DESIGN &BUILD



SALARY GUIDE 2024-25

ARCHITECTURE & INTERIORS

#Building**Trust**

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INTRO

Our much-anticipated **Salary Guide 2024-25** for Australia's Architecture & Interiors industry brings you an in-depth analysis of salary trends, insights, and benchmarks that will help employers and professionals navigate the dynamic landscape of this thriving sector.

Based on a detailed survey encompassing responses from over **1,500** professionals, this whitepaper presents a nuanced understanding of the evolving demographic trends and salary expectations in the Architecture & Interiors sector.



This guide aims to provide employers and candidates with comprehensive insights into the market forces, helping them strategise effectively.

METHODOLOGY

This whitepaper is crafted to distil the insights gathered from an extensive survey with Australian Architecture & Interiors professionals. Conducted by Design & Build with meticulous attention to detail, the survey targeted a diverse group of industry participants to gather empirical data on salary norms and workforce demographics.

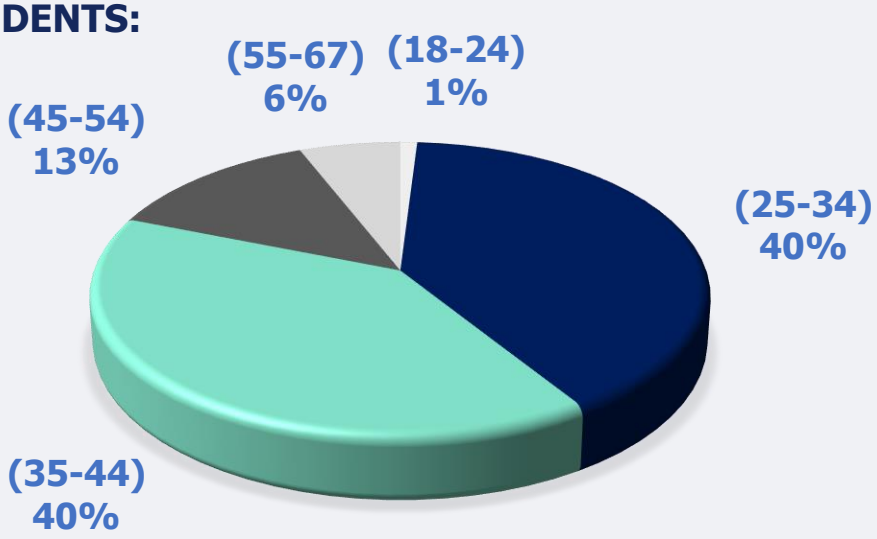
Then, our consultants analysed this data, incorporating averages from the positions we recruit for. Our focus on quality assurance ensures the accuracy and reliability of our findings. While the Salary Guide serves as a general reference, please keep in mind that individual factors and market dynamics may influence compensation.

This guide aims to equip all market stakeholders - job seekers, current employees, and employers - with robust info to make informed decisions regarding employment conditions, career progression, and hiring practices for the upcoming year.

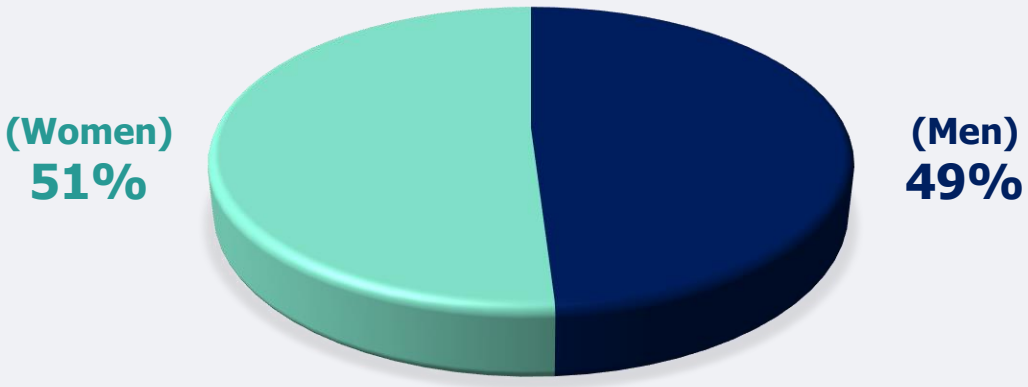


SNAPSHOTS

AGES OF RESPONDENTS:

