

ARCHITECTURE SALARY GUIDE 2025



WHAT'S NEW FOR 2025

Welcome to our 2025 Architecture Salary Guide, our fourth edition of this useful benchmarking tool for our clients and candidates through undeniably interesting times.

Our guide hones in on our core areas of operation where we can offer the most insight including **the North West, North East, Yorkshire, the Midlands and South East**. We also included figures for **Central London**, and this year, we added a new team member to the team specialising in the **South & South West**.

Grab a coffee and have a read through the market commentary from our Architecture Director, which reviews the peaks and troughs of 2024, and looks ahead with predictions for 2025.

Our consultants have collected data from a number of sources including our own survey, placement data, job instructions, and resources we subscribe to.

As always, we hope this salary survey sparks conversation, and we invite you to chat to our team about the architecture job market throughout the year. You'll find our contact details throughout. Any questions or assistance interpreting the report, feel free to contact us at any time.

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WHAT'S NEW FOR 2025 AND 2026



Architecture Director, James Jackson, reflects on a year of unexpected opportunities, sharing the very real challenges the market is navigating and looking ahead to what is in store for 2025 and into 2026.

Despite broader economic uncertainty, the architecture and built environment sectors continue to show impressive resilience. While the Chancellor's Autumn Statement was widely criticised as anti-business and GDP growth forecasts have been revised down, job numbers within the sector have remained steady. In fact, unemployment levels remain very low, a testament to the persistent demand for talent and the critical role the built environment plays in the UK's long-term growth.

This stability exists against a backdrop of rising employer costs, increased unemployment in other industries, and legislative changes such as the updated **Employment Rights Bill**— all of which are prompting organisations to rethink their people strategies. Yet, in our space, one thing remains clear: it's still a candidate-driven market, particularly for experienced professionals and the skills shortage is very real!

A PERSISTENT SKILLS SHORTAGE

Skills shortages continue to dominate headlines, especially job running Architects and Architectural Technologists. This challenge is even more acute when it comes to professionals with 3–5 years post-qualification experience— a talent gap amplified by the lasting effects of COVID-19 and the slowdown in graduate development during that period. The industry is also competing with increased talent demand in the US, Arab States and Australia, there is a growing trend not just in Architecture but across the Built Environment disciplines for candidates re-locating or planning on doing so in the future.

As a result of this core skills shortage, salaries have seen incremental growth across the board, largely driven by supply and demand. Interestingly, the most noticeable increases have been at entry level, thanks in part to the rise in the National Minimum Wage but the entry level jobs market in the last 12 months has been very challenging with the emphasis very much on firms prioritising experienced hires.

BUOYANT SECTORS & SURPRISING BRIGHT SPOTS

Certain sectors have weathered the storm particularly well. Over the past 12 months, we've seen consistently strong demand within:

Retail Architecture

Industrial & Manufacturing

Education and Healthcare Infrastructure

Meanwhile, the Residential sector is proving more dynamic than many expected. Despite well-publicised challenges— such as the lack of a clear government strategy for meeting housebuilding targets, an under-resourced planning system, and contradictory policies like increased planning fees and stamp duty hikes— demand for talent within House Builders and Residential-focused practices has grown steadily. Recruitment activity within Developers and House Builders has picked up significantly, underpinned by strong new-build sales and a number of House Builders having made redundancies over the last 12-18 months.

FLEXIBILITY REMAINS A TOP PRIORITY

Unsurprisingly, flexibility and hybrid working continue to be top of the wish list for both existing and prospective employees. Practices offering an alternative to the traditional 5-day office model are consistently attracting and

retaining talent more effectively than those who don't. The ability to offer remote or hybrid working is no longer a "nice to have" – it's a core part of the employee value proposition. It also opens up a much wider talent pool for employers, especially so in geographical areas that are traditionally proven difficult to recruit for.

HIRING TRENDS & CONTRACT RESOURCING

Hiring managers continue to face a familiar dilemma: when to hire and how? Strategic long-term hires vs. short-term project-based recruitment is a balancing act, especially with economic uncertainties still looming.

In many cases, contract staff – particularly Architectural Technologists with strong Revit capabilities – are being brought in to plug immediate resource gaps, despite the ongoing complexities of IR35. This trend highlights the sector's agility and its ability to flex around project demands and we envisage the market for freelance or self-employed Architectural personal to grow in the coming years.

