



kappa
executive search

2021

ARCHITECTURE & INTERIOR DESIGN SALARY SURVEY

DESIGN | CONSTRUCTION | ENGINEERING



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FOREWORD

Both Architecture and Interior Design are currently experiencing an extremely busy period, well ahead of pre-covid levels. For Kappa, this kicked off in September last year and has shown no sign of slowing down.

As I write, Sydney and Melbourne are back in lockdown. However, this does not appear to have shaken the confidence of investors or employers.

The forecasts recently released by the Australian Construction Industry Forum (ACIF) reveal that the Australian building and construction market is bouncing back strongly from last year's dip. Growth is exceeding expectations based on Australia's ability to bring the spread of COVID-19 under control and the deployment of a comprehensive range of policy measures designed to provide a strong stimulus and a rapid recovery. The new forecasts project growth of 2.7%, bringing the level of building and construction work up to \$243 billion in 2021.

This survey was carried out in June 2021. Overall we have found that salaries have increased since September 2020 as employers compete for talent. However, we have probably reached the tipping point. We're now seeing a move towards robust benefits packages for Architecture and Interior Design professionals of all experience levels. These include perks like car allowances, flexible work arrangements and health care subsidies.

Whilst salary packages are key for any jobseeker, it seems to be that other motivators are becoming increasingly significant, including organisational culture and diversity, flexibility, career progression opportunities, and training & development.

Read on to learn more about current salary rates and industry trends.

If you need the right team to help you grow your organisation, or perhaps you are considering your own career, then don't hesitate to get in contact and together we can talk about how Kappa Executive Search can help.

DISCLAIMER: The salaries listed have been compiled from a survey undertaken by Kappa Executive Search in June 2021 of current candidates. All figures are listed in Australia Dollars. While every care has been taken in compiling the information, it is intended as a guide only and does not constitute advice.

