

Vivid Recruitment Salary Guide 2025

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Welcome to your one-stop salary guide for the 2025 Australian market in Architecture, Interior Design, Planning, and Engineering!

Whether you're an employer aiming to attract top-tier talent or a candidate curious about what your skills are worth, this guide brings you the latest insights across four core sectors. Inside, you'll find salary benchmarks for roles at every level, from fresh graduates to seasoned leaders, along with emerging trends that are shaping the future of these industries.

But we're not just about numbers—our guide delves into the forces behind them, like the growing demand for sustainable practices, the rise of digital tools like BIM, and Australia's commitment to more diverse and inclusive workplaces.

You'll also discover data on talent shortages, industry stats, and a look at regional trends that highlight where demand is strongest, especially as we prepare for Australia's booming infrastructure projects, including the Brisbane Olympics.

Plus, it's all wrapped up in our signature fun and informative style, making it easy (and maybe even a little entertaining) to navigate today's evolving job market. Whether you're mapping out your next career move or strategising your hiring, this guide is here to help you make informed decisions every step of the way.

So grab a coffee (or something stronger!) and let's dive in!





From Vivid Recruitment's perspective, yearly salary guides in architecture and engineering are essential for several key reasons:

1. Market Benchmarking

Data-Driven Insights: We provide clients with comprehensive salary benchmarks, helping them stay competitive in attracting top talent.

2. Informed Negotiations

Transparency: Our guides facilitate fair negotiations, equipping clients and candidates with the data needed for informed offers.

3. Budget Planning

Strategic Management: We help clients allocate resources effectively by understanding salary trends, aiding in more precise budget planning.

4. Attracting Talent

Optimised Offers: We assist clients in crafting competitive compensation packages, enhancing their appeal to high-quality candidates.

5. Understanding Trends

Market Insights: Our analysis of salary data allows clients to adapt their hiring strategies to emerging trends and skill shortages.

6. Equity and Fairness

Promoting Fairness: Our guides support internal equity and help clients address salary disparities, fostering a fair workplace.

7. Career Development

Guidance for Candidates: We provide candidates with insights into career earnings, encouraging them to pursue relevant skills for growth.

In summary, Vivid Recruitment utilises yearly salary guides to enhance the recruitment process, benefiting both clients and candidates through informed decision-making and strategic hiring practices.

Who is Vivid Recruitment?

Vivid started as a shared vision between mates over a few beers one Wednesday evening that quickly grew into an exciting reality.

After experiencing agency recruitment within both global and boutique businesses, we knew it was time to venture out on our own and stamp our individual mark on the construction industry.

Growing to a team of three, with over 24 years dedicated recruiting knowledge between us, we are confident that we have pretty much seen it all - the good, the bad and the ugly. We want to package up that experience, simplify it, and use it to add as much value as we can to each and every candidate and client we partner with.

With so many buzzwords, 'used car salesman' recruiters, and quite frankly bulls**t floating around the industry, we are committed to stripping back the recruitment process to offer you a simple, honest, reliable and tailored service. That's it.

We are a small company of great mates who are the go-to consultants in our respective markets, looking to deliver the best candidates and partner with the very best clients. That's what Vivid is all about.

Clear and simple.



Meet the Crew



NICK KOOP

DIRECTOR

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With over 10 years of recruitment experience, Nick brings a well-rounded and thorough approach to every candidate and client that he deals with.

His ability to understand a person's needs and experience while also effectively meeting financial and business requirements is particularly helpful, especially in a candidate short market.

He has built excellent relationships within the engineering domain, ranging from start-ups to global consultancies, and demonstrates honesty and integrity as the key pillars of his approach.



LEE STEVENS

DIRECTOR

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Lee is a proven consultant with over 14 years local and international Architectural and Design experience.

He has worked with boutique studios through to international consultancies and prides himself on his vast industry network and his honest and professional approach.

He is a passionate and driven person who applies common sense and excellent business acumen to each challenge and builds solid and reliable relationships with everyone he works with.



What's in it for you?

We work with you to come up with the very best solutions for your challenges!

1

Great Talent + Organisations

Access to the best in the biz through our extensive networks.

2

Subject Matter Experts

Consultants who live and breathe the industries they work in.

3

Adaptability

The agility to adapt to your processes, not force you into ours.