THE ROLE OF TECHNOLOGY AND AI

And yes – we have to talk about AI. No, it won't replace Architects or Technologists any time soon, but its growing influence across design workflows, planning processes, and data management is undeniable. In fact, many forward-thinking practices are already leveraging AI to automate repetitive tasks, optimise space planning, and improve design

efficiency – freeing up professionals to focus on more creative, strategic, and high-value work.

The key takeaway? The Technology is evolving – and practices that embrace digital tools and invest in upskilling their teams will stay ahead of the curve, don't fear the technology, embrace it!

LOOKING AHEAD

Despite the economic pressures from rising employer costs and legislative change to global trade tensions, the architecture jobs market in the UK remains remarkably resilient. There is plenty of choice for those seeking a new opportunity, and confidence remains high among both candidates and employers.

How long can this momentum last? Will global instability or economic policy missteps put a brake on progress? Possibly. But one thing is certain:

"The UK needs more homes, better infrastructure, more schools and hospitals – meaning Architects and associated professionals will continue to be in demand. With a significant skills shortage and a rapidly shrinking UK talent pool, there's never been a better time to understand – and leverage – your true market value!

If you're a candidate exploring your next move, or an employer planning your hiring strategy for the year ahead, our 2025 Architecture Salary Guide offers up-to-date insights and

benchmarking data to support informed decisions in a changing market.

Read the full guide or reach out to one of our consultants for a confidential conversation.

INTERESTED IN DISCUSSING YOUR NEXT HIRE OR CAREER MOVE?

Browse live jobs and find contact details for our architecture recruiters to discuss hiring.

www.conradconsulting.co.uk/sector/architecture/

CENTRAL LONDON

ARCHITECTS

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
RIBA PART 1 ASSISTANT	£27,000	£24,500	£29,500
RIBA PART 2 ASSISTANT	£32,000	£29,500	£34,500
RIBA PART 3 RQA	£39,500	£37,500	£41,500
ARCHITECT 3-5 YEARS	£45,250	£43,000	£47,500
PROJECT ARCHITECT 5 YEARS +	£46,500	£43,500	£49,500
SENIOR ARCHITECT 10 YEARS +	£54,000	£51,250	£56,750
ASSOCIATE ARCHITECT	£61,500	£57,500	£65,500
ASSOCIATE DIRECTOR	£77,000	£65,750	£75,000+

LANDSCAPE

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
JUNIOR LANDSCAPE ARCHITECT	£29,000	£26,500	£31,500
LANDSCAPE ARCHITECT 3-5 YEARS	£32,500	£30,000	£35,000
LANDSCAPE ARCHITECT 5 YEARS +	£45,500	£42,500	£48,500
SENIOR LANDSCAPE ARCHITECT	£51,250	£48,000	£54,500
ASSOCIATE LANDSCAPE ARCHITECT	£59,500	£56,500	£62,500

TALK TO JOEY WALLER

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

✉ joey@conradconsulting.co.uk

☎ 01728 726140

TECHNICIANS & TECHNOLOGISTS

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
GRADUATE ARCHITECTURAL TECHNOLOGIST	£26,000	£24,500	£27,500
JUNIOR ARCHITECTURAL TECHNOLOGIST 1-2 YEARS	£30,500	£27,500	£33,500
INTERMEDIATE ARCHITECTURAL TECHNOLOGIST 3-5 YEARS	£34,750	£31,500	£38,000
ARCHITECTURAL TECHNOLOGIST 5 YEARS +	£42,000	£38,500	£45,500
SENIOR ARCHITECTURAL TECHNOLOGIST 10 YEARS +	£52,000	£47,500	£56,500
ASSOCIATE TECHNOLOGIST / PROJECT LEAD	£58,750	£55,000	£62,500
BIM MANAGER	£65,750	£61,500	£70,000

INTERIOR DESIGN

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
JUNIOR INTERIOR DESIGNER 1-2 YEARS	£27,500	£25,500	£29,500
MIDDLEWEIGHT INTERIOR DESIGNER	£36,000	£33,500	£38,500
INTERIOR DESIGNER 5 YEARS +	£43,750	£40,000	£47,500
SENIOR INTERIOR DESIGNER	£52,250	£49,500	£55,000
ASSOCIATE INTERIOR DESIGNER	£59,000	£55,500	£62,500

**Please note this is a guide only and excludes associated benefits, the data collated is a combination of responses to our salary survey which is focussed on Architectural Practice salaries, live placement data, jobs registered and our consultants knowledge of the local area.

