

June 2026 RELEASE

ARCHITECTURE SALARY SURVEY

PAY & REWARD IN THE UK
ARCHITECTURE INDUSTRY **2026**



Benchmarks



Trends



Insights



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WELCOME

At Konker, we are proud to work alongside architecture professionals and practices throughout the UK.

Every day we speak with candidates and employers about salaries, benefits, working arrangements, progression opportunities and what truly matters when building successful careers and businesses.

To provide meaningful insight into the profession, we surveyed architecture professionals from Part 1 Architectural Assistants through to Directors across the UK.

This report combines salary benchmarking with wider workforce trends to provide an up-to-date picture of how professionals feel about remuneration, progression, flexibility, wellbeing and long-term career opportunities.

EXECUTIVE SUMMARY

The architectural employment market continues to evolve, with professionals placing increasing importance on flexibility, career progression, workplace culture and work-life balance alongside competitive remuneration. Positively, the survey shows that many employers are already responding to these expectations, with widespread adoption of hybrid working, enhanced benefits packages, and access to CPD and training support across a large proportion of respondents.

While salary remains the leading reason for considering changing jobs, the survey highlights a broader shift towards a more holistic employee value proposition. Flexible working arrangements, meaningful project opportunities and clear development pathways are becoming critical factors in attracting and retaining talent.

For employers, the challenge is clear: remuneration remains important, but practices that combine competitive pay with strong culture, progression opportunities and employee support will be best positioned to secure the industry's strongest talent.

This report examines the key trends influencing salaries, benefits, working practices and career decisions across the UK architectural sector in 2026.

MARKET TRENDS

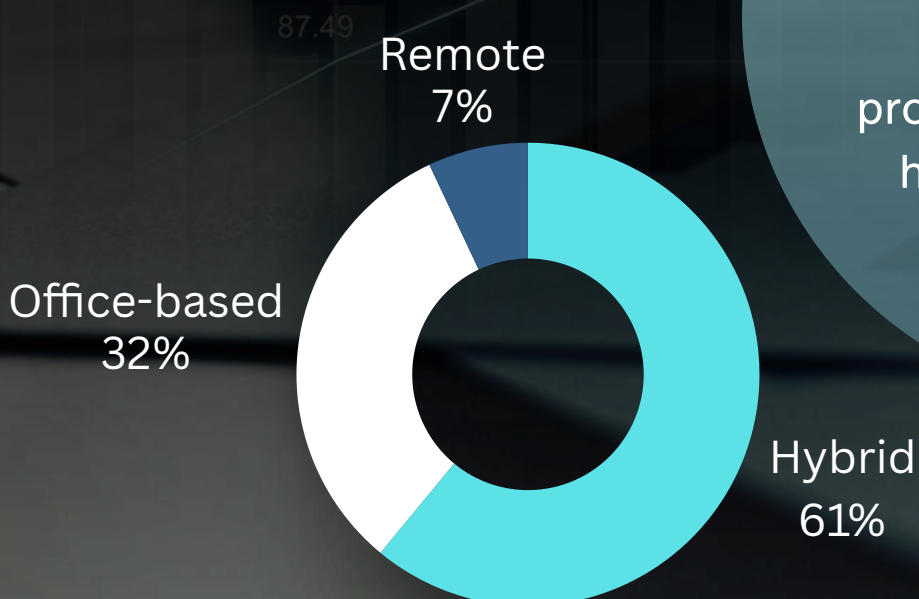
The New Architecture Employee Value Proposition

Historically salary was often the primary driver of career decisions.

The 2026 survey demonstrates that today's professionals assess opportunities more holistically. Importantly, this reflects a more informed and intentional workforce, where professionals are actively balancing financial, personal, and developmental factors when making career decisions.

Architects increasingly evaluate employers based upon:

- Flexibility
- Career growth
- Project quality
- Company culture
- Wellbeing support
- Meaningful work



61%

Of architectural professionals work within hybrid arrangements.

MARKET TRENDS

Expectations Have Shifted

The strongest motivators for considering a job move are:

- 1st Salary
- 2nd Career progression
- 3rd Company culture
- 4th Work-life balance
- 5th Project exposure

63%

Lack confidence in their career progression opportunities.

Almost half of respondents reported being dissatisfied with their current salary, while career progression appeared among the most frequently selected reasons for exploring new opportunities.

However, this is balanced by evidence of salary growth in several early-to-mid career bands, suggesting continued financial progression within parts of the profession despite broader dissatisfaction.

