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Architecture Salary Survey 2024

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Welcome

Specialising in the Architecture sector, we set a standard for recruitment that focuses on bringing value to growing organisations through a blended model of employer branding, media, and talent acquisition.

We are proud of the relationships we have formed across the industry as well as helping Architectural professionals find new roles in which they can excel both personally and professionally.

And because of this, we've put together an all encompassing, easy to digest document that provides both Architecture professionals and practice owners an insight into the industry across the UK.

From salaries to desirable software's - we've taken the time to gather data from an array of Architecture professionals to give you the clearest understanding of the industry right now!
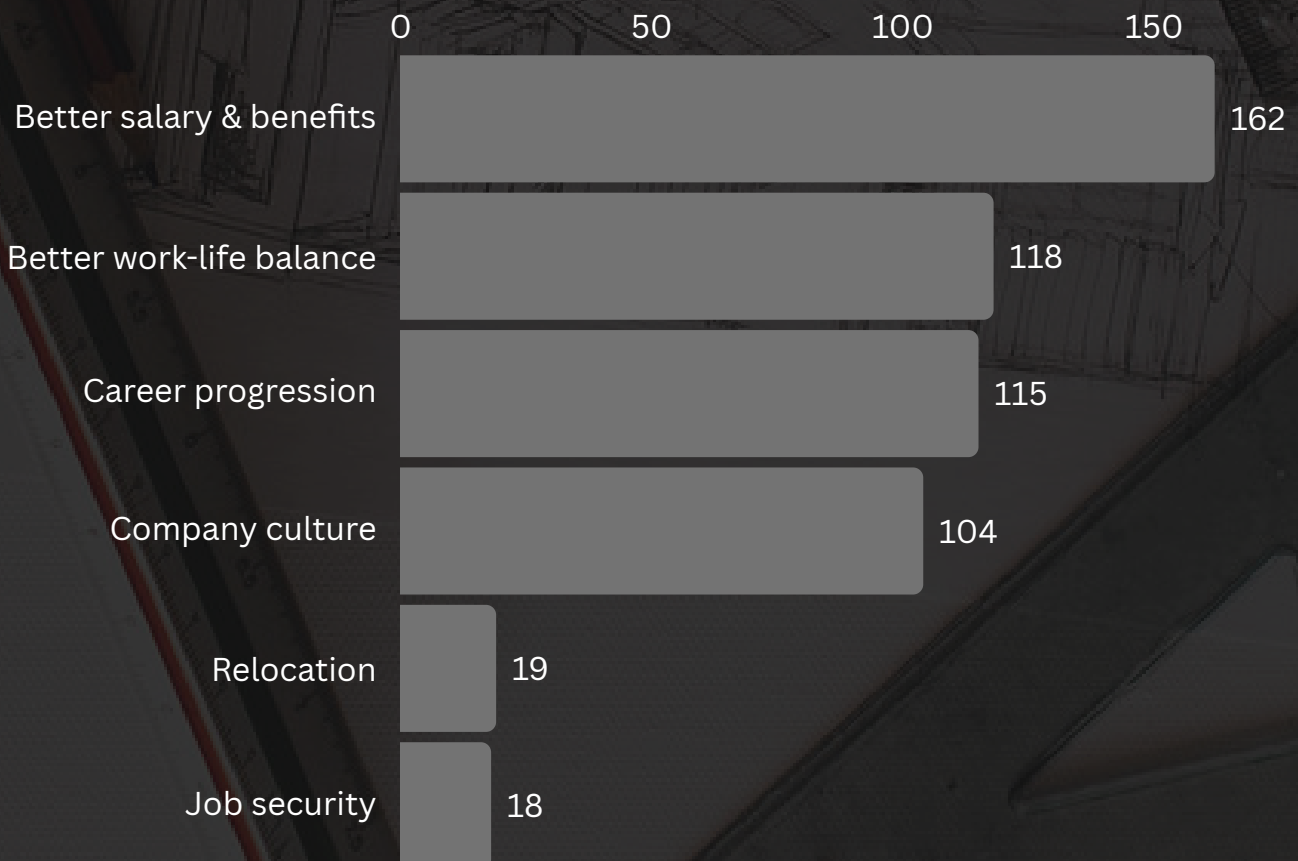
Market Trends

There is never a dull moment in the Architecture sector, and this year is no exception. We are still experiencing a candidate-led market with the need for more homes, medical buildings and schools. It is predicted that Architecture will be in growing demand in the upcoming years.