NORTH WEST

ARCHITECTS

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
RIBA PART 1 ASSISTANT	£23,750	£23,000	£24,500
RIBA PART 2 ASSISTANT	£27,750	£26,000	£29,500
RIBA PART 3 RQA	£33,500	£32,000	£35,000
ARCHITECT 3-5 YEARS	£38,750	£37,000	£40,500
PROJECT ARCHITECT 5 YEARS +	£43,000	£40,500	£45,500
SENIOR ARCHITECT 10 YEARS +	£48,000	£45,500	£50,500
ASSOCIATE ARCHITECT	£54,250	£51,500	£56,750
ASSOCIATE DIRECTOR	£65,250	£61,500	£69,000

LANDSCAPE

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
JUNIOR LANDSCAPE ARCHITECT	£53,250	£24,750	£28,500
LANDSCAPE ARCHITECT 3-5 YEARS	£36,000	£33,500	£38,500
LANDSCAPE ARCHITECT 5 YEARS +	£42,250	£40,500	£43,750
SENIOR LANDSCAPE ARCHITECT	£48,250	£45,000	£51,500
ASSOCIATE LANDSCAPE ARCHITECT	£55,000	£51,500	£58,500

TALK TO WILL STOCKS

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

✉ will@conradconsulting.co.uk

☎ 0161 416 6444

TECHNICIANS & TECHNOLOGISTS

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
GRADUATE ARCHITECTURAL TECHNOLOGIST	£24,750	£24,000	£25,500
JUNIOR ARCHITECTURAL TECHNOLOGIST 1-2 YEARS	£27,750	£25,750	£29,500
INTERMEDIATE ARCHITECTURAL TECHNOLOGIST 3-5 YEARS	£33,750	£30,750	£36,750
ARCHITECTURAL TECHNOLOGIST 5 YEARS +	£40,000	£38,000	£43,000
SENIOR ARCHITECTURAL TECHNOLOGIST 10 YEARS +	£46,750	£43,500	£50,000
ASSOCIATE TECHNOLOGIST / PROJECT LEAD	£53,250	£51,000	£55,500
BIM MANAGER	£58,250	£54,500	£61,750

INTERIOR DESIGN

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
JUNIOR INTERIOR DESIGNER 1-2 YEARS	£26,250	£24,750	£27,500
MIDDLEWEIGHT INTERIOR DESIGNER	£31,250	£28,750	£33,500
INTERIOR DESIGNER 5 YEARS +	£37,250	£35,000	£39,500
SENIOR INTERIOR DESIGNER	£42,750	£40,500	£44,750
ASSOCIATE INTERIOR DESIGNER	£50,250	£47,500	£52,750

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YORKSHIRE & THE NORTH EAST

ARCHITECTS

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
RIBA PART 1 ASSISTANT	£23,250	£22,500	£24,000
RIBA PART 2 ASSISTANT	£27,750	£26,000	£29,500
RIBA PART 3 RQA	£33,250	£31,750	£34,500
ARCHITECT 3-5 YEARS	£37,750	£36,000	£39,500
PROJECT ARCHITECT 5 YEARS +	£42,000	£39,500	£44,500
SENIOR ARCHITECT 10 YEARS +	£47,000	£44,500	£49,500
ASSOCIATE ARCHITECT	£52,500	£50,000	£55,000
ASSOCIATE DIRECTOR	£63,750	£60,000	£67,500

LANDSCAPE

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
JUNIOR LANDSCAPE ARCHITECT	£25,750	£24,000	£27,500
LANDSCAPE ARCHITECT 3-5 YEARS	£35,000	£32,500	£37,500
LANDSCAPE ARCHITECT 5 YEARS +	£40,500	£38,500	£42,500
SENIOR LANDSCAPE ARCHITECT	£46,750	£44,000	£49,500
ASSOCIATE LANDSCAPE ARCHITECT	£53,750	£50,000	£57,500

TALK TO JAMES JACKSON

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

✉ jjackson@conradconsulting.co.uk

☎ 0333 307 9002

TECHNICIANS & TECHNOLOGISTS

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
GRADUATE ARCHITECTURAL TECHNOLOGIST	£24,250	£23,500	£25,000
JUNIOR ARCHITECTURAL TECHNOLOGIST 1-2 YEARS	£26,750	£25,000	£28,500
INTERMEDIATE ARCHITECTURAL TECHNOLOGIST 3-5 YEARS	£32,500	£30,000	£35,500
ARCHITECTURAL TECHNOLOGIST 5 YEARS +	£39,000	£36,500	£41,500
SENIOR ARCHITECTURAL TECHNOLOGIST 10 YEARS +	£45,500	£42,500	£48,500
ASSOCIATE TECHNOLOGIST / PROJECT LEAD	£51,500	£49,000	£54,000
BIM MANAGER	£57,500	£53,500	£61,500

