

# Global Salary Guide 2021

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# Hello from Lindsay



Lindsay Urquhart,  
CEO

**We are optimistic that within the next twelve months we will see all the regions we work in recover from the economic havoc caused by the pandemic, but it is likely that the path of recovery will differ depending on where you are.**

There is no doubt that last year was challenging for the architecture and design industry around the globe. In the UK, the onset of the pandemic did not result in as many redundancies as we saw when the GFC hit in 2007 but the government assistance afforded by the furlough scheme was not enough for every practice and some found they had no alternative but to reduce their headcount. Those working predominately in hospitality, commercial office and leisure were particularly affected and found they had to part company with cherished team members who, in other circumstances, they would bend over backwards to retain. As a result, Bespoke we have seen the expected increase in applications from more highly skilled and talented individuals who are usually incredibly difficult to find. This has provided studios in a position to hire with access to some fantastic talent; a silver lining in the pandemic cloud. It remains to be seen what will happen when the furlough scheme ends, but to-date the London market has been surprisingly resilient and we are hopeful that we will see this continue throughout 2021. In terms of which skills are most sought-after, the last quarter has seen continued high demand for BIM, master planning and landscape architects. We have also seen a sharp increase in practices who traditionally only hire for the long-term, hiring shorter-term contract staff on three-to-six-month fixed contracts. This is not surprising, as having a blend of contract and permanent staff allows studios to be agile, offering maximum flexibility to adapt quickly to changing market conditions. Sector-wise in London we are seeing those working on infrastructure, healthcare, education and high-end and private residential sectors remaining buoyant and those practices expanding alongside this with a combination of long-and short-term roles.

At the time of writing, Australia is faring well having managed the pandemic confidently through travel restrictions and Test & Trace. As a result, the economy has been less affected than other regions. The bounce-back thus far appears to be v-shaped, with Sydney slightly ahead of Melbourne. Only a limited number of firms found the need to make redundancies and as the recovery gathers momentum we are beginning to see a return to a battle for talent amongst architects. Confidence in the market has been growing. Initially with the small-to-mid-sized practices who have lower overheads and have not seen much change in business, but we are now starting to see larger firms return with not just one but multiple vacancies to fill. Our Sydney office is currently reporting our workload to be 85% of the pre-pandemic level and Melbourne is between 60 and 65%. However, as long as the Australian borders remain closed it will be incredibly difficult to enter the country for work, so practices will need to focus their people strategy on developing and retaining home-grown talent. As a result of this shortage of supply, we envisage seeing salaries increase in the region in Q3/Q4 of 2021.

In the US, a combination of the pandemic and social and political unrest has shaken the country to the core. Like most industries, the architecture and design market has taken a hit. Unfortunately, the PPP government loan programme was not sufficient to prevent widespread redundancies and we have been inundated with applications from some incredible talent looking for work. Like London we have seen practices in New York and Los Angeles be surprisingly resilient and some have taken the opportunity to hire talent they would not ordinarily have access to. Despite the challenging economic conditions, we are experiencing higher expectations from candidates during negotiation stages. The pandemic has highlighted that many experienced employees are able to work effectively from home, and flexible working arrangements are now key when making job offers. Demand for candidates with specialist skill sets like BIM who can bring a particular expertise remains strong and the market for them is highly competitive. Whilst the Biden administration has already made changes to reverse visa restrictions implemented by the previous administration, the complexity of international travel restrictions to curb the spread of Covid-19 and an abundance of available local talent means firms will likely be reliant on those without the need for sponsorship. As a result, when the market recovery begins to gather momentum the reliance on retaining people and hiring local talent will likely see salaries increasing. After such a tumultuous year in the US, the focus appears to be how the architecture and design industry will re-imagine both living and working environments post-pandemic. The breathing space afforded by the pandemic over the past year has given a lot of firms that chance to pause, reflect and make changes to how their practice is run. We look forward to seeing the creative, out-of-the-box ways in which the architecture and design industry will proceed. We look forward to the year ahead and all that it brings with it.

# 1. London

## Architecture

Per annum	£ Low	£ Average	£ High
Part I	20,000	22,000	26,000+
Part II (0-2 yrs)	27,000	29,000	32,000+
Part II (3-4 yrs)	32,000	34,000	37,000+
Architect (0-4 yrs)	35,000	40,000	47,000+
Architect (5+ yrs)	42,000	48,000	55,000+
Associate	47,000	55,000	65,000+
Associate Director	60,000	70,000	80,000+
Director	70,000	80,000	120,000+
Partner	100,000	120,000	160,000+
Technician	30,000	35,000	45,000+
Senior Technician	35,000	45,000	60,000+
Design Manager	60,000	70,000	85,000+
Senior Design Manager	70,000	80,000	90,000+

## Interior Design

Graduate Interior Designer	20,000	22,000	23,000+
Junior Interior Designer	24,000	26,000	28,000+
Midweight Interior Designer	28,000	35,000	38,000+
Senior Interior Designer	39,000	45,000	58,000+
Associate	50,000	57,000	70,000+
Design Director	65,000	75,000	90,000+
Junior Technician	24,000	26,000	28,000+
Technician	30,000	34,000	37,000+
Senior Technician	37,000	45,000	58,000+
FF&E Designer	28,000	35,000	38,000+
Senior FF&E Designer	38,000	45,000	58,000+
Junior Interior Architect	24,000	26,000	28,000+
Interior Architect	28,000	35,000	38,000+
Senior Interior Architect	39,000	45,000	58,000+