This demonstrates that architectural professionals are increasingly seeking both financial progression and long-term career development.

BONUSES & BENEFITS

Benefits Matter More Than Ever

Architects increasingly evaluate the entire employment package.

Benefits received

Most Common

- 1st Hybrid Working
- 2nd Flexible Hours
- 3rd CPD Support
- 4th Private Pension
- 5th Private Healthcare

Most Desired

- 1st Bonus
- 2nd Flexible hours
- 3rd Hybrid working
- 4th Enhanced annual leave
- 5th Private pension

Many respondents still do not receive an annual bonus, despite it being the most frequently desired company benefit across the dataset. Flexible working is the second most valued benefit, with many respondents ranking it highly and often above other financial incentives. Positively, this highlights a shift towards a more supportive employment model, where non-financial benefits such as flexibility, wellbeing and work-life balance are increasingly prioritised and widely offered.

WORKING STYLES

Hybrid Working Has Become The Industry Standard

Hybrid working is no longer viewed as an additional benefit.

It has become a core expectation for much of the architecture workforce.

Candidates increasingly expect:

- Collaboration
- Mentoring
- Team interaction
- Flexibility

Rather than choosing between entirely office-based or fully remote models.



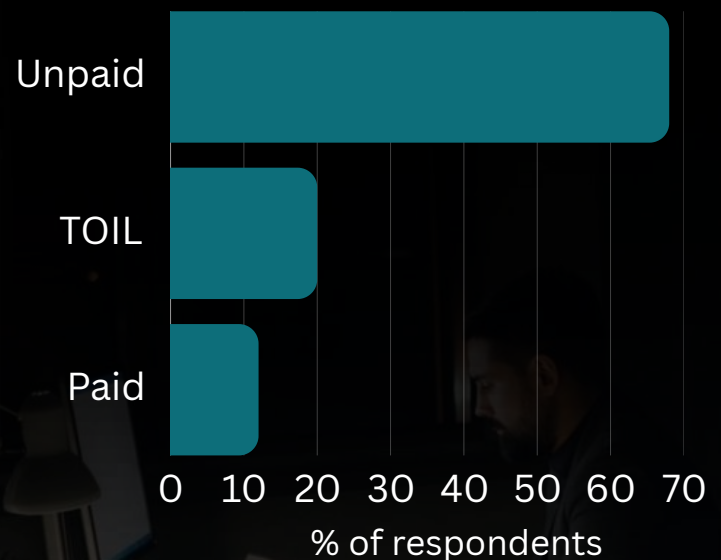
OVERTIME & WORKLOAD

Workload remains one of the strongest themes emerging from this year's survey.

Many Architects continue to report:

- Unpaid overtime
- Tight project deadlines
- Resource pressures
- Extended working hours

Overtime compensation



“Some overtime unpaid” is the dominant norm and paid overtime is rare. However, a notable proportion of respondents report manageable overtime levels or access to TOIL, indicating that some practices are already taking steps to better balance workload expectations.

More overtime → lower satisfaction (especially when unpaid).
Even moderate overtime frequently linked to burnout language.

REMUNERATION

Comparison with the 2025 report indicates salary growth across the profession, particularly in early to mid-career roles. Senior roles remain more stable overall, with modest growth in experienced Architect positions and some variation at Senior Technologist and Associate/Director level. Overall, this points to a maturing profession, with clearer salary structures at senior levels and more consistent financial progression across career stages.

| Job Role | Average Salary |
|-------------------------------------|----------------|
| Part 1 Architectural Assistant | £27,857 |
| Part 2 Architectural Assistant | £31,346 |
| Architectural Technician | £35,833 |
| Architectural Technologist | £34,558 |
| Senior Architectural Technologist | £41,875 |
| Architect (<5 years ARB registered) | £41,500 |
| Architect (>5 years ARB registered) | £45,000 |
| Associate | £52,500 |
| Director | £62,500 |

