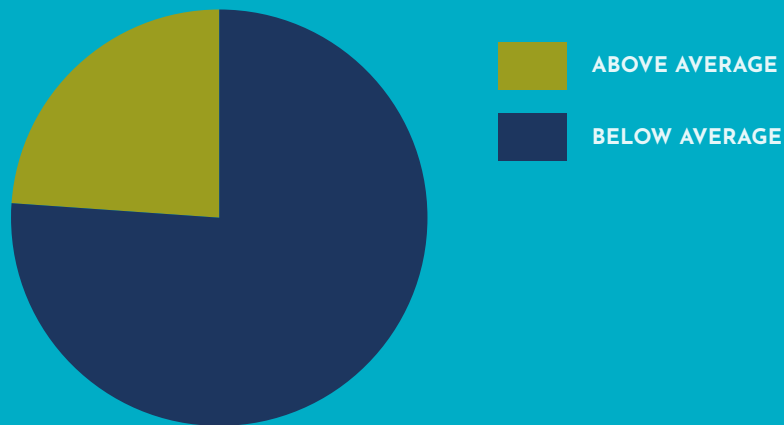


As part of our survey, we asked participants to rank how they believed their salaries sat in-line with current averages.

It was interesting to discover that over 75% of respondents viewed their salary as average, or above average, and only 5% of respondents considered their salaries to be seriously below average.

This is reassuring for clients who pay in-line or above market rates and suggests that the market is suitably remunerating the majority of workers in the industry at present. For clients who are currently paying below market average, attention should be drawn to re-evaluating staff pay, in-line with market averages to further decrease the shortfall of unsatisfied workers.

BELOW AVERAGE SALARIES



Of the 23% who viewed their salary as below average, or seriously below average, we delved deeper by comparing these salaries to the industry averages and found that 76% of these respondents correctly viewed their salary as below average, whereas the remainder were actually achieving salaries that were in line with, or above market averages. From a hirers point of view, this suggests that jobseekers are highly aware of market averages, and places a higher importance on remunerating in-line with average salaries in order to satisfy staff.

It is not surprising to us that the majority of candidates do perceive their salary as being in-line with market average, since speaking to candidates who actively or passively seek new roles are only motivated by increased salary in a few instances. Other factors play a key significance when considering a job move within this industry including, access to technology, project exposure, learning opportunities, team and office culture and work/life balance.

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

COMMENTARY & ANALYSIS OF STATS

As alluded to in the introduction of our salary report, we made the decision to omit findings relating to Interior Design from the regional breakdowns and focus solely on some key interior design hubs we cover in the UK. This is because regrettably, we did not expect the nationwide response we received from interior design individuals and therefore did not structure our survey suitably to drive key insights for the full range of interior design roles in the UK.

So instead, we have provided a short summary of Senior, Intermediate and Junior Interior Designers for key areas, and our specialist regional consultants have provided some further insight into what Interior Designers at various levels can expect for these roles. If you wish to discuss further, please get in touch.

As expected, the salaries for Interior Designers within the London area are greater than the average for the UK. This follows rest of the Architectural 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 has the Lowest Salary for an Interiors Designer, £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 may have affected the data. 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 above market values would have been found.

Our Salary Survey found that Interior Designers are paid very similarly to the national average within Yorkshire & the Humber. There tends to be less roles within Yorkshire as the Northern hub for Interior Design seems to be within 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 with the rural areas, similarly to the North West area, reducing the average Salary.

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 undertaking without the rural areas taken into account, it is likely that higher than national averages would have been found.

SURVEY PRIZE DRAW

Thanks to all who shared and participated in our architecture salary survey. Your participation has helped to provide us with an up-to-date snapshot of current salaries across the UK & Ireland, and will hopefully go on to inform hiring managers and decision-makers about how to remain competitive in the market.

Participation was incentivised with a series of Amazon Vouchers, and on the 24th December 2019, these prizes were awarded to the following professionals:

EWA BUBNICKA-GYDE (£50)
SAM HALL (£100)
GRAEME SAXTON (£250)

Stay posted for our next salary survey for another chance to win a prize voucher, by following us on LinkedIn, Facebook, Twitter or Instagram!





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.