## Business Support

Receptionist	22,000	24,000	28,000
Studio Coordinator	24,000	26,000	32,000+
Project Administrator	25,000	32,000	36,000+
Studio Manager	32,000	40,000	55,000+
Practice Manager	55,000	65,000	80,000+
Personal Assistant	25,000	38,000	45,000+
Executive Assistant	50,000	60,000	70,000+
Marketing Assistant	25,000	28,000	32,000+
Marketing Coordinator	32,000	36,000	40,000+
Marketing Manager	40,000	45,000	60,000+
Bid Assistant	23,000	28,000	32,000+
Bid Coordinator	30,000	35,000	40,000+
Business Dev. Manager	45,000	50,000	65,000+
Head of Communications	55,000	65,000	75,000+
Document Controller	28,000	32,000	36,000+
HR Admin	25,000	28,000	30,000+
HR Advisor/Generalist	30,000	32,000	38,000+
HR Manager	45,000	50,000	60,000+
Project Manager	38,000	45,000	55,000+
IT Manager	45,000	55,000	60,000+
Facilities Manager	35,000	40,000	50,000+
Finance Assistant/Controller	25,000	30,000	35,000+
Finance Manager	40,000	50,000	60,000+
Operations Manager	55,000	65,000	75,000+

## BIM/CAD/IT

Per annum	£ Low	£ Average	£ High
BIM Modeller	25,000	30,000	35,000+
BIM Technician	30,000	35,000	40,000+
BIM Champion	35,000	40,000	45,000+
BIM Coordinator	35,000	42,000	47,000+
BIM Coordinator/Architect	40,000	45,000	50,000+
BIM Manager	55,000	60,000	70,000+
CAD/BIM/IT Manager	50,000	55,000	70,000+
BIM Consultant/Trainer	45,000	50,000	65,000+
BIM Director/Lead	60,000	70,000	80,000+
Head of BIM	60,000	75,000	85,000+
CAD Manager	45,000	50,000	55,000+
Computational Specialist	40,000	45,000	55,000+
IT Technician	25,000	35,000	45,000+
IT Manager	50,000	65,000	75,000+
Head of IT	60,000	75,000	90,000+

## Urban Design & Landscape

Junior Urban Designer	25,000	27,000	29,000+
Urban Designer	30,000	33,000	36,000+
Senior Urban Designer	35,000	38,000	40,000+
Principal Urban Designer	40,000	45,000	50,000+
Urban Design Associate	45,000	50,000	70,000+
Urban Design Director	60,000	90,000	120,000+
Junior Landscape Architect	25,000	27,000	29,000+
Landscape Architect	30,000	37,000	40,000+
Senior Landscape Architect	35,000	40,000	45,000+
Landscape Architect Associate	45,000	50,000	70,000+
Landscape Architect Director	60,000	90,000	120,000+

## Graphics & CGI

Junior 3D Artist/Visualiser	21,000	24,000	30,000+
Mid 3D Artist/Visualiser	30,000	36,000	42,000+
Senior 3D Artist/Visualiser	42,000	49,000	60,000+
Graphic Designer	22,000	30,000	36,000+
Senior Graphic Designer	35,000	45,000	55,000+
Wayfinding Designer	22,000	32,000	40,000+
Senior Wayfinding Designer	38,000	49,000	65,000+
Digital Designer	30,000	50,000	65,000+
Creative Director	55,000	70,000	85,000+

The figures detailed above should be used as a guide and are based on salary only, exclusive of other benefits.

## Market Update Summary

After a halt in hiring when the pandemic struck and minimal activity in the months that followed, we saw an upturn in enquiries from practices looking to hire in Q4 last year and since then, in spite of a succession of lockdowns, the London market remains surprisingly buoyant. As a result, we are cautiously optimistic and expecting a slow but gradual recovery.

The succession of lockdowns and restrictions across the UK have undoubtedly had a negative impact on recruitment in the industry.

Some sectors have fared well during the pandemic; luxury housing and high-end private residential and unsurprisingly, healthcare remained resilient throughout last year and continues to thrive this year. SMEs with a strong pipeline of work appeared to manage the challenges more effectively than the larger global studios. In line with the general economy, firms specialising in hospitality and workplace suffered badly from the outset and this is where most redundancies across architecture and interiors have been seen.

Due to the ever-changing economic landscape, many companies are opting to hire contractors to remain flexible and allow them to react quickly to unpredictable workloads, although typically specific skillsets and software are sought. Some astute firms are hiring individuals who have their own equipment and software, expanding their teams which are no longer limited by the physical number of workstations or desk spaces they have.

Strategic hiring was back on the agenda for many in Q4 last year and positions that were in play pre-pandemic are being revisited. Strong leadership is going to be key as we move into the new post-pandemic era and forward-thinking studios are working on their leadership strategy. As firms begin to rebuild their teams and focus on new business, we envisage our strategic hiring team will be incredibly busy and this will continue throughout 2021.

In the last couple of months there has been a noticeable increase in hiring for business support roles, many of which were the first to go at the beginning of the pandemic. Companies appear to realise that a strong operations team will be vital for success now more than ever. Demand is high and competitive for business developers, marketeers and strategic HR.

The pandemic has seen many firms question whether productivity is impacted by remote working. Companies who may have resisted this in the past have adapted well and some believe that the 9-5,

*Strong leadership is going to be key as we move into the new post-pandemic era and forward-thinking studios are working on their leadership strategy.*



Jimmy Bent, Managing Director London.

five days-a-week office-based model is a thing of the past. Others are less convinced and highlight the impact on design quality, communication and the social impact on mental health and well-being. The eventual outcome and the impact the pandemic will have had on our working patterns remain to be seen. Whatever the future of the workplace looks like, we envisage that the route each business takes will impact on their ability or otherwise to access the best talent. We also envisage there being more protracted negotiations. For some global businesses, more engagement virtually is proving to be a positive with international colleagues embracing video calling and forming better connections with team members based in other locations. However, for most, the need for an office for team design collaboration remains important with many firms opting for shifts of socially distanced office time when official guidance allows.

As the UK has left the EU and free movement has ended, restricting the stream of talent from Europe, we will inevitably see the candidate market shrink. As we emerge from the pandemic, until we have a workable system established to bring talent into the UK, we will likely see skills shortages, and salaries may increase. The positive news on the proposed points-based system is that it will allow practices to import talent from outside of the EU, effectively opening the doors to the rest of world. Firms looking to hire foreign nationals will, however, need to be registered sponsors, and if the current system to do this remains unchanged it will be a cumbersome and time-consuming process. This could be a prohibitive route for smaller firms to employ talent if they lack infrastructure to manage it.