4

A Simple Approach

No fuss, no bulls*it, just really good recruitment.

5

Absolute Honesty

We'll tell what you need to hear even when it doesn't serve us.

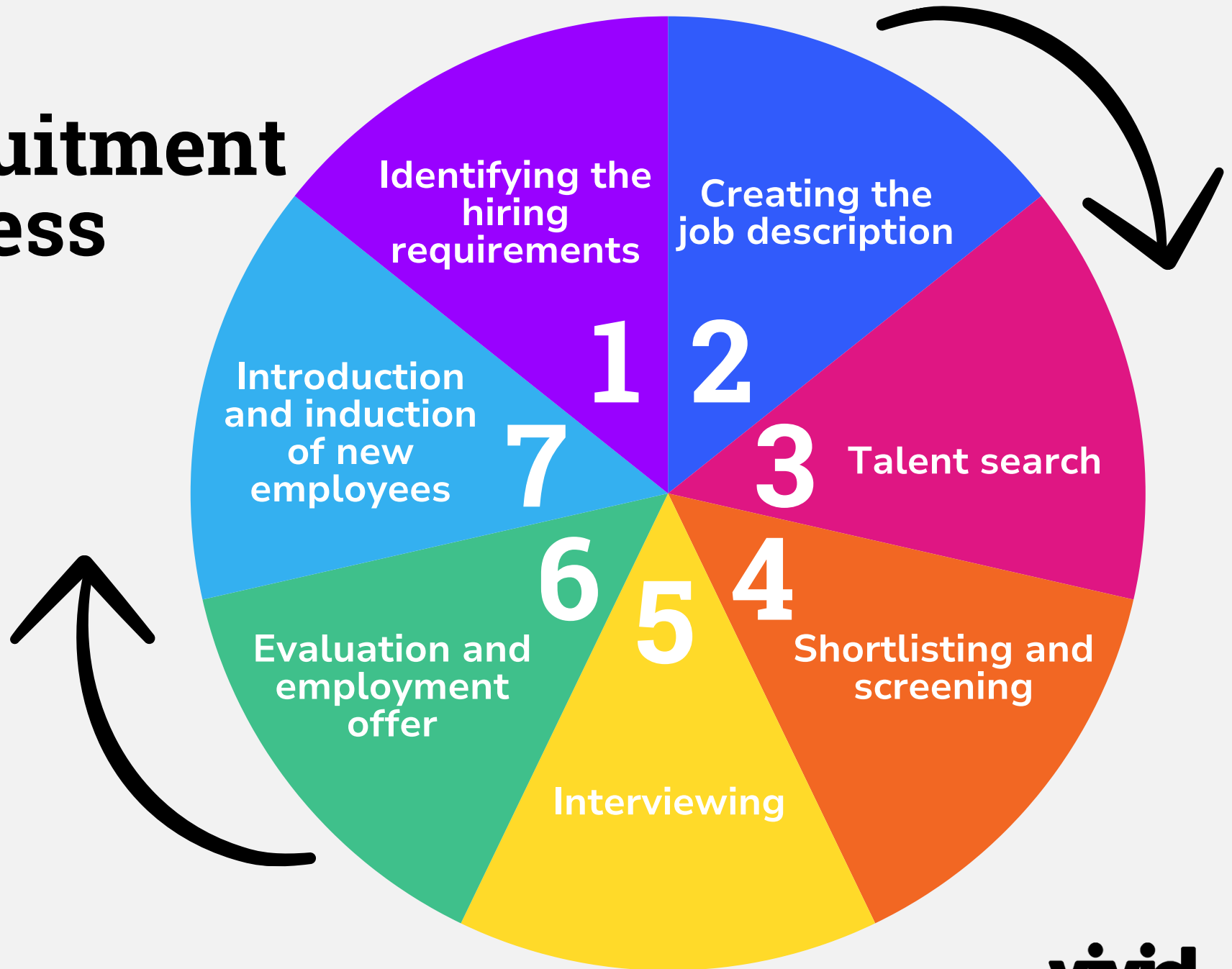
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A Bit of Fun!

A laugh, a coffee, a beer – you name it, we're on board.



Our Recruitment Process



What's the market telling us?

Here's a brief snapshot with a couple of graphics.