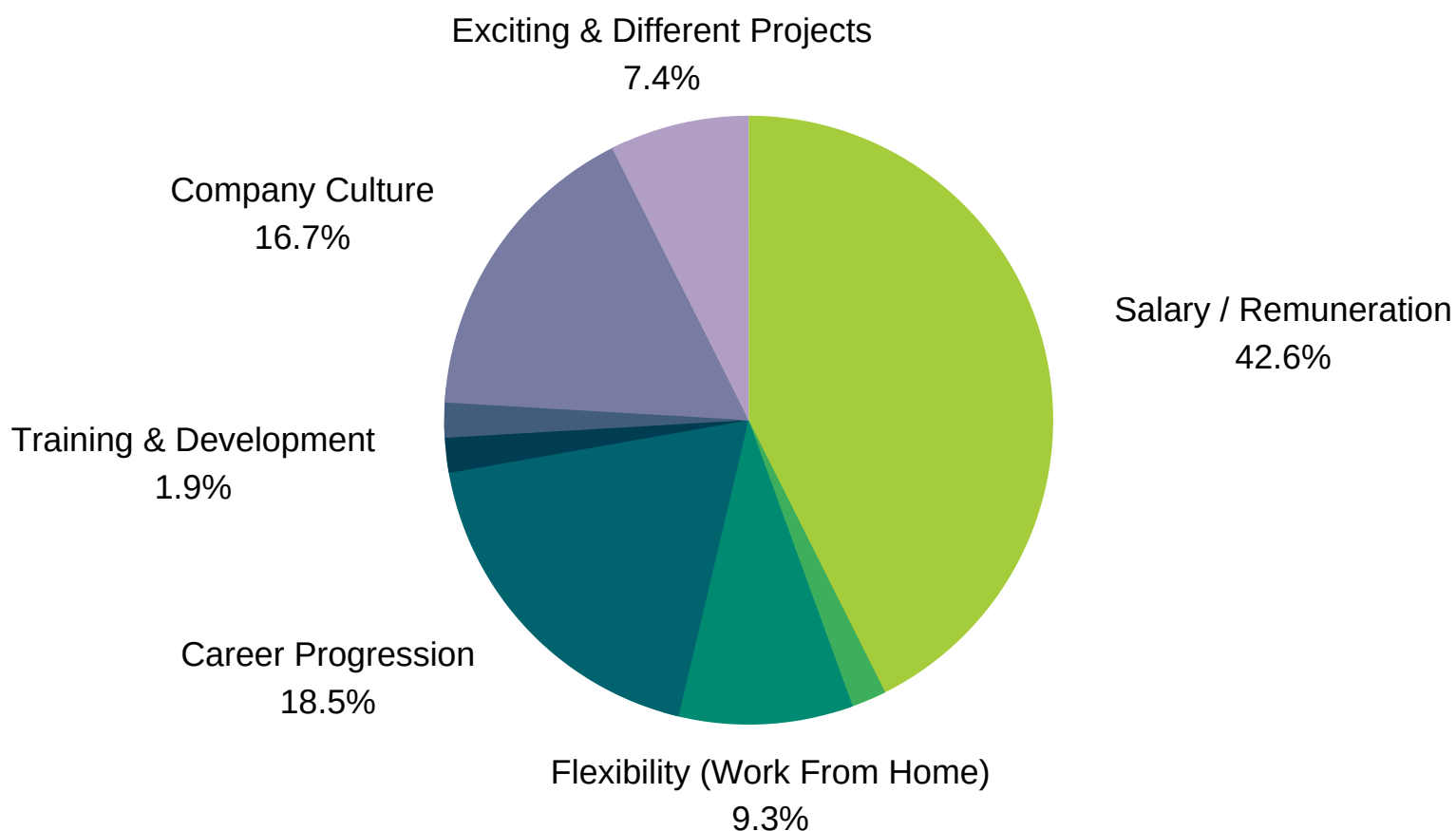
ARCHITECTURE AVERAGE SALARIES

Permanent (Base Excl. Super)	
Architectural Assistant	\$61,660
Graduate Architect	\$76,124
Architectural Project Professional	\$101,187
Architectural Project Leader/Associate	\$122,114
Architectural Associate Director	\$142,856
Architectural Director	\$176,300

INTERIOR DESIGN AVERAGE SALARIES

Permanent (Base Excl. Super)	
Graduate Interior Designer	\$58,610
Interior Designer	\$79,260
Senior Interior Designer	\$96,105
Associate Interior Designer	\$115,220
Associate Interior Designer Director	\$128,726
Interior Design Principal	\$144,880

