# konker

# Architecture Salary Survey 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.

And because of this, we've put together an all encompassing, easy to digest document that provides Architecture professionals in London an insight into the industry.

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!
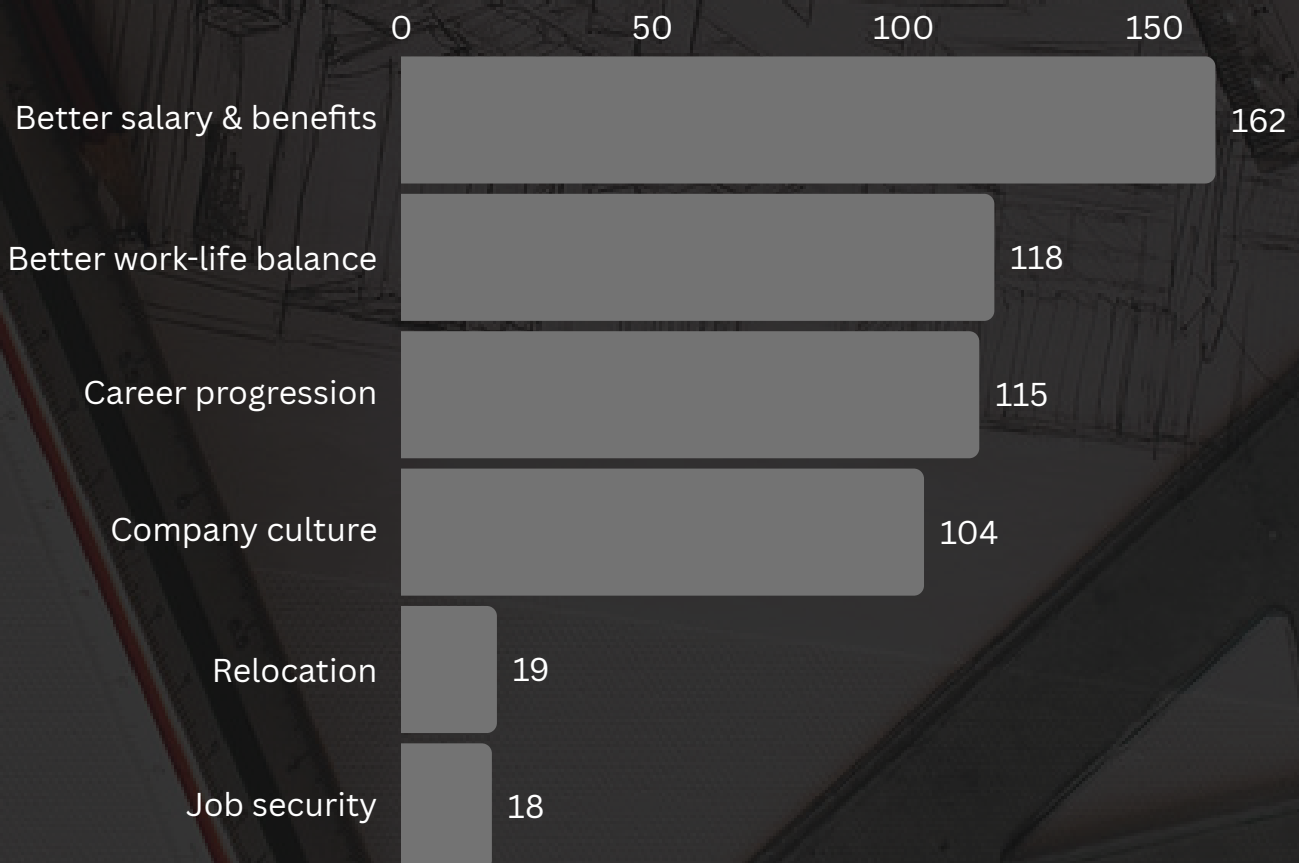
# Market Trends

London remains a dynamic hub for Architecture, with demand for talent continuing to rise. the need for commercial and residential developments, sustainable buildings, and infrastructure projects continue to drive hiring trends.

We are still experiencing a candidate led market, with practices competing to attract and retain top talent. However, job applications are slowing, and businesses are relying more on specialist headhunting techniques to fill positions.

# Retention

With London's competitive job market and high cost of living, we have seen retention challenges across the sector. Employers are focusing on improving benefits, flexible working conditions, and salary packages to maintain staff.