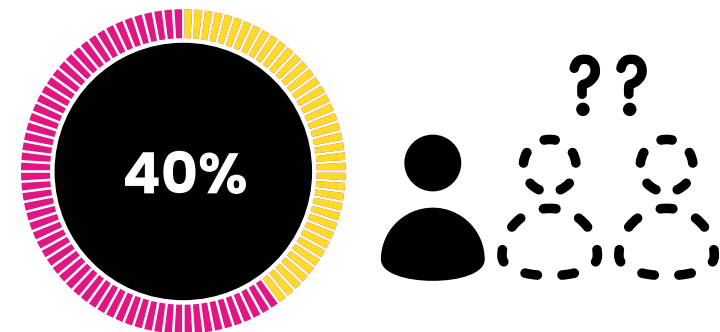
Sustainability

Growing emphasis on sustainable practices, eco-friendly materials, and carbon-neutral designs. 75% of architecture and engineering firms prioritise sustainable practices.



Talent Shortages

Skilled labour shortages persist in specialised fields, particularly BIM and sustainability. Over 40% of firms report challenges filling BIM and sustainable design roles.

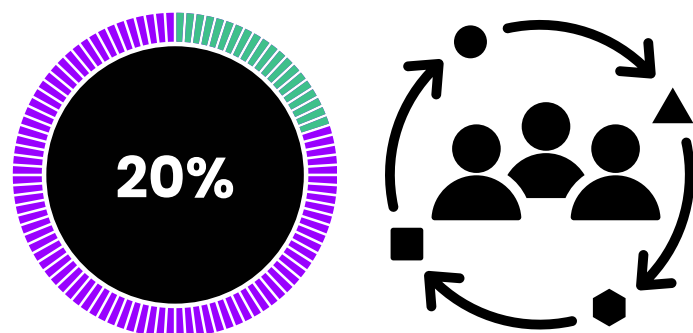


Leadership Diversity

Progress in leadership roles has been slower, though initiatives are underway to boost representation.

In architecture, although women account for about 30% of registered professionals, there is still a gap in higher-level positions, with men holding the majority of senior roles.

Female representation is notably low in engineering, particularly in civil and structural disciplines. Women in leadership in engineering remain underrepresented, with less than 20% holding executive roles.

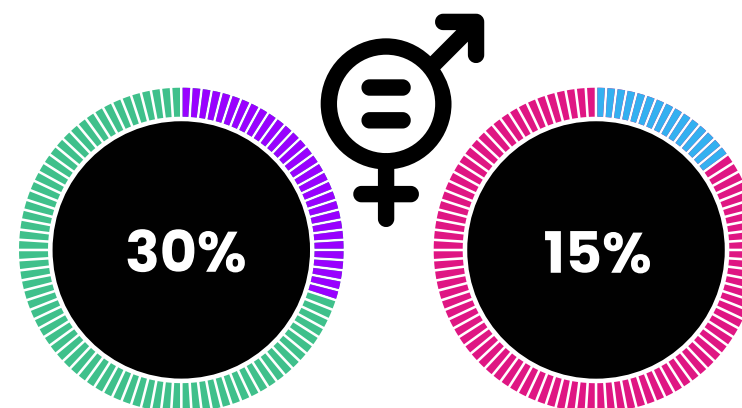


Diversity & Gender Balance

Gender diversity initiatives are increasing to address underrepresentation in certain roles.

Architecture and engineering firms are actively trying to improve gender balance, but there is still work to be done.

Women represent 30% of architects and under 15% of engineers. Efforts are underway by major engineering bodies to increase female participation to at least 25% by 2030.



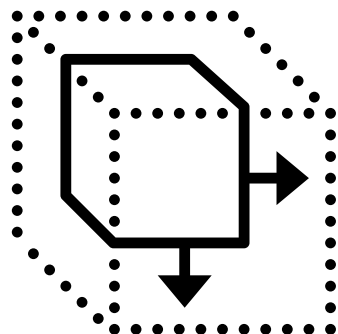
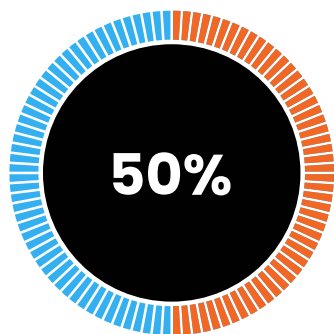


Tech Integration

There is also a sharp increase in demand for BIM (Building Information Modelling) experts, as digital and data-driven design practices become standard in construction and infrastructure projects.