The UK market has continually proved resilient and able to adapt to changing conditions. Be it the challenges posed by the GFC, Brexit or the pandemic, we are optimistic we will see a recovery this year and look forward to the new post-Brexit, post-pandemic future.

# 2. Sydney

## Architecture

Per annum	A\$ Low	A\$ Average	A\$ High
Grad of Architecture (1-3 yrs)	55,000	60,000	65,000
Grad of Architecture (3-6 yrs)	65,000	70,000	80,000
Grad of Architecture (6-10 yrs)	75,000	85,000	95,000
Registered Architect (3-6 yrs)	65,000	75,000	85,000
Registered Architect (6-10 yrs)	75,000	90,000	100,000
Senior Architect/Associate	95,000	110,000	130,000
Project Director/Snr Associate	120,000	135,000	160,000
Director/Principal	150,000	180,000	300,000+
Technician (1-3 yrs)	55,000	60,000	70,000
Technician (3-6 yrs)	65,000	70,000	80,000
Technician (6-10 yrs)	75,000	85,000	110,000
BIM Modeller	70,000	95,000	115,000
BIM Manager	90,000	130,000	160,000
Visualiser	65,000	85,000	110,000
Senior Visualiser	90,000	110,000	130,000

## Interior Design

Graduate Interior Designer	45,000	48,000	50,000
Interior Designer (1-3 yrs)	50,000	62,000	70,000
Interior Designer (3-6 yrs)	65,000	70,000	80,000
Interior Designer (6-10 yrs)	75,000	85,000	110,000
Associate	100,000	120,000	130,000
Design Director	130,000	165,000	200,000
Stylist/Decorator	65,000	75,000	90,000
Retail Design Manager	80,000	110,000	160,000
Workplace Strategist	120,000	160,000	200,000
Change Manager	120,000	160,000	200,000

## Business Support

Receptionist	45,000	55,000	65,000
Office Administrator	50,000	55,000	70,000
Project Administrator	60,000	70,000	80,000
Document Controller	70,000	90,000	120,000
Studio/Office Manager	70,000	85,000	100,000
Practice Manager	90,000	100,000	120,000+
Personal Assistant/EA	70,000	90,000	110,000+
Marketing Assist/Coord	55,000	65,000	75,000
Marketing Manager	80,000	90,000	120,000+
Submissions Coordinator	70,000	80,000	90,000
Bid Manager	85,000	95,000	120,000
Business Development Manager	90,000	100,000	120,000+
HR Manager	80,000	100,000	120,000+
Bookkeeper	60,000	70,000	80,000
Finance Manager	80,000	100,000	120,000+
IT Manager	80,000	90,000	110,000
Project Coordinator	70,000	80,000	90,000
Project Manager	80,000	100,000	120,000+
General Manager	110,000	160,000	200,000+
Commercial Manager	115,000	150,000	200,000+
CFO	150,000	190,000	230,000+
COO	160,000	220,000	250,000+

## Architectural & Interior Products

Per annum	A\$ Low	A\$ Average	A\$ High
Showroom Assistant*	55,000	60,000	65,000
Showroom Manager*	70,000	80,000	90,000
Marketing Coordinator	60,000	70,000	80,000
Marketing Manager	80,000	95,000	110,000
Sales Support	55,000	60,000	65,000
Estimator	65,000	75,000	90,000
Project Manager	85,000	100,000	115,000
Product Designer	60,000	75,000	95,000
Sales Representative*	70,000	85,000	105,000
State Sales Manager*	95,000	110,000	125,000
National Sales Manager*	130,000	150,000	170,000
Dealer Manager*	90,000	105,000	120,000
Installer	55,000	62,500	70,000
Logistics Manager	70,000	80,000	90,000
Warehouse Manager	65,000	80,000	95,000
Operations Manager	80,000	100,000	120,000
General Manager	130,000	160,000	190,000

## Urban Design & Landscape

Urban Designer (1-3 yrs)	60,000	65,000	75,000
Urban Designer (3-6 yrs)	70,000	85,000	100,000
Urban Designer (6-10 yrs)	100,000	115,000	130,000
Assoc/Snr Urban Designer	120,000	140,000	160,000
Urban Design Director	150,000	180,000	200,000+
Landscape Architect (1-3 yrs)	55,000	60,000	70,000
Landscape Architect (3-6 yrs)	70,000	80,000	90,000
Landscape Architect (6-10 yrs)	80,000	85,000	105,000
Assoc/Snr Landscape Architect	90,000	110,000	130,000
Landscape Architect Director	120,000	150,000	180,000+

## Building & Construction

Contract Administrator	80,000	100,000	120,000+
Estimator	90,000	110,000	130,000+
Jnr / Assist Project Manager	75,000	95,000	105,000+
Project Manager	120,000	150,000	190,000+
Construction Manager	140,000	160,000	200,000+

## Graphic, Wayfinding, Industrial Design

Graphic Designer	60,000	70,000	90,000
Senior Graphic Designer	80,000	90,000	100,000+
Creative Director	90,000	100,000	120,000+
UX/UI Designer	80,000	90,000	110,000+
Wayfinding Designer	70,000	80,000	90,000
Senior Wayfinding Designer	80,000	90,000	110,000+
Design Manager	90,000	100,000	120,000
Industrial Designer	70,000	80,000	90,000+
Senior Industrial Designer	80,000	100,000	120,000+

The figures detailed above are exclusive of superannuation. As of 1 November 2020, and in accordance with the Architects Awards 2010 [MA000079], a full-time Graduate of Architecture\* (entry level) must be paid a minimum of \$53,471 per annum and a full-time Registered Architect\*\* (entry level) or Experienced Graduate of Architecture must be paid a minimum of \$61,819 per annum on a full-time salary. Australian national minimum wage is \$39,197.60 per annum. This information should be used as a guide only. Current rates of pay and award standards can be found on the Fair Work Commission website [www.fairwork.gov.au](http://www.fairwork.gov.au)

\*These roles typically have commission or bonuses on top of the outlined base salary

# Market Update Summary

Last year was a challenging year for design studios in Sydney but the nationwide strategy of suppression adopted by the government was successful and meant the market in New South Wales and states like Queensland began to recover toward the end of Q3, in line with the reducing numbers of cases.