We don't seem to see a lack of jobs in the marketplace, but we are seeing job applications slowing down, and when sourcing candidates we have found that specialist headhunting techniques have been needed.

Retention

As we see the current unemployment rate at 4%, the lowest the UK has seen since 1974 - it has become a real priority for employers to improve staff retention. We have seen the Architecture industry rise with other sectors to create positive working environments, good company cultures and enhances staff benefits and salaries in order to maintain staff retention.

What is your biggest motivator to change jobs in the next 12 months?

| Motivator	Count
Better salary & benefits	162
Better work-life balance	118
Career progression	115
Company culture	104
Relocation	19
Job security	18

Bonuses

It is worth noting that bonuses are normally based on profit within the business and the performance of an individual is certainly taken into account for how much they receive.
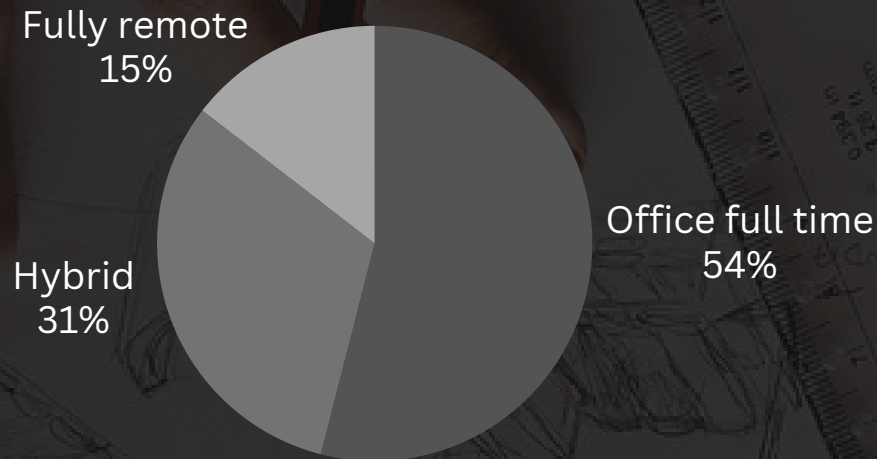
Do you receive a bonus?

Employee bonuses are an important part of an overall remuneration package. The research showed that a large proportion of people didn't receive a bonus, however those that did seemed to be more engaged with their practice - this could be helpful for practices who want to improve their employee retention.

Bonuses have historically been an effective way for practices to increase the potential earning of employees in a way that is economical and cost-effective.
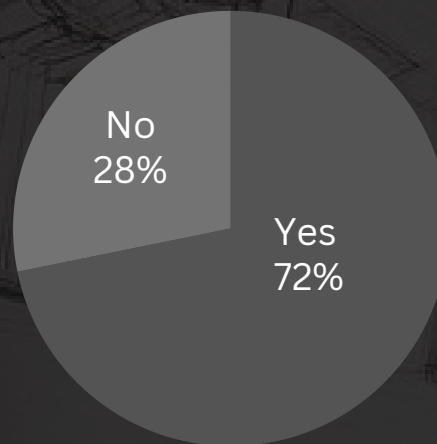
Yes 5-10%
15%