There is also a rising demand for AI and digital tools to improve design accuracy and efficiency.

50% increase in BIM-related roles across sectors, with approximately 45% of engineering firms report difficulty filling BIM-related roles.

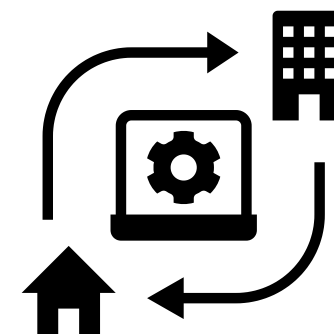
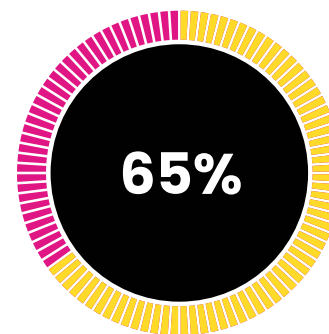


Hybrid Work + Flexibility

Flexibility remains a key draw, with firms offering hybrid or remote options to attract talent. 65% of companies offer hybrid work arrangements.

Flexible working arrangements and hybrid work environments are increasingly seen as essential to attracting and retaining talent.

Although there is a trend developing in Architecture practices to be back in the office five days a week.





Current trends in the Australian architecture market include:

- **Sustainable Design:** A strong focus on environmentally friendly materials and energy-efficient buildings, driven by regulatory changes and consumer demand for sustainability.
- **Modular and Prefabricated Construction:** Increased adoption of modular design to reduce construction time and costs, addressing housing shortages and urban density issues.
- **Biophilic Design:** Incorporating natural elements into architecture to enhance well-being and connectivity to nature, especially in urban settings.
- **Adaptive Reuse:** Revitalising existing buildings for new purposes, reflecting a sustainable approach and preserving cultural heritage.
- **Smart Technology Integration:** Using smart systems for lighting, security, and energy management, enhancing user experience and operational efficiency.
- **Wellness-Focused Spaces:** Designing for health and well-being, with features that promote physical activity, natural light, and ventilation.
- **Community-Centric Developments:** Emphasising public spaces and community engagement in urban planning, fostering social interaction and local culture.

These trends are influenced by economic factors, climate considerations, and evolving societal needs.





The Australian architecture market is facing several challenges:

- **Supply Chain Issues:** Ongoing disruptions and material shortages have increased costs and extended project timelines, impacting overall efficiency.
- **Labour Shortages:** A lack of skilled workers in the construction and design sectors is hindering project delivery and innovation.
- **Regulatory Complexity:** Navigating complex building codes and regulations can delay projects and increase compliance costs.
- **Climate Change Adaptation:** Architects are under pressure to design buildings that are resilient to climate impacts, requiring new approaches and technologies.
- **Housing Affordability:** Rising property prices and demand for affordable housing create challenges for architects to deliver viable solutions within budget constraints.
- **Sustainability Pressures:** While there's a push for sustainable design, balancing environmental goals with client budgets and expectations remains a significant challenge.
- **Market Competition:** Increasing competition among firms can lead to price wars and pressures to cut costs, potentially compromising quality.

These challenges require architects to adapt and innovate continually.



Current trends in the Australian engineering market include:

- **Sustainable Solutions:** A focus on eco-friendly materials, energy efficiency, and carbon reduction in response to regulations and sustainability demands.
- **Modular and Offsite Construction:** Prefabricated and modular methods streamline projects, cut costs, and address labour shortages, especially in remote and urban areas.
- **Green Infrastructure:** Integrating natural elements into infrastructure, like green roofs and stormwater systems, boosts resilience and biodiversity.
- **Adaptive Reuse:** Repurposing existing infrastructure is a cost-effective way to support growth while preserving heritage and reducing waste.
- **Smart Technology Integration:** Sensors, automation, and IoT improve monitoring, efficiency, and user experience across projects.
- **Wellness-Focused Design:** Engineering for health and well-being includes optimising lighting, ventilation, and noise control in public spaces.
- **Community-Centric Infrastructure:** Infrastructure that fosters social interaction and resilience, built to withstand environmental challenges.

