Architecture Salary Survey & Employment Report 2024

Architecture Salary Survey and Employment Report

A report by FRAME Recruitment

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Architecture Salary Survey and Employment Report

A report by FRAME Recruitment

Welcome from FRAME Recruitment

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We are proud of the relationships we have made across the industry and have helped thousands of people find new roles as well as aided practices with their recruitment strategies. Our team recruits across all industry sectors including commercial, education, healthcare, hospitality, leisure, mixed-use, residential, retail and transport.

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Architecture Salary Survey and Employment Report

A report by FRAME Recruitment

Welcome from the Authors

The survey and report were produced by FRAME Recruitment.

Martin Bennell
Chief Operating Officer of FRAME Recruitment

Martin is the Chief Operating Officer of FRAME Recruitment, leading the business operations. Martin is a recruitment veteran starting his career in the sector in 2000. He has a wealth of knowledge and experience in recruiting in high-demand, skill-short sectors globally.

Being a Fellow of the Recruitment and Employment Confederation, Martin stands as a distinguished thought leader in specialist recruitment. His engagements as a speaker, panellist, and writer offer a unique headhunter's insight into the human dynamics within workplaces.

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in **Martin Bennell**

Jonty Cooke
Director of FRAME Recruitment

Jonty is the Director of FRAME Recruitment. He is a seasoned trusted advisor with a passion for delivering exceptional value to clients. With expertise in consultative solutions and a customer-centric approach, he excels at understanding hiring needs and providing tailored recruitment solutions that drive tangible results.

Jonty is committed to putting customers at the heart of everything he does, ensuring that client's needs are met, and expectations exceeded.

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in **Jonty Cooke**

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Executive summary
Architecture Salary Survey and Employment Report

In the ever-evolving landscape of the architecture industry, the past few years have brought about profound changes in working styles, technological adoption, and employee preferences.

This executive summary provides a comprehensive overview of key insights gathered from our survey, shedding light on the evolving dynamics of architecture practices and the factors shaping the careers of professionals in the field.

We have listened to feedback from our candidates and clients and have separated our annual report into two reports, one for architecture and one for interior design. Please look out for the interior design report that will be released later in the year.

Evolution of Working Styles

The architecture industry has witnessed a shift in working styles over the past two years, with an increasing number of professionals returning to the office. Hybrid working arrangements have become more prevalent, with professionals typically spending three days a week in the office. However, the desire for hybrid working remains strong, particularly among younger age groups.

Overtime Trends

While architecture has traditionally been associated with long hours and unpaid overtime, there has been a notable decline in overtime prevalence this year. However, concerns remain regarding inconsistent compensation practices and the impact on employee well-being and job satisfaction.

Embracing AI and Sustainability

Artificial Intelligence (AI) presents both opportunities and challenges for the architecture industry. While AI adoption is still in its infancy, there is optimism about its potential to improve efficiency and create new opportunities. However, concerns persist about its impact on creativity and job security.

Additionally, there is a growing emphasis on sustainability in architecture, with professionals advocating for more environmentally responsible practices.

Job Seeking and Retention Strategies

There is a resurgence in job-seeking activity, driven primarily by the desire for better pay and benefits. Employers must prioritise competitive compensation packages and provide clear progression paths to attract and retain top talent.

Employee benefits role in attraction and retention

The importance of employee benefits in recruitment and retention cannot be overstated, with bonuses and flexible working arrangements topping the list of desired benefits.

Remuneration Trends

Pay rise percentages have declined in recent years, with smaller increases becoming more common. Changing jobs remains a lucrative option for securing higher pay rises, highlighting the importance of salary competitiveness in talent retention strategies.

Architecture is undergoing significant changes in response to evolving work preferences, technological advancements, and sustainability concerns. Employers must adapt to these shifts by prioritising employee well-being, fostering a culture of innovation, and offering competitive compensation and benefits packages to retain top talent and remain competitive in the marketplace.

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Working styles

Architecture Salary Survey and Employment Report

With all the buzz about the return to the office, it begs the question: Have architecture professionals changed how they work in the past year?

We can see that full-time office work has increased from 2022 to 2024, indicating that some architectural practices have been successful in their back-to-the-office schemes. Fully remote roles have declined, whilst hybrid working has also grown.

How are you currently working? 2022 to 2024
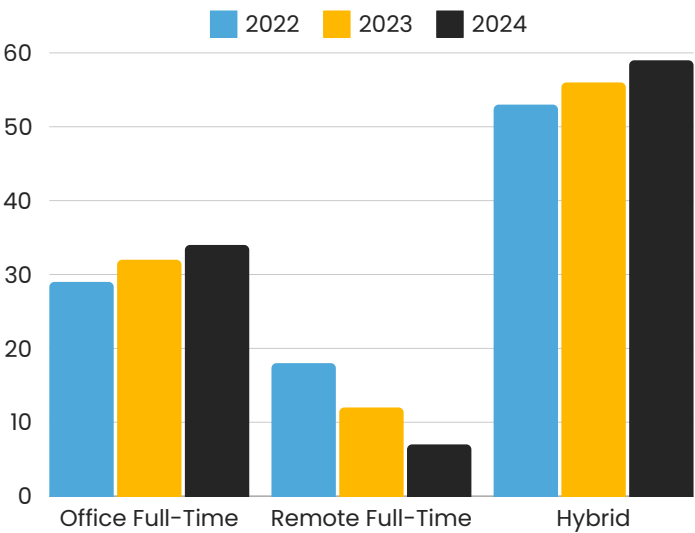
In pursuit of back to the office

There are numerous factors contributing to employees' reluctance to return to the office full-time, if at all. These range from the hassle of commuting (both in terms of time and expense) to concerns about work-life balance and the desire for autonomy.

How have architectural firms effectively managed to reduce the number of full-time remote workers and transitioned closer towards hybrid and full-time onsite arrangements?

"*There is a mixture of strategies, but the key has been giving people a reason to come back in, rather than just laying down the law. Creating learning and development environments, a strategic focus on in-person collaboration and creating commute-worthy experiences are all being seen. Invigorating an environment where people want to be together has also been key, creating a culture where the best and most innovative work happens when they work as a team.*"

Three days a week in the office dominates hybrid working styles

Hybrid working styles, where employees split their time between remote work and in-office days, have become increasingly popular. Among this approach, the trend of spending three days a week in the office seems to be the prevailing style for many professionals. However, it is not uncommon to find architecture professionals coming into the office four days a week, demonstrating a greater inclination towards in-person collaboration and project engagement compared to the broader spectrum of hybrid work arrangements.

Hybrid workers – how many days do you work in the office each week?

Days in office	2022	2023	2024
1 day	14%	8%	6%
2 days	30%	16%	19%
3 days	41%	44%	46%
4 days	15%	32%	29%

People still want to work hybrid

Hybrid working still dominates the working style of choice. It is noticeable from the survey results that the older respondents had more inclination to work in the office full time, whilst the younger age groups sought hybrid working. Those 35 to 44 years old were more likely than any other group to want to remote work full-time.