2020 was a challenging year for practices in Sydney; March through to June saw most practices affected by delayed projects across the retail, hospitality, commercial and residential sector. Thankfully, the impact of COVID19 and the nationwide approach to suppression of the transmission meant the market in NSW and Queensland recovered alongside the reducing numbers.

Practices affected by projects going on hold delayed recruitment through mid-year and many quickly became under-resourced as projects became live and the market recovered. The July and September quarters were both strong with lots of practices looking to hire. Initially the trend was for contract, but this has also levelled out with more permanent roles offered toward the end of 2020 with confidence for the year ahead and practices competing for talent.

Small-to-mid-sized practices with strong market position have been hiring throughout 2020. We have also seen a particular spike in hiring across the private residential and landscape sector practices. Industrial, justice and government-driven sectors have also been buoyant. Some smaller practices we work with also remarked that they have had no negative affect from the pandemic in 2020 which is incredible!

The demand for particular skill sets at the moment varies across different sectors of the industry. Strategically, practices are looking for sector leaders and rain-makers to facilitate the crucial business recovery over the next few years. In architecture we have seen a steady demand for exceptional all-round architects, ideally with ArchiCAD or Revit experience as practices are looking for people who can design, document

*We have seen a steady demand for exceptional all-round architects at all levels, ideally with ArchiCAD or Revit experience.*



Krista Shearer, Managing Director Sydney.

and deliver – crossing through different roles in leaner teams. We have also noticed the interior design sector looking for those with private and high-end residential sector experience, and a steady demand for networked account and relationship managers in the product market. Finally, towards the latter half of 2020 we have seen an increase in the need for office managers and graphic designers.

There were redundancies across the architecture, interiors and product sectors and those people who were planning on moving jobs in 2020 delayed their move due to the market; we have seen a spike in people looking to move from September and predict we will see more movement in 2021 as a result.

Practices have had to adapt the way they work and the way they interview and on-board. We have seen many remote interviews and even remote working for new starters was widely accepted. Most practices have resorted to face-to-face interviews although some may do the first round via Zoom or telephone interview.

Most practices in Sydney have seen a shift to remote work and flexibility for their entire teams with workdays in the office reducing to adapt to COVID-safe workplaces. Smaller practices seem to have returned to the workplace faster than larger practices and there seems to be a varied approach to remote working as we move to 2021.

# 3. Melbourne

## Architecture

Per annum	A\$ Low	A\$ Average	A\$ High
Grad of Architecture (1-3 yrs)	55,000	60,000	65,000
Grad of Architecture (3-6 yrs)	65,000	70,000	80,000
Grad of Architecture (6-10 yrs)	75,000	85,000	95,000
Registered Architect (3-6 yrs)	65,000	75,000	85,000
Registered Architect (6-10 yrs)	75,000	85,000	100,000
Senior Architect / Associate	90,000	100,000	110,000
Project Director / Snr Associate	110,000	130,000	160,000
Director / Principal	140,000	160,000	220,000+
Technician (1-3 yrs)	55,000	60,000	65,000
Technician (3-6 yrs)	65,000	70,000	80,000
Technician (6-10 yrs)	75,000	85,000	95,000
BIM Modeller/Coordinator	65,000	75,000	85,000
BIM Manager	85,000	100,000	125,000
Visualiser	65,000	80,000	90,000
Senior Visualiser	90,000	100,000	120,000

## Interior Design

Graduate Interior Designer	45,000	48,000	50,000
Interior Designer (1-3 yrs)	50,000	60,000	67,000
Interior Designer (3-6 yrs)	60,000	70,000	80,000
Interior Designer (6-10 yrs)	70,000	85,000	110,000
Associate	90,000	110,000	130,000
Design Director	130,000	165,000	200,000
Stylist/Decorator	55,000	75,000	90,000
Retail Design Manager	80,000	110,000	160,000+
Workspace Strategist	120,000	160,000	200,000
Change Manager	120,000	160,000	200,000

## Business Support

Receptionist	50,000	55,000	60,000
Office Administrator	50,000	55,000	65,000
Project Administrator	60,000	70,000	80,000+
Document Controller	60,000	80,000	120,000
Studio Manager	70,000	90,000	100,000
Practice Manager	90,000	100,000	130,000+
Personal/Executive Assistant	65,000	75,000	90,000
Marketing Assist/Coord	55,000	65,000	75,000
Marketing Manager	80,000	90,000	100,000
Submission Coordinator	70,000	80,000	90,000
Bid Manager	85,000	90,000	120,000
Business Dev Manager	85,000	100,000	130,000+
HR Manager	80,000	100,000	120,000
Bookkeeper	60,000	70,000	80,000
Finance Manager	80,000	100,000	120,000+
IT Manager	80,000	90,000	100,000+
General Manager	110,000	160,000	200,000+
Commercial Manager	115,000	150,000	200,000+
CFO	150,000	190,000	230,000+
CDO	160,000	220,000	250,000+

## Architectural & Interior Products

Per annum	A\$ Low	A\$ Average	A\$ High
Showroom Assistant*	55,000	60,000	70,000
Showroom Manager	70,000	80,000	100,000
Marketing Coordinator	55,000	65,000	75,000
Marketing Manager	80,000	90,000	100,000+
Sales Support	55,000	60,000	65,000
Estimator	65,000	75,000	85,000
Project Manager	90,000	100,000	110,000
Product Designer	60,000	75,000	95,000
Sales Representative*	70,000	85,000	100,000+
State Sales Manager*	100,000	120,000	130,000+
National Sales Manager*	130,000	150,000	170,000
Dealer Manager*	90,000	105,000	120,000
Installer	55,000	60,000	65,000
Logistics Manager	70,000	80,000	90,000
Warehouse Manager	65,000	80,000	100,000
Operations Manager	80,000	100,000	125,000
General Manager	120,000	160,000	180,000+