REMUNERATION

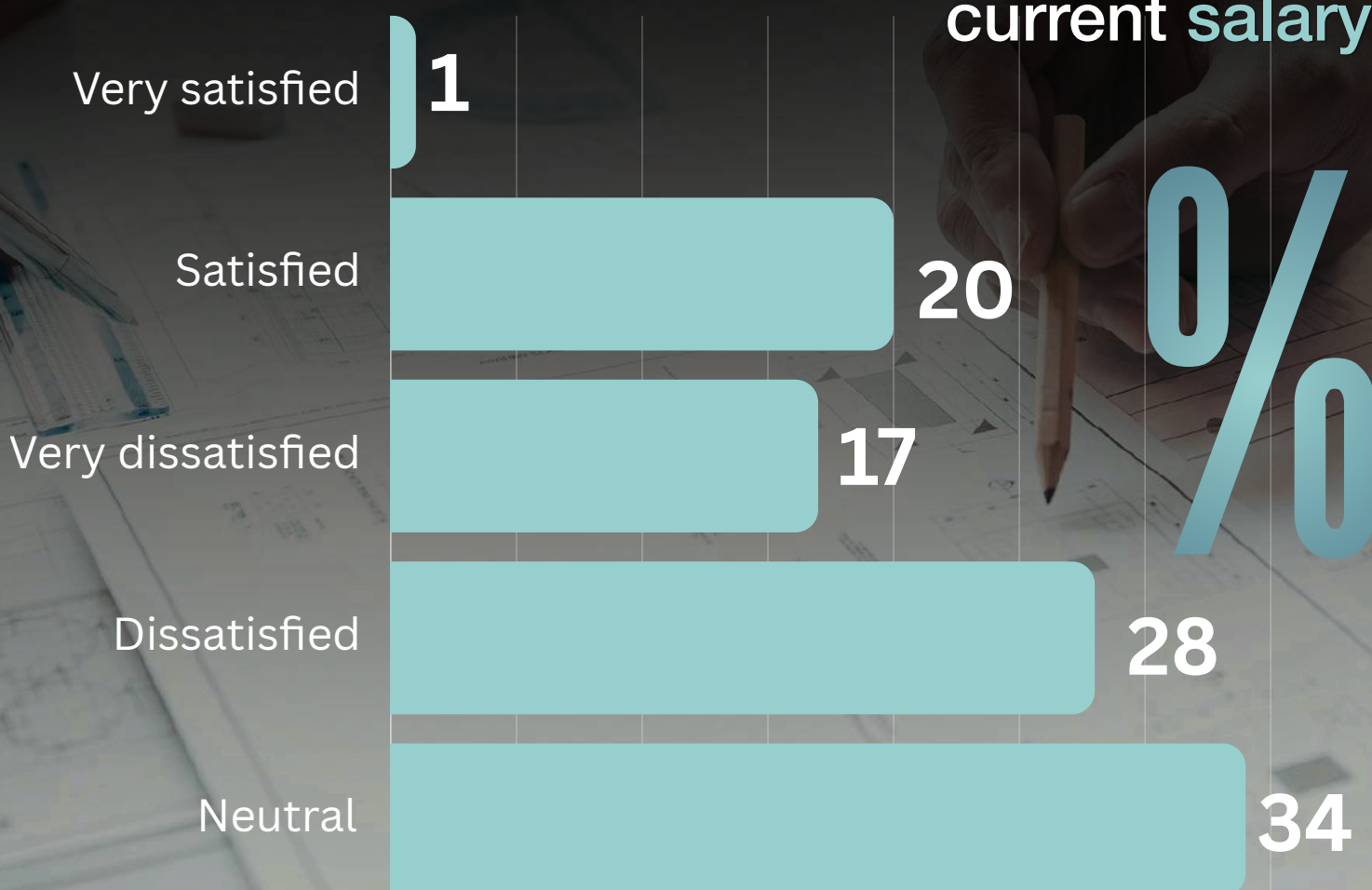
Average job role salary by region:

| | North West & North East | East & West Midlands | South East | South West |
|-----------------------------------|-------------------------|----------------------|------------|------------|
| Part 1 Architectural Assistant | £27,812 | £28,463 | £29,812 | £26,498 |
| Part 2 Architectural Assistant | £27,503 | £29,012 | £32,804 | £33,497 |
| Architectural Technician | £34,782 | £31,487 | £41,215 | £36,812 |
| Architectural Technologist | £35,201 | £30,512 | £39,187 | £34,198 |
| Senior Architectural Technologist | £41,503 | £41,998 | £45,487 | £42,256 |
| Architect < 5 years ARB | £36,804 | £35,492 | £47,512 | £37,315 |
| Architect > 5 years ARB | £51,012 | £40,487 | £52,803 | £42,501 |

REMUNERATION

Although many respondents have received salary reviews within the last 12 months, dissatisfaction remains high at 45%, suggesting that salary expectations are not being fully met.

Almost half of
Architecture
professionals are
dissatisfied with their
current salary



ROLE-LEVEL

Job satisfaction in architecture varies across career stages, with different strengths and challenges at each level.