Preferred working style - 2021 to 2024

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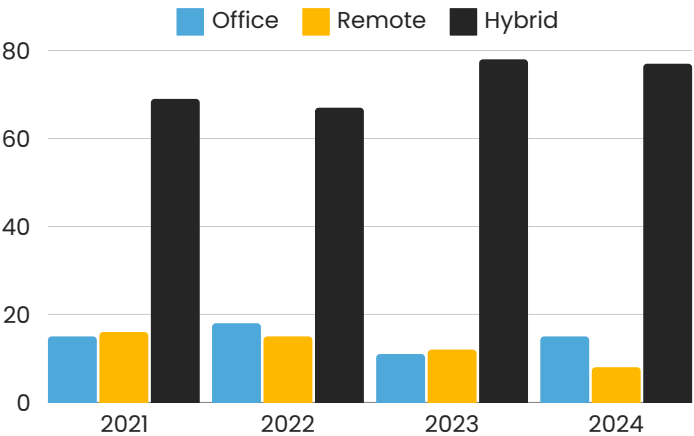
Working styles - *continued*
Architecture Salary Survey and Employment Report

The disparity from reality to desire decreases year-on-year

What is noticeable is that year by year, the gap between reality and aspiration is closing. There is a reduction in the disparity between current and desired working styles, indicating that more individuals are now aligning their work habits with their preferences.

"This is a significant shift and I believe will have a positive impact on retention moving forward. We have conversations with candidates who simply do not want to go back to full-time office work, they demand better balance. If you cannot meet your employees at least halfway, they will likely look to an employer who can."

Current versus preferred working style 2024

■ Current ■ Desired

Office Full-Time	Remote Full-Time	Hybrid
34% / 15%	7% / 8%	59% / 77%
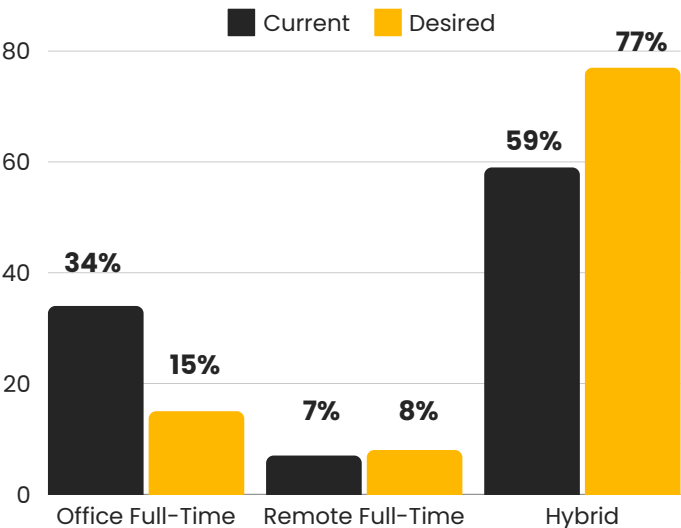
The loss of talent to inflexibility

The composition of job offers has increased in importance in the recruitment process. You need to get the job offer right the first time to increase your success in getting your favourite candidate.

Noteworthy is to ensure you are including in your job offer what you can provide in terms of flexible hours and remote working. 66% of survey respondents said they would turn down a job offer that did not include one day per week of remote working. In addition, 62% said they would turn down a job if it did not offer flexible hours.

"Is it worth the risk of potentially missing out on two in three top candidates due to inflexibility?"

The percentage of respondents that would turn down a job that did not offer at least one day per week of remote working
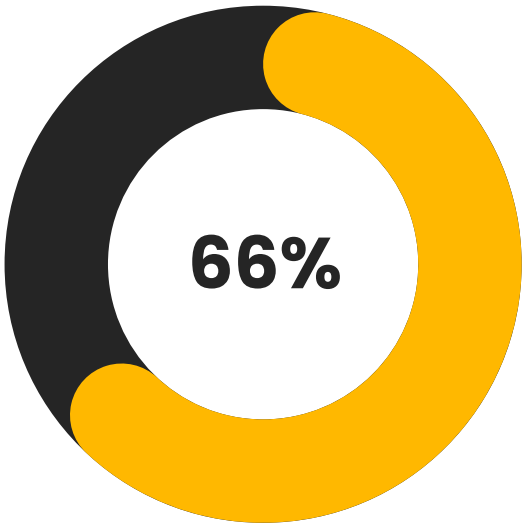
66%

"

Is it worth the risk of potentially missing out on two in three top candidates due to inflexibility?

The percentage of respondents that would turn down a job that did not offer flexible hours

62%

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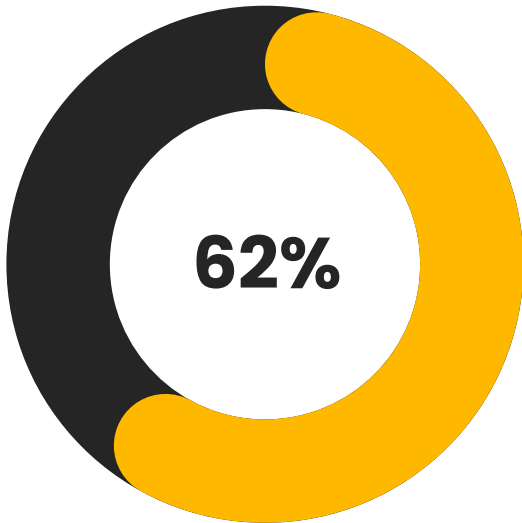
Overtime

Architecture Salary Survey and Employment Report

If the media is anything to go by, in the world of architecture overtime is not just an occasional occurrence – it is a way of life. The profession is often portrayed as demanding a level of dedication that often extends far beyond the 9 to 5.

Are employers disrupting the balance between home life and work by pressuring employees to work overtime without adequate compensation?

A decline in after-hours hustle

2024 marks a significant milestone in our record-keeping of overtime prevalence in architecture, boasting the lowest distribution to date. 26% of respondents report adhering strictly to their contracted hours, eschewing overtime.

Number of hours of overtime worked 2022 to 2024

| Hours of Overtime	2022	2023	2024
None	16%	23%	26%
1 to 3	28%	29%	36%
4 to 6	27%	22%	23%
7 to 9	13%	13%	8%
10 plus	16%	13%	7%

"Our findings portray the significance of overtime distribution, indicating potential changes in work patterns and employer expectations. While the reduction in ten-plus hours of overtime suggests a potential improvement in work-life balance or operational efficiency, the increase in one to three and four to six hours of overtime may signify a nuanced adjustment in workload management or project demands. This shift prompts reflection on evolving industry norms, employee well-being, and organisational practices regarding overtime allocation and compensation."

Fading benefits: the decline of overtime compensation

Uncompensated overtime can take a toll on people, both emotionally and financially. Unfortunately, what our survey respondents are reporting is that if they do overtime this year, they are more unlikely to get compensated for it, or the rules are inconsistent on it.

