



# Architecture Employers Report 2025

# Contents

---

- Welcome
- Market Trends
- Bonuses
- Working Styles
- Overtime
- Remuneration
- Final Thoughts
- Meet the Team

# 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.

Because of this we have put together an all-encompassing, easy to digest document that provides Architecture employers with key insights into hiring trends, salary benchmarks, and workforce expectations in London.

# Market Trends

---



London remains a dynamic hub for Architecture, with firms continuing to compete for top talent. The demand for commercial, residential, and sustainable developments is keeping the market active, yet job applications are slowing, making proactive hiring strategies more crucial than ever.

To secure the best candidates, businesses are increasingly adopting specialist headhunting techniques and improving their employer branding.



# Retention

---

With London's competitive job market and high cost of living, retention has become a key concern for practices. Businesses that focus on strong benefits, flexible working policies, and career development see the highest 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:



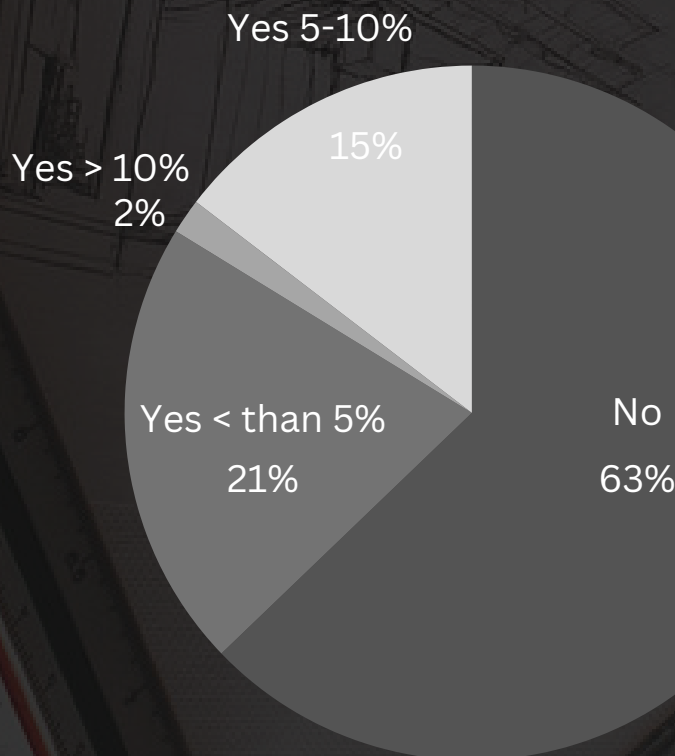
# Bonuses

---

It is worth noting that bonuses are often linked to business profitability and individual performances.

Bonuses remain a key tool for incentivising performance. However, many London firms do not offer structured bonus schemes, which could be potentially impacting retention and engagement.

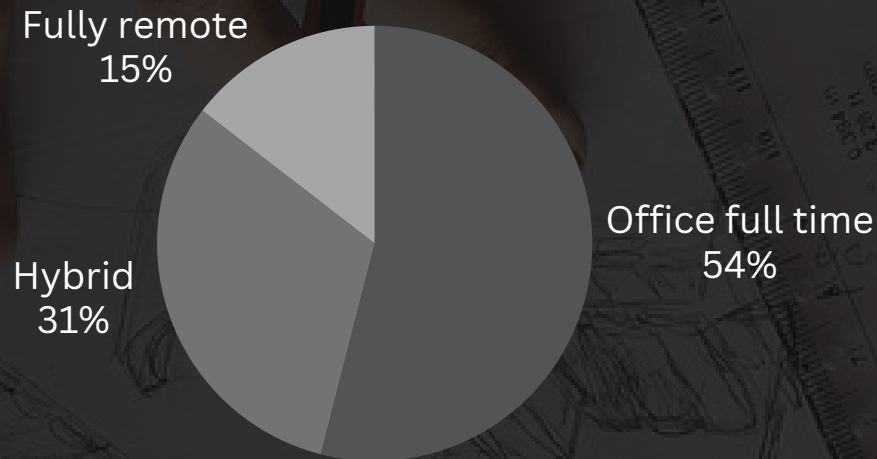
## Do employees receive bonuses?