Early-career architectural professionals tend to experience the most pressure, with lower pay, unpaid overtime, and sometimes unclear progression pathways shaping their experience.

Mid to senior architectural professionals generally benefit from more stable salaries, though workload and management culture remain key areas of focus.

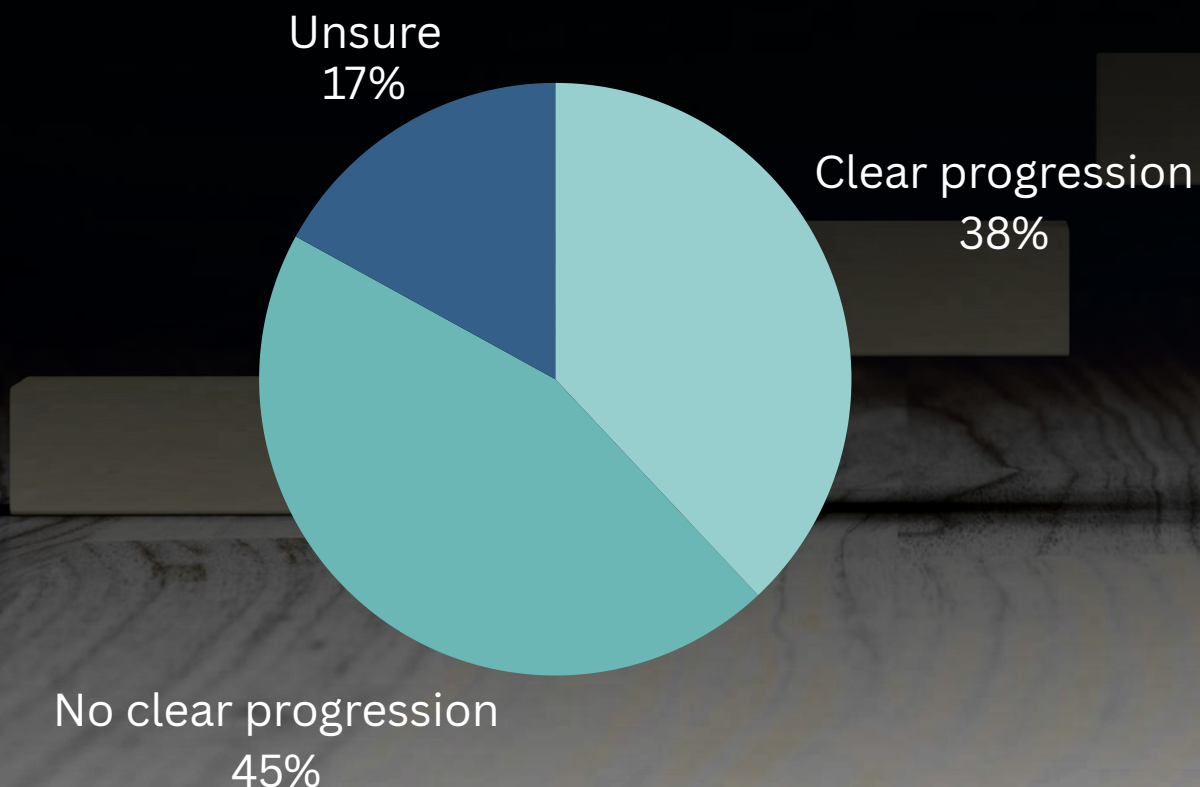
Technologists report relatively steady satisfaction, with particular attention to salary fairness and maintaining a healthy work–life balance.

Associates and senior professionals typically receive higher pay and often take on more responsibility, while continuing to navigate workload expectations, workplace culture, and long-term career progression.

Overall, the profession shows improving financial stability and career progression alongside ongoing attention to workload and workplace culture. This reflects a diverse and evolving sector, where career stages offer distinct advantages, from early training exposure to greater stability and responsibility at senior levels.