Does your practice pay for overtime? 2022 to 2024

Legend: Yes, No, Inconsistent Rules

	2022	2023	2024
Inconsistent Rules	10%	9%	12%
No	76%	81%	79%
Yes	14%	10%	9%
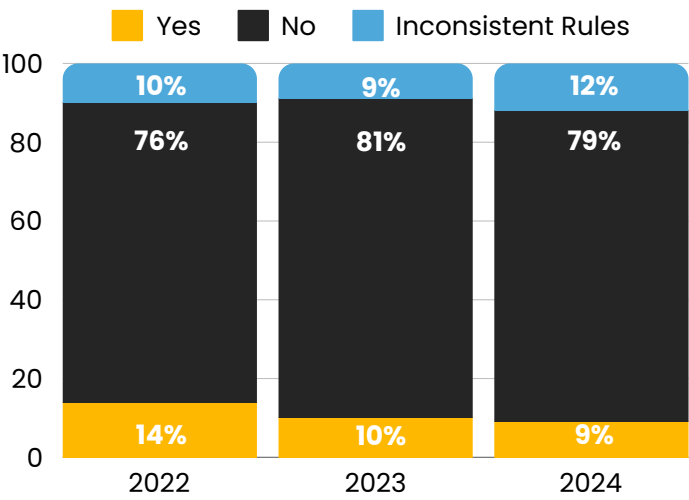
"People at work are now looking for increasing recognition and reward for what they do. Not to be misconceived as entitlement, people simply want to be acknowledged for what they do. Overtime is a case in point. If someone is going over and above in their role, putting in the extra hours to ensure a project meets its deadlines, they want to see the recognition and reward for it."

We must question whether the decrease in overtime is in fact due to the decline in compensation for it. Or is it because it is not communicated clearly what they will receive in return for it?

"Social media is creating expectations in people of constant feedback and praise evolved through their experience of likes, loves and comments serving as instant affirmations. Recognising and rewarding people similarly aligns with their desire for regular acknowledgement and validation, fostering a culture of appreciation and motivation within your business."

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The survey respondents provided their commentary on overtime in architecture:

- 40 hours is per contract. But extra hours are 6-9 per week. The salary is not aligned with the amount of hours and cost of living. **Architect working in the Education sector**

- Overtime is highly discouraged in our practice. **Landscape Architect working in the Residential sector**

- When I interview at a practice, I make it clear that I have no intention to work excessive unpaid overtime. But it appears systemic. Free overtime is expected with little or nothing in return. A £15/£20 dinner allowance IF you work a minimum of 4 hours free is a big slap in the face and not a reasonable compensation. **Architect working in the Hospitality sector**

- The company only pays overtime to junior team members. After a certain salary threshold, you are expected to work 10 extra hours a week without any compensation. If more than 10 hours, let's say 12 hours, then you can take only two hours off. **Senior Urban Design working in the Mixed-Use sector**

- I work daily overtime from 30 to 90 minutes, and I'm still the member of the team who leaves the earliest. Something is just not right in this industry.... **Architect working in the Commercial sector**

- We are exploited very often; the workload focus is to do overtime, and this is never compensated. It should be illegal to do unpaid overtime. **Senior Architect working in the Transport sector**

- They are supposed to pay us overtime by contract and national law, but they don't. They also make us keep tabs on actual worked hours on a parallel spreadsheet than the one submitted to local authorities. **Architect working in the Education sector**

- As usual, architecture performs worse than other industries in this department. Unpaid overtime is the norm and is expected. Moving jobs is a gamble and no companies are open about their overtime culture. **Senior Architect working in the Commercial sector**

"

We are exploited very often; the workload focus is to do overtime, and this is never compensated. It should be illegal to do unpaid overtime.
Senior Architect working in the Transport sector

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AI and Sustainability
Architecture Salary Survey and Employment Report

Artificial Intelligence (AI) is set to significantly transform the way work is conducted and it might be sooner than you think. There is the potential that if implemented correctly, architecture practices may become more efficient, but it also holds the prospect of not only replacing jobs but also improving them and creating new ones.

"The creators of OpenAI conducted a research study that estimates 80% of today's workers could see their jobs impacted by AI. I cannot see architecture not being part of this."

AI initiatives gain traction in architecture

26% of architecture professionals said they were already using AI, whilst 74% said they were not.

"There is a huge opportunity for architectural practices to start implementing AI into their business. This may be through business performance and efficiency, cost reductions, or even how people do their jobs."

Are you currently using AI in your job?

Yes
26%

No
74%
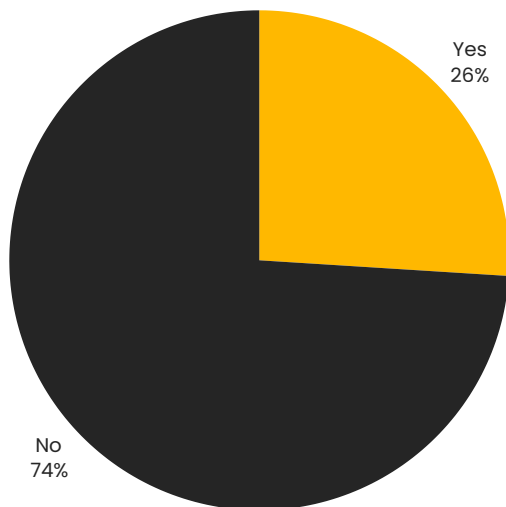
If we look at something as simple as ChatGPT or Microsoft Co-Pilot (both free pieces of technology) these could become assistants to the work architecture professionals are doing. From simple information queries, and elevating tenders and bids to summarising news articles or even this report.

The future looks bright for AI in architecture

The take up of a technology initiative can often be dependent on the feelings of employees in the particular industry it will be implemented in.
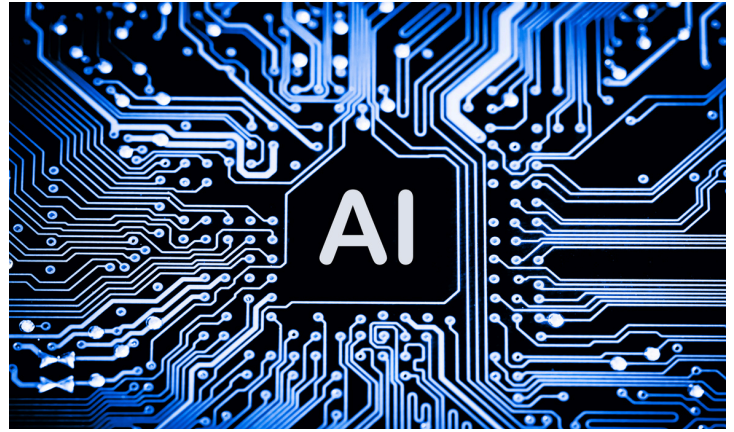
For architecture the future looks bright, 72% of survey respondents felt that AI would have a positive impact on the industry, with just over a quarter feeling it would have a negative impact.

Do you think AI will have a positive or negative impact on architecture?

Negative
28%

Positive
72%
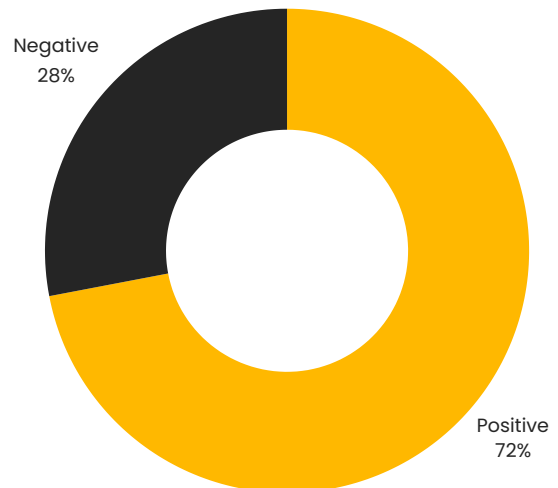
"Whilst the majority are optimistic, I can well imagine why some may harbour reservations. In an industry built on the pillars of originality and creative expression, AI primarily mimics rather than innovates or creates and raises a valid concern. You can understand why you may feel like the influx of AI could stifle human ingenuity, leading to a homogenised landscape devoid of the nuanced touch that defines architectural masterpieces."