CANDIDATES TOP MOTIVATORS FOR THEIR NEXT CAREER MOVE



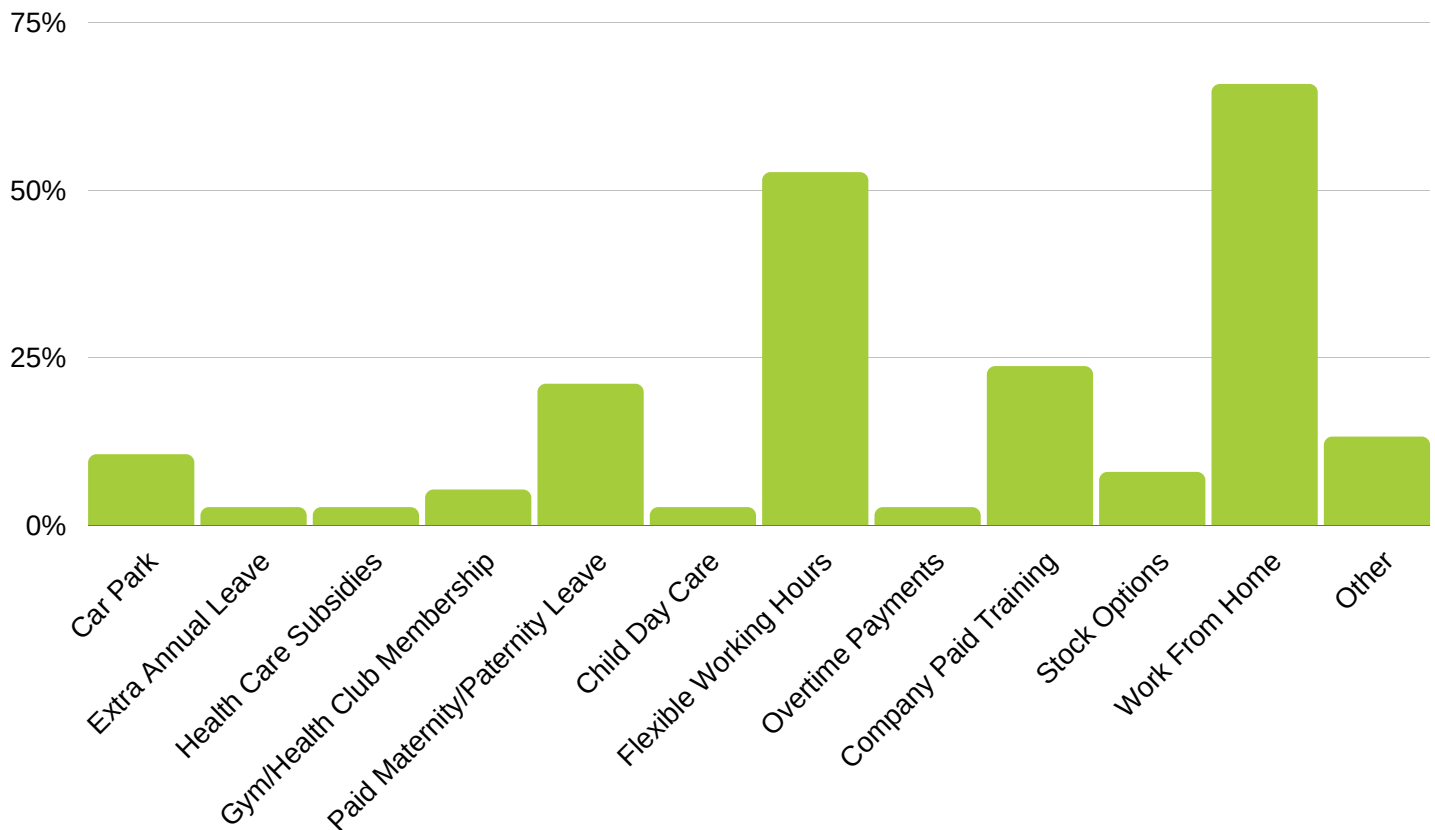
Salary / Remuneration is the number one motivator for architecture and interior design candidates looking at their next career move, nominated by 42.6% of those surveyed.

The second key motivator for candidates was Career Progression (18.5%), which, for employers, suggests the importance of promoting ongoing opportunities both internally and externally. Not far behind was Company Culture (16.7%), a motivator that has increased in importance over the past few years as employees want to be within an environment that aligns with their values. Flexibility (Work from Home) (9.3%) has also become increasingly important for employees after 2020.

Exciting & Different Projects came in next with 7.4% of candidates deeming this as their number one motivator, revealing that these candidates are driven by unique work and opportunities that keep them motivated and excited to do what they're doing.

Lastly, Training & Development (1.9%), A New Challenge (1.9%) and Flexibility (Day and/or Hours) (1.9%) were the least motivating in a career move, however not to be dismissed as important.

