



# Architecture Employers Report 2025

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# Welcome

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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.

As specialists in the Architecture sector, we understand the importance of hiring, retaining, and rewarding top talent. This report provides valuable insights for employers looking to remain competitive in the market.

From salary benchmarks to workplace trends, we have gathered data from a broad range of Architecture professionals across the UK. Use this report to ensure your practice is well-positioned to attract the best talent and optimise your hiring strategies.

# Market Trends

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The Architecture sector continues to be candidate-driven, with a high-demand for new residential, medical, and educational buildings. Job vacancies remain steady, but applications are slowing, making proactive hiring strategies more crucial than ever.

To secure top talent, businesses are increasingly adopting specialist headhunting techniques and improving their employer branding.

# Retention

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With UK unemployment at just 4%, staff retention has become a top priority for Architecture practices. Employers who invest in a positive workplace culture, competitive salaries, and attractive benefit packages are seeing higher retention rates.

To reduce turnover, practices should focus on improving their benefits, offering more of a flexible working approach, and career development opportunities.

## Biggest motivators for professionals to change jobs in the next 12 months:



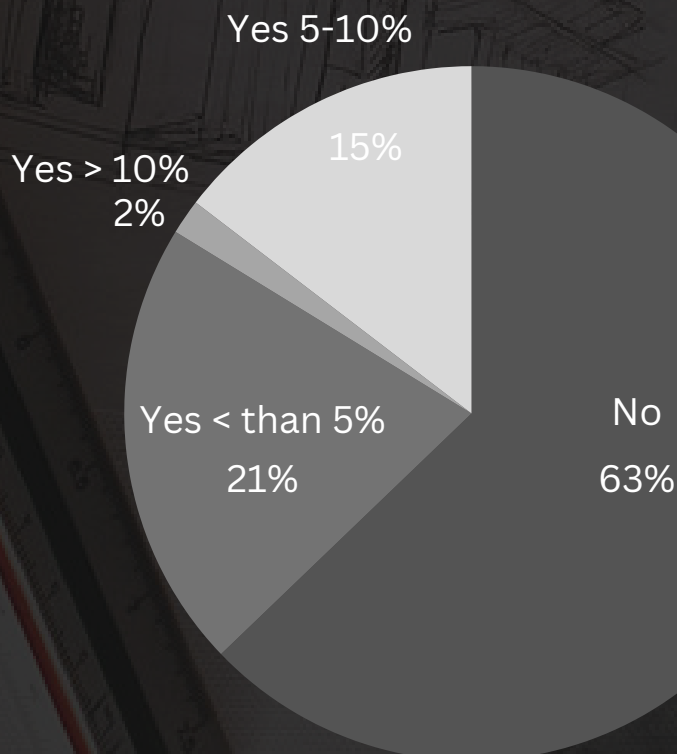
# Bonuses

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Bonuses are a key part of remuneration in some practices. It is worth noting that bonuses are often linked to business profitability and individual performances.

While bonuses can be a useful tool for rewarding performance, not all firms offer them as part of a remuneration package. Employers should assess whether a structured bonus scheme aligns with their retention and engagement goals.

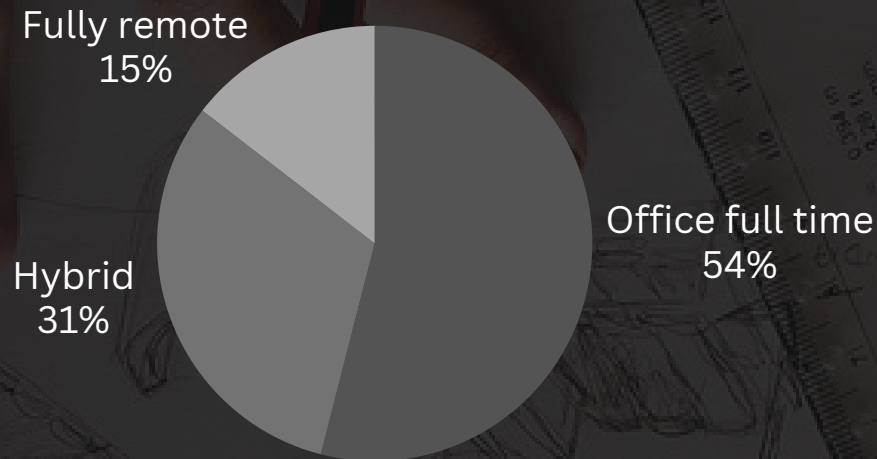
## Do employees receive bonuses?