Despite these apprehensions, if AI can be harnessed thoughtfully, some feel it complements human creativity, eliminating routine and mundane tasks, and freeing architecture professionals to focus on the more intricate challenges.
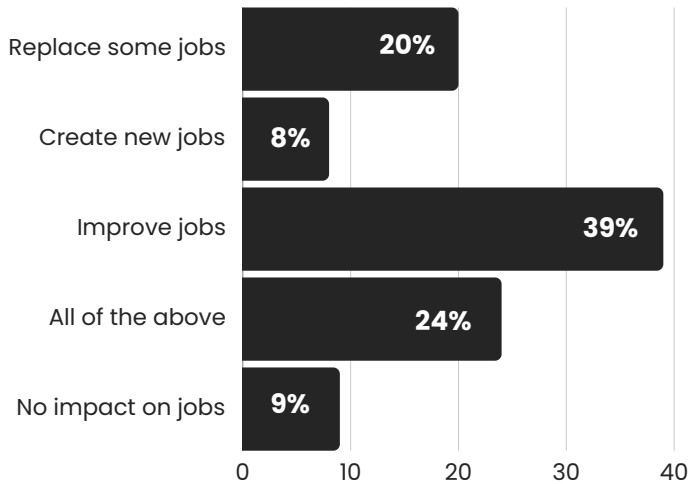
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AI and Sustainability - *continued*
Architecture Salary Survey and Employment Report

AI's potential to elevate architecture employment

We asked architecture professionals what impact they believed AI would have on jobs in architecture over the next two years.

Over the next two years, how do you think AI will impact architecture jobs?

Replace some jobs — 20%
Create new jobs — 8%
Improve jobs — 39%
All of the above — 24%
No impact on jobs — 9%

(bar chart with axis 0, 10, 20, 30, 40)

"*What we are seeing from these answers is a real sense of opportunity in architecture. More jobs and better jobs in architecture whilst replacing others. I believe what will not change with AI is the need for strong and clear leadership with a heightened focus on the human element. We must remember the things that AI cannot do or excel at. Judgment, rationality, empathy, and creativity are what make us human, and no computer, technology, or robot can replicate this (well at least not yet).*"

AI Anxiety

For anyone reading this part of the report, it may create some feelings for you or your team of 'AI Anxiety', a phenomenon of people worrying and questioning whether AI will replace their jobs.

"*It is natural that if you implement AI in your business there will be fears that some of your employees will become obsolete. This threat can feel personal and create concerns about a person's workplace value and what their professional identity is and will be. Questions like, 'What will I do?' 'Who will I be?' could be coming to you and other leaders in your business by implementing AI without the right communication to your people.*"
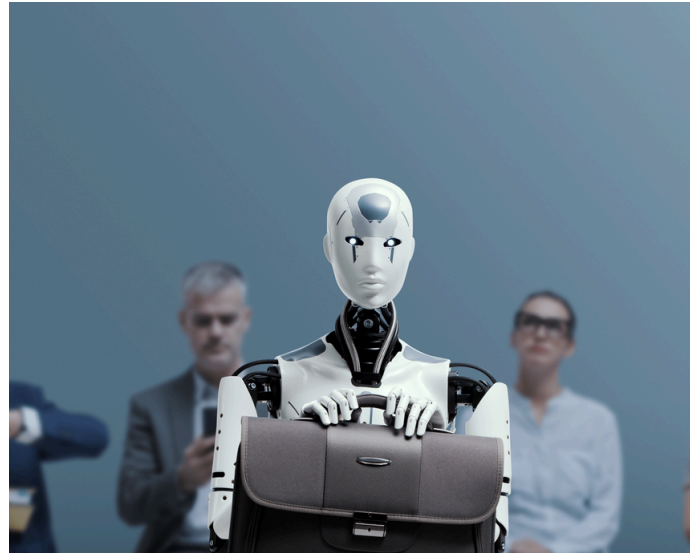
This potential threat strikes at the core of individuals' workplace identity and sense of value, sparking personal fears about their future roles and relevance. Despite these anxieties, it is premature to anticipate a total takeover by robots in the workforce.

"*I don't think robots are coming for our jobs just yet.*"

AI in your words

Survey respondents provided their commentary on AI in architecture:

- I still don't see how AI can replace the human mix of creativity and ratio. **Senior Architect working in the Mixed-Use sector**

- AI is not clever enough to replace architecture jobs, as our job is all about intuition, and adaptability, drawing from experience that you cannot find on the internet. Some tasks may be done through AI at some stage soon, but because we are heavily involved in interpreting and adapting legislation, it is only a human brain that can do it currently, as little subtleties can make a lot of difference. Whereas AI does not do subtlety well. **Architect working in the Commercial sector**

- I do not agree with the use of AI in any circumstances. **Architect working in the Mixed-Use sector**

- It can be a useful design tool, but it will never replace a human. **Architectural Technologist working in the Mixed-Use sector**

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- We have no choice but to move with the times. People who don't will be left behind. We are far away from AI replacing our jobs. 20 years plus is more likely and even then, it is doubtful in my opinion. **Architectural Assistant Part II working in the Commercial sector**

- AI is deployed in our business in a limited way, for bidding presentations. The main skills involved in the RIBA Plan of Work and its circular features have not changed. **Architect working in the Mixed-Use sector**

- If AI is implemented broadly across the industry, I think project deadlines would become even tighter due to the expectation of using AI to speed up certain tasks. **Senior Urban Designer working in the Mixed-Use sector**

- I think that if not used properly, AI might cause a lot of trouble. **Architectural Assistant Part II working in the Residential sector**

Sustainability in architecture

We reported in our survey last year that candidates were genuinely excited to hear about roles for clients who were working on sustainable projects. Not only were these candidates eager to broaden their experience but also attracted to the more holistic benefits that sustainable projects can bring.

We asked survey respondents if they believe the architecture industry should be doing more to promote sustainability. 87% agreed that it should.

"From the impact on the natural environment and reducing buildings' carbon footprint to providing healthier environments for users, you can see why so many are passionate about being a part of it so that they can contribute to a more equitable and liveable environment for all."

It is about striking a balance between environmental responsibility, social equity, and economic viability to create spaces that are both environmentally sustainable and socially equitable.

