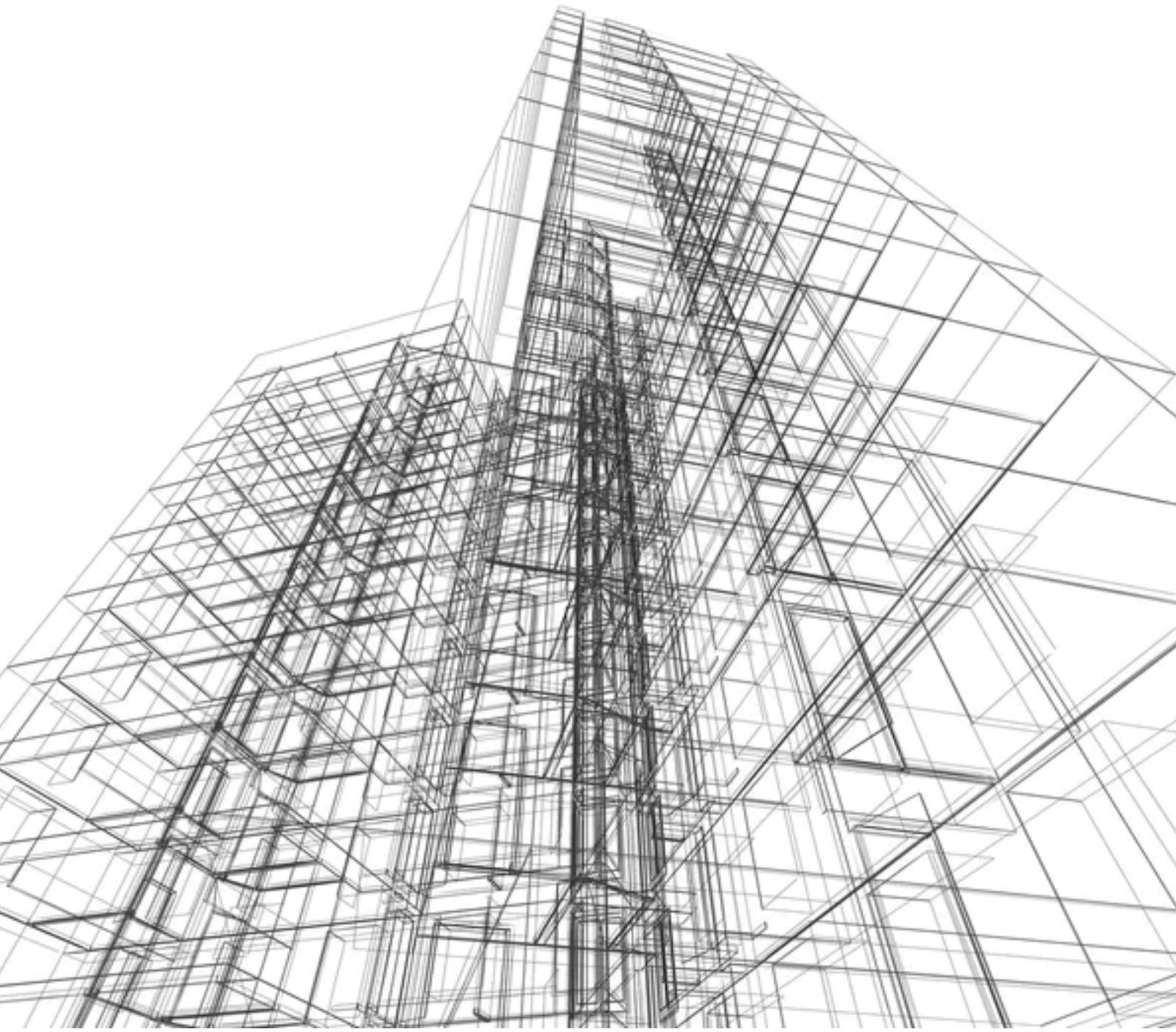


# 2023

SALARY GUIDE

**A**rchitecture  
**E**ngineering  
**C**onstruction

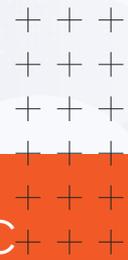


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# INTRODUCTION



As a leading provider of talent solutions in the AEC industry, SNIPEBRIDGE recently conducted its 2023 Salary & Benefits Survey. To understand and analyze current compensation structures and market expectations, we connected with AEC practitioners across the US and gathered comprehensive salary related data.

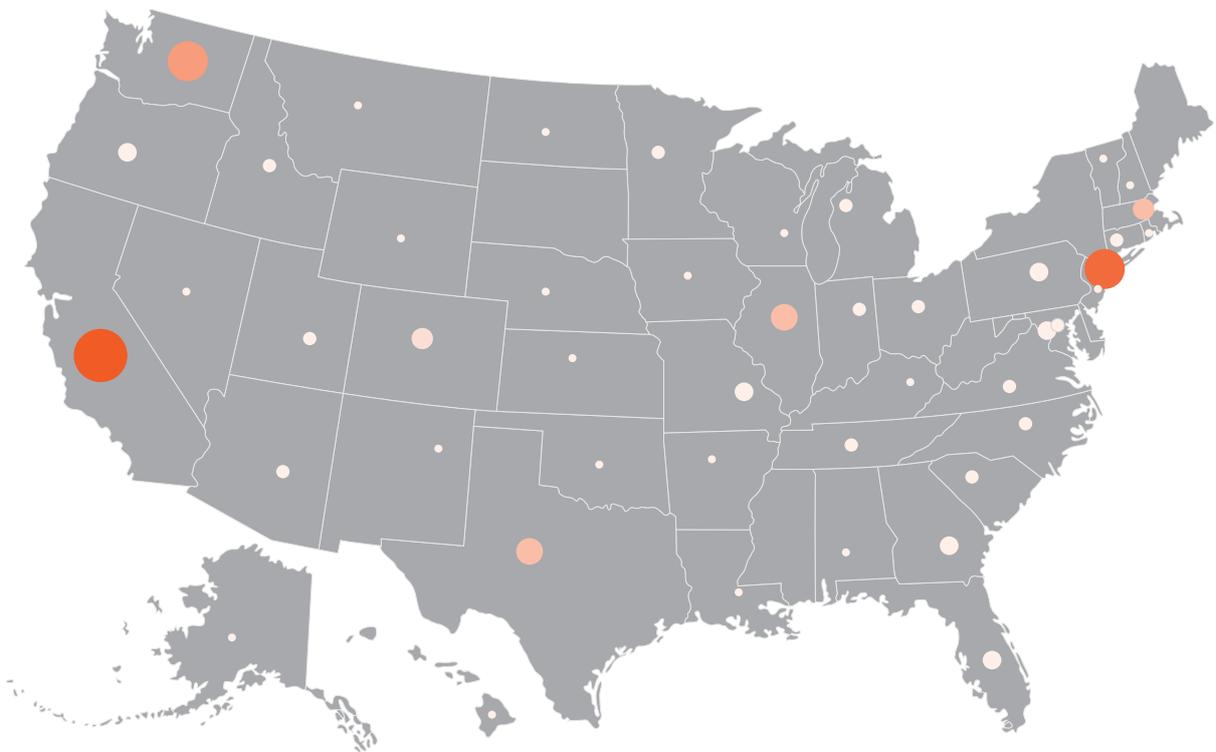
The survey provides valuable salary and benefits information across various firm sizes, US locations, employee roles, typologies and more. Through this report, SNIPEBRIDGE aims to provide actionable insights to both AEC firms and candidates, enabling them to make well-informed decisions regarding compensation when hiring new employees or exploring new job opportunities.