## Urban Design & Landscape

Urban Designer (1-3 yrs)	55,000	60,000	70,000
Urban Designer (3-6 yrs)	65,000	75,000	85,000
Urban Designer (6-10 yrs)	85,000	95,000	110,000
Assoc/Snr Urban Designer	100,000	110,000	140,000
Urban Design Director	140,000	180,000	220,000+
Landscape Architect (1-3 yrs)	55,000	60,000	70,000
Landscape Architect (3-6 yrs)	65,000	75,000	85,000
Landscape Architect (6-10 yrs)	80,000	90,000	100,000
Assoc/Snr Landscape Architect	90,000	100,000	130,000
Landscape Architect Director	120,000	150,000	200,000

## Building & Construction

Contract Administrator	80,000	120,000	160,000+
Estimator	70,000	110,000	180,000+
Project Planner	80,000	130,000	160,000+
Junior Project Manager	75,000	95,000	105,000+
Project Manager	120,000	150,000	190,000+
Construction Manager	140,000	160,000	200,000+

## Graphic, Wayfinding, Industrial Design

Graphic Designer	50,000	60,000	70,000
Senior Graphic Designer	75,000	85,000	95,000
Creative Director	80,000	95,000	110,000+
UX/UI Designer	75,000	90,000	100,000+
Wayfinding Designer	60,000	80,000	90,000
Senior Wayfinding Designer	80,000	90,000	110,000+
Industrial Designer	60,000	70,000	80,000
Senior Industrial Designer	80,000	100,000	120,000+

The figures detailed above are exclusive of superannuation. As of 1 November 2020, and in accordance with the Architects Awards 2010 [MA000079], a full-time Graduate of Architecture\* (entry level) must be paid a minimum of \$53,471 per annum and a full-time Registered Architect\*\* (entry level) or Experienced Graduate of Architecture must be paid a minimum of \$61,819 per annum on a full-time salary. Australian national minimum wage is \$39,197.60 per annum. This information should be used as a guide only. Current rates of pay and award standards can be found on the Fair Work Commission website [www.fairwork.gov.au](http://www.fairwork.gov.au)

\*These roles typically have commission or bonuses on top of the outlined base salary

## Market Update Summary

There is no doubt that the lockdown in Victoria last year had a huge impact on practices, but the huge sacrifices made by the people of Melbourne worked and market confidence is returning and getting stronger every day.



Kate Owens, Managing Director Melbourne.

Last year most of the work we received from March onwards was from small privately owned businesses who had strong, long-standing client relationships and were typically doing high-end residential work. Towards the end of last year and at the start of 2021 we are beginning to see more activity with firms of **all sizes** beginning to hire. Those focused on infrastructure, education, healthcare and private residential sectors appear to be particularly active in the marketplace and candidates with experience in these sectors are most in demand.

There are **more candidates available** on the market at present, partly due to firms in hospitality and leisure having no alternative but to reduce their headcount; however, we are also noticing that there are a lot of candidates who feel they weren't well looked after during the lockdown and as a result are looking to make a career move.

Forward-thinking practices who have historically struggled to find talent are grasping the opportunity to **snap up** outstanding candidates not normally available to them. Naturally, there is still an air of caution and we are finding that the interview process is becoming longer as clients are putting a lot of effort into finding the perfect match for their business.

We might see the incorporation of workplace flexibility become a more permanent trend in the industry both from an employer and employee perspective.

**Revit** has maintained its status as one of the key drivers for most practices hiring. Alongside this, there is a demand for those with project architect skills, who are capable of leading projects without additional supervision.

We envisage that 2021 will be an exciting year for the architecture and design recruitment market in Melbourne. Due to the nationwide approach to the handling of the pandemic, for now at least Australia seems to be faring better than most. All going well we envisage 2021 will see the market getting back into full swing in Q3/Q4 and look forward to exciting times where we might see the incorporation of **workplace flexibility** become a more permanent trend in the industry both from an employer and employee perspective. We believe that architecture will be extremely important and at the forefront of designing a post-pandemic future for us all and we are looking forward to being a part of it.

# 4. New York

## Architecture

Per annum	US\$ Low	US\$ Average	US\$ High
CEO/President	145,000	200,000	250,000
Managing Principal	125,000	165,000	220,000
Senior Project Manager	115,000	125,000	150,000
Project Manager	90,000	100,000	115,000
Senior Architect (10+ yrs)	115,000	125,000	135,000
Architect (6-9 yrs)	85,000	95,000	115,000
Architect (3-6 yrs)	65,000	78,000	90,000
Architect (0-3 yrs)	58,000	64,000	70,000
Senior Visualiser	70,000	85,000	100,000
Visualiser	55,000	65,000	75,000
BIM Manager	95,000	110,000	135,000
BIM Coordinator	75,000	90,000	100,000

## Interior Design

Per annum	US\$ Low	US\$ Average	US\$ High
Principal	150,000	200,000	220,000
Director of Design	120,000	150,000	200,000
Senior Project Designer	100,000	125,000	150,000
Project Designer	85,000	100,000	120,000
Project Manager	85,000	100,000	125,000
Interior Designer (8+ yrs)	80,000	96,000	110,000
Interior Designer (4-7 yrs)	70,000	85,000	95,000
Interior Designer (0-3 yrs)	55,000	65,000	80,000
Interior Architect (8+ yrs)	85,000	95,000	115,000
Interior Architect (4-7 yrs)	68,000	75,000	82,000
Interior Architect (0-3 yrs)	50,000	62,000	70,000