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

| Motivator | Value |
|-----------|-------|
| 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.
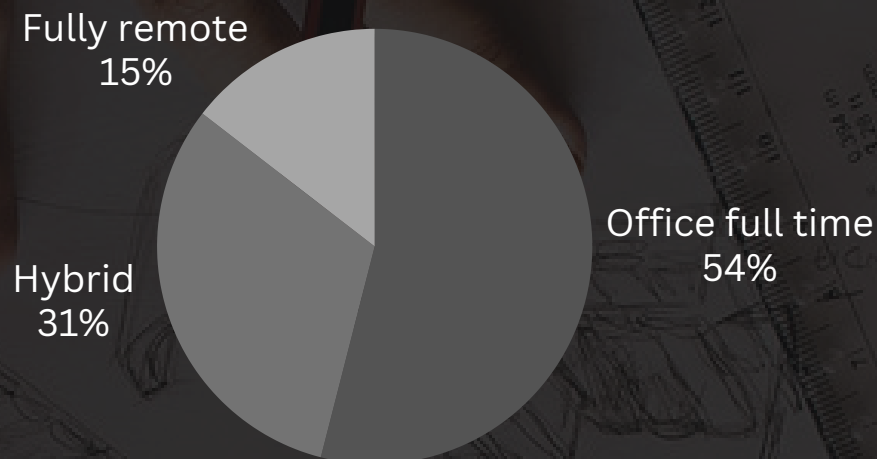
## Do you receive a bonus?

Bonuses are often performance-based and tied to company profitability. While some professionals in London benefit from strong bonus structures, others do not receive additional compensation beyond base salary.
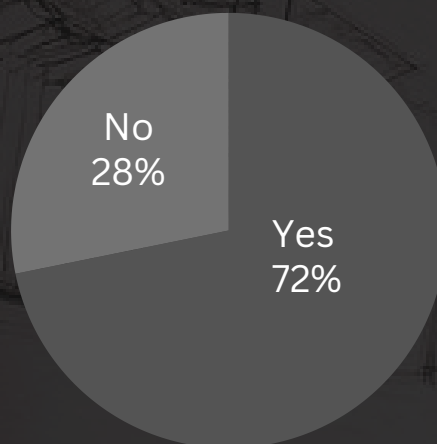
Yes 5-10%
15%

Yes > 10%
2%

Yes < than 5%
21%

No
63%
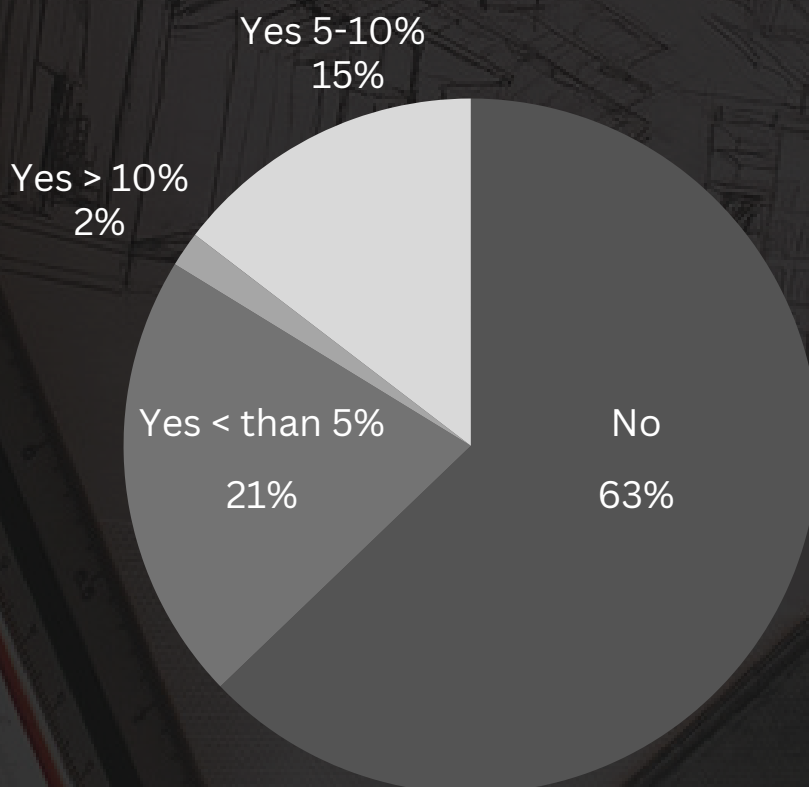
# Working Styles

## 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

London's demanding project timelines often require additional working hours. Some professionals report working 10+ hours of overtime weekly, while others maintain a strict work-life balance.