We hope that the information and analysis presented in this survey report will assist business leaders, HR professionals, and job seekers in navigating the current job and candidate market.

# SURVEY SAMPLE SET

The survey sample set represents individuals from diverse backgrounds. The data encompasses a wide spectrum of gender and ethnic identities, locations and spans multiple firm sizes.

## Geographic Distribution

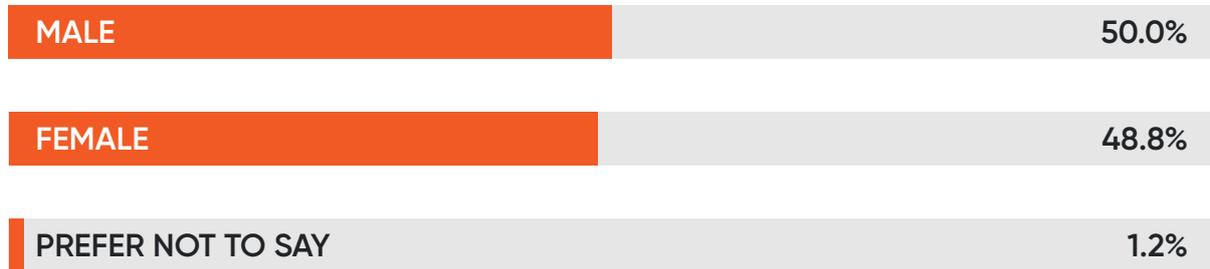


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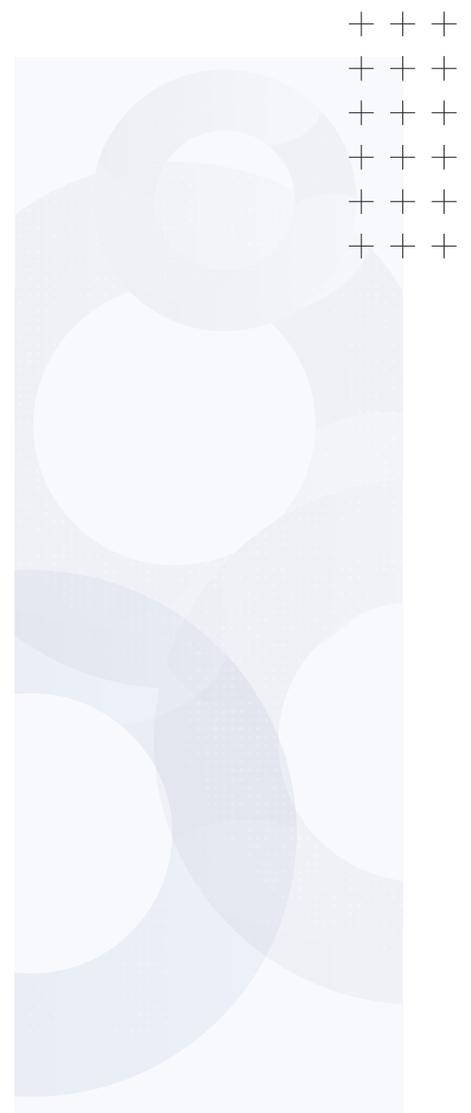
The map above displays the U.S. regions where our survey participants are located. With notable concentrations in California, New York, Washington, Texas, and Illinois, the data offers a comprehensive look at national salary trends.

## Gender Composition

### Gender Split

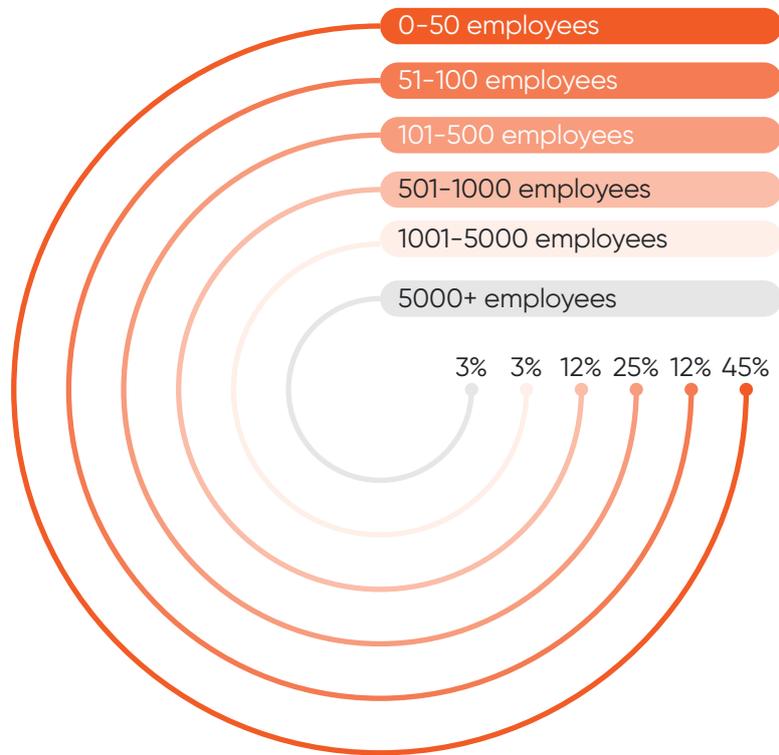


In the 2023 survey, 50.1% of respondents are male and 48.7% are female, with a small 1.2% opting not to disclose their gender. This balanced mix ensures reliable, equitable salary comparisons across genders and underscores the inclusivity of our data.