## Business Support

Per annum	US\$ Low	US\$ Average	US\$ High
Business Development Director	100,000	120,000	150,000+
Marketing Director	120,000	140,000	160,000
Marketing Manager	80,000	95,000	110,000
Marketing Coordinator	60,000	70,000	80,000
Graphic Designer	60,000	65,000	80,000
PR/ Communications Manager	70,000	80,000	90,000
Financial Director/ CFO	120,000	140,000	160,000+
Bookkeeper	75,000	82,500	90,000
Accountant	65,000	80,000	85,000
HR Director	110,000	130,000	150,000
HR Manager	85,000	92,500	100,000
HR Coordinator	60,000	65,000	70,000
Studio/ Office Manager	80,000	90,000	100,000
Executive Assistant	65,000	77,500	90,000
Administrator	45,000	55,000	60,000
Front Office	45,000	50,000	55,000
IT Support	60,000	65,000	70,000

## Architectural & Interior Products

Per annum	US\$ Low	US\$ Average	US\$ High
Sales Manager	80,000	90,000	100,000
Sales Representative	60,000	70,000	80,000
Showroom Manager	70,000	77,500	85,000
Showroom Sales Associate	45,000	52,500	60,000

## Landscape Architecture

Per annum	US\$ Low	US\$ Average	US\$ High
Snr Landscape Architect (10+ yrs)	100,000	115,000	125,000
Landscape Designer (6-9 yrs)	70,000	80,000	95,000
Jnr Landscape Designer (0-5 yrs)	50,000	60,000	70,000

The figures detailed above should be used as a guide and are based on salary only, exclusive of other benefits.

## Market Update Summary

New York's architecture and design industry has faced challenges due to the economic uncertainty caused by the pandemic. With practices adopting new technologies, a highly-experience talent pool emerging, and the recent political changes we are cautiously optimistic for the year ahead.



Alastair Wallace, Managing Director New York

Since the initial halt of hiring last year at the beginning of the pandemic, New York's architecture and design recruitment has remained flat. With projects being placed on hold and future work remaining uncertain, most firms have had to downsize or temporarily reduce staff hours. As a result, they continue to be cautious about bringing on new staff. That said, we have seen them impressively pivot, adopting remote working methods, providing additional support for the well-being of their staff and effectively navigating this unprecedented time.

When it comes to the talent pool, there have been some very valued, experienced architects and designers who have reluctantly been let go. The candidates coming onto the market have a mix of experience levels and we have seen many with backgrounds in retail, workplace and hospitality sectors in particular.

As always, candidates with strong BIM experience continue to be in high demand. Some firms have taken the time afforded by a slowdown in work to make the transition from AutoCAD to Revit whilst others have looked to bolster their in-house specialist BIM teams.

One of the big successes of the past twelve months was the ability to work affectively in a remote capacity. The adoption of new ways of working, the continued embracing of online collaboration tools such as Zoom,

Slack and Microsoft Teams, along with the individual desire of some staff to continue working remotely could permanently affect what a traditional office space looks like.

Both the luxury single-family residential and healthcare sectors remained strong over the past year. Going forward, there is cautious optimism that slow growth will return in other sectors in 2021. Multi-family residential work is expected to return and proposed new year infrastructure spending will be a boost to those working in transportation, affordable housing, and education.

The pandemic and its unpredictable nature has caused a shift in what is expected from the architecture and design industries, but we are confident that architects and designers will re-imagine creative solutions to the issues this crisis has presented.

## Benefits (USA only)

Benefit	Standard	Enhanced	Outstanding
Paid time off	✓ 25 days	✓ 30 days	✓ 40 days
Medical coverage	✓ 80% firm, 20% employee	✓ 100% coverage for employee	✓ 100% coverage for employee & dependents
Dental/vision coverage	✓ Plan offered	✓ 100% coverage for employee	✓ 100% coverage for employee & dependents
Retirement savings plans (e.g. 401k):	✓ Plan offered	✓ Matching firm contribution	✓ Matching firm contribution
Discretionary bonus	✓	✓	✓
Membership & licensure fees		✓ Paid annual dues	✓ Paid annual dues
Professional exams		✓ Reimbursement of exam costs	✓ Paid time off & reimbursement of exam costs
Healthcare flexible spending account		✓	✓
Long-term disability insurance		✓	✓
Life insurance		✓	✓
Commuter benefits program		✓	✓
Employee assistance program		✓	✓
Annual profit share/bonus		✓	✓
Extended maternity/paternity leave		✓	✓
Summer hours program		✓	✓
Fitness club discount		✓	✓

# 5. LA/San Francisco

## Los Angeles

### Architecture

Per annum	US\$ Low	US\$ Average	US\$ High
CEO/President	150,000	250,000	300,000
Managing Principal	155,000	175,000	200,000
Studio Director	110,000	125,000	145,000
Senior Project Manager	117,000	126,000	170,000
Project Manager	86,000	103,000	120,000
Senior Project Designer	125,000	135,000	145,000
Project Designer	85,000	90,000	100,000
Senior Architect (10+ yrs)	115,000	125,000	135,000
Snr. Architectural Designer (10+ yrs)	100,000	110,000	120,000
Architect 3 (8+ yrs)	100,000	118,000	135,000
Architectural Designer 3 (8+ yrs)	90,000	99,000	105,000
Architect 2 (6+ yrs)	85,000	95,000	105,000
Architectural Designer 2 (6+ yrs)	70,000	75,000	80,000
Architect 1 (3-5 yrs)	65,000	75,000	78,000
Architectural Designer 1 (3-5 yrs)	61,000	67,000	70,000
Jnr. Architectural Designer (0-3 yrs)	55,000	58,000	61,000
BIM Manager	110,000	120,000	130,000
BIM Coordinator	70,000	85,000	110,000