Yes > 10%
2%

Yes < than 5%
21%

No
63%
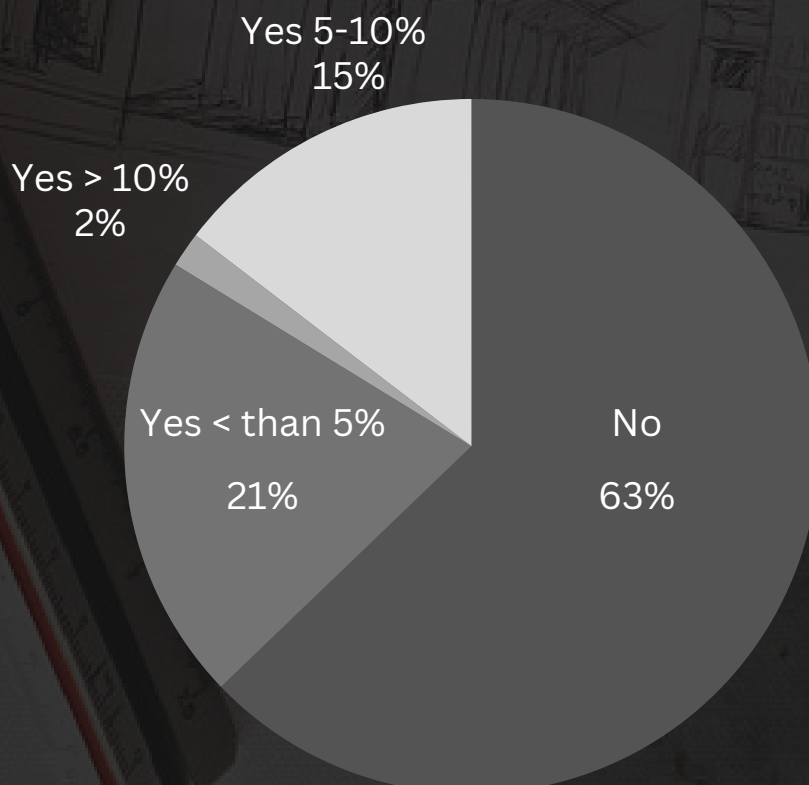
Working Styles

What are your current working styles?

Fully remote
15%

Hybrid
31%

Office full time
54%

Would you turn down a job offer if it didn't offer a minimum of one day per week of remote working?

No
28%

Yes
72%

It appears the 'office Vs home' working debate won't be ending soon. Even though we have seen a decrease in respondents working hybridly since our survey last year, it's clear this is prevalent amongst Architecture professionals.

We understand that candidates are keen to understand what a potential employer's policy on flexible working is.

Overtime

Overtime continues to secure the industry's media attention and there have been various reports about this issue. Industry trends seem to vary, with a large portion working no overtime, and others putting 10+ hours per week!