## Firm Size Representation

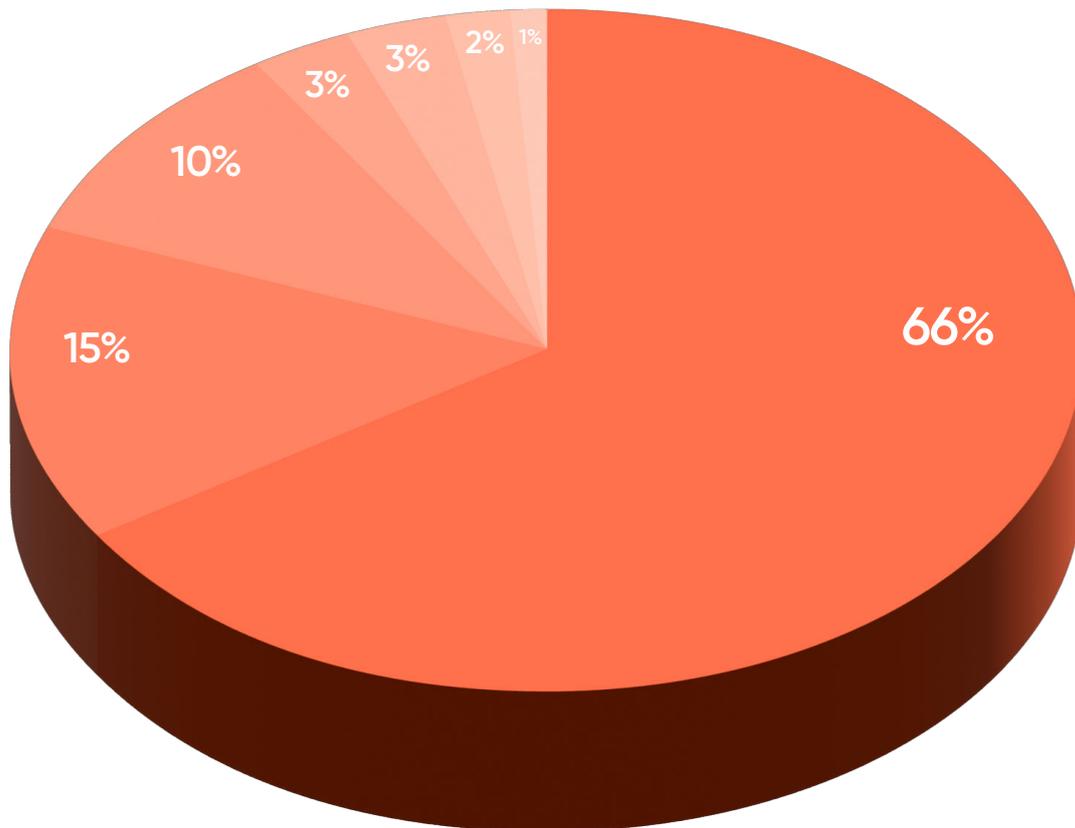
### Firm Size



The survey reaches across the organizational spectrum, capturing data from companies of varied sizes. This diverse mix allows for a comprehensive salary analysis across different organizational scales.

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## Ethnicity Breakdown



- White (66%)
- Asian (15%)
- Hispanic or Latino (10%)
- Prefer not to say (3%)
- Middle Eastern or North American (3%)
- African American (2%)
- Other (1%)
- Native American or Alaska Native (0%)

While the survey reflects a variety of ethnic backgrounds, it also underscores that the largest ethnic representation in the AEC industry is White. This points to a continued need for focused Diversity, Equity, and Inclusion (DE+I) initiatives both at the firm and licensing body levels. A recent 2022 report from NCARB indicates progress, noting that one in three new architects is a person of color. Yet, there's room for further action to ensure a more equitable landscape.

# Compensation & Benefit Tables

The survey captured data points across multiple roles within the Architecture, Engineering, and Construction (AEC) industry and provided key insights into salary ranges, benefits provided, gender representation, and job satisfaction levels.

## Salary and Job Satisfaction by Role

Title	Min. Base Salary	Avg. Base Salary	Max. Base Salary	% Of Satisfied	% Not Satisfied
Architect Level I	\$45,000	\$68,647	\$95,000	50%	50%
Architect Level II	\$51,000	\$79,692	\$108,000	64%	36%
Architect Level III	\$78,000	\$100,473	\$214,240	77%	23%
Architectural Technologist	\$53,000	\$73,707	\$105,000	80%	20%
Associate	\$45,000	\$92,859	\$351,520	67%	33%
Associate Landscape Architect	\$67,000	\$93,111	\$122,000	63%	38%
Associate Principal	\$100,000	\$153,000	\$220,000	75%	25%
Business Development Manager	\$85,000	\$115,500	\$135,000	100%	0%
Computational Designer	\$98,000	\$111,500	\$125,000	100%	0%
Design Manager	\$85,000	\$103,667	\$120,000	67%	33%
Design Technology Manager	\$78,000	126,000	\$210,000	79%	21%
Design Technology Specialist	\$72,800	\$118,000	\$200,000	57%	43%
Director	\$82,000	\$143,375	\$180,000	80%	20%
Director of Design Technology	\$140,000	\$148,333	\$155,000	100%	0%

Title	Min. Base Salary	Avg. Base Salary	Max. Base Salary	% Of Satisfied	% Not Satisfied
Director of Landscape Architecture	\$92,500	\$108,750	\$125,000	50%	50%
Draftsperson	\$44,500	\$55,924	\$81,120	33%	67%
Interior Architect	\$80,000	\$99,000	\$125,000	75%	25%
Interior Designer Level I	\$50,500	\$61,922	\$73,000	100%	0%
Interior Designer Level II	\$61,000	\$79,944	\$110,000	80%	20%
Interior Designer Level III	\$60,000	\$82,085	\$110,000	67%	33%
Intern	\$24,000	\$44,855	\$72,000	89%	11%
Job Captain	\$58,000	\$83,963	\$115,000	78%	22%
Junior Architect	\$45,000	\$67,497	\$86,000	95%	5%
Junior Designer	\$39,520	\$63,219	\$82,500	100%	0%
Landscape Architect I	\$50,000	\$69,761	\$96,000	46%	54%
Landscape Architect II	\$60,000	\$76,116	\$102,500	47%	53%
Landscape Architect III	\$55,000	\$78,892	\$106,000	56%	44%
Marketing Coordinator	\$65,000	\$74,750	\$80,000	0%	0%
Marketing Director	\$110,000	\$117,500	\$125,000	100%	0%
Model Maker	\$58,240	\$103,360	\$135,200	88%	13%
Operations Manager	\$141,000	\$141,000	\$141,000	0%	100%
Principal	\$96,000	\$149,000	\$250,000	90%	10%
Project Architect	\$44,000	\$94,932	\$239,200	65%	35%