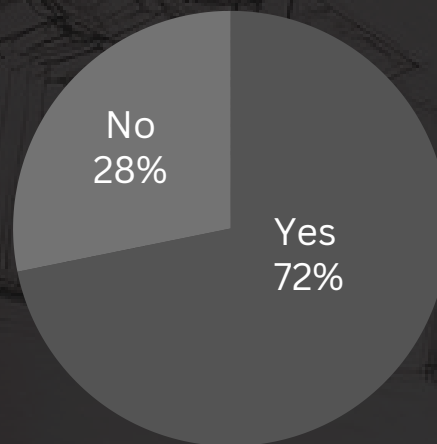
# Working Styles

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## Current working styles in the industry



## Would candidates reject a job if it didn't offer at least one remote day?



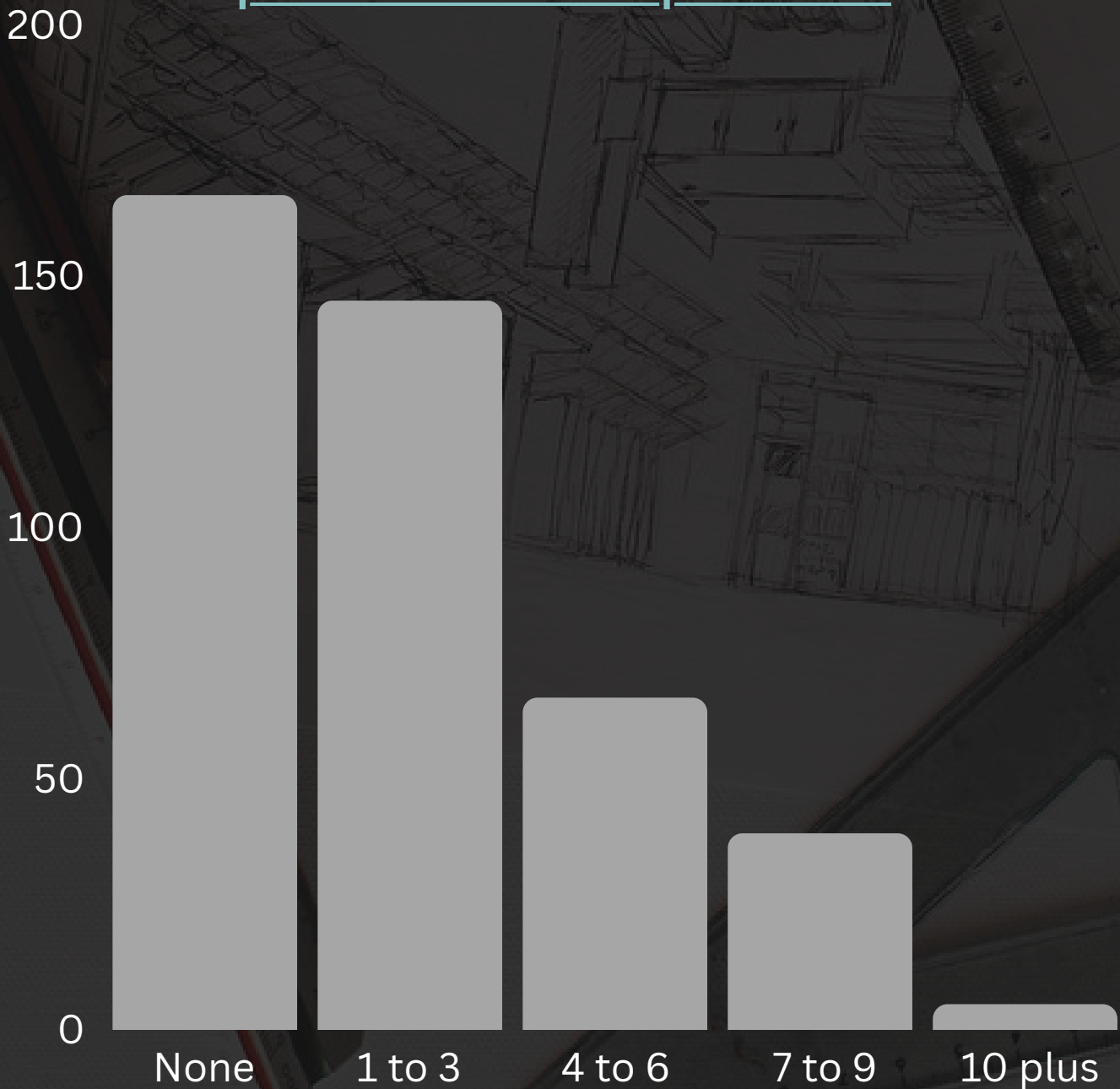
The data suggests that flexible working arrangements have become an expectation rather than a perk. While some practices remain committed to full-time office-based work, offering at least some level of remote flexibility can significantly enhance an employer's ability to attract and retain talent.