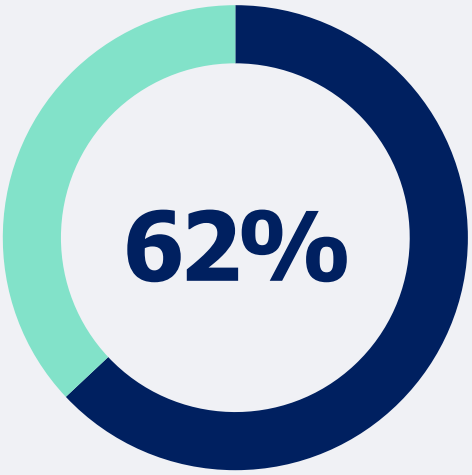


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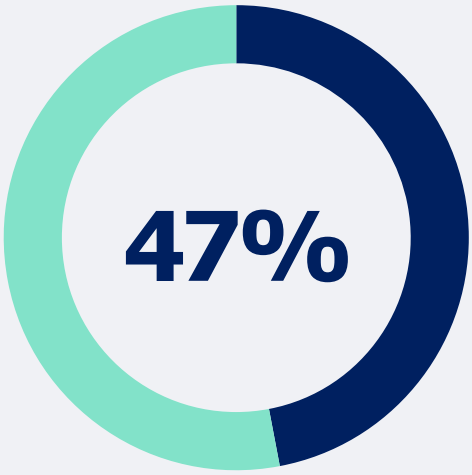


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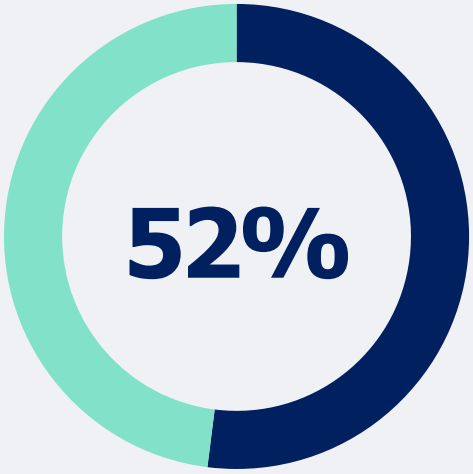
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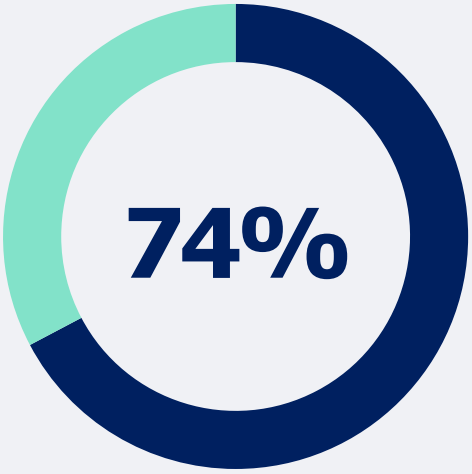
of respondents have been with their current company for less than 2 years



of respondents have not received a pay rise at their current company



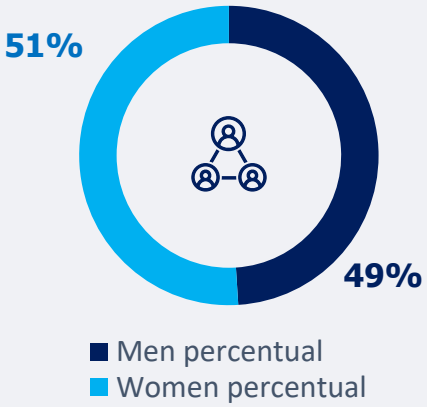
are unsure about receiving a pay rise this year



of respondents think they are not being paid the current market rate or are unsure

MARKET OVERVIEW

Demographics of Respondents

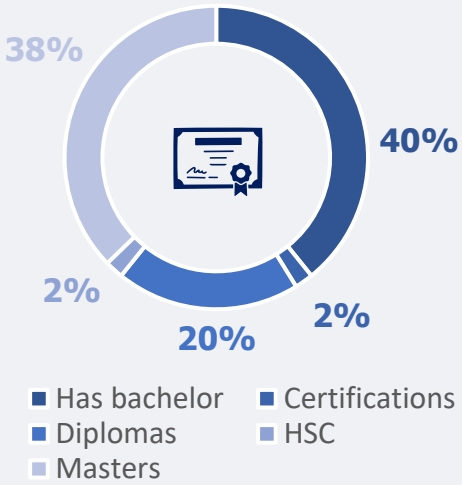


The survey revealed a great balance in the Architecture & Interiors field, **with women constituting approximately 51% of respondents,** while men represent **49%**. These numbers reflect a better balance than last year (47% women vs 53% men), highlighting positive results of promoting an inclusive industry atmosphere regarding gender diversity.