These trends are shaped by technological advances, economic factors, and the drive for resilient, sustainable infrastructure.





The Australian engineering market is navigating a series of challenges:

- **Supply Chain Disruptions:** Material shortages and logistical issues are delaying projects and raising costs.
- **Labour Shortages:** A lack of skilled engineers is limiting project delivery and stalling innovation.
- **Regulatory Hurdles:** Compliance with complex regulations often leads to delays and higher costs.
- **Climate Resilience:** Engineers must develop solutions to address climate impacts, requiring sustainable practices.
- **Infrastructure Demands:** Urban growth strains existing infrastructure, creating a need for rapid upgrades and new projects.
- **Technological Advancement:** Keeping up with AI and automation presents both opportunities and challenges for staying competitive.
- **Market Saturation:** Increasing competition puts pressure on pricing, risking quality and service standards.

These challenges call for innovation, adaptability, and an eye for both detail and the big picture, pushing engineers to redefine traditional approaches in a rapidly changing market.

Architecture + Interior Design

Architecture

Job Title	\$A Salary Range
Architectural Graduate	AUD \$62,898 – \$72,718
Architect	AUD \$75,000 – \$90,000
Senior Architect	AUD \$110,000 – \$140,000
Project Architect/Project Lead	AUD \$80,000 – \$100,000
BIM Manager	AUD \$100,000 – \$140,000
Associate Architect	AUD \$110,000 – \$140,000
BID Coordinator	AUD \$70,000 – \$90,000
BID Manager	AUD \$100,000 – \$130,000
Senior BID Manager	AUD \$130,000 – \$160,000

Job Title	\$A Salary Range
Associate Director	AUD \$160,000 – \$200,000
Principal/Director	AUD \$200,000+
Studio Manager	AUD \$110,000 – \$150,000
Senior Studio Leader	AUD \$180,000 – \$220,000
Sector Lead	AUD \$160,000 – \$220,000
Senior Sector Lead	AUD \$220,000 – \$280,000+
Technician/Documenter	AUD \$60,000 – \$90,000
3D Visualiser	AUD \$70,000 – \$100,000

Interior Design

Job Title	\$A Salary Range
Graduate of Interior Design	AUD \$50,000 – \$65,000
Interior Designer	AUD \$70,000 – \$90,000
Senior Interior Designer	AUD \$85,000 – \$110,000
Associate Interior Designer	AUD \$115,000 – \$140,000
Senior Associate	AUD \$150,000 – \$180,000
Principal	AUD \$200,000+
Director	AUD \$250,000+

The figures provided above exclude superannuation. As of 1 July 2023, under the Architects Awards 2020 [MA000079], a full-time Graduate of Architecture* at entry level must receive a minimum annual salary of \$62,898 plus super. A full-time Registered Architect** at entry level or an Experienced Graduate of Architecture is entitled to a minimum of \$72,718 per annum. For reference, the Australian national minimum wage stands at \$45,905.60 per year. This information is intended as a general guide only. For the latest pay rates and award standards, please visit the Fair Work Commission website at www.fairwork.gov.au.





Key Trends

Architecture: Designing Success

The architectural market is poised for growth, especially with major projects on the horizon such as the Brisbane 2032 Olympics. Sustainability and technology (BIM/AI) continue to shape the future of architecture.

Summary:

- Sustainability and green building design are central to project demands.
- Proficiency in BIM and AI tools is increasingly essential.





Key Trends

Interior Design: Designing Futures

Interior design is booming, particularly in the multi-residential and commercial sectors. The need for innovative, sustainable spaces is driving up demand for creative professionals.

Summary:

- FF&E (Furniture, Fixtures, and Equipment) expertise is becoming crucial as refurbishment and fit-out projects grow.
- Hybrid workspace design is a key focus, especially as companies adapt to a mix of in-office and remote working setups.
- Sustainability in material selection and design approach is now a standard.