Title	Min. Base Salary	Avg. Base Salary	Max. Base Salary	% Of Satisfied	% Not Satisfied
Project Coordinator	\$63,000	\$76,000	\$90,000	0%	100%
Project Designer	\$40,000	\$71,019	\$110,000	81%	19%
Project Director	\$92,000	\$123,750	\$150,000	50%	50%
Project Engineer	\$127,440	\$127,440	\$127,440	100%	0%
Project Manager	\$52,000	\$99,872	\$187,200	65%	35%
Purchasing Manager	\$90,000	\$108,707	\$146,120	100%	33%
Senior Architect	\$80,000	\$113,785	\$195,000	67%	33%
Senior Associate	\$80,250	\$115,771	\$150,000	25%	75%
Senior Interior Designer	\$55,000	\$95,137	\$130,000	44%	56%
Senior Landscape Architect	\$70,000	\$110,300	\$200,000	67%	33%
Senior Planner	\$114,000	\$136,000	\$158,000	50%	50%
Senior Project Designer	\$55,000	\$100,545	\$150,000	59%	41%
Senior Project Manager	\$76,500	\$107,191	\$137,000	50%	50%
Senior Urban Designer	\$95,000	\$110,667	\$142,000	0%	100%
Specifications Writer	\$70,000	\$101,000	\$132,000	50%	50%
Urban Planner	\$87,000	\$97,125	\$110,000	33%	67%
Visualization Artist	\$66,000	\$81,333	\$105,000	0%	100%

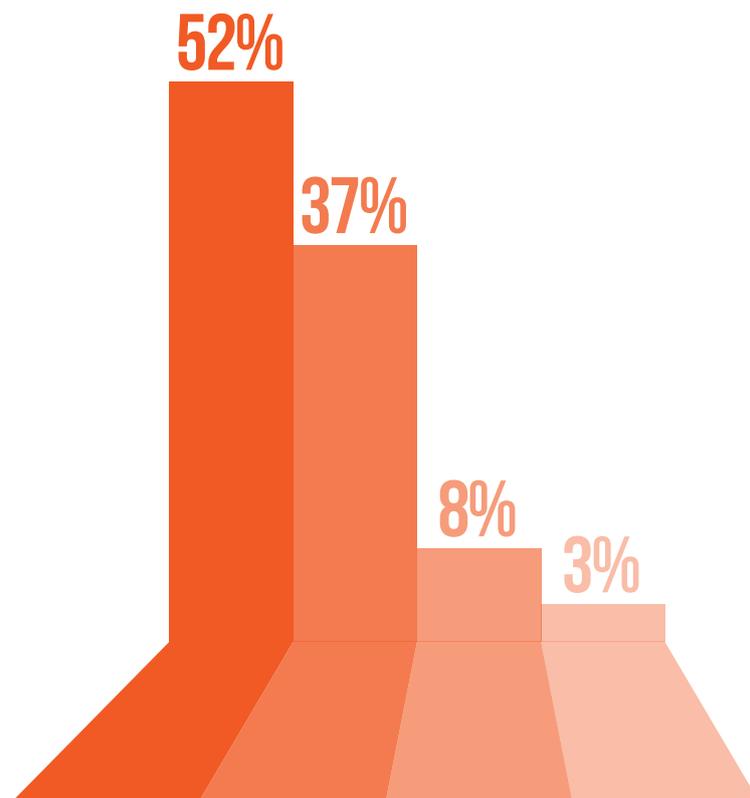
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## Employer Contribution to 401k as per Firm Size

Employer Contribution to 401k	0-50 employees	51-100 employees	101-500 employees	501-1000 employees	1001-5000 employees	5001+ employees
0 to 3%	59%	59%	45%	48%	41%	39%
3 to 5%	36%	29%	42%	41%	38%	26%
5 to 10%	2%	7%	11%	3%	19%	26%
10%+	3%	4%	1%	7%	3%	9%

This data underscores the variability in employer 401(k) contributions based on firm size, highlighting a trend towards higher contributions in larger organizations. To remain competitive in attracting talent, firms should assess their Total Compensation package, including retirement benefits. For instance, smaller firms, where 59% offer a 0-3% 401(k) match, could offset lower salaries by enhancing discretionary benefits such as a higher 401k contribution.

### Average 401K Employer Contribution



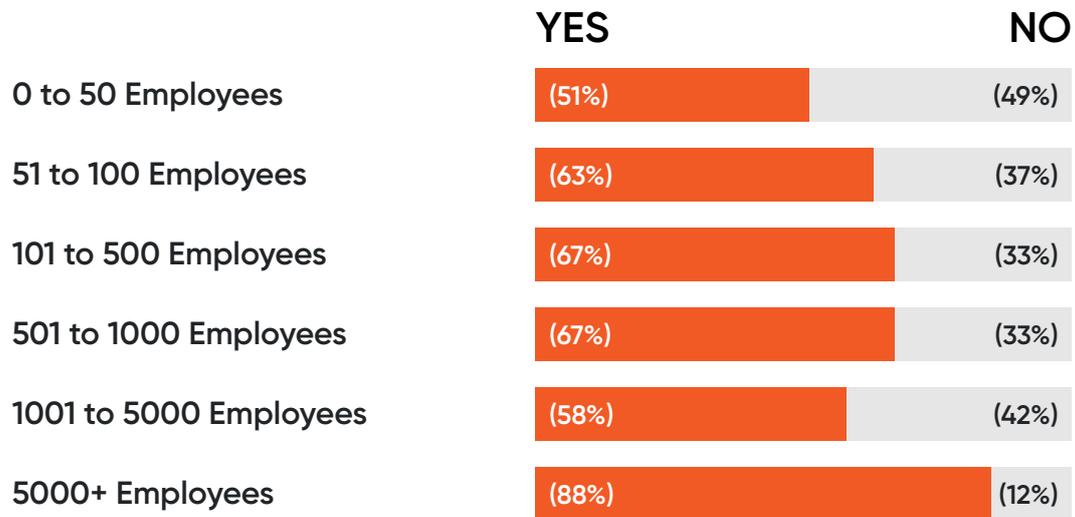
## AVG PTO as per Firm Size



The survey data reveals interesting trends in average Paid Time Off (PTO) across different firm sizes. Smaller firms, specifically those with 0-50 and 51-100 employees, typically offer an average of 16 days of PTO. While larger firms, particularly those with 501-1000 and 5001+ employees, lead in PTO offerings with an average of 20 days. Across all firm sizes, the average PTO stands at 17 days, indicating that larger firms generally provide more days off.