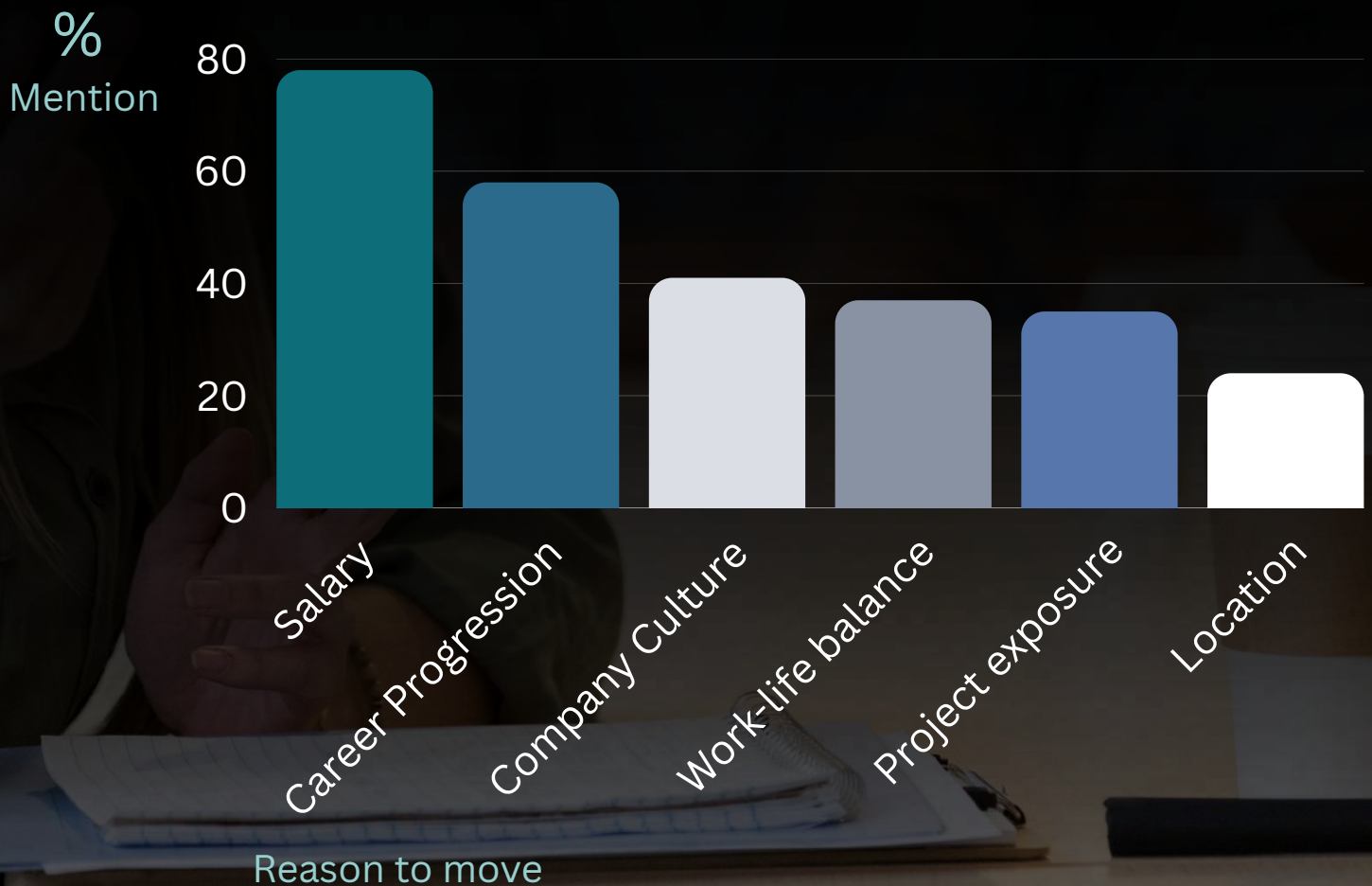
CAREER PROGRESSION & DEVELOPMENT

Career progression remains a key concern across the profession, particularly among early-career Architects. Many respondents report uncertainty around advancement opportunities, salary growth and long-term development, highlighting the need for clear progression pathways and professional support. Encouragingly, access to CPD, training budgets and structured development support is also widely reported, indicating that formal progression frameworks are increasingly in place across the industry.