### Interior Design

Principal	150,000	200,000	250,000
Director of Design	120,000	130,000	180,000
Senior Project Designer	95,000	115,000	130,000
Project Designer	80,000	95,000	115,000
Project Manager	80,000	95,000	120,000
Interior Designer (8+ yrs)	85,000	96,000	115,000
Interior Designer (4-7 yrs)	60,000	75,000	85,000
Interior Designer (0-3 yrs)	50,000	55,000	65,000
Interior Architect (8+ yrs)	85,000	95,000	115,000
Interior Architect (4-7 yrs)	60,000	75,000	85,000
Interior Architect (0-3 yrs)	50,000	55,000	65,000

### Business Support

Business Development Director	110,000	125,000	150,000+
Marketing Director	95,000	115,000	130,000
Marketing Manager	80,000	89,000	100,000
Marketing Assistant/Coordinator	60,000	65,000	72,000
Visualiser/Graphic Designer	65,000	78,000	90,000
Financial Director/CFO	100,000	125,000	175,000+
Operations Director	90,000	125,000	140,000+
HR Manager	75,000	92,500	115,000+
Studio/Office Manager	72,000	88,000	100,000
Executive Assistant/PA	70,000	82,000	92,000
Bookkeeper	60,000	72,000	80,000
Showroom Manager	75,000	82,000	90,000
Sales Representative	72,000	90,000	110,000+

### Planning & Landscape Architecture

Senior Landscape Architect (10+ yrs)	105,000	108,000	115,000
Landscape Architect (5-10 yrs)	70,000	85,000	100,000
Landscape Designer (0-5 yrs)	53,000	61,000	70,000
Senior Planner (10+ yrs)	102,000	110,000	118,000
Planner (5-10 yrs)	65,000	72,000	95,000
Junior Planner (0-5 yrs)	41,000	60,500	85,000

## San Francisco

### Architecture

Per annum	US\$ Low	US\$ Average	US\$ High
CEO/President	160,000	200,000	300,000
Managing Principal	155,000	175,000	205,000
Studio Director	120,000	145,000	165,000
Senior Project Manager	130,000	145,000	170,000
Project Manager	100,000	120,000	125,000
Senior Project Designer	125,000	135,000	150,000
Project Designer	100,000	113,000	125,000
Senior Architect (10+ yrs)	115,000	125,000	138,000
Snr. Architectural Designer (10+ yrs)	110,000	115,000	125,000
Architect 3 (8+ yrs)	112,000	120,000	140,000
Architectural Designer 3 (8+ yrs)	90,000	100,000	120,000
Architect 2 (6+ yrs)	85,000	95,000	105,000
Architectural Designer 2 (6+ yrs)	76,000	80,000	86,000
Architect 1 (3-5 yrs)	75,000	80,000	85,000
Architectural Designer 1 (3-5 yrs)	65,000	75,000	79,000
Jnr. Architectural Designer (0-3 yrs)	58,000	62,000	69,000
BIM Manager	110,000	125,000	135,000
BIM Coordinator	75,000	87,000	115,000

### Interior Design

Principal	150,000	200,000	280,000
Director of Design	120,000	150,000	200,000
Senior Project Designer	100,000	125,000	150,000
Project Designer	85,000	100,000	115,000
Project Manager	85,000	100,000	125,000
Interior Designer (8+ yrs)	90,000	100,000	120,000
Interior Designer (4-7 yrs)	75,000	95,000	115,000
Interior Designer (0-3 yrs)	50,000	65,000	75,000
Interior Architect (8+ yrs)	90,000	100,000	120,000
Interior Architect (4-7 yrs)	75,000	85,000	110,000
Interior Architect (0-3 yrs)	55,000	62,000	75,000

### Business Support

Business Development Director	120,000	135,000	170,000+
Marketing Director	100,000	120,000	135,000
Marketing Manager	90,000	100,000	110,000
Marketing Assistant/Coordinator	70,000	76,000	80,000
Visualiser/Graphic Designer	80,000	92,000	110,000
Financial Director/CFO	115,000	145,000	186,000
Operations Director	100,000	135,000	150,000+
HR Manager	82,500	98,000	130,000+
Studio/Office Manager	80,000	95,000	115,000
Executive Assistant/PA	70,000	85,000	100,000
Bookkeeper	72,000	82,500	92,000
Showroom Manager	72,000	82,000	95,000
Sales Representative	72,000	90,000	110,000+

### Planning & Landscape Architecture

Senior Landscape Architect (10+ yrs)	110,000	120,000	135,000
Landscape Architect (5-10 yrs)	75,000	98,000	110,000
Landscape Designer (0-5 yrs)	55,000	66,000	73,000
Senior Planner (10+ yrs)	110,000	115,000	130,000
Planner (5-10 yrs)	75,000	83,000	100,000
Junior Planner (0-5 yrs)	50,000	65,000	89,000

The figures detailed above should be used as a guide and are based on salary only, exclusive of other benefits.

## Market Update Summary

Like most industries, the A&D market in California was impacted by the pandemic last year. However, the increase in candidates, shift to remote working and recent political changes are bringing around great changes and we are cautiously optimistic for 2021.



Alex James, Managing Director Los Angeles.

In the last twelve months we have seen firms go from being swamped with work and project backlogs to a complete slow-down and in most cases, a hiring hold in Q2/3 last year. Some studios made salary cuts, furloughed staff, and had to make redundancies as part of their cost-saving measures. However, we also saw agile, resilient firms not only retain their staff but continue to hire. Small-to-medium-sized local firms have been the most active and those focused on high-end residential, healthcare and institutional buildings are taking advantage of the great talent pool available.

Moving into 2021 we continue to see candidates at all levels approaching us looking for work. Aside from those that have been furloughed or laid off because of the pandemic, we are seeing applications from some incredibly talented individuals who feel their firm did not look after them well during the lockdowns. The culmination of these conditions means firms looking to hire now have access to incredible talent, offering a welcome change to the highly competitive, candidate-short market of the past few years.