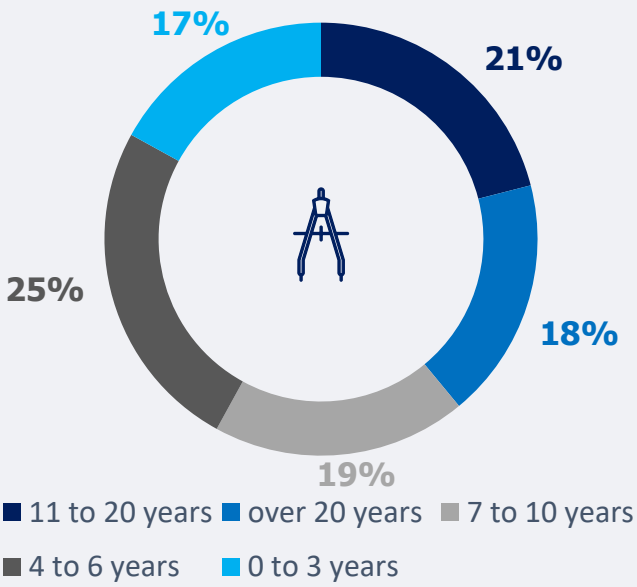
Educational Backgrounds

A significant portion of the workforce **(40%) possesses bachelor's degrees and 38% possess master's degrees,** showcasing a preference for formal education.

However, a smaller percentage also joined the workforce through vocational paths such as **diplomas (20%)**, indicating diverse entry points into the industry.



Overall Industry Experience



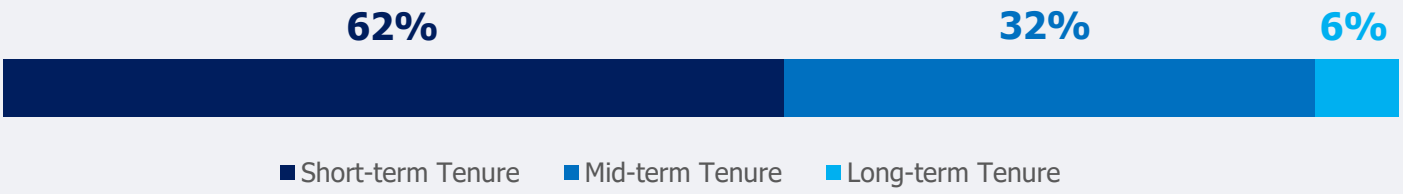
The overall industry experience of candidates shows a great balance of expertise in the Architecture & Interiors sector. A substantial **21% of the respondents have been in the industry for 11 to 20 years**, and **18% have over 20 years of experience.**

This seasoned expertise is contrasted by a fraction of the workforce **with 0 to 3 years (17%)**, **4 to 6 years (25%)**, and **7 to 10 years (19%) of experience**, indicating a robust pipeline of emerging talent growing into their roles alongside highly experienced professionals.

EMPLOYEE RETENTION

The data points to considerable mobility within the sector, with a majority (**62%**) of the workforce having been with their current employers for **less than two years**. This suggests a dynamic job market where opportunities for advancement prompt frequent transitions between companies. Those with longer tenures are fewer, suggesting that while experience is valued, the fast-paced nature of the industry often leads to changes in employment to seek better prospects or advancements.

Understanding the dynamics of employee tenure within a company is crucial for developing effective retention strategies. The survey data provides an insightful look into the tenure distribution within the Architecture & Interiors sector:



Short-term Tenure (0 - 2 years): 62% of the respondents fall into this category, suggesting a high turnover rate. This could be attributed to several factors, including market competition, career advancement opportunities elsewhere, or dissatisfaction with current roles.

Mid-term Tenure (3 - 9 years): 32% of the workforce has been with their current employer for between three to nine years. This group likely represents individuals who have found stable roles that offer satisfactory career progression and benefits.