**How many hours of overtime do you work per week?**
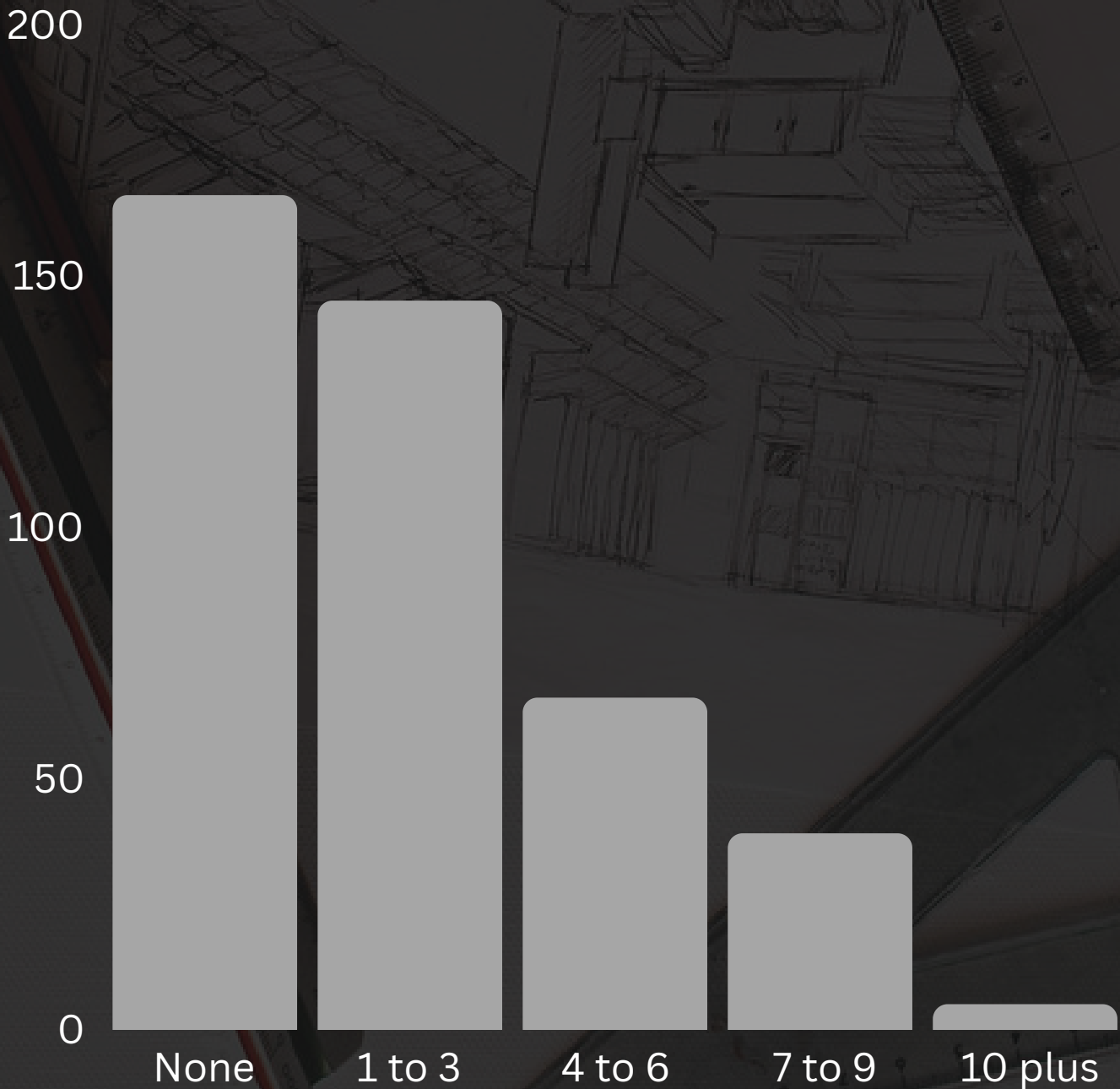
Career Progression

Do you feel you have genuine career progression?

Career progression is a factor that many professionals uphold on their list of priorities for a workplace and the Architecture industry is no different.

It's interesting to read that many professional aren't actually sure if their practice offers them genuine career progression.

Not sure
32%

Yes
40%

No
28%
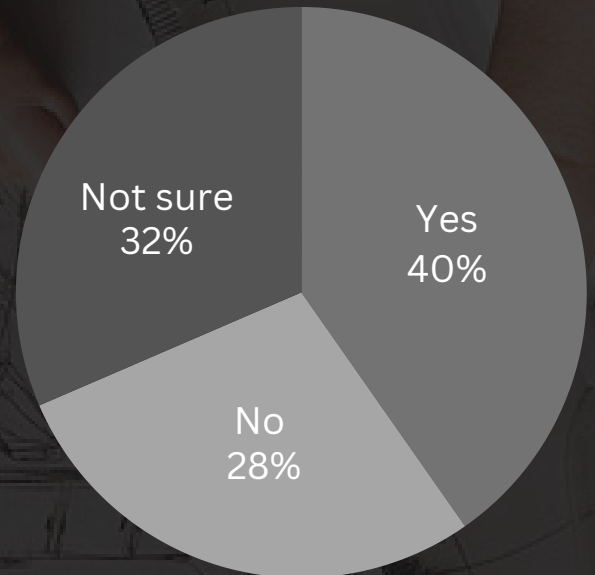
Do you believe your current employer is supporting you in becoming chartered?