INTERIOR DESIGN

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
JUNIOR INTERIOR DESIGNER 1-2 YEARS	£25,000	£24,000	£26,000
MIDDLEWEIGHT INTERIOR DESIGNER	£30,000	£27,500	£32,500
INTERIOR DESIGNER 5 YEARS +	£36,250	£34,000	£38,500
SENIOR INTERIOR DESIGNER	£41,250	£39,000	£43,500
ASSOCIATE INTERIOR DESIGNER	£48,000	£45,500	£50,500

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MIDLANDS

ARCHITECTS

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
RIBA PART 1 ASSISTANT	£23,500	£22,000	£25,000
RIBA PART 2 ASSISTANT	£28,500	£25,000	£32,000
RIBA PART 3 RQA	£34,500	£32,500	£36,000
ARCHITECT 3-5 YEARS	£38,000	£36,000	£40,000
PROJECT ARCHITECT 5 YEARS +	£41,500	£38,000	£45,000
SENIOR ARCHITECT 10 YEARS +	£47,000	£44,000	£50,000
ASSOCIATE ARCHITECT	£55,000	£50,000	£60,000
ASSOCIATE DIRECTOR	£65,000	£60,000	£70,000

TECHNICIANS & TECHNOLOGISTS

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
GRADUATE ARCHITECTURAL TECHNOLOGIST	£22,500	£20,000	£25,000
JUNIOR ARCHITECTURAL TECHNOLOGIST 1-2 YEARS	£25,000	£22,000	£28,000
INTERMEDIATE ARCHITECTURAL TECHNOLOGIST 3-5 YEARS	£30,500	£27,000	£34,000
ARCHITECTURAL TECHNOLOGIST 5 YEARS +	£37,000	£34,000	£40,000
SENIOR ARCHITECTURAL TECHNOLOGIST 10 YEARS +	£45,000	£40,000	£50,000
ASSOCIATE TECHNOLOGIST / PROJECT LEAD	£51,500	£48,000	£55,000
BIM MANAGER	£55,000	£50,000	£60,000

LANDSCAPE

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
JUNIOR LANDSCAPE ARCHITECT	£26,000	£22,000	£30,000
LANDSCAPE ARCHITECT 3-5 YEARS	£36,000	£32,000	£40,000
LANDSCAPE ARCHITECT 5 YEARS +	£40,500	£36,000	£45,000
SENIOR LANDSCAPE ARCHITECT	£44,000	£40,000	£48,000
ASSOCIATE LANDSCAPE ARCHITECT	£50,000	£45,000	£55,000

INTERIOR DESIGN

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
JUNIOR INTERIOR DESIGNER 1-2 YEARS	£22,500	£20,000	£25,000
MIDDLEWEIGHT INTERIOR DESIGNER	£28,500	£25,000	£32,000
INTERIOR DESIGNER 5 YEARS +	£35,500	£33,000	£38,000
SENIOR INTERIOR DESIGNER	£41,500	£38,000	£45,000
ASSOCIATE INTERIOR DESIGNER	£48,500	£47,000	£50,000

TALK TO ASHLEY JOHNSON

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

✉ ashley@conradconsulting.co.uk ☎ 0121 651 1510

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SOUTH EAST

ARCHITECTS

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
RIBA PART 1 ASSISTANT	£24,500	£23,000	£26,000
RIBA PART 2 ASSISTANT	£30,500	£27,000	£34,000
RIBA PART 3 RQA	£34,250	£32,500	£36,000
ARCHITECT 3-5 YEARS	£38,000	£36,000	£40,000
PROJECT ARCHITECT 5 YEARS +	£44,500	£40,000	£49,000
SENIOR ARCHITECT 10 YEARS +	£50,500	£46,000	£55,000
ASSOCIATE ARCHITECT	£55,250	£50,500	£60,000
ASSOCIATE DIRECTOR	£63,000	£56,000	£70,000