Long-term Tenure (10+ years): Only 6% of employees have stayed with the same company for over a decade, highlighting a significant challenge in retaining talent long-term. This segment typically includes highly skilled professionals who have likely climbed to upper management roles or possess specialised skills that are invaluable to the company.

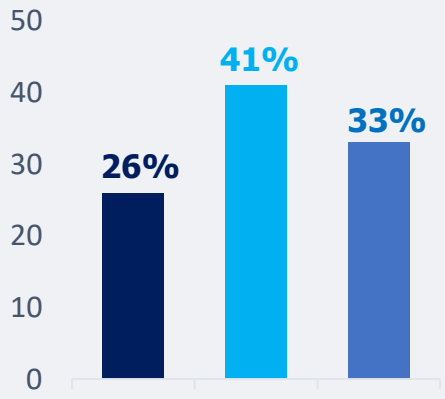
PAY RISE EXPECTATIONS

This section examines the correlation between pay rise expectations and various factors such as market rate perception, past pay rise experiences, and future career prospects to provide employers with valuable insights into what their workforce values and expects in terms of salary adjustments.

These insights are intended to assist stakeholders in creating compensation packages that are not only fair and competitive but also aligned with their employees' expectations and needs.

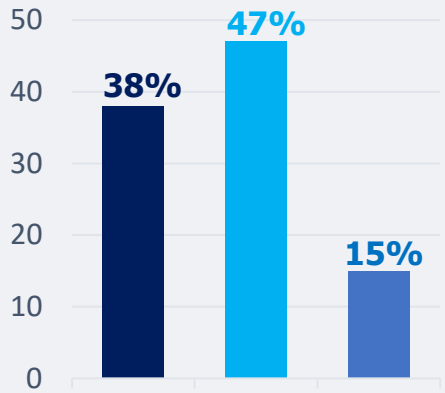
Below, we will break down these expectations in detail, providing a clearer picture of the current market perception by professionals. This analysis will help inform better strategic decisions regarding salary adjustments and highlight ways to enhance employee satisfaction through thoughtful compensation and clear communication.

Current Market Rate Perception



- **Only 26% of respondents** believe they are being paid the current market rate, which suggests a moderate level of dissatisfaction with compensation.
- **41% feel that they are not receiving market-rate compensation**, and **33% are unsure**, indicating considerable discontent or uncertainty regarding their pay relative to the industry standard.

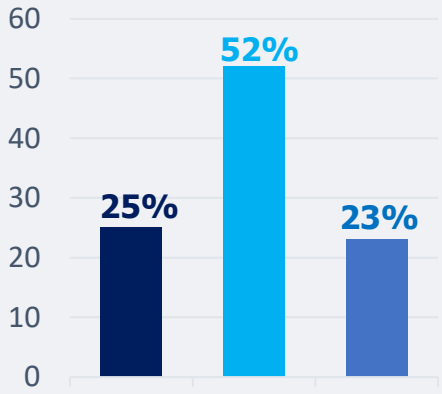
Historical Pay Rises



- **38% of the employees received a pay rise less than a year ago**, while another **47% have not received any pay rise** during their current employment.
- **Only 15% received a pay increase more than a year ago**, which might contribute to feelings of under-compensation among these individuals.

Future Pay Rise Expectations

- Looking forward, only **25% of all surveyed individuals expect a pay rise over the next financial year**.
- **52% are unsure about receiving a pay rise**, **and 23% do not anticipate an increase**, reflecting a significant level of uncertainty and pessimism about future earnings potential.



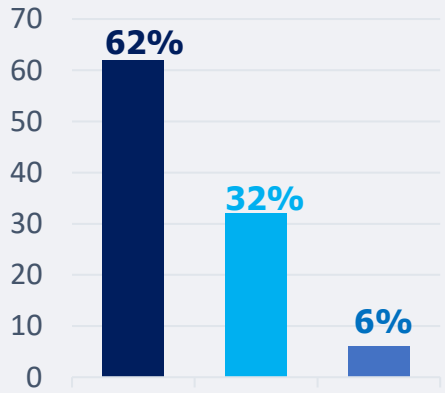
RETENTION VS PAY RISE

The relationship between employee retention and the frequency of pay rises reveals significant insights into job satisfaction and workforce stability within the Architecture & Interiors sector.

The analysis presented here segments the workforce based on tenure and examines the correlation between employees' history of receiving pay rises and their decision to remain with the same employer.