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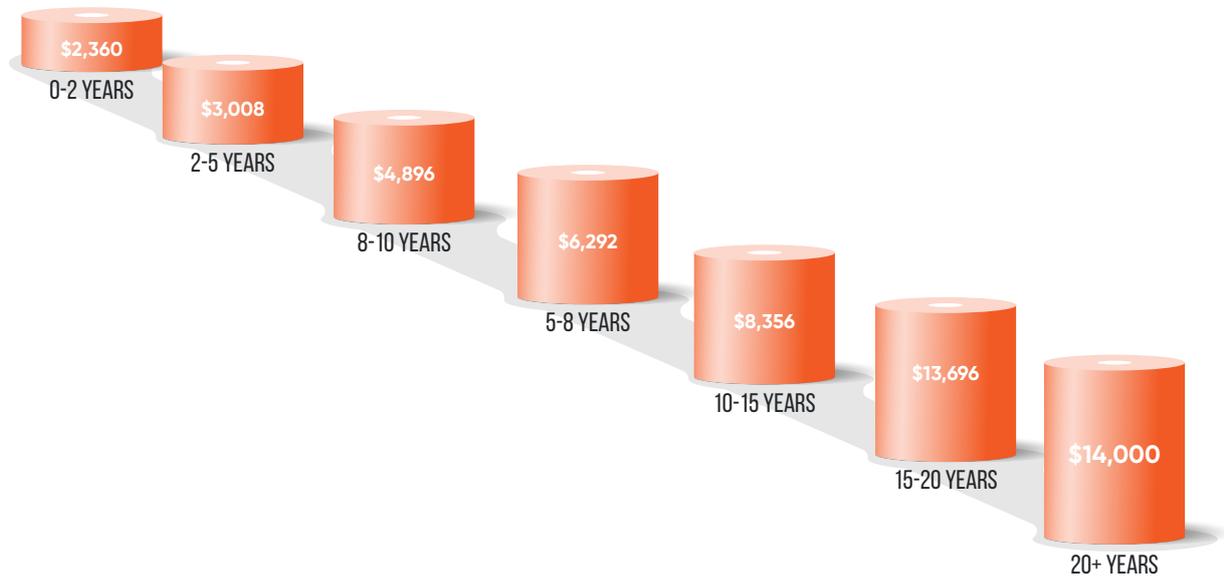
## Benefits Satisfaction as per Firm Size



This data suggests that larger firms generally fare better in benefits satisfaction, which could be a critical factor for talent attraction and retention. Smaller firms may need to reevaluate their benefits offerings to enhance employee satisfaction and remain competitive.

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## AVG Annual Bonus as per YOE

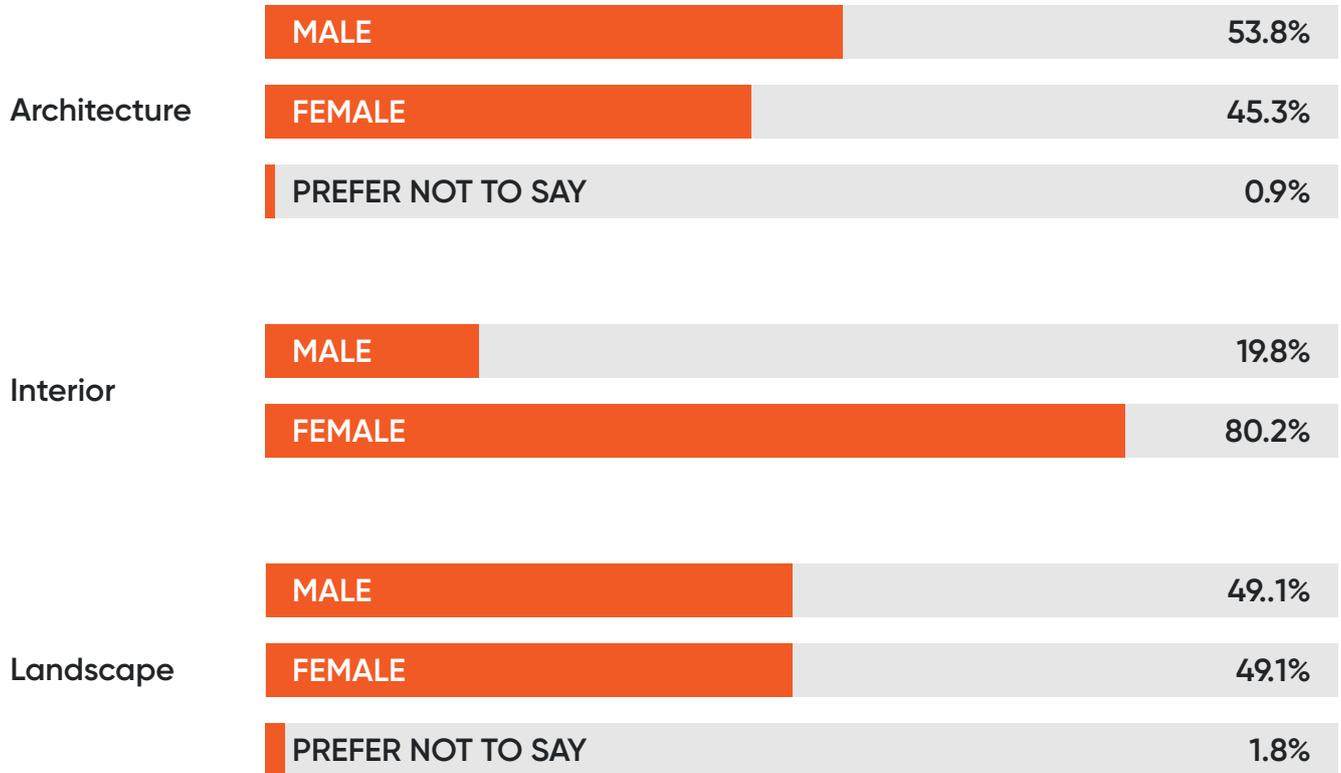


The data reveals a clear upward trend in the average annual bonus correlated with years of experience (YOE) in the industry. Given this data, firms should consider adopting a dual-structured bonus program that aligns with industry benchmarks for YOE while also incorporating performance-based incentives. Implementing such a model could serve multiple purposes: it would incentivize long-term tenure and drive performance, thus making the firm more competitive in attracting and retaining talent at all experience levels.

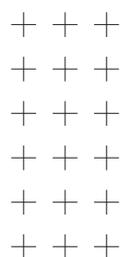
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# Analysis by Discipline

## Gender Split



The survey reveals a gender split across disciplines. Landscape architecture has the most balanced split, while architecture and interiors are disproportionately represented with 80% women in interiors.