TECHNICIANS & TECHNOLOGISTS

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
GRADUATE ARCHITECTURAL TECHNOLOGIST	£24,750	£23,500	£26,000
JUNIOR ARCHITECTURAL TECHNOLOGIST 1-2 YEARS	£27,500	£25,000	£30,000
INTERMEDIATE ARCHITECTURAL TECHNOLOGIST 3-5 YEARS	£32,500	£30,000	£35,000
ARCHITECTURAL TECHNOLOGIST 5 YEARS +	£39,000	£35,000	£43,000
SENIOR ARCHITECTURAL TECHNOLOGIST 10 YEARS +	£46,500	£43,000	£50,000
ASSOCIATE TECHNOLOGIST / PROJECT LEAD	£55,000	£50,000	£60,000
BIM MANAGER	£59,000	£53,000	£65,000

LANDSCAPE

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
JUNIOR LANDSCAPE ARCHITECT	£27,500	£25,000	£30,000
LANDSCAPE ARCHITECT 3-5 YEARS	£34,500	£31,000	£38,000
LANDSCAPE ARCHITECT 5 YEARS +	£42,250	£39,500	£45,000
SENIOR LANDSCAPE ARCHITECT	£48,000	£46,000	£50,000
ASSOCIATE LANDSCAPE ARCHITECT	£52,500	£50,000	£55,000

INTERIOR DESIGN

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
JUNIOR INTERIOR DESIGNER 1-2 YEARS	£24,750	£23,500	£26,000
MIDDLEWEIGHT INTERIOR DESIGNER	£31,500	£28,000	£35,000
INTERIOR DESIGNER 5 YEARS +	£37,750	£35,000	£40,500
SENIOR INTERIOR DESIGNER	£43,750	£40,000	£47,500
ASSOCIATE INTERIOR DESIGNER	£50,000	£48,000	£52,000

TALK TO JOEY WALLER

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

✉ joey@conradconsulting.co.uk ☎ 01728 726140

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SOUTH & SOUTH WEST

ARCHITECTS

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
RIBA PART 1 ASSISTANT	£24,250	£23,000	£25,500
RIBA PART 2 ASSISTANT	£29,500	£27,000	£32,000
RIBA PART 3 RQA	£34,750	£33,500	£36,000
ARCHITECT 3-5 YEARS	£39,000	£36,000	£42,000
PROJECT ARCHITECT 5 YEARS +	£45,000	£42,000	£48,000
SENIOR ARCHITECT 10 YEARS +	£50,000	£45,000	£55,000
ASSOCIATE ARCHITECT	£57,000	£54,000	£60,000
ASSOCIATE DIRECTOR	£66,250	£60,000	£72,500

LANDSCAPE

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
JUNIOR LANDSCAPE ARCHITECT	£26,500	£25,000	£28,000
LANDSCAPE ARCHITECT 3-5 YEARS	£35,000	£32,000	£38,000
LANDSCAPE ARCHITECT 5 YEARS +	£41,250	£38,500	£44,000
SENIOR LANDSCAPE ARCHITECT	£48,750	£45,500	£52,000
ASSOCIATE LANDSCAPE ARCHITECT	£53,750	£50,000	£57,500

TALK TO JIMMY PENROSE

For any queries surrounding architectural recruitment in the South & South West please get in touch with **Jimmy Penrose**

✉ jimmy@conradconsulting.co.uk

☎ 01728 726 142

TECHNICIANS & TECHNOLOGISTS

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
GRADUATE ARCHITECTURAL TECHNOLOGIST	£24,750	£23,500	£26,000
JUNIOR ARCHITECTURAL TECHNOLOGIST 1-2 YEARS	£26,750	£25,000	£28,500
INTERMEDIATE ARCHITECTURAL TECHNOLOGIST 3-5 YEARS	£32,750	£30,000	£35,500
ARCHITECTURAL TECHNOLOGIST 5 YEARS +	£39,500	£36,500	£42,500
SENIOR ARCHITECTURAL TECHNOLOGIST 10 YEARS +	£46,000	£42,000	£50,000
ASSOCIATE TECHNOLOGIST / PROJECT LEAD	£56,000	£52,000	£60,000
BIM MANAGER	£57,500	£52,500	£62,500

INTERIOR DESIGN

POSITION	SALARY AVERAGE*	OUR SALARY ADVICE**	
		LOW	HIGH
JUNIOR INTERIOR DESIGNER 1-2 YEARS	£25,500	£23,500	£27,500
MIDDLEWEIGHT INTERIOR DESIGNER	£31,000	£28,000	£34,000
INTERIOR DESIGNER 5 YEARS +	£37,250	£35,000	£39,500
SENIOR INTERIOR DESIGNER	£44,000	£40,000	£48,000
ASSOCIATE INTERIOR DESIGNER	£50,750	£48,000	£53,500

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This guide was created 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 manage and subscribe to.