Urban Design + Planning



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Urban Design + Planning

PLANNING

Job Title	\$A Salary Range
Graduate Planner	AUD \$60,000 – \$70,000
Mid-Level Planner	AUD \$75,000 – \$90,000
Senior Planner	AUD \$95,000 – \$110,000
Associate Planner	AUD \$110,000 – \$130,000
Senior Associate Planner	AUD \$125,000 – \$140,000
Associate Director	AUD \$150,000 – \$190,000
Director	AUD \$200,000+

URBAN DESIGN

Job Title	\$A Salary Range
Graduate Urban Designer	AUD \$60,000 – \$70,000
Urban Designer	AUD \$70,000 – \$90,000
Senior Urban Designer	AUD \$100,000 – \$120,000





Key Trends

Planning: Navigating Growth

Urban planners are in high demand as Australia's cities focus on sustainable development, particularly in transportation, smart cities, and the Olympic infrastructure for Brisbane. Expertise in climate resilience and sustainable urban spaces are critical assets for today's planners.

Summary

- Planners with expertise in sustainability and climate resilience are highly sought after.
- Data analytics and AI are playing an increasing role in urban planning.
- Smart cities and climate resilience continue to shape the urban planning landscape.
- The rise in sustainable transport and infrastructure projects is creating demand for specialised planners.



Engineering

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RECRUITMENT



Engineering

Job Title	\$A Salary Range
Graduate Engineer	AUD \$65,000 – \$75,000
Mid-Level Engineer	AUD \$80,000 – \$110,000
Senior Engineer	AUD \$120,000 – \$140,000
Associate/Principal Engineer	AUD \$140,000 – \$170,000
Associate/Technical Director	AUD \$170,000 – \$250,000
Director	AUD \$230,000 – \$300,000

Job Title	\$A Salary Range
Junior Revit Modeller	AUD \$65,000-\$80,000
Intermediate Revit Modeller	AUD \$80,000 – \$100,000
Senior Revit Modeller	AUD \$110,000 – \$130,000
BIM Lead/BIM Manager	AUD \$130,000 – \$160,000
Digital Engineering Lead	AUD \$160,000 – \$200,000





Key Trends

Engineering: Building a Sustainable Future

Engineering roles, particularly within civil, structural, and mechanical disciplines, are buoyed by public infrastructure projects and renewable energy initiatives.

As the demand for smart and sustainable infrastructure grows, so does the value of engineers who can integrate advanced technology into their work

Summary

- Increased investment in renewable energy and smart infrastructure projects.
- Engineers skilled in renewable energy technologies are highly sought after, particularly for solar and wind projects.
- Smart infrastructure design, including IoT and AI, is becoming a major focus across all sectors.



Business Support



Business Support

Studio + Project Leaders

Job Title	\$A Salary Range
Studio Leader / Manager	AUD \$130,000 – \$180,000
Senior Studio Leader	AUD \$180,000 – \$220,000
Project Lead (Arch/Design/Eng)	AUD \$110,000 – \$150,000
Senior Project Lead	AUD \$150,000 – \$200,000
Office Manager	AUD \$150,000 – \$200,000

Sector Leads

Job Title	\$A Salary Range
Sector Lead (Arch/Eng/Planning)	AUD \$160,000 – \$220,000
Senior Sector Lead	AUD \$220,000 – \$280,000+

BID + Marketing Roles

Job Title	\$A Salary Range
BID Coordinator	AUD \$70,000 – \$90,000
BID Manager	AUD \$100,000 – \$130,000
Senior BID Manager	AUD \$130,000 – \$160,000
Marketing Coordinator	AUD \$65,000 – \$80,000
Marketing Manager	AUD \$90,000 – \$120,000

Other Support

Job Title	\$A Salary Range
HR Manager	AUD \$100,000 – \$130,000
Finance Manager	AUD \$130,000 – \$160,000





Final Thoughts

Employers:

To stay competitive, focus on offering flexible work arrangements, transparent salary ranges, and strong diversity and inclusion policies. Upskilling staff in emerging technologies such as AI, BIM, and sustainability will also pay off as the industry evolves.

Candidates:

Leverage your knowledge of sustainability, technology, and flexibility to negotiate the best packages. Highlight skills that align with future-forward trends like smart infrastructure, sustainable design, and tech integration.

The information provided in this salary guide is intended for general guidance purposes only. While every effort has been made to ensure the accuracy and reliability of the data presented, variations may occur due to factors such as geographical location, industry sector, job role, level of experience, and other individual circumstances.



Recruitment. Clear and simple.

Get in touch

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