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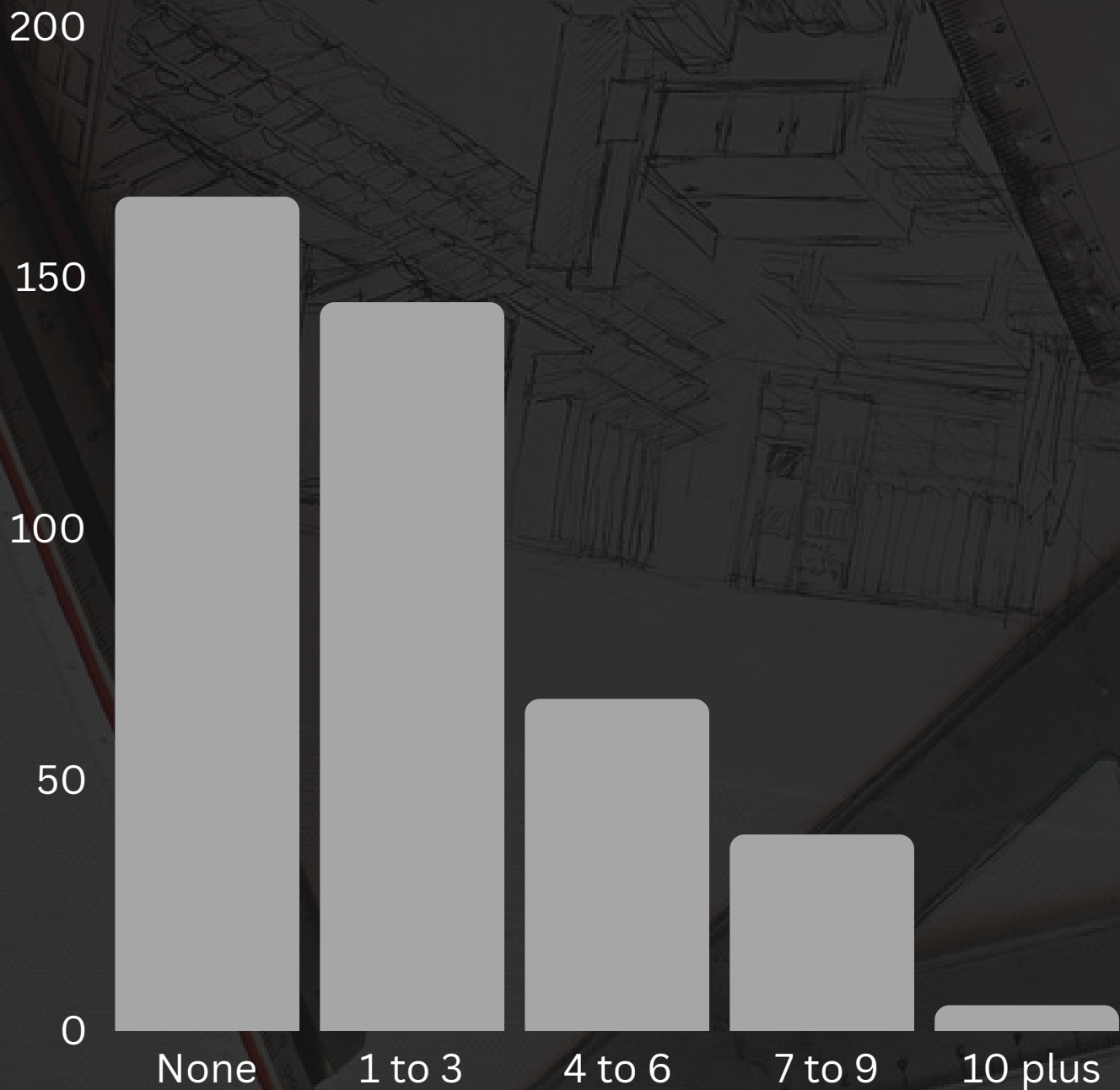
# Career Progression