MOST COMMONLY OFFERED BENEFITS

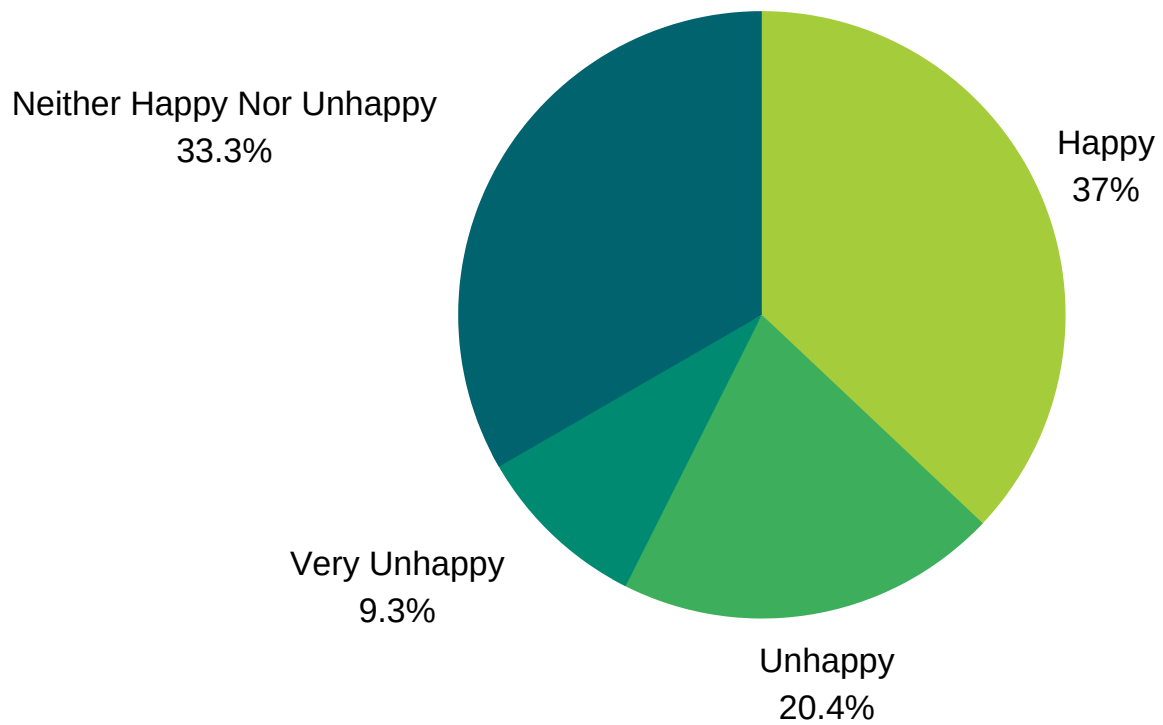


Majority of architecture and interior design employees are able to enjoy the benefits of Working From Home (69.75%) and/or Flexible Working Hours (52.63%) which should come at no surprise in 2021. However, with teams becoming geographically separated more often, employers should consider how to keep their company culture alive and positive, particularly as 16.7% of our candidates deem culture as a top motivator in moving roles.

Additional benefits including a Car Park (10.53%), Extra Annual Leave (2.63%) and Stock Options (7.89%) are also excellent benefits that make your job offer more appealing outside the more common benefits such as Paid Maternity / Paternity leave (21.05%) and Company Paid Training (23.68%).

Other benefits that employers may consider implementing which weren't apparent in the survey include equipment such as Mobile Phone/Mobile Allowance and Laptops, as well as Life Insurance and Travel Perks.

HOW HAPPY ARE OUR ARCHITECTS & INTERIOR DESIGNERS WITH THEIR CURRENT SALARY PACKAGE?