# Analysis by Discipline

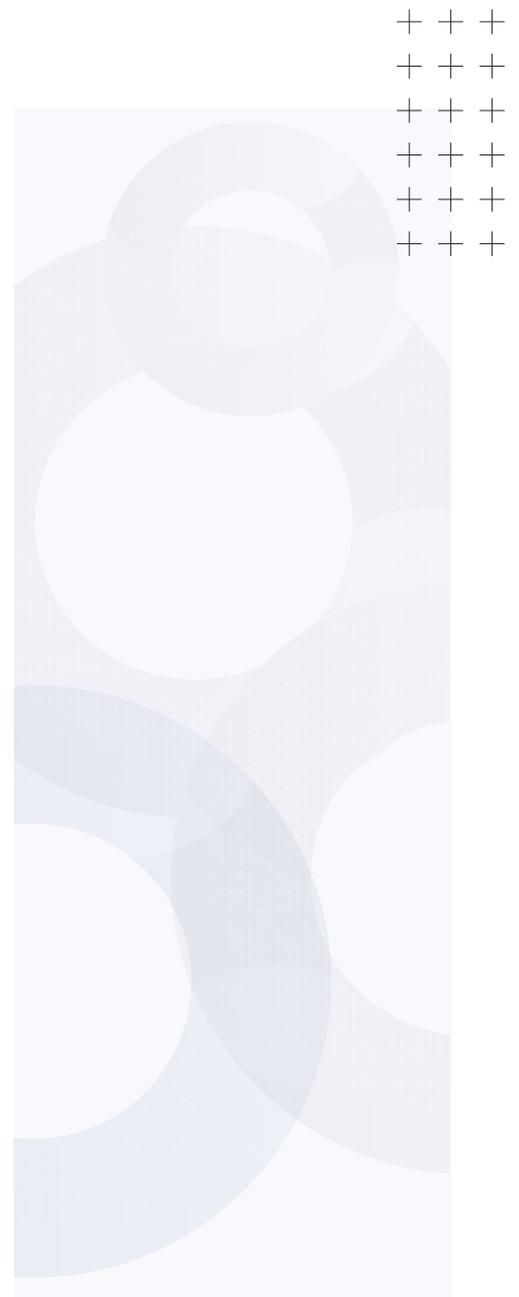
## Architecture

Title	Min. Base Salary	Avg. Base Salary	Max. Base Salary
Architect Level I	\$45,000	\$68,647	\$95,000
Architect Level II	\$51,000	\$79,692	\$108,000
Architect Level III	\$78,000	\$100,473	\$214,240
Architectural Technologist	\$53,000	\$73,707	\$105,000
Director of Architecture	\$115,000	\$115,000	\$115,000
Draftsperson	\$44,500	\$55,924	\$81,120
Job Captain	\$58,000	\$83,963	\$115,000
Junior Architect	\$45,000	\$67,497	\$86,000
Project Architect	\$44,000	\$94,932	\$239,200
Project Designer	\$40,000	\$71,019	\$110,000
Project Director	\$92,000	\$123,750	\$150,000
Project Manager	\$52,000	\$99,872	\$187,200
Senior Architect	\$80,000	\$113,785	\$195,000
Senior Associate	\$80,250	\$115,771	\$150,000
Senior Project Designer	\$55,000	\$101,000	\$150,000
Senior Project Manager	\$76,500	\$107,191	\$137,000

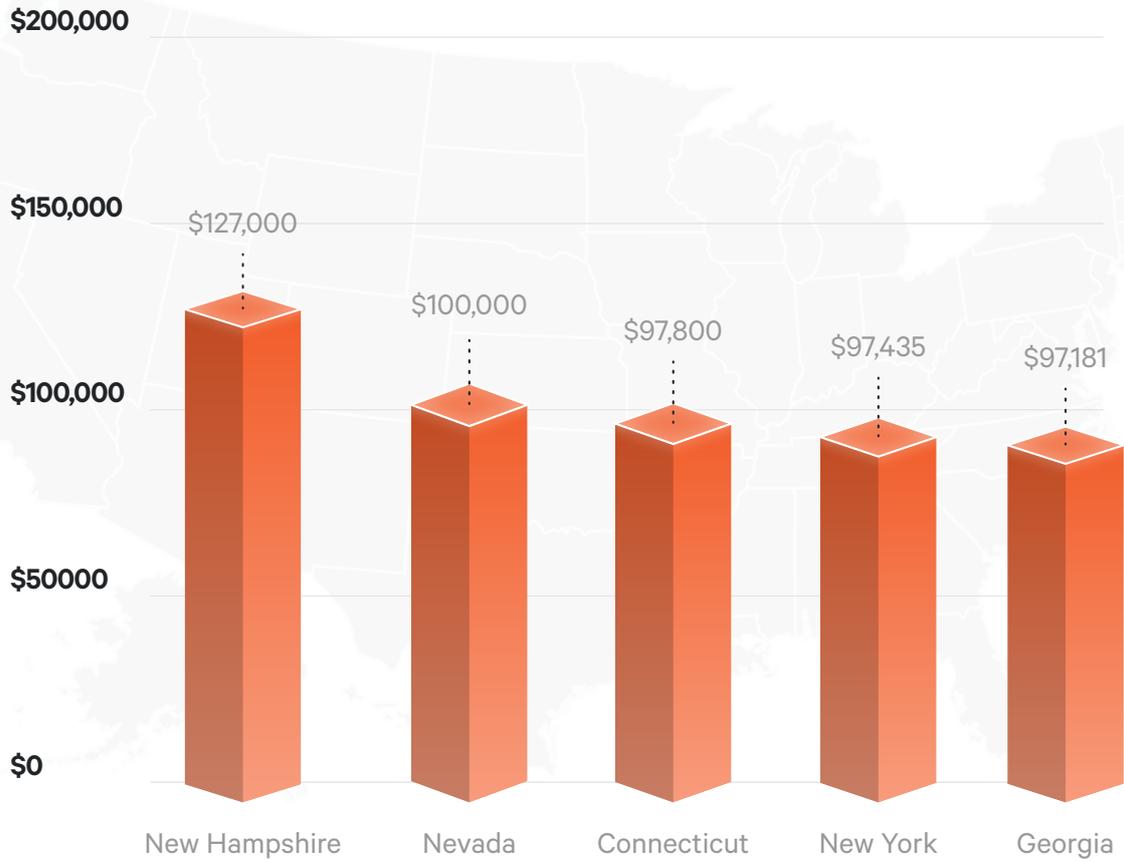
This compensation data presents a detailed view of salary ranges, collected directly from professionals across various roles within the Architecture discipline. Comparing the Snipebridge survey data to other recent compensation reports reveals some interesting variations.

Take, for example, the average base salary for an Architect Level I, which stands at \$68,647. This figure is slightly lower than other industry reports, suggesting a highly competitive landscape for entry-level positions. On the other end of the spectrum, Architect Level III professionals reported an average base salary of \$100,473. Interestingly, this is higher than the figures reported in other comprehensive studies, emphasizing the need for firms to stay agile in their retention strategies to secure top-tier talent.

To stay competitive and attract top talent, firms should consider semi-annual compensation evaluations. These reviews should be comprehensive, encompassing not just base salaries but also bonuses, benefits, and other perks. Utilizing a blend of data sources for a well-rounded viewpoint is advisable. This holistic method of scrutinizing compensation enables firms to not just meet, but potentially surpass industry norms, making them increasingly attractive to both current and prospective talent.