Through this focused investigation, we provide employers with evidence-based recommendations on how to structure their pay practices to attract and retain top talent in a highly competitive market.

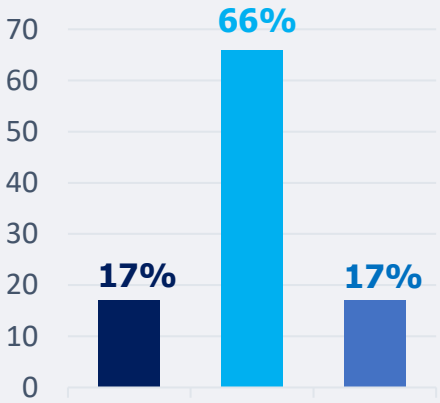
Short-term Tenure (0 - 2 years)



- **62% of employees with this tenure have not received a pay rise**, which could contribute to the higher turnover seen in this group.
- **32% received a pay rise less than a year ago**, and **only 6% more than a year ago**, suggesting limited financial incentives to stay longer.

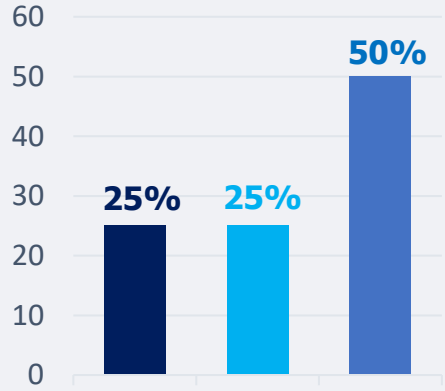
Mid-term Tenure (3 - 9 years)

3 – 5 YEARS



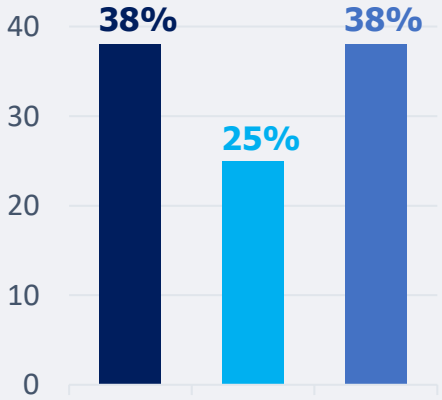
- **17% of this group has not received a pay rise**, while another **17% received a pay rise more than a year ago**.
- **66% received a pay rise less than a year ago,** showing recent recognition for these employees.

6 – 9 YEARS



- **25% of this group has not received a pay rise**, while another **25% received a pay rise less than a year ago**.
- **50% received a pay rise more than a year ago,** showcasing the retention strategies for mid-term employees.

Long-term Tenure (10+ years)



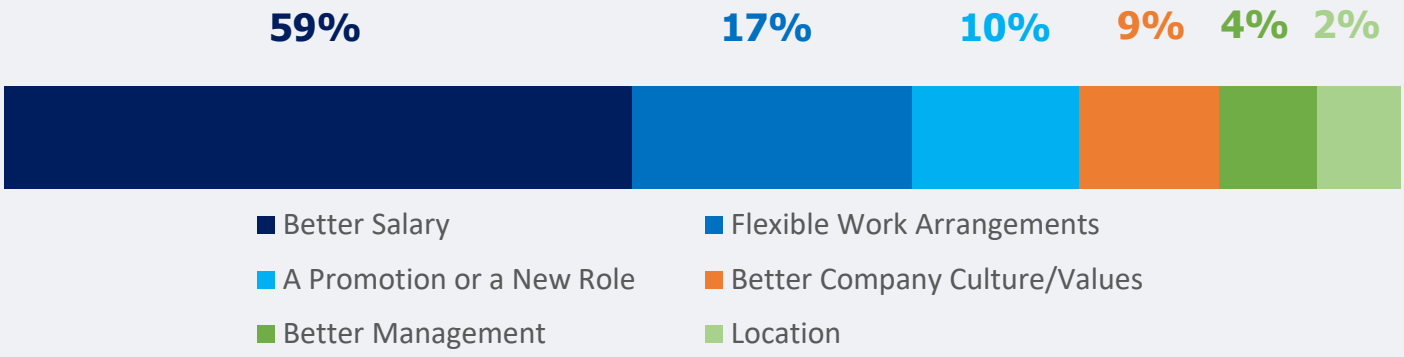
- Curiously, the same percentage (**38%**) of respondents in this category **haven't received a pay rise** at their current company and **received it more than a year ago**.
- However, a smaller percentage **(25%) received a pay rise less than a year ago.**

FACTORS INFLUENCING TURNOVER

This section explores the key motivations that prompt Architecture & Interiors professionals to consider new job offers. Through a comprehensive analysis of survey data collected from industry professionals, we explore how factors such as salary adjustments, career advancement opportunities, work-life balance, and company culture play essential roles in their career moves.