No
37%

Yes
63%
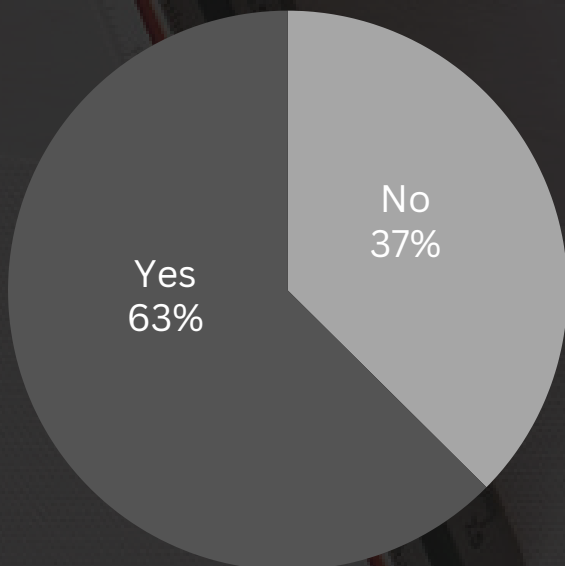
It's pleasing that over half of respondents who want to pursue the accreditations to become Chartered are being supported.

The remaining 37% of respondents who want to become Chartered don't feel supported on their journey.

CPD & Software Training

When did you last receive CPD training?

12 months

6 months

7%

7%

3 months
86%

It's fantastic to see that the majority of professionals within the industry are regularly being offered CPD training. A clear indicator that practices are prioritising progression that will aid the practice and the work they can offer.

What software do you use?

Vectorworks
5%

ArchiCAD
6%

AutoCAD
29%
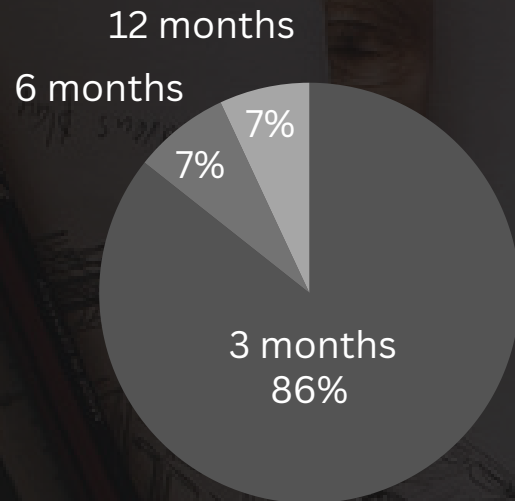
Revit
60%

It's clear after surveying hundreds of Architecture professionals that Revit is the most used form of software.
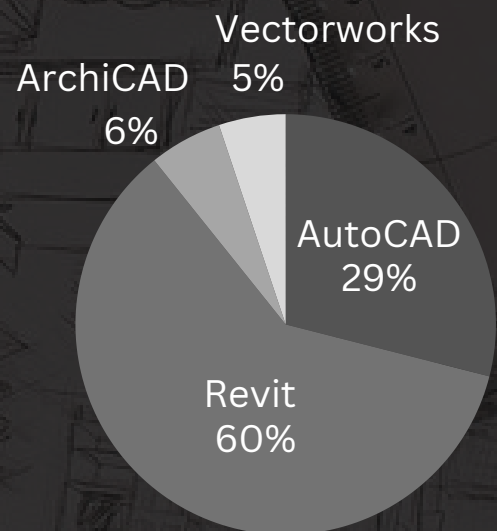
Should all Architecture students be taught Revit when studying at Uni?