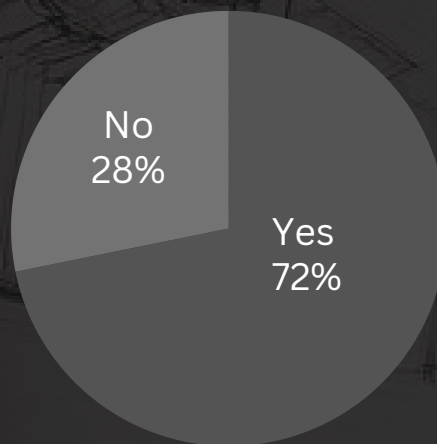
# Working Styles

---

## Current working styles in the industry



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



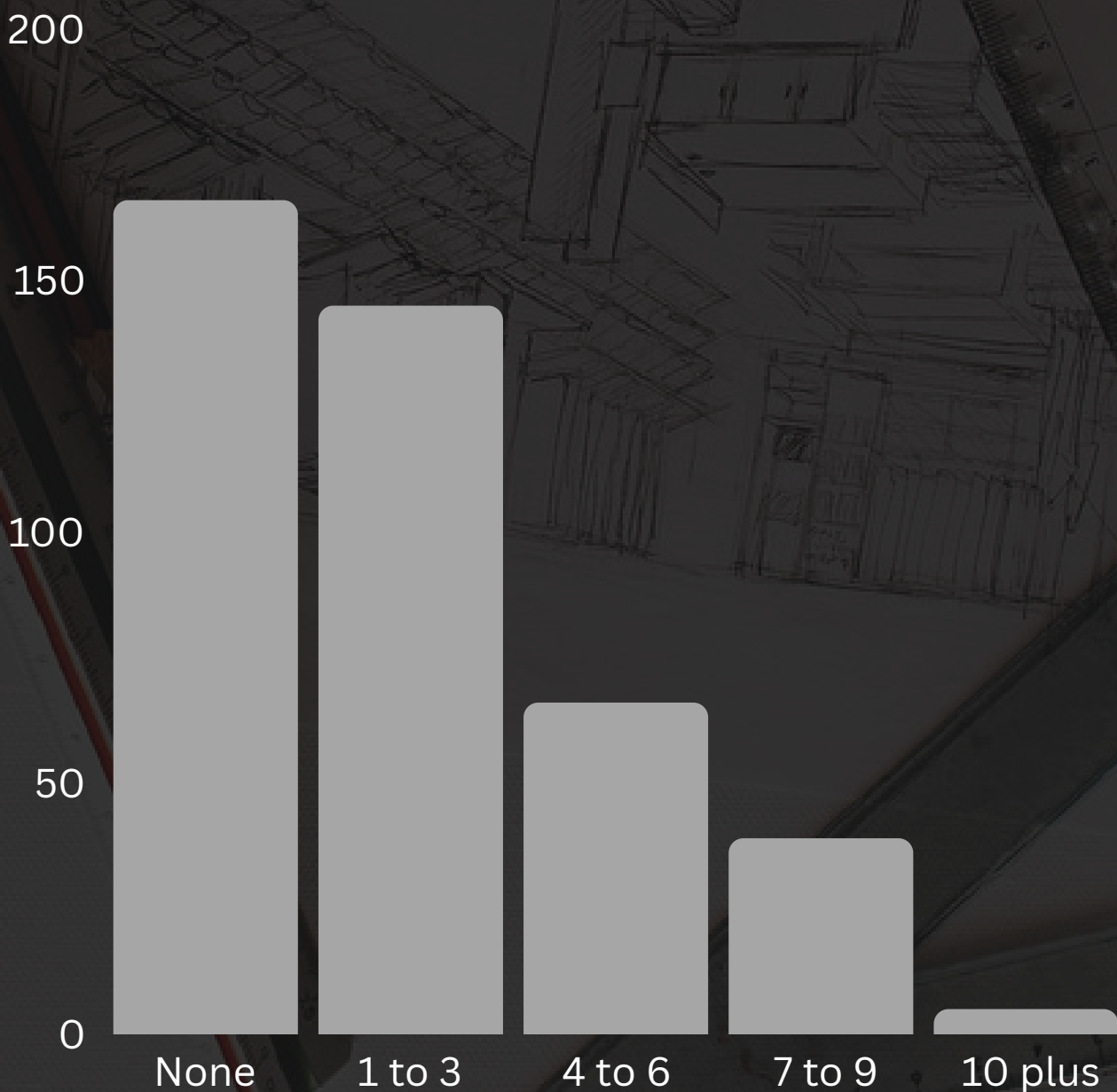
The data suggests that flexible working arrangements have become an expectation rather than a perk. While some practices remain committed to full-time office-based work, offering at least some level of remote flexibility can significantly enhance an employer's ability to attract and retain talent.