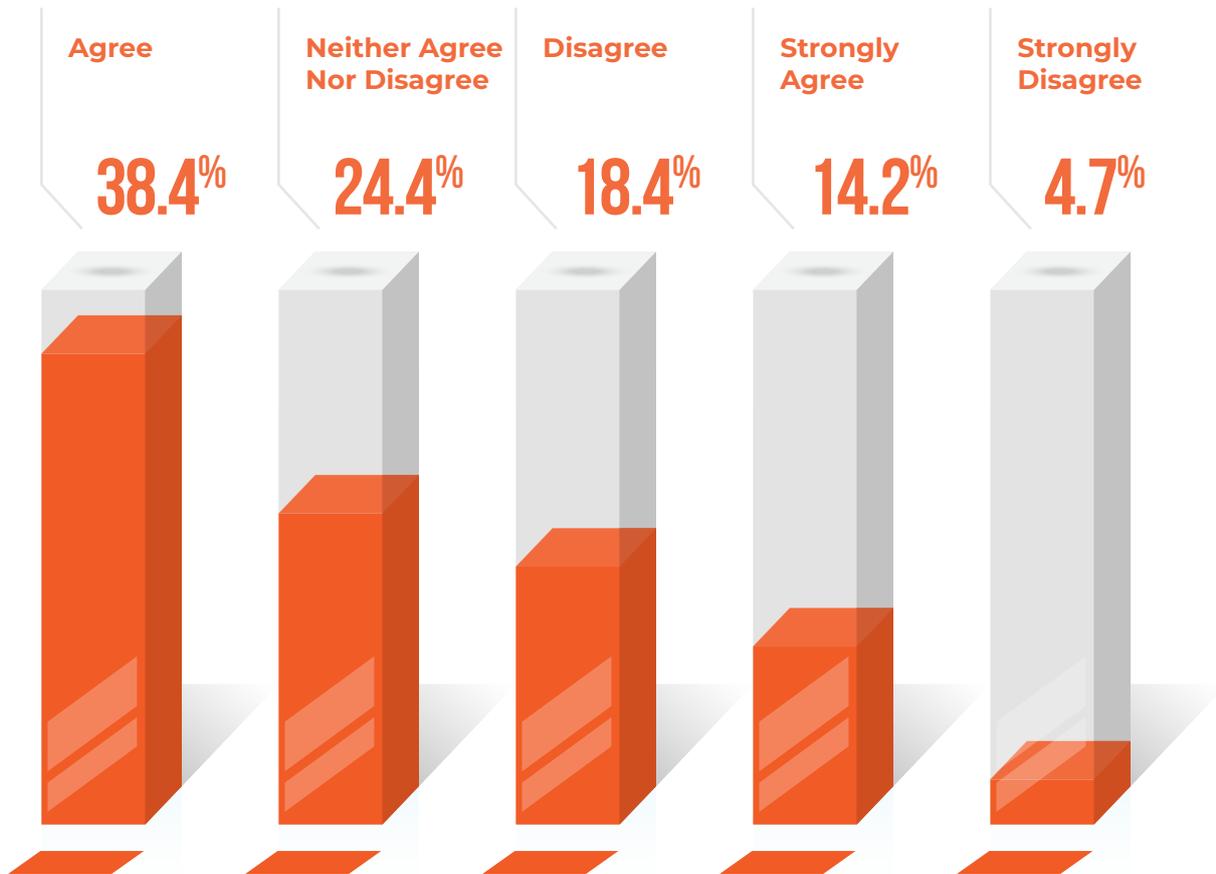
## Average Compensation By Location



Top 5 states with the highest average compensation for architecture.

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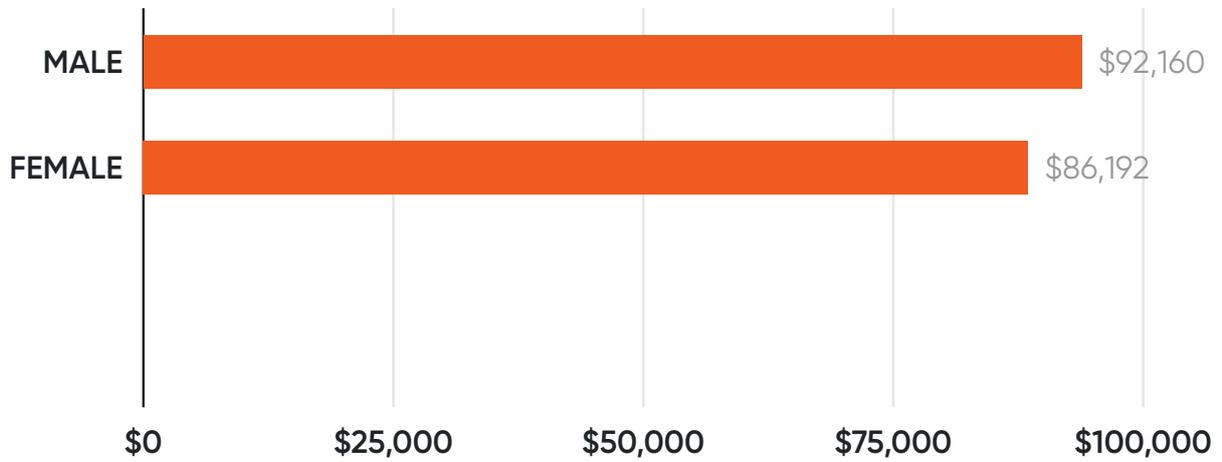
## Level Of Satisfaction



The data reveals that while 52.6% of respondents are satisfied with their compensation, a significant 23.1% are dissatisfied, and another 24.4% remain ambivalent. To address this, firms should perform annual comprehensive reviews of their total compensation package. This should include internal and external analysis which should be benchmarked against industry standards, taking into account cost of living and inflation rates.

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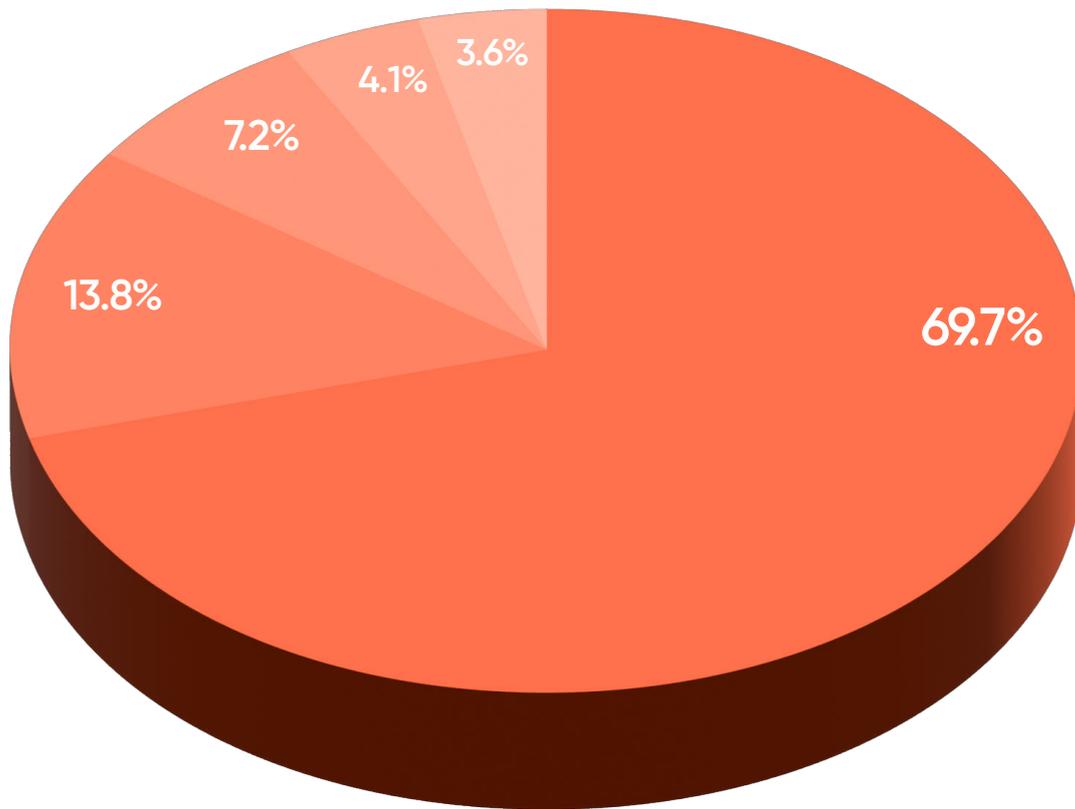
## Average Compensation By Gender