RETENTION

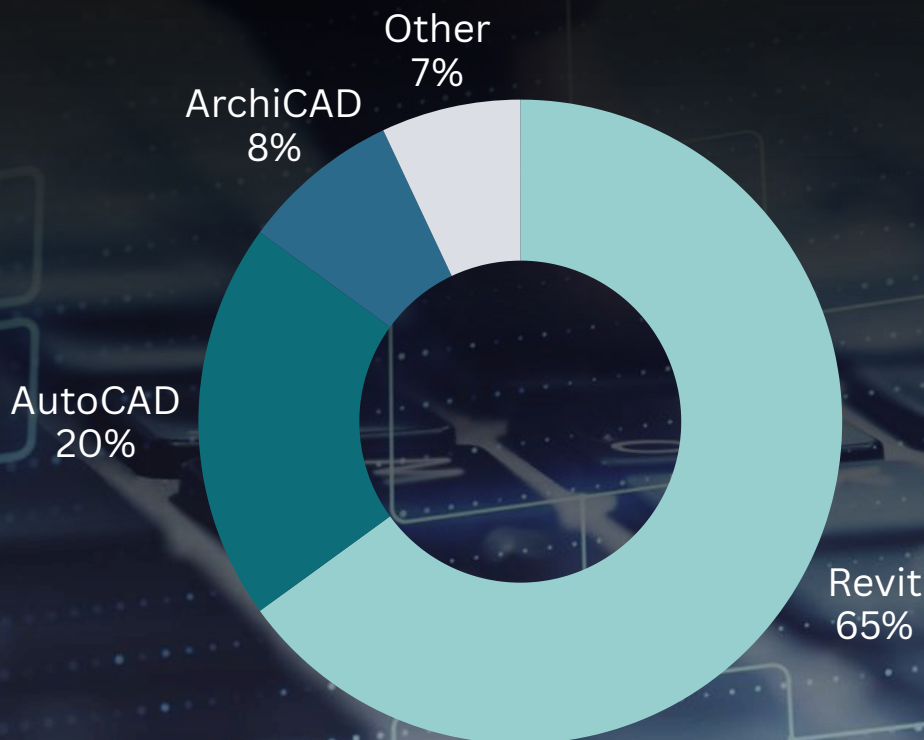
Pay remains the dominant motivator for movement, with progression, culture and flexibility also playing an important role in career decisions, consistent with the broader themes identified across the findings.



SOFTWARE & TECHNOLOGY

Software is a consideration for many candidates when evaluating potential employers, often influencing decisions to accept a new role. This highlights the importance of technology capability as a positive differentiator, with investment in modern BIM workflows strengthening both recruitment appeal and practice capability.

The widespread adoption of platforms such as Revit reflects strong industry standardisation, supporting collaboration across practices and enhancing the transferability of skills within the workforce.



WELLBEING

Overall wellbeing among architectural professionals has a median score of 7/10, indicating moderate wellbeing where most professionals are managing but not thriving. This suggests a broadly stable level of wellbeing across the workforce despite ongoing pressures.

- Flexible and hybrid working are widely reported and associated with higher wellbeing.
- Unpaid overtime remains a pressure point, although some roles include TOIL or limited overtime expectations. Better wellbeing is generally seen where workloads are more structured and supported.
- Wellbeing across the profession is supported by flexible working and workforce stability, with further improvement likely through better workload management and more consistent working practices.

INDUSTRY VOICES

The strongest themes emerging from open responses were:

- Salary frustration
- Desire for progression
- Workplace culture concerns
- Flexible working expectations
- Better work-life balance

Collectively these comments reinforce a changing employee value proposition:

“I want meaningful projects and a clear route forward.”

“Career progression feels unclear and opportunities are limited.”

“There is not a lot of progression happening and I feel stunted.”

“Flexible working has become essential to maintaining work-life balance.”

FINAL THOUGHTS

Today's architectural workplace continues to evolve.

Salary remains critically important, but today's professionals increasingly evaluate employers across a wider range of factors.

The most attractive employers are those capable of delivering:

- ✓ Competitive remuneration
- ✓ Flexible working
- ✓ Clear progression
- ✓ Meaningful projects
- ✓ Strong culture
- ✓ Wellbeing support
- ✓ Sustainable workloads

While challenges remain, the data also shows a profession that is actively evolving, with widespread adoption of flexible working, improving early-career salary growth, and increasing investment in training, wellbeing, and hybrid working models. This suggests a sector in transition rather than decline, with significant progress already underway in several key areas.

MEET THE TEAM

Curtis Hunter | Director

LinkedIn

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.

 [Give Curtis a call](#)  curtis.hunter@konkergroup.com

Tom Stewart | Director

LinkedIn



Tom has extensive architecture experience across the construction industry. Process-driven with a strong eye for detail, he specialises in matching people to the right practice.

 [Give Tom a call](#)  tom.stewart@konkergroup.com

Chloe Howick | Talent Consultant

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Chloe is a Talent Consultant within our Built Environment Brand, specialising in the Architecture industry. She focuses on building strong, long-lasting relationships with candidates across the sector.

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Sara Williams | Talent Consultant

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Sara is part of our Built Environment Brand, supporting the Architecture sector by engaging with candidates and developing meaningful connections across the industry.

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