Some of the more forward-thinking studios have leveraged this hiring lull as a chance not just to source experienced architects and designers they have taken the opportunity to strategically build and strengthen their teams for the future. This includes looking for sector heads who can bring business with them and help them expand into markets. Others have strengthened their operations team with strategic hires in finance and HR which they see as key when re-building. We have seen the this kind of role steadily increasing over the last few months and we envisage this trend continuing.

With pandemic lockdown measures requiring entire offices to pivot to remote working, we saw many firms double down on their systems - hiring IT specialists and consultants to set up their teams. We also witnessed increased demand for architects and designers with specific typology experience such as healthcare and residential.

One positive aspect of remote work is that the interviewing process itself has become more flexible and efficient. With reduced commutes in traffic, candidates and clients alike have been able to save time. Socially and politically, the Black Lives Matter movement has brought about important discussions on race and inequality in the workplace, with firms speaking out and others working internally to underscore the importance of diversity and inclusion in their hiring and promotion practices. We hope to see the focus on this continue in the year ahead and beyond.

As we move into 2021, we are experiencing great changes and, although there is no way to predict exactly what we will build together, we believe that architects and designers are well-suited to imagine/create that better future and we are excited to be a part of that.

## Benefits (USA only)

Benefit	Standard	Enhanced	Outstanding
Paid time off	✓ 25 days	✓ 28 days	✓ 39 days
Medical coverage	✓ 75% firm, 25% employee	✓ 80% coverage for employee	✓ 100% coverage for employee & dependents
Dental/vision coverage	✓ Plan offered	✓ 100% coverage for employee	✓ 100% coverage for employee & dependents
Retirement savings plans (e.g. 401k):	✓ Plan offered	✓ 2%-4% matching firm contribution	✓ 5% to 8% matching firm contribution
Discretionary bonus		✓	✓
Signing-on bonus & end of year/holiday bonus			✓
Membership & licensure fees		✓ Some costs covered	✓ Paid annual dues
Professional exams		✓ Reimbursement of exam costs	✓ Paid time off & reimbursement of exam costs
Healthcare flexible spending account		✓	✓
Long-term disability insurance		✓	✓
Life insurance		✓	✓
Commuter benefits/parking program		✓	✓
Employee assistance program		✓	✓
Annual profit share/bonus			✓
Extended maternity/paternity leave			✓
Summer hours program			✓
Fitness club discount			✓

# Bespoke Careers

## About us

We are a specialist recruitment agency dedicated to connecting jobseekers with employers in architecture and design. Set up by trained architects and designers with industry experience in practice – we really do understand our industry and care about the people who work within it.

Established over 15 years ago, we recruit for high-profile design firms locally and internationally and have offices in London, Sydney, Melbourne, New York and Los Angeles.

We source permanent, contract and temporary talent, from entry level appointments through to strategic/leadership roles, across the following areas globally:

- Architecture
- Interior design
- Business support (including HR, marketing, IT, finance and admin)
- A&D products and sales
- BIM specialists
- Strategic appointments
- Landscape & urban design
- Graphics & CGI

## Ways to hire

### Permanent hires

Whether you are seeking to expand your current team or make a succession hire, we are best placed to help. With a global database of over 120,000 pre-screened candidates and an extensive network of top-tier contacts, Bespoke Careers can assist you with your search for the best professionals within the architecture and design industry – finding the right fit for your business.

### Contract/temporary staffing

If you need a temporary specialist, or require staff for a particular project, Bespoke Careers can help. Our extensive network of pre-screened candidates is flexible and we're confident that we can provide short-term staffing solutions to meet those deadlines. We provide you with the temporary worker, handling all of the payroll and taxes etc, and you simply receive an invoice. We also offer temp-to-perm solutions which gives you the flexibility to test new employees on the job and determine if they are the right fit for your business, minimising any risk before committing to a full-time hire.

### Retained search

Our retained search platform is designed for those highly sensitive strategic appointments which are harder to source and fill, such as principals, design leaders, technical directors, CFO, etc. Many people looking for their next strategic move will be doing so with the utmost discretion. We only work on a small number of retained searches at any one time – by paying a small retainer fee upfront, we will actively source people within our networks, identifying the most suitable candidates in the industry for your role.

## The Bespoke way

Our clients benefit from a totally unique service for the following reasons:

### Our consultants are trained architects & designers.

Our consultants have the advantage of having trained and worked in the industry they recruit for; this means they have an unrivalled passion for, and understanding of, our clients' hiring needs and our candidates' career aspirations. This experience allows us to assess strengths and weaknesses accurately when reviewing portfolios and to make informed judgements when matching candidates to our clients' requirements.

### We send our clients detailed interview notes.

These include detailed notes about the applicant's career aspirations, design ability and technical knowledge. These are then sent with the candidate's CV and work samples, giving our clients a thorough understanding of the applicant's expectations as well as their creative, technical and communication skills.

### Above and beyond just recruitment.

Along with finding great talent, we can give you advice including salary benchmarking, restructuring, market updates, international insights and how to come up with a great benefits package for your staff. Our passion for the design industry means we immerse ourselves in industry events and regularly provide CV and portfolio surgeries to support up-and-coming talent in our industry.

### Our candidate database is unrivalled.

With over 120,000 pre-screened candidates on our global database and extensive networks from our time in the industry, we really are best positioned to find you the highest-quality talent for your roles. Every candidate we put forward has been interviewed and had their portfolio reviewed – this means that when we introduce potential candidates to you we will have already met them either in-person or online and will have a solid understanding of their career to date and their aspirations moving forward. We never send out a CV without a candidate's permission, meaning you only receive the best quality CVs from people who want to work for you.

### We can test applicants' Revit/ AutoCAD/Microstation/ArchiCAD/ Adobe skills.

We have a long-standing contract with Knowledgesmart Ltd, the leading skills assessment software testing organisation, which allows us to assess candidates' skills. Once we've interviewed candidates, they are directed to our in-house testing suite or online portal where they undertake an assessment. This allows us to provide our clients with a percentage result and a detailed report which outlines areas that could be improved with training.