## 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%
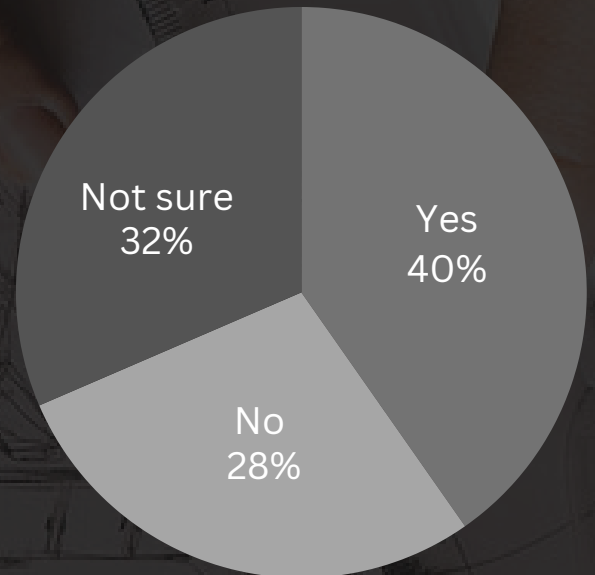
## Do you believe your current employer is supporting you in becoming chartered?

No 37%

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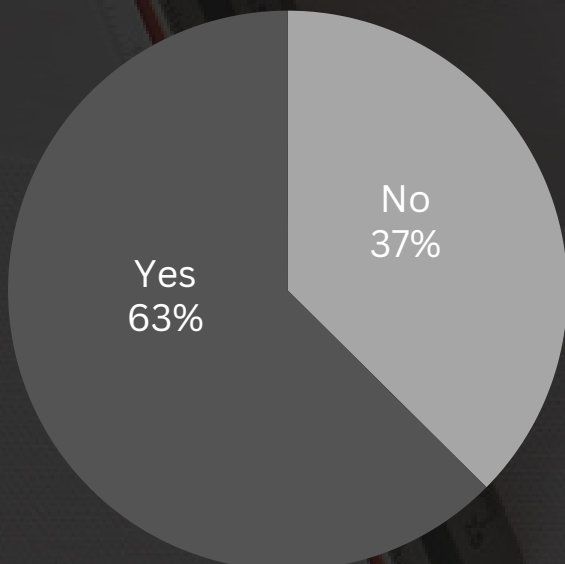
It's pleasing that over half of respondents who want to pursue the accreditations to become Chartered are being supported.

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%
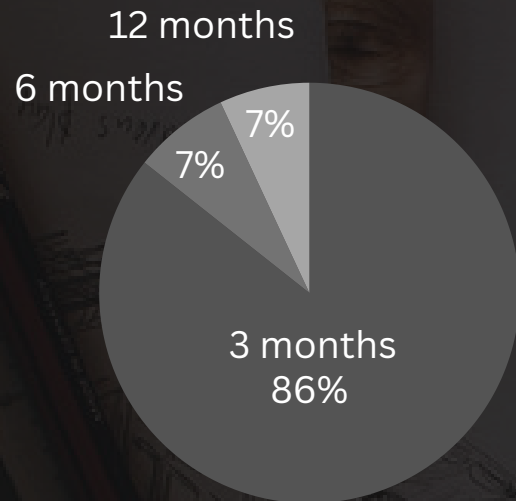
Revit
60%

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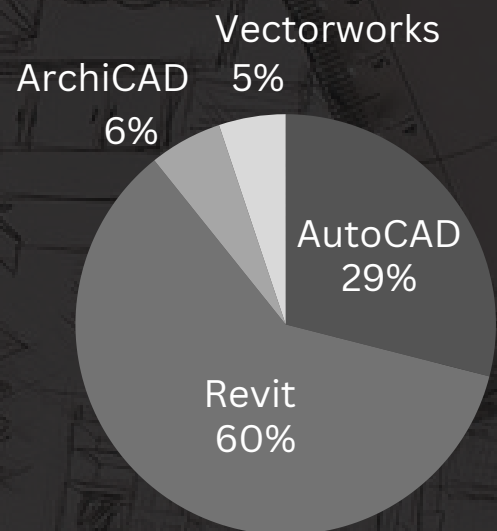
## Should all Architecture students be taught Revit when studying at Uni?

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.
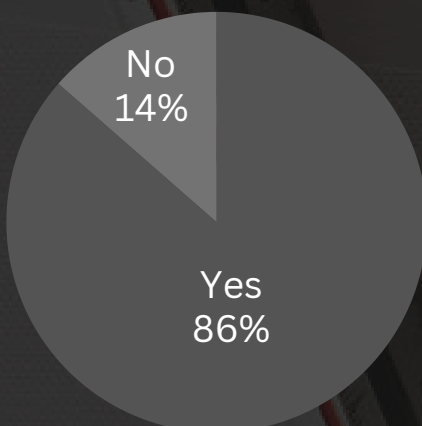
It's safe to say, the industry think it should be!