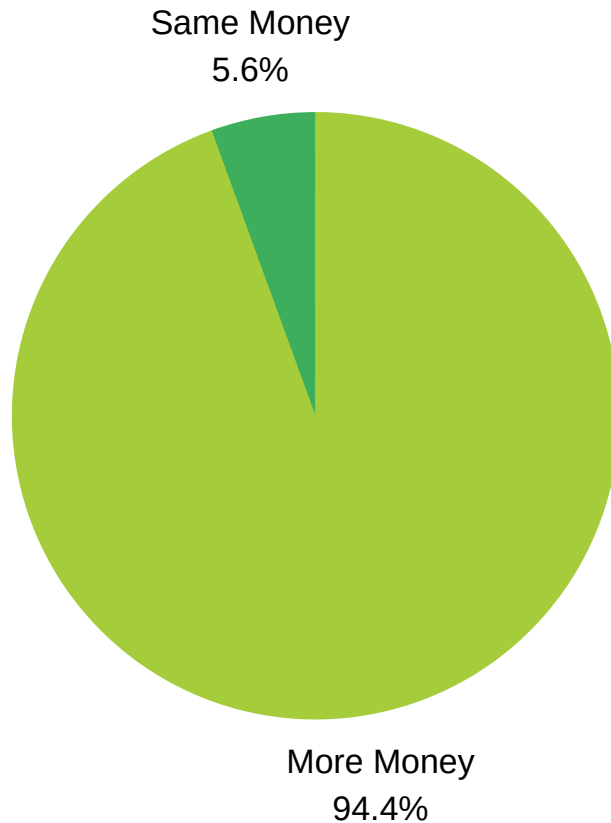


It is positive to see that 37% of architecture and interior design employees said they were Happy with their current salary package. There was a large portion (33.3%) that identified as Neither Happy Nor Unhappy with their salary.

As highlighted previously, 42.6% of employees chose salary as the top motivator for them in choosing a role. As an employer, if increasing your employee salary packages is not currently an option, consider adding in more bonus structures, extra annual leave, or other perks that may be a cost-saver for an employee.

This question asked only of happiness with salary package. There are many instances where people are unhappy with their salary but happy at work due to the company culture and other benefits offered.

WOULD OUR ARCHITECTS & INTERIOR DESIGNERS MOVE FOR...