# Overtime

---

Overtime remains a widely discussed issue in the London Architecture industry. While some professionals work no extra hours, others regularly put in 10+ hours. Balancing project demands with employee well-being is essential for maintaining engagement and long-term productivity.

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

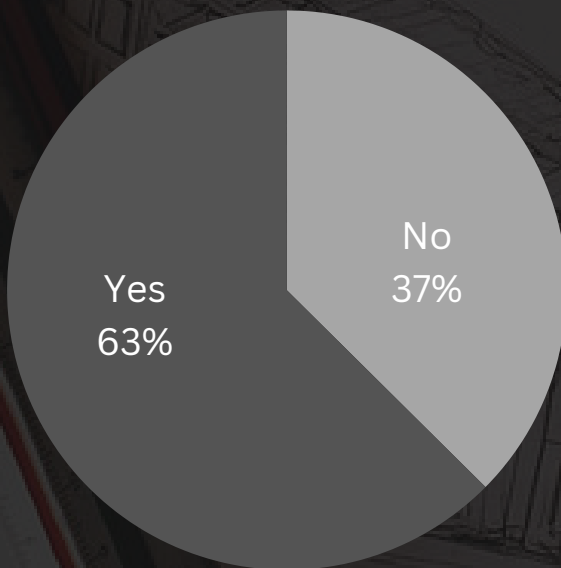
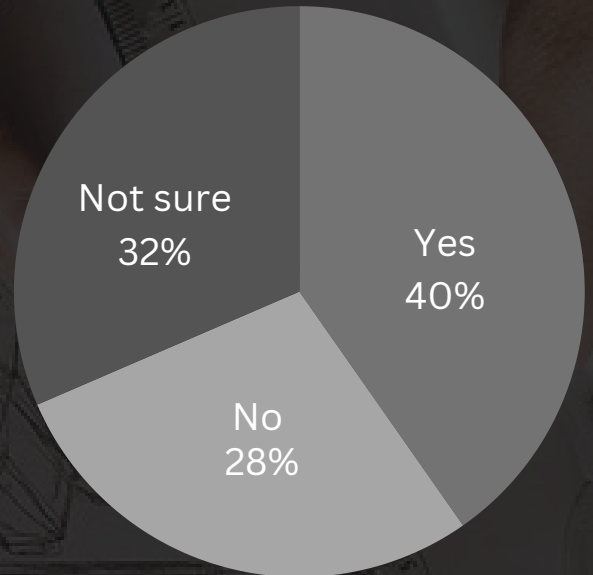




# Career Progression

---

Do employees feel they have genuine career progression?