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87% of survey respondents believe the architecture industry should be doing more to promote sustainability

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Retention
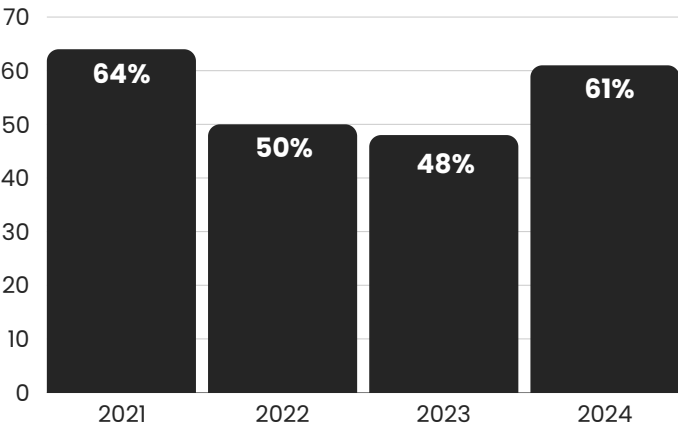## Architecture Salary Survey and Employment Report

There are early signs that the jobs market in architecture will improve this year. We believe that we could see the return of a resurgence in contract work due to the increasing skill shortages in the marketplace. Revit continues to trouble practices that lack the people with the skills.

"If your practice's "bench strength" has been reduced due to the COVID-19 pandemic and never fully recovered, as more projects come on board, hiring contractors is often the simplest way to quickly deploy workers to meet client requirements. Despite the decline last year brought in contractor roles, we see the need to quickly replenish and expand your workforce growing in 2024 and this will be achieved through the flexibility of contractors."

Job-seeking trends rise once again

For the last two years architecture has enjoyed a rise in retention levels. However, when we asked respondents this year about their job-seeking intentions, it was back on the upswing. 61% now say they intend to seek a new job this year.

Individuals seeking a new job - 2021 to 2024

The need for micro-markers

With an uptick in job-seeking across architecture professionals, we wanted to delve deeper into what experience levels this may impact the most in your business. Whilst year on year those with under two years of experience are more likely to stay put this year, we can see that in comparison to 2016, job-seeking levels have nearly doubled.

One of the more concerning trends is the increase in those with three to five years of experience planning to change jobs. A 24 percentile increase year on year is concerning.

"The growth in job-seeking by this level of experience points to a growing trend: the lack of micro-markers available in today's jobs. There is a growing impatience among people for tangible progress, a desire to consistently feel propelled forward in their professional journey. This necessitates a focus on providing opportunities for advancement through avenues like training, involvement in projects, mentoring, and markers that make them feel like they are making progressive steps. While grand career leaps still hold value, there is a prevailing preference for incremental growth, with many employees seeking signs of development from the outset of their tenure within a business."

The golden ticket: salary and benefits as key drivers in job seeking

For the 61% planning to change jobs, there was a prime motivation, better money and better benefits. This trend is growing and is being prioritised above work-life balance. However, career progression motivations have grown this year.

Job-seeking trends by years of experience - 2016 to 2024

Years of experience	2016	2017	2018	2019	2020	2021	2022	2023	2024
0 to 2 years of experience	33%	54%	40%	58%	52%	55%	69%	66%	62%
3 to 5 years of experience	41%	45%	47%	46%	48%	58%	51%	41%	65%
6 to 9 years of experience	49%	43%	47%	55%	29%	68%	56%	52%	61%
10 years plus of experience	32%	38%	36%	44%	36%	64%	46%	47%	59%

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Retention - *continued*

Architecture Salary Survey and Employment Report

"The influence of pay and benefits on job-seeking activity is undeniable. There is a growing demand for greater compensation - in terms of both salary and additional benefits. While we don't advocate relying solely on salary increases for long-term retention, it is notable that even minor pay increases can sway candidates to explore new opportunities."

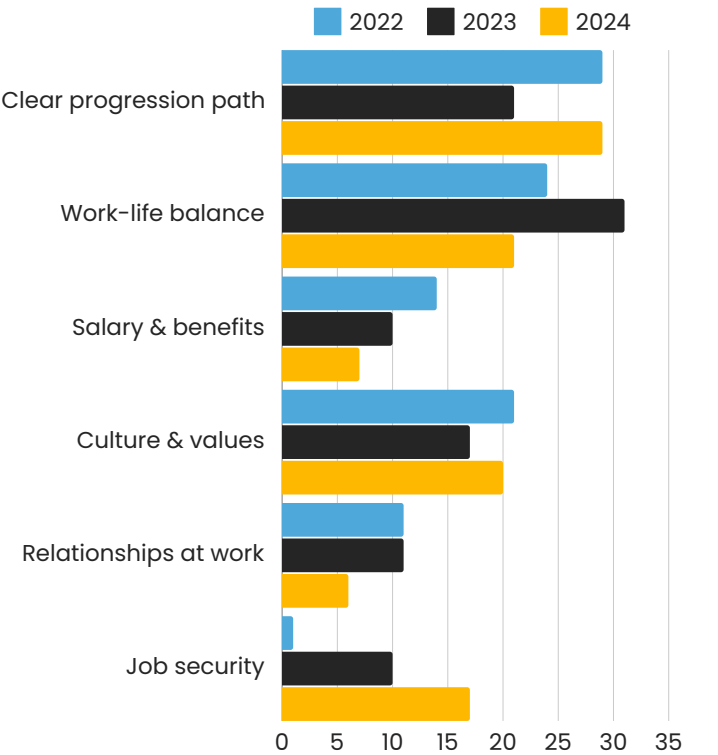### What is your top motivation to change jobs?

Legend: 2022 (blue), 2023 (black), 2024 (yellow)

Categories: Better salary & benefits, Better work-life balance, Career progression, Relocation, Job security, Culture & values. X-axis: 0 to 60.

Creating a business that fosters continuous learning and development means employees are encouraged to expand their skills, take on new challenges, and pursue their professional goals. It is a win-win for employees and businesses alike, strengthening the overall talent pool of your workforce.

What is your top motivation to stay in your current job?

Legend: 2022 (blue), 2023 (black), 2024 (yellow)

Categories: Clear progression path, Work-life balance, Salary & benefits, Culture & values, Relationships at work, Job security. X-axis: 0 to 35.

A clear progression path makes people stay

It might feel like the next year could prove challenging to retain your best people. Whilst offering competitive salaries and attractive salaries can initially attract employees, it is apparent the opportunity for growth and advancement will keep them committed for the long term.

"A clear progression path not only provides your employees with a roadmap for their career development, but it also instils a sense of purpose and direction in their work."

Employee benefits
Architecture Salary Survey and Employment Report

To keep track of the latest trends in employee benefits, we have been keeping tabs on what people receive in their jobs. Working from home topped the list, followed by bonus, mobile phone/laptop, staff events and flexitime.

Employee Benefits 2022 to 2024

| Years of experience	2022	2023	2024
Bonus	47%	38%	43%
Company Car/Car Allowance	11%	5%	6%
Duvet Days	Not asked	1%	1%
Enhanced Maternity/Adoption/Paternity Benefits	13%	10%	14%
Enhanced Pension	25%	13%	21%
Flexitime	38%	26%	24%
Four-day Work Week	Not asked	5%	11%
Gallery/Event Passes	Not asked	4%	4%
Gym Membership	10%	10%	8%
Industry Magazine Subscriptions	Not asked	6%	4%
Mental Health Apps E.G Calm/Headspace	Not asked	10%	10%
Mobile Phone/Laptop	38%	38%	35%
Personal Development Fund	11%	4%	7%
Private Dental Care	13%	11%	8%
Private Medical - Individual and Family	14%	12%	15%
Private Medical - Individual only	22%	18%	19%
Shares	7%	4%	1%
Staff Events	43%	38%	30%
Working from Home	62%	60%	56%
None of the Above	12%	14%	12%

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Employee benefits - *continued*
Architecture Salary Survey and Employment Report

Employers are not offering enough benefits

73% of survey respondents did not think their employer offered enough benefits, an increase from 68% last year. Employees can often lack knowledge of what employee benefits are available to them, whilst others may not value them and thus do not consider them as creating a good employee benefits package.