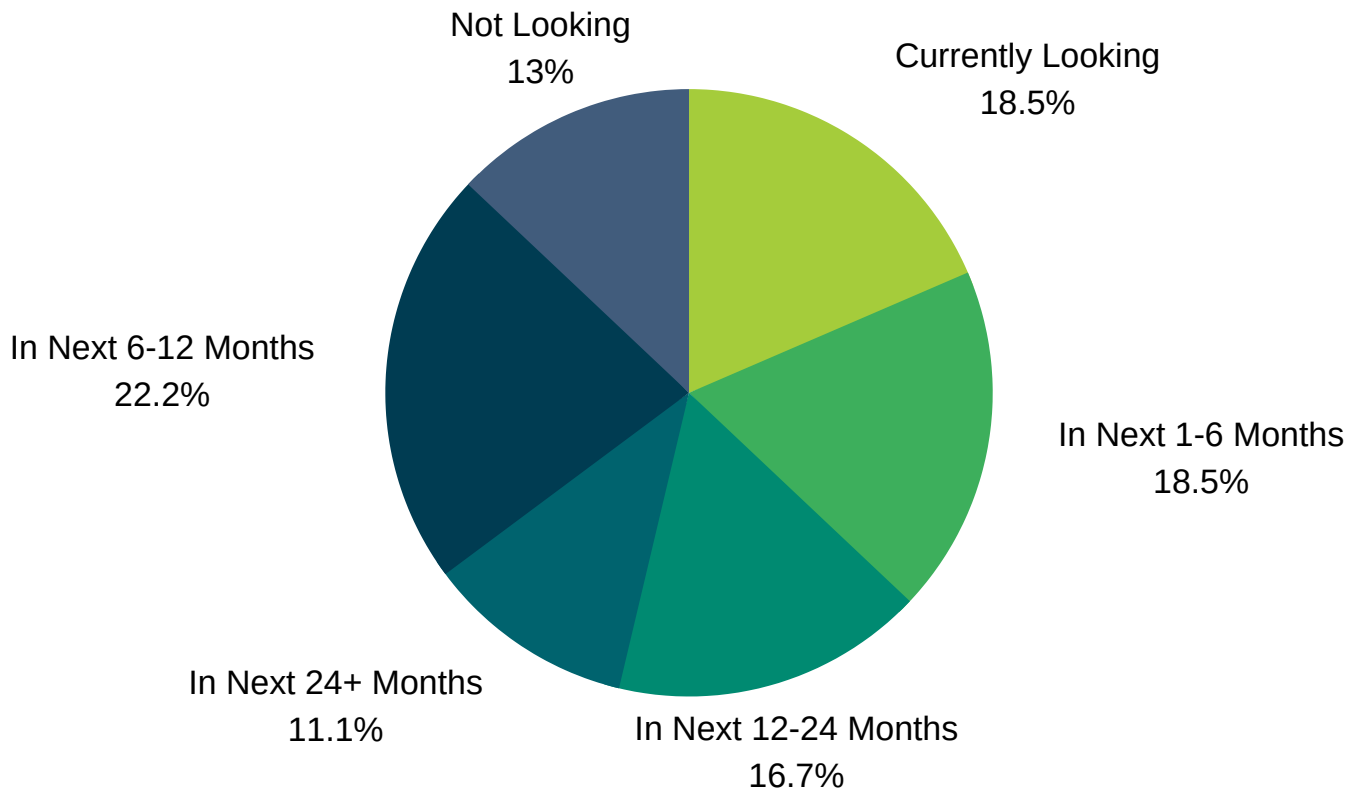


It's not so surprising that 94.4% of employees would move roles for More Money, however employers shouldn't ignore this statistic if they want to retain the current talent within their teams.

Employers should consider their overall offering . While salary is important to factor in, other things like company culture, work satisfaction, progression and perks and benefits that tie into employee satisfaction should become your main focus, particularly if your employee is ready to walk away for additional monetary value alone.

Employees that would move for The Same Money (5.6%) suggest they're willing to move to a different organisation that offers other benefits. Employers should confirm whether they're promoting their other non-salary benefits in job ads, social platforms and websites to attract skilled candidates. This could be as simple as promoting the opportunity to work on modern and exciting new projects. They should also ensure these benefits are communicated clearly to current employees to increase retention.

WHEN WOULD OUR ARCHITECTS & INTERIOR DESIGNERS MAKE THEIR NEXT CAREER MOVE?



If you're an employer, it may interest you to see that 18.5% of employees are Currently Looking for their next career move and another 40.7% are hoping to do so within the next 12 months.

Now is the time for employers to consider how they can retain their current talent. This can be done by frequent checkins with employees to find out how they're feeling, re-considering salary packages and benefits, introducing incentives, offering public recognition within and outside the business or simply showing your appreciation and saying thank you more often.

For candidates, this figure is indicative of how competitive the market is and will continue to be. Consider how you will stand out during application process. This may involve putting together a well designed portfolio, updating your LinkedIn profile to ensure it's ready for a potential employer to view and making sure you research the company you are applying for.

On the other hand, there are 13% of employees Not Looking and 11.1% who aren't considering this until the Next 24+ Months and could reflect their positive satisfaction levels in their current position.

ABOUT KAPPA

Kappa Executive Search helps connect Architecture and Interior Design professionals with great career opportunities.

We always place candidates into roles with their best interests at heart and we make it our business to be your partner in growing your career over the long term. Alternatively, we partner closely with our clients to identify their strategic growth objectives, and then find people who have a proven track record of success.

We offer our clients a competitive advantage, and that advantage is helping address, attract and retain A-grade candidates in the market. In that sense, if we can present an opportunity at the right time in the right way to the core candidates in the market, it is possible to not only attract them into the process but also to secure their services for your business.

Kappa Executive Search are dedicated to the industry with over 10 years of specialised Architecture experience. Whether you are a jobseeker or a firm looking for talent, we have access to some of the best candidates and firms on the market and would love the opportunity to meet with you to discuss your goals.

GET IN TOUCH

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