No
14%

Yes
86%

With Revit being the most commonly used software amongst the Architecture professionals that we surveyed, we thought it would be interesting to understand their thoughts on studying the software at University.
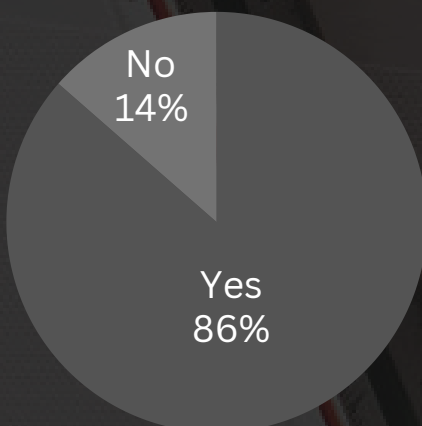
It's safe to say, the industry think it should be!

Remuneration

We have highlighted the average salaries per role within the Architecture industry from our respondents below. For an in-depth look into the average salary per region, scroll down further.

Part 1 Architectural Assistant → £24,740

Part 2 Architectural Assistant → £31,950

Architectural Technician → £32,581

Architectural Technologist → £32,269

Senior Architectural Technologist → £49,838

Architect (<5 years ARB Registered) → £37,993

Architect (>5 years ARB Registered) → £43,902

Associate / Director → £56,000

Remuneration

We received a real mix of responses across job titles and salaries depending on location. It was hard to identify any clear trends, apart from the South East regularly coming out ahead of other locations.

From our research, the more influential factor on salaries seemed to be the company our respondent worked for, and how competitively they paid their employees.

Other factors such as sectors/industries and the company worked in also played a part. Typically a company that focused on logistics/distribution sectors paid substantially more than others.

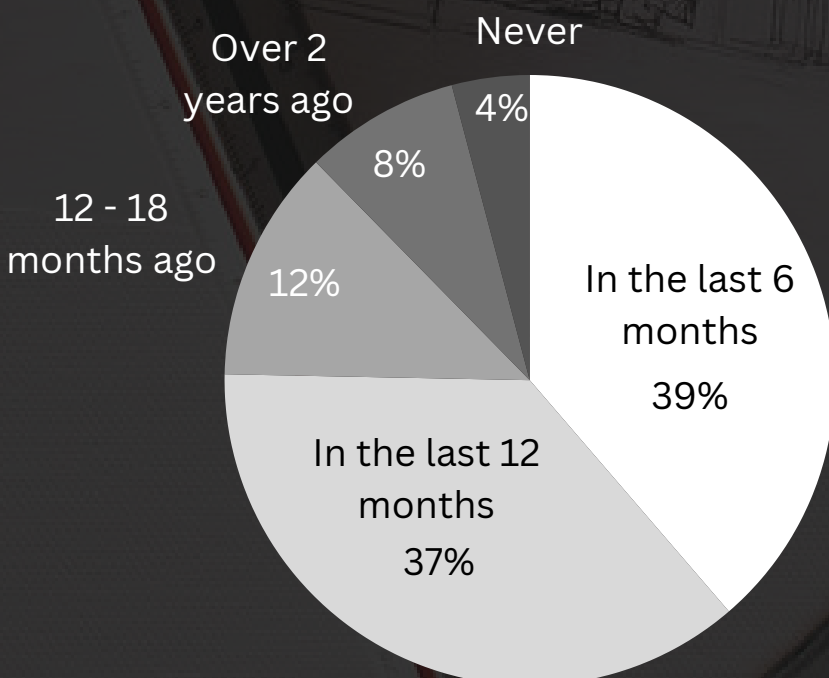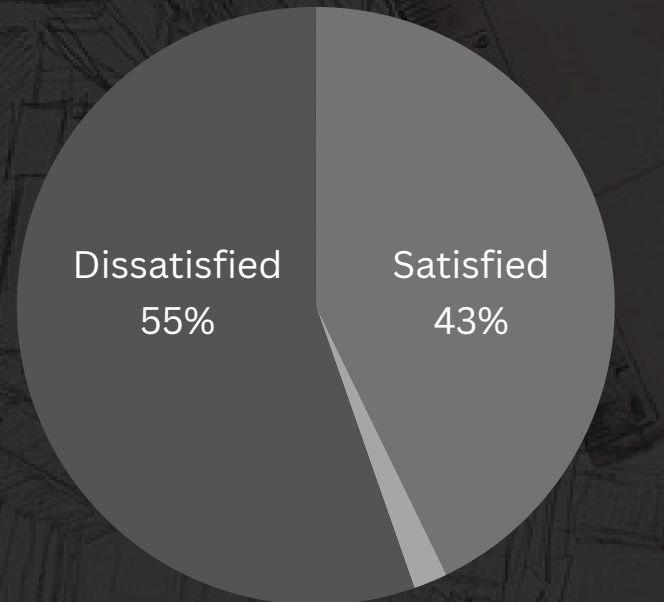Page 12 provides a detailed table with salary insights per region...