"Understanding what your people see as important benefits as well as communicating regularly about them is key. If many people do not value a benefit you are offering, why not reduce or remove it and look at more valued alternatives? Benefits are not fit for purpose as part of an overall compensation package if they are not valued or known."
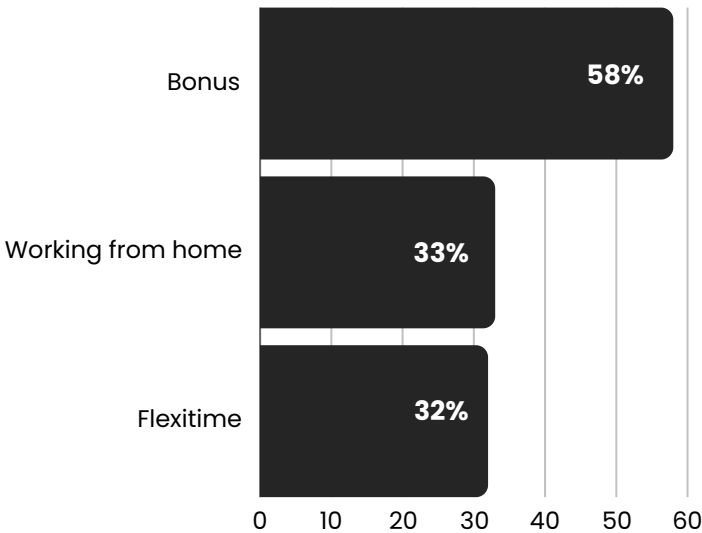
Do you think your employer offers enough benefits?

Yes ■ No

	2023	2024
Yes	32%	27%
No	68%	73%
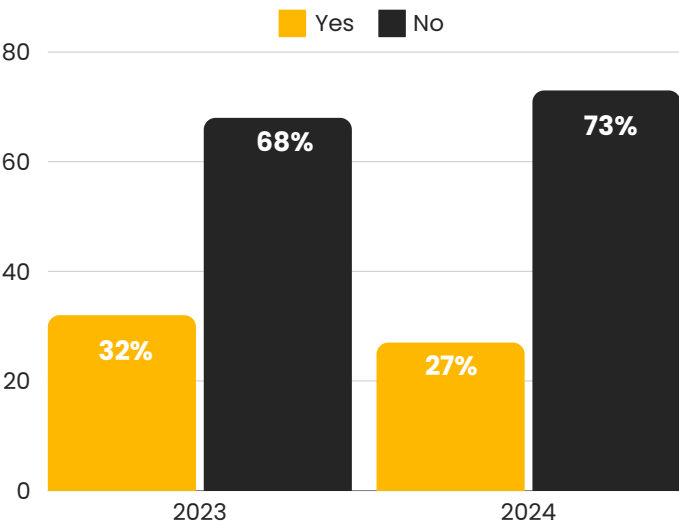
Bonuses are the most desired benefit

Survey respondents indicated their top three desired benefits, which included bonus, working from home and flexitime

The top three benefits in demand

Benefit	%
Bonus	58%
Working from home	33%
Flexitime	32%

❝

73% of survey respondents do not think their employer offers enough benefits
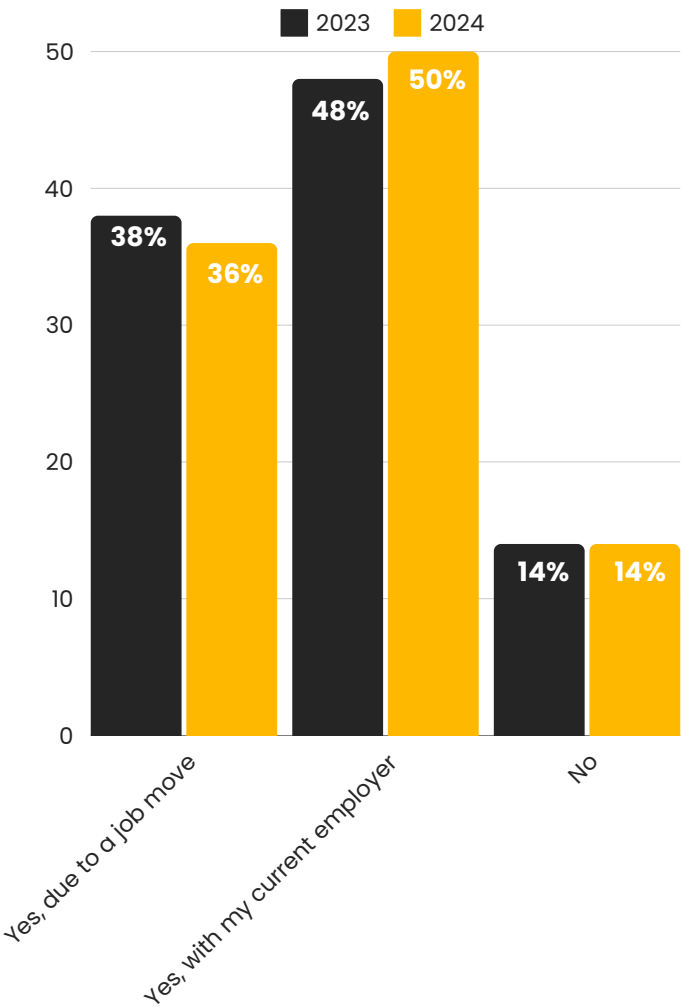
Remuneration

Architecture Salary Survey and Employment Report

Reward strategies this year have seen a shift in their role from simply attracting talent to retention-focused. The expectations of employees for pay rises have increased in line with growing inflation rates and the cost of living. With the risk of losing someone to another employer for a small pay increase, has this impacted pay rises this year?

Have you received a pay rise in the last five years?

Legend: ■ 2023 ■ 2024

- Yes, due to a job move: 2023 = 38%, 2024 = 36%
- Yes, with my current employer: 2023 = 48%, 2024 = 50%
- No: 2023 = 14%, 2024 = 14%

For the second year running, 86% of survey respondents agreed they had received a pay rise. Notably, there is a small increase in those who have secured it via their current job.

34% had received a pay rise in the last six months, 45% in the last 12 months, 10% in the last 18 months, 7% in the last two years and 4% said over two years ago. Pay rise recency is declining year on year.

When did you last receive a pay rise?

Pay rise period	2023	2024
Last six months	49%	34%
Last 12 months	34%	45%
Last 18 months	8%	10%
Last two years	4%	7%
Over two years ago	5%	4%

Sliding scales: dwindling pay rise percentages

Pay rise percentages have noticeably declined with more pay rises under five per cent and ten per cent. The percentage of a pay rise can make a big difference to the recipient, especially when we consider the continued cost of living.

When percentage was your pay rise?