By identifying these core motivators, employers can better tailor their recruitment and retention strategies to meet the expectations and needs of their workforce, thereby enhancing job satisfaction and organisational loyalty. The insights provided here are intended to aid stakeholders in creating a more engaging and supportive work environment that aligns with the professional and personal aspirations of their employees.

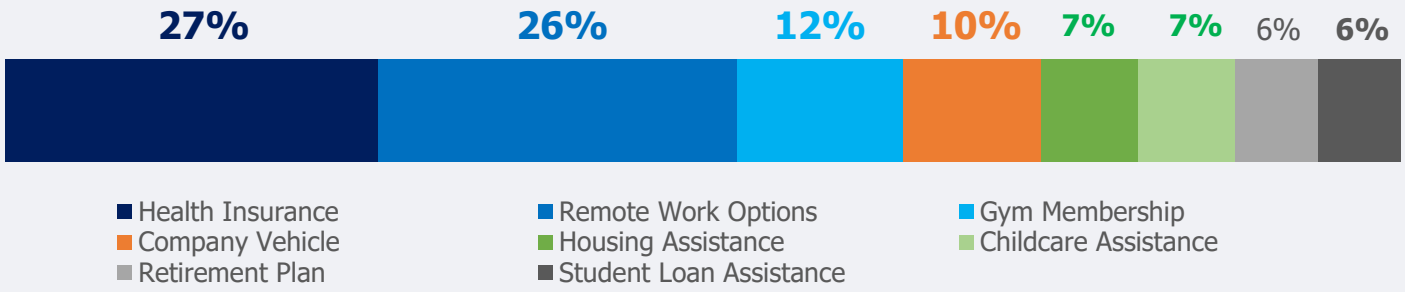
Key Motivators for Considering a New Job Offer



- **Better Salary: A significant 59% of respondents** indicated that a higher salary would be their primary reason for considering a new job offer, underscoring the importance of competitive pay in retention and recruitment strategies.
- **Flexible Work Arrangements: 17% value the ability to work remotely** or have flexible scheduling options, highlighting the prioritisation of a good work/life balance.

- **A Promotion or a New Role:** **10% are motivated** by the prospect of career advancement through a promotion or by moving into a new role.
- **Better Company Culture/Values:** **9% value** more a culture fit with the company and their values, showcasing its importance in overall job satisfaction.
- **Better Management:** **4% would switch** jobs for improved leadership and management practices.
- **Location** was cited by **2% of the workforce**, highlighting concerns with long commuting.

Desired Benefits



- **Health Insurance:** The most desired benefit, with **27% of professionals,** reflecting a widespread concern for health and wellness.
- **Remote Work Options:** **26% would consider** a new job if it offered the possibility of working remotely, highlighting again the importance of flexible work arrangements.
- **Gym Membership:** **12% are looking for support** in maintaining their physical health through corporate gym memberships
- **Company Vehicle:** This is a key benefit for **10% of respondents**, possibly due to the nature of their roles requiring travel or long commuting.