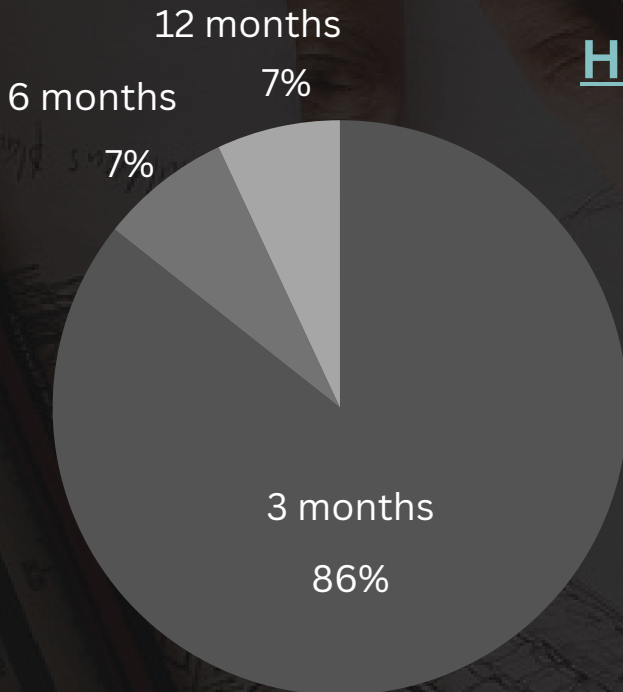


Do employees feel supported by their employers to become Chartered?

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

---

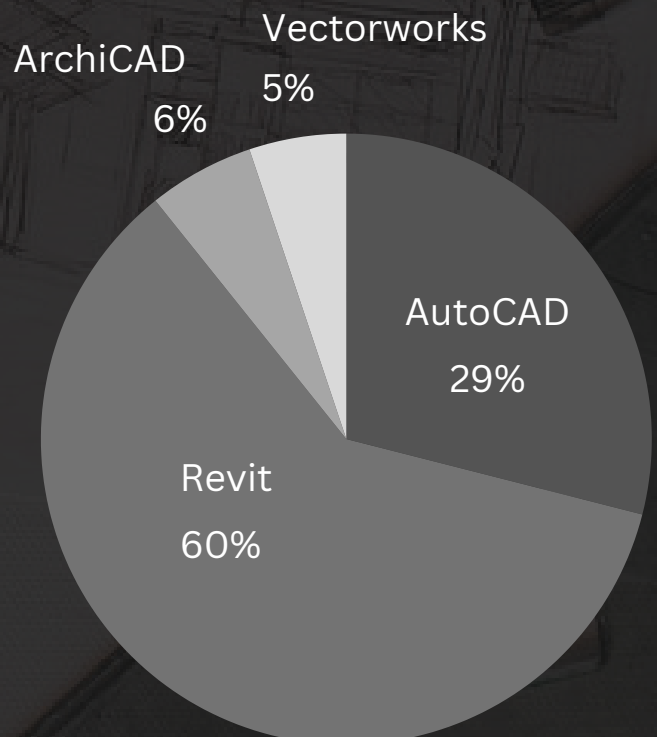


## How often do employees receive CPD opportunities:

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

---

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

Part 1 Architectural Assistant	→	£26,005
Part 2 Architectural Assistant	→	£33,115
Architectural Technician	→	£32,500
Architectural Technologist	→	£32,825
Senior Architectural Technologist	→	£50,853
Architect (<5 years ARB Registered)	→	£41,050
Architect (>5 years ARB Registered)	→	£48,125

Page 11 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 West</i>
<b>Part 1 Architectural Assistant</b>	£24,000	£25,455	£23,500
<b>Part 2 Architectural Assistant</b>	£31,525	£31,900	£31,260
<b>Architectural Technician</b>	£31,392	£31,700	£34,733
<i>Architectural Technologist</i>	£33,860	£32,193	£34,200
<i>Senior Architectural Technologist</i>	£50,750	£48,250	£49,500
<i>Architect (&lt;5 years)</i>	£35,375	£36,800	£38,750
<i>Architect (+5 years)</i>	£42,611	£42,875	£42,000