# Overtime

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Overtime remains a widely discussed issue in Architecture. While some professionals work no extra hours, others regularly put in 10+ hours. Understanding workload expectations is key to maintaining employee satisfaction and performance.

## How many hours of overtime do Architecture professionals work per week?

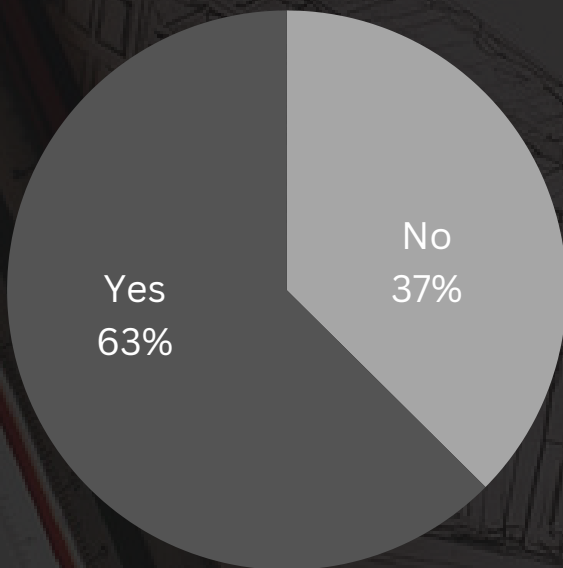
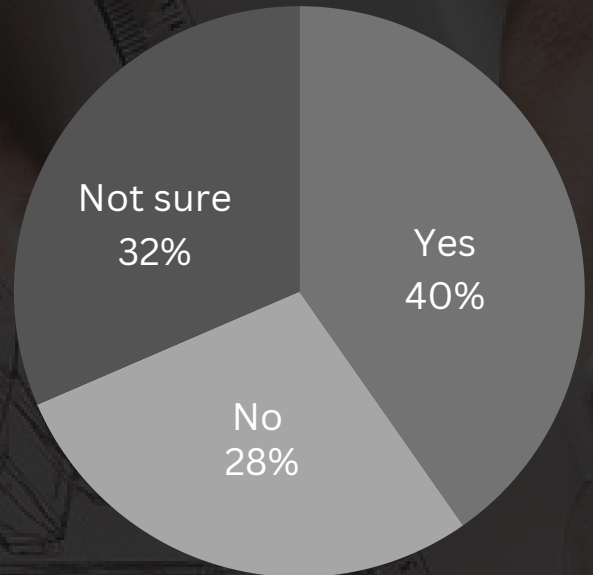




# Career Progression

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Do employees feel they have genuine career progression?