Pay rise percentage	2023	2024
Under 5%	31%	44%
5 to 10%	44%	36%
10 to 20%	18%	13%
Over 20%	7%	7%

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Remuneration

Architecture Salary Survey and Employment Report

It pays to change jobs

When we interrogated the data further it was apparent that it paid to change jobs. You can see that those who changed jobs were more likely to receive higher pay raises than those who stayed loyal to their employer.

Pay rise percentages between job changers and staying loyal to employer

Pay rise percentage	Job changers	Stayed loyal to employer
Under 5%	35%	51%
5 to 10%	32%	39%
10 to 20%	17%	9%
Over 20%	16%	1%

"This may create some concerns over how volatile the market could become. If you know you can achieve a bigger pay rise by changing jobs, other factors are going to have to come into play to help keep your people loyal."

Average salary by role and years of experience

| Job role | Years of experience | | | |
	0 to 2 years	3 to 5 years	6 to 10 years	10 years plus
Architectural Assistant Part II	£29,607	£33,990	£39,548	£41,525
Architect	£36,178	£39,568	£48,573	£51,889
Project Architect	£39,140	£46,736	£51,922	£56,047
Senior Architect	£50,156	£54,355	£58,477	£62,210
Architectural Technician	£29,818	£36,204	£44,189	£50,397
Architectural Technologist	£30,377	£37,845	£46,584	£52,368
BIM Technician	£35,100	£40,491	£50,763	£55,455
BIM Manager	£55,312	£60,262	£65,487	£70,895

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Remuneration - *continued*
Architecture Salary Survey and Employment Report

Salaries are not keeping up with the cost of living

93% of survey respondents shared that they did not believe that salaries in the architecture industry were keeping up with the cost of living.

They provided their commentary on this topic:

- Salaries are crippling when combined with the cost and lack of availability of childcare. I must work a four-day week as childcare is not available, and the 20% pay cut is difficult to handle. **Associate working in the Residential sector**

- Architecture salaries are already ridiculously low, especially when you consider the overtime and amount of training it takes. People are moving jobs all the time to chase better pay, benefits and work-life benefits, but many are leaving the industry altogether because it is just too stressful and not worth it or even enjoyable anymore. **Architectural Technologist working in the Residential sector**

- The salaries have stayed the same for the past five years and practices are vastly underpaying their staff, while the cost of living has gone up at least 20% in the past five years (most probably even more). It is insulting to get this salary considering the number of years studying and working. **Architect working in the Commercial sector**

- One of the worst career paths. There is huge potential in terms of involving creative work, however, in real life things get boring, non-creative etc. and there is a huge responsibility for the salary we earn. All the consultants I work with earn better and have way better work-to-life balance. **Architectural Assistant Part II working in the Residential sector**

- A little unbelievable how little architects earn. Half my salary is about to go towards rent. I don't know how most people are making it. **Architectural Assistant Part II working in the Commercial sector**

- If architect salaries had not been keeping up with inflation, the cost-of-living crisis only made it worse. Employers need to start charging higher fees and resourcing properly. Architects have been carrying the squeeze developers and contractors have subjected us to for too long. Work-life balance keeps getting worse. **Architect working in the Hospitality sector**

- Undervalued, underpaid and undersupported by RIBA. **Senior Architect working in the Residential sector**

- I'm finding it hard to find opportunities for flexible hours, such as compressed hours. I have had to go part-time (4 days a week) due to a lack of childcare, but the pay cut is very drastic. I had requested to compress 4.5 days into 4 but it was rejected, on the grounds of the practice wanting me to be in the office for the same extra length of time each day as opposed to completing the extra 4 hours at home when it suits me. It is currently not possible to juggle a thriving career and early motherhood. **Associate working in the Residential sector**

- I only got a pay rise as I threatened to leave. I am leaving architecture to become a project manager as I got fed up with how difficult the job is and how poor the pay is industry-wide. Besides that, the sluggish pace of progression, and that when you do finally get a promotion you struggle to achieve a 10% increase. And added to this you are only promoted 2-3 times in your career. The job is getting harder due to BSA implementation and salaries aren't reflective of the extra duty of care. It is infuriating that the only way to leverage a decent pay rise is to threaten to leave, or in my case - leave. Top-heavy architectural practices are to blame. **Senior Architect in the Commercial sector**

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Final thoughts
Architecture Salary Survey and Employment Report

The findings in our survey presented in this comprehensive analysis underscore the dynamic nature of the architecture industry and the myriad factors influencing its trajectory. From shifting working styles to the growing influence of technology and sustainability, architectural practices are adapting to meet the demands of a rapidly evolving landscape.

The rise of hybrid working models reflects a nuanced approach to work-life balance, while the integration of artificial intelligence presents both opportunities and challenges for professionals in the field.

Moreover, the increasing emphasis on sustainability underscores a collective commitment to creating spaces that are not only aesthetically pleasing but also environmentally responsible and socially equitable.

As architecture firms navigate these changes, it becomes evident that success hinges on fostering a culture of innovation, embracing emerging technologies, and prioritising the well-being and professional development of employees. By offering clear progression paths, competitive remuneration packages, and flexible working arrangements, firms can attract and retain top talent in an increasingly competitive market.

Looking ahead, architecture practices must remain agile, adaptive, and forward-thinking to thrive in an ever-changing industry landscape. By leveraging the insights gleaned from this analysis and staying attuned to emerging trends, firms can position themselves for long-term success while continuing to push the boundaries of architectural innovation.

We want to express our sincere gratitude to everyone who has contributed to and supported our research endeavours throughout the years. Crafting these reports has been a rewarding journey, and we are deeply grateful for the trust and insights shared by individuals across the architecture industry. Your participation has enabled us to uncover valuable trends and insights, enriching the collective knowledge of our community.

As we reflect on the process of researching, analysing, and producing this year's report, we are reminded of the privilege it is to engage with such a diverse and passionate audience. We hope that you have found this year's findings as enlightening and engaging as we have.

Thank you for being a part of our journey, and we look forward to continuing our collaborative efforts in the future.

Please look out for the interior design report that will be released later in the year.

Martin and Jonty

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Methodology
Architecture Salary Survey and Employment Report

The Architecture Survey 2024 was conducted over five weeks from March to April 2024.

Survey design

The survey was designed to include architectural professionals from all sector types, experience and UK locations.

Respondents were able to answer the survey questions anonymously online using Survey Monkey, a widely recognised survey platform. Each respondent was asked to complete 30 questions, and all responses were treated with the utmost confidentiality.

No personal data that could identify individuals was associated with the answers.

Data collection

The survey was promoted through several channels, including the FRAME Recruitment website, email communications, and social media platforms such as LinkedIn, Twitter, and Facebook.

Data analysis

The collected survey responses were thoroughly analysed to identify significant trends and points of interest in the research. We also utilised our findings from our previous surveys to highlight trends and reflections from the past nine years.