9.

# Remuneration

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

| Role | Salary |
|------|--------|
| 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 |

# Remuneration

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

Click here to check out new opportunities we have available in your area...

# 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%
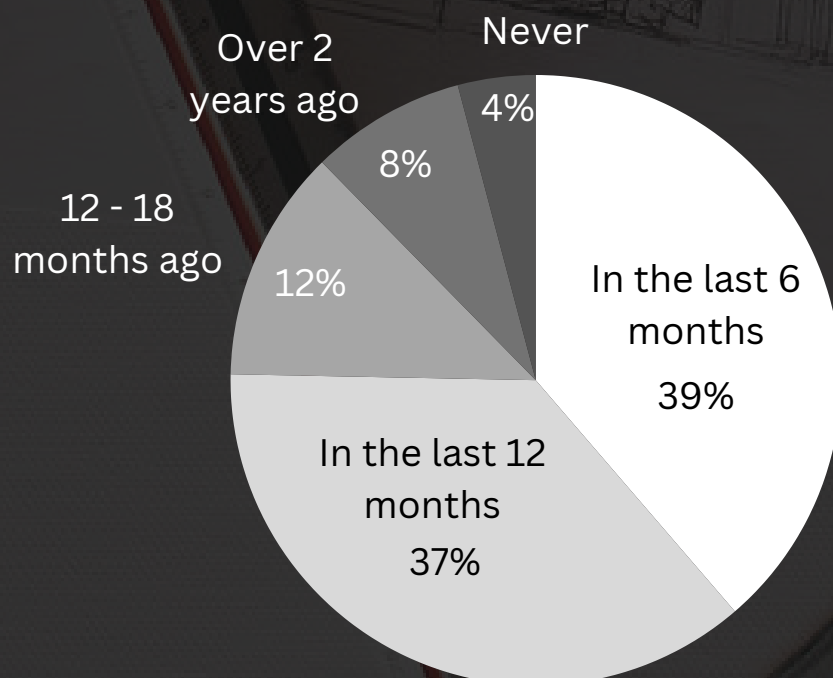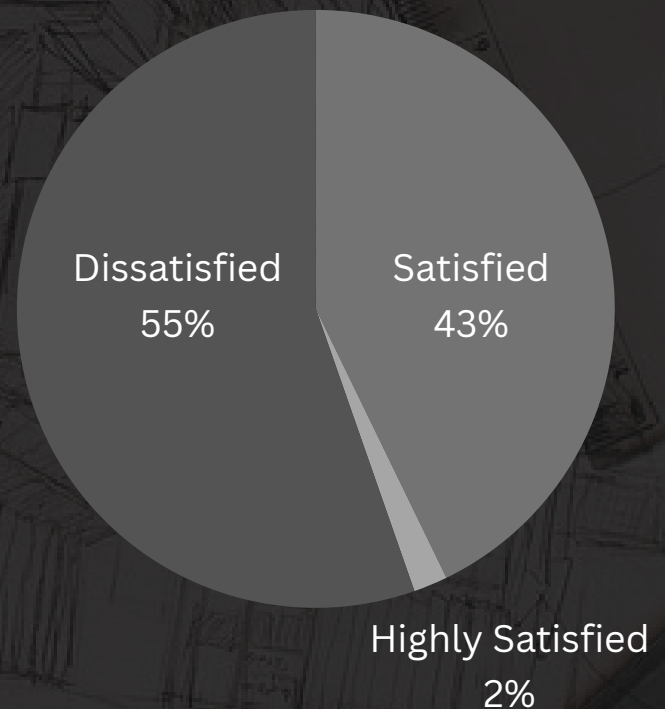
**When did you last receive a pay rise?**

# Final Thoughts

Salaries and benefits have improved in the last year, yet many professionals believe more progress is needed. Practices in London are recognising the importance of retention strategies, offering better benefits, training opportunities, and flexible working arrangements.

As demand for talent grows, employers who prioritise fair remuneration, career development, and work-life balance will stand out in attracting and retaining top-tier professionals.

Thank you to everyone who participated in this survey and contributed valuable insights into the London job market.

# 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

### 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

### 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