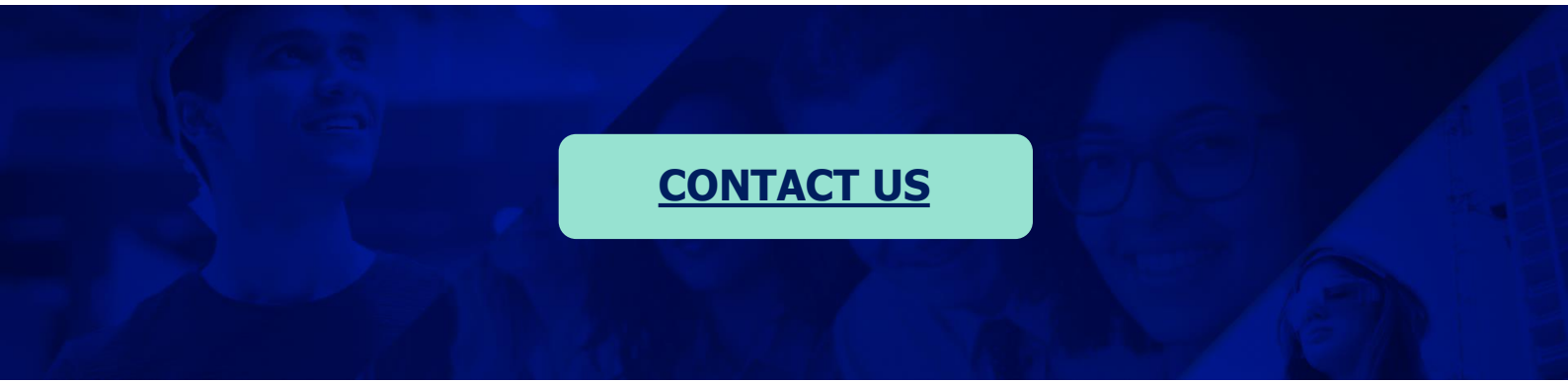
- **Housing Assistance: 7% would appreciate** help with housing, which can be particularly valuable in areas with high living costs.
- **Childcare Assistance: 7% also would be swayed** by childcare support, underscoring the importance of family-friendly policies.
- **Retirement Plan: 6% prioritise long-term** financial stability through structured retirement planning.
- **Student Loan Assistance: 6% value assistance** with education-related debts.

This section illustrates the diverse range of factors that can influence decision-making when professionals consider changing employers. These insights should guide companies in crafting more appealing job offers and improving their employment value proposition to attract and retain top professionals.

CONCLUSION

The Australian Architecture & Interiors sector is set to experience continued growth and diversification in the coming years. By staying informed about demographic trends and salary standards, stakeholders can better navigate the challenges and opportunities that lie ahead, ensuring sustained success and stability.

If you need support to discuss the presented data, find your next career move or make strategic decisions for your organisation and grow your team, don't hesitate to reach out to us to chat with a specialised consultant.



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SALARY GUIDE

Architecture & Interiors

AVERAGE BASE SALARY
FOR 12 MONTHS AUD
EXCLUDING SUPERANNUATION

Project Architect	
Location	**Salary Range**
NSW - Sydney	$85,000 - $150,000
QLD - Brisbane	$75,000 - $130,000
VIC - Melbourne	$85,000 - $150,000
WA - Perth	$75,000 - $125,000

Architect	
Location	**Salary Range**
NSW - Sydney	$75,000 - $180,000
QLD - Brisbane	$65,000 - $100,000
VIC - Melbourne	$75,000 - $180,000
WA - Perth	$65,000 - $100,000

Interior Architect	
Location	**Salary Range**
NSW - Sydney	$70,000 - $130,000
QLD - Brisbane	$60,000 - $115,000
VIC - Melbourne	$70,000 - $130,000
WA - Perth	$60,000 - $115,000

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Design

AVERAGE BASE SALARY
FOR 12 MONTHS AUD
EXCLUDING SUPERANNUATION

Design Principal	
Location	**Salary Range**
NSW - Sydney	$150,000 - $180,000
QLD - Brisbane	$120,000 - $160,000
VIC - Melbourne	$150,000 - $180,000
WA - Perth	$120,000 - $160,000

Design Manager	
Location	**Salary Range**
NSW - Sydney	$120,000 - $160,000
QLD - Brisbane	$100,000 - $140,000
VIC - Melbourne	$120,000 - $160,000
WA - Perth	$100,000 - $140,000

Interior Design	
Location	**Salary Range**
NSW - Sydney	$60,000 - $150,000
QLD - Brisbane	$50,000 - $130,000
VIC - Melbourne	$60,000 - $150,000
WA - Perth	$50,000 - $130,000

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SALARY GUIDE

Architecture & Interiors

AVERAGE BASE SALARY
FOR 12 MONTHS AUD
EXCLUDING SUPERANNUATION

Draftsperson/Documenter	
Location	**Salary Range**
NSW - Sydney	$60,000 - $110,000
QLD - Brisbane	$50,000 - $90,000
VIC - Melbourne	$60,000 - $110,000
WA - Perth	$50,000 - $90,000