Our team of experts reviewed the data to ensure that it accurately reflected the market realities and trends. We believe that this report provides a comprehensive and representative view of employment and benefits trends and opportunities in the architecture profession.
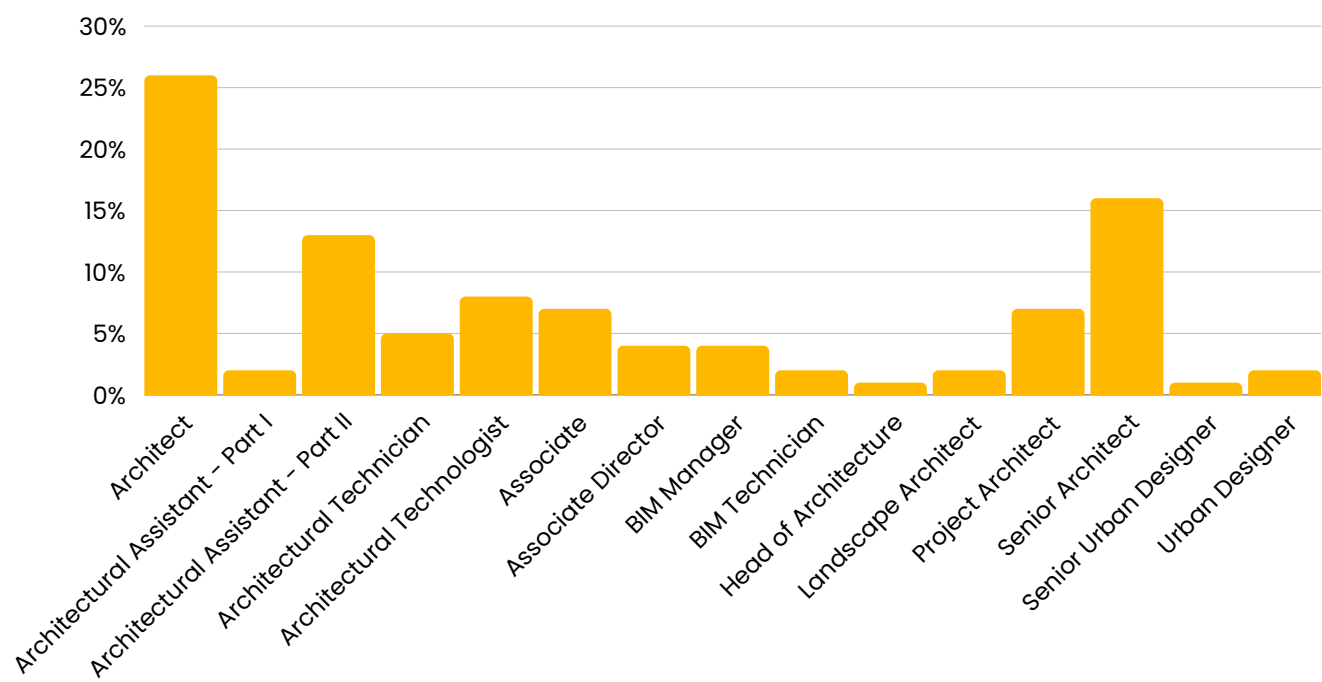
Please note, that all quotes from respondents represent their thoughts and views and not those of FRAME Recruitment or their employees.

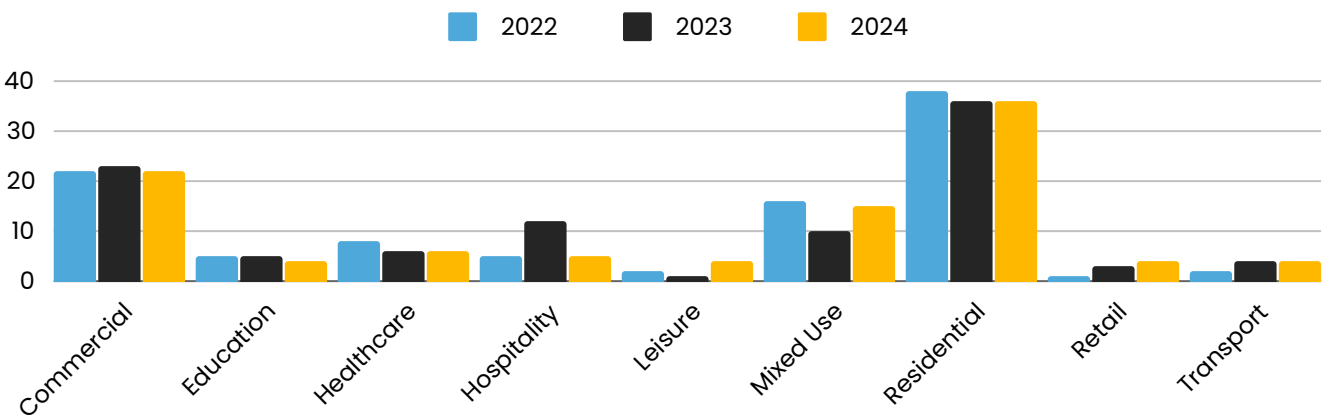This report was created internally by FRAME Recruitment.

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Demographics
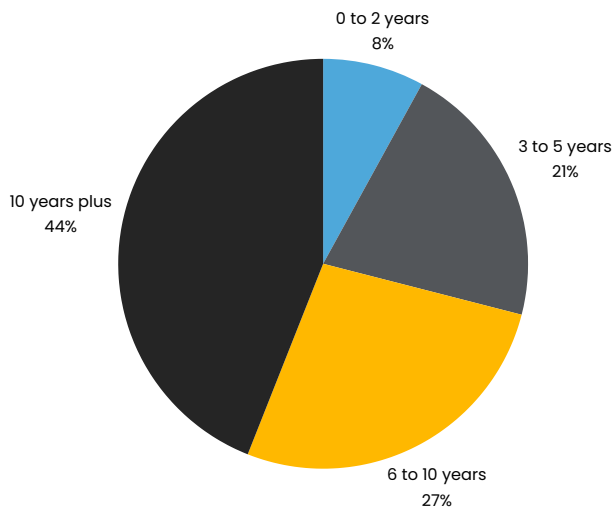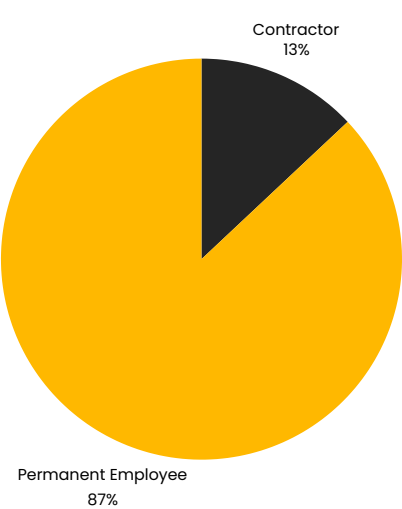## Architecture Salary Survey and Employment Report

Job role

Project Type 2022 to 2024

Legend: 2022 (blue), 2023 (black), 2024 (yellow)

Years of Experience

0 to 2 years
8%

3 to 5 years
21%

6 to 10 years
27%

10 years plus
44%

Contractor/Permanent Employee

Contractor
13%

Permanent Employee
87%

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Demographics - *continued*
Architecture Salary Survey and Employment Report

Work Location

Non-London
32%

London
68%

Gender

Female	
Male	
Other	
Prefer not to say	

0   10   20   30   40   50   60

Age

40

30

20

10

0

Under 24 years old | 25 to 34 years old | 35 to 44 years ols | 45 to 54 years old | 55 to 64 years old | 65 years old plus | Prefer not to say

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