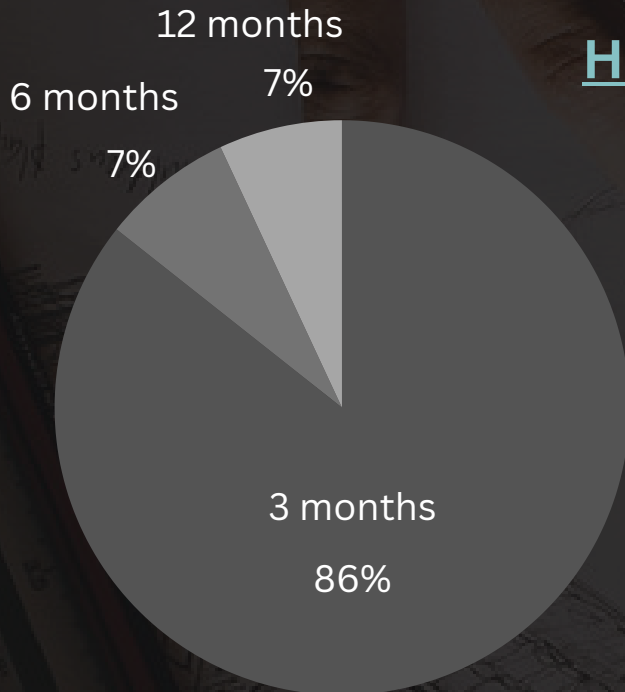


Do employees feel supported by their employers to become Chartered?

Career progressions is a major factor in job satisfaction, with many professionals seeking structured pathways for development. Employers who provide clear opportunities for career growth tend to attract and retain top talent more effectively.

# CPD Training & Software

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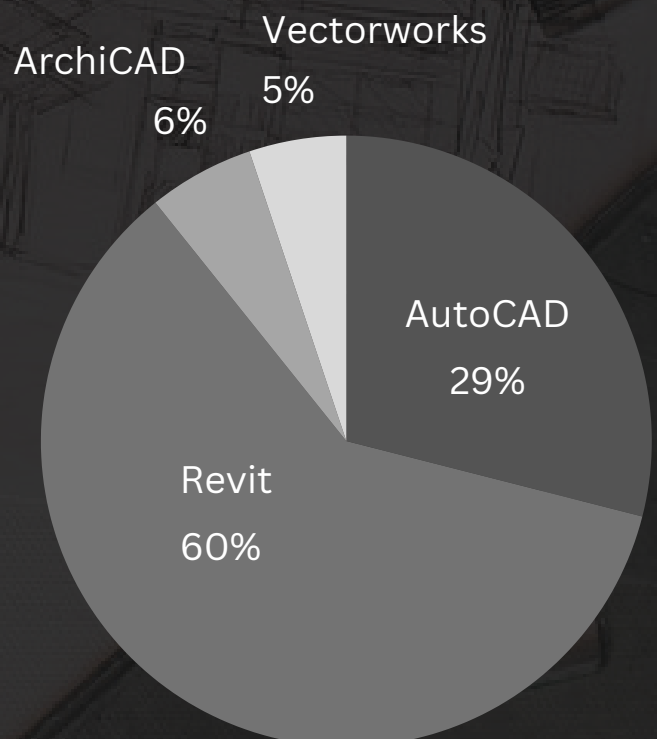


## How often do employees receive CPD opportunities:

Regular CPD opportunities signal employer's commitment to professional growth. Practices that encourage ongoing learning and software training tend to see higher engagement and employee satisfaction.

## Most commonly used software in the industry:

Revit still remains the dominant software in the industry. Employers who provide comprehensive software training ensure their teams remain competitive and up to date with industry standards.



# Remuneration

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Salary expectations vary by role, location, and employer competitiveness. Below are the average salaries for key positions, with additional insights on influencing factors and industry trends.

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

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Factors influencing salaries:

- Location - The South East consistently offers higher pay to due to demand and cost of living.
- Specialisation - Practices focusing on high-end residential, commercial, or sustainable design tend to offer more competitive salaries.
- Company size - Larger firms often provide structured pay scales and benefits, whereas smaller practices may offer more flexibility but lower salaries.
- Experience - Career progression directly correlates with salary increases, with Architects gaining substantial pay increases after 5 years of registration.