Remuneration

	North West & North East of England	East & West Midlands	South East	South West
Part 1 Architectural Assistant	£24,000	**£25,455**	**£26,005**	**£23,500**
Part 2 Architectural Assistant	£31,525	£31,900	**£33,115**	£31,260
Architectural Technician	£31,392	£31,700	**£32,500**	£34,733
Architectural Technologist	£33,860	£32,193	£32,825	£34,200
Senior Architectural Technologist	£50,750	£48,250	£50,853	£49,500
Architect (<5 years)	£35,375	£36,800	£41,050	£38,750
Architect (+5 years)	£42,611	£42,875	**£48,125**	£42,000

Remuneration

We asked all respondents whether they were highly satisfied, satisfied, or dissatisfied with their salary. Even though 76% of respondents have received a pay increase in the last year, the industry is still left with a staggering 52% of respondents dissatisfied with their current salary.

How satisfied are you with your salary?

Dissatisfied 55%

Satisfied 43%

Highly Satisfied 2%

Over 2 years ago 8%

Never 4%

12 - 18 months ago 12%

In the last 6 months 39%

In the last 12 months 37%

When did you last receive a pay rise?

Final Thoughts

There's been a clear improvement in salaries since 2023 but many still feel as though the Architecture industry has a long way to go when comparing how long it takes to get qualified.

From research carried out when putting together this salary survey, it's clear that Architectural practices are becoming more understanding of the benefits and working styles needed to retain employees and attract the best talent.

While some of those working in the Architecture industry feel their employers still have room for improvement when it comes to remuneration, work-life balance, and career progression.

We would like to take this opportunity to say thank you to all the people who have taken part and supported us with research. We feel privileged that so many in the Architecture industry trust us with their thoughts and feelings and we can share trends and key findings with the wider community.

Meet the Team

Curtis Hunter | Director

Curtis has been heavily involved in the Architecture sector for several years. With relationships across the UK, Curtis is particularly well placed in finding the right role for the right person.

Send Curtis a message   Give Curtis a call   curtis.hunter@konkergroup.com

Maxine Woolgar | Consultant

Maxine's attention to detail and positive approach to finding the best candidates for the job makes her stand out from the crowd, when recruiting Architecture professionals.

Maxine.woolgar@konkergroup.com   Give Maxine a call   Send Maxine a message

Tom Stewart | Director

Tom is equipped with extensive Architecture experience having worked across the construction industry for several years. Being a process driven individual with a keen eye for detail, he's able to match the right person with their best suited practice!

Send Tom a message   Give Tom a call   tom.stewart@konkergroup.com

Jevon Astley - Jones | Director

Jevon has spent most of his career within the Built Environment sector. He excels in taking his time in building strong relationships with both candidates and clients to ensure their needs are met.

Send Jevon a message   Give Jevon a call   jevon.aj@konkergroup.com