# Remuneration

---

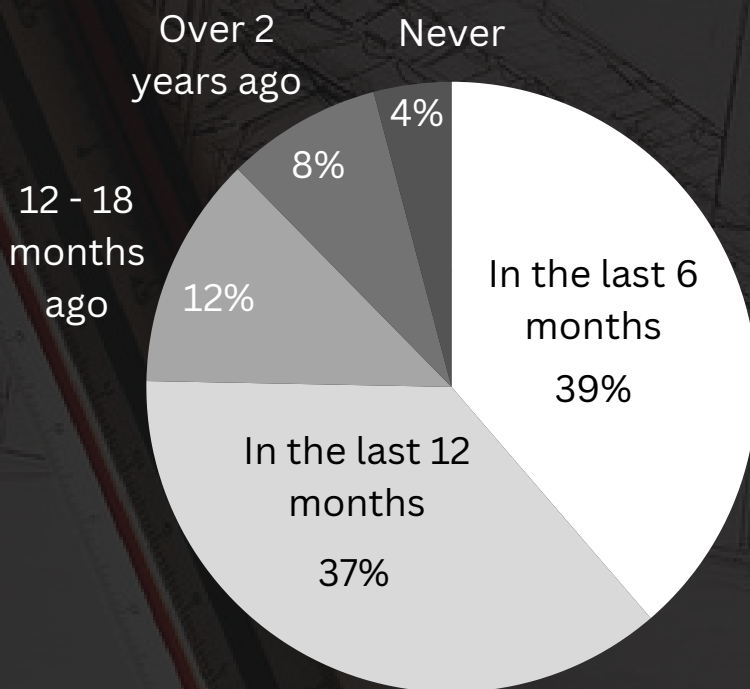
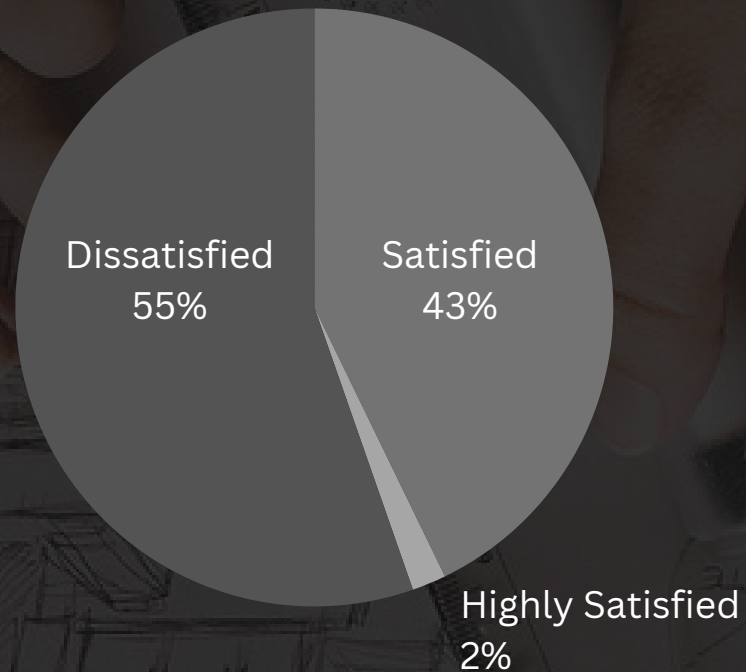
Factors influencing salaries:

- 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.

# Remuneration

---

## 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 of respondents are still dissatisfied.

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

# Final Thoughts

---

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, practices 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 businesses stand out in this competitive market.

Ready to to build your employer brand and attract the best candidates in the market? Scroll down to the next page...



# Who We Are

---

We are a talent solutions provider that achieves more than one-off hires. Our mission is to attract the best talent and scale your business.

How? By understanding who you are, who your business needs, and your unique offering.



Our Built Environment team is made up of specialist Architecture recruiters who have built a deep network in their niche.

You'll work with people who understand your industry, know how to help, and can deliver results.

Recruiting for a position and want help?

Click the button below... 📌

[Send our xBE team a message](#)



Konker Media is more than just a video production service—we help businesses craft authentic employer branding and promotional content that truly resonates.

With a background in recruitment, we approach storytelling differently from standard video agencies, ensuring every piece of content is both strategic and impactful.

Want to see how we put businesses in the spotlight?

Click the button below... 📌

[See Konker Media's latest work](#)