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

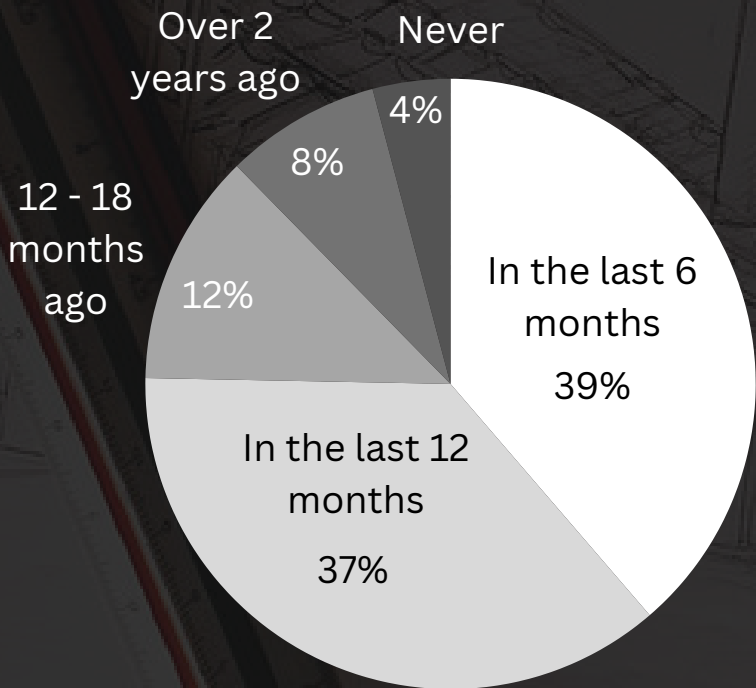
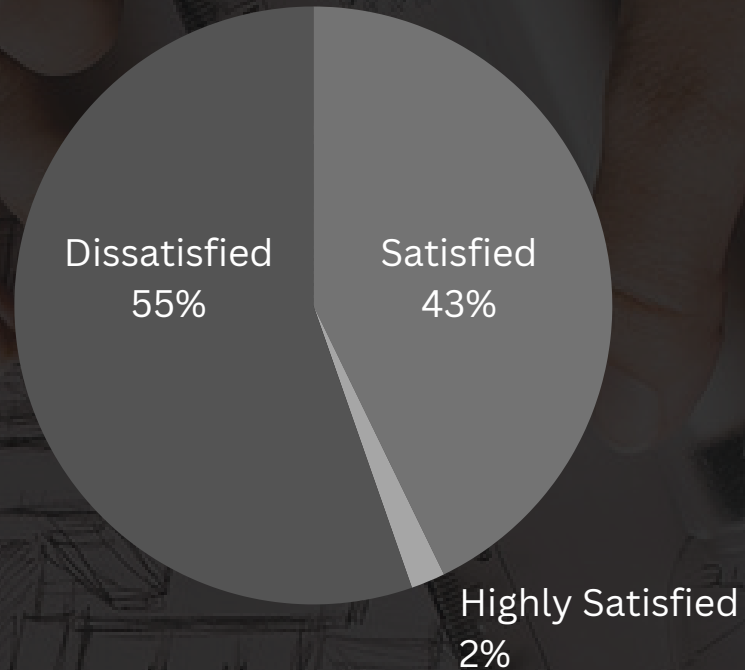
# Remuneration

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

# Remuneration

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## How satisfied are professionals with their salaries?



## How recently have professionals received a pay rise?

Despite 76% of professionals receiving a pay increase in the last year, over half remain dissatisfied.

Competitive remuneration, transparent salary structures, and clear career progression remain key factors in securing top talent.

# Final Thoughts

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The Architecture industry is evolving, and businesses that stay ahead of the curve will have the best chance of attracting and keeping top talent.

Salaries are improving, but professionals are looking for more than just pay - they want meaningful career progression, flexibility, and a positive working environment.

To build a strong and motivated team, firms should focus on fostering a culture where employees feel valued and supported. Providing clear career pathways, investing in professional development, and ensuring competitive compensation can make all the difference.

It's also important to stay adaptable - flexible working, clear communication, and a strong employer brand will help firms stand out in this competitive market.

We hope this report has provided useful insights to help shape your hiring and retention strategies. If you'd like to discuss how we can support your recruitment efforts, don't hesitate to reach out to our team - You'll find their details on the next page!

# Meet the Team

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## 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](#)



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## 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](#)



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## 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](#)



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