Analysis shows that while the number of male and female respondents is fairly balanced, the average compensation varies. Men earn an average salary of \$91,391, whereas women earn slightly less, with an average of \$88,261. Given the noted salary gap between genders, it is recommended that firms conduct internal audits to assess gender pay equity. Implementing transparent pay structures and reviewing hiring practices could be initial steps towards bridging this pay gap.

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## Ethnicity Split



- White (69.7%)
- Asian (13.8%)
- Hispanic or Latino (7.2%)
- Prefer not to say (4.1%)
- Middle Eastern or North American (3.6%)

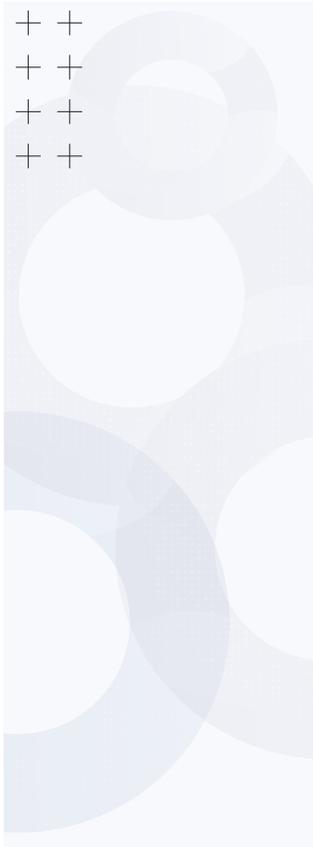
The ethnicity data underscores a significant diversity gap, with 69.7% of respondents identifying as White. Given this ethnic skew, it's imperative for firms to enhance their Diversity, Equity, and Inclusion (DE+I) efforts. Firms must actively engage in recruitment strategies that promote diversity. Establishing partnerships with universities such as HBCUs, providing mentorship programs, and offering scholarships specifically targeted at underrepresented communities can help attract diverse talent. Additionally, creating inclusive workplace policies, providing bias training, fostering mentorship opportunities, and promoting career advancement for all employees can aid in retaining diverse architects within firms.

# Analysis by Discipline

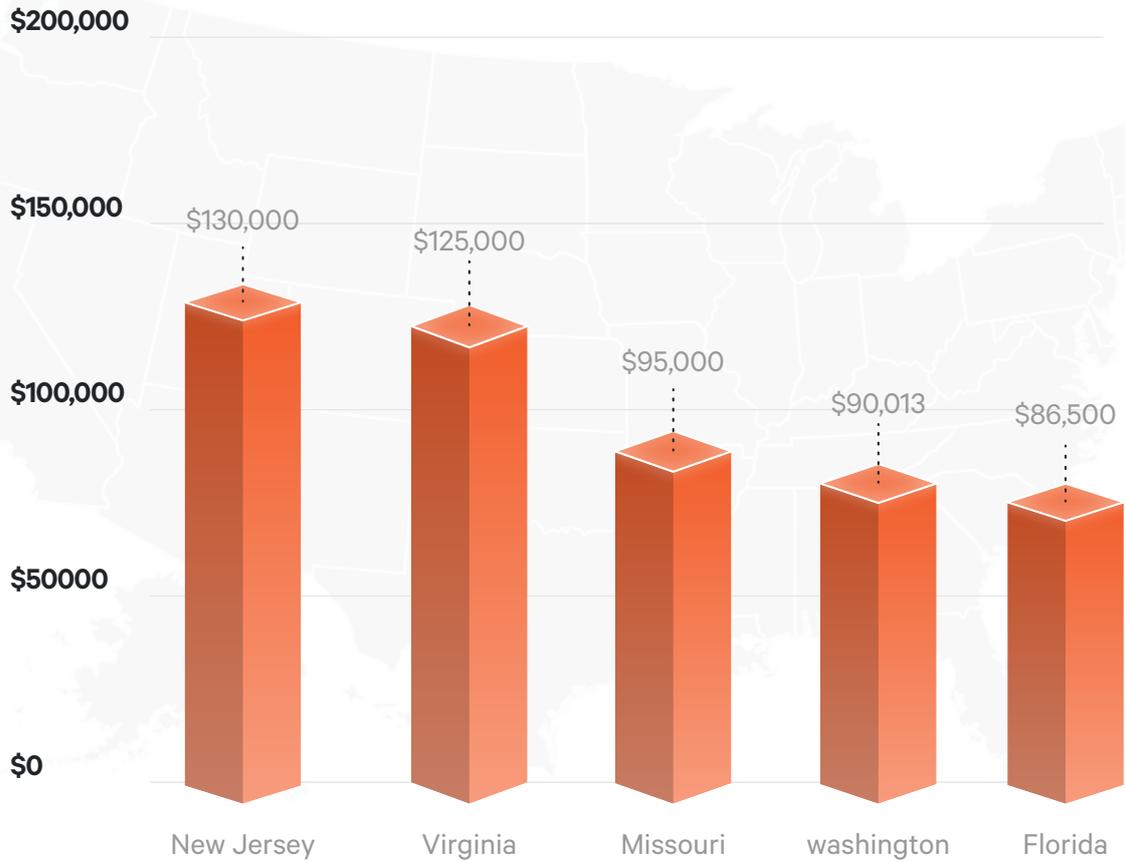
## Interior Design

Title	Min. Base Salary	Avg. Base Salary	Max. Base Salary
Junior Designer	\$39,520	\$63,219	\$82,500
Interior Designer Level I	\$50,500	\$61,922	\$73,000
Interior Designer Level II	\$61,000	\$79,944	\$110,000
Interior Designer Level III	\$60,000	\$82,085	\$110,000
Senior Interior Designer	\$55,000	\$95,137	\$130,000
Interior Architect	\$80,000	\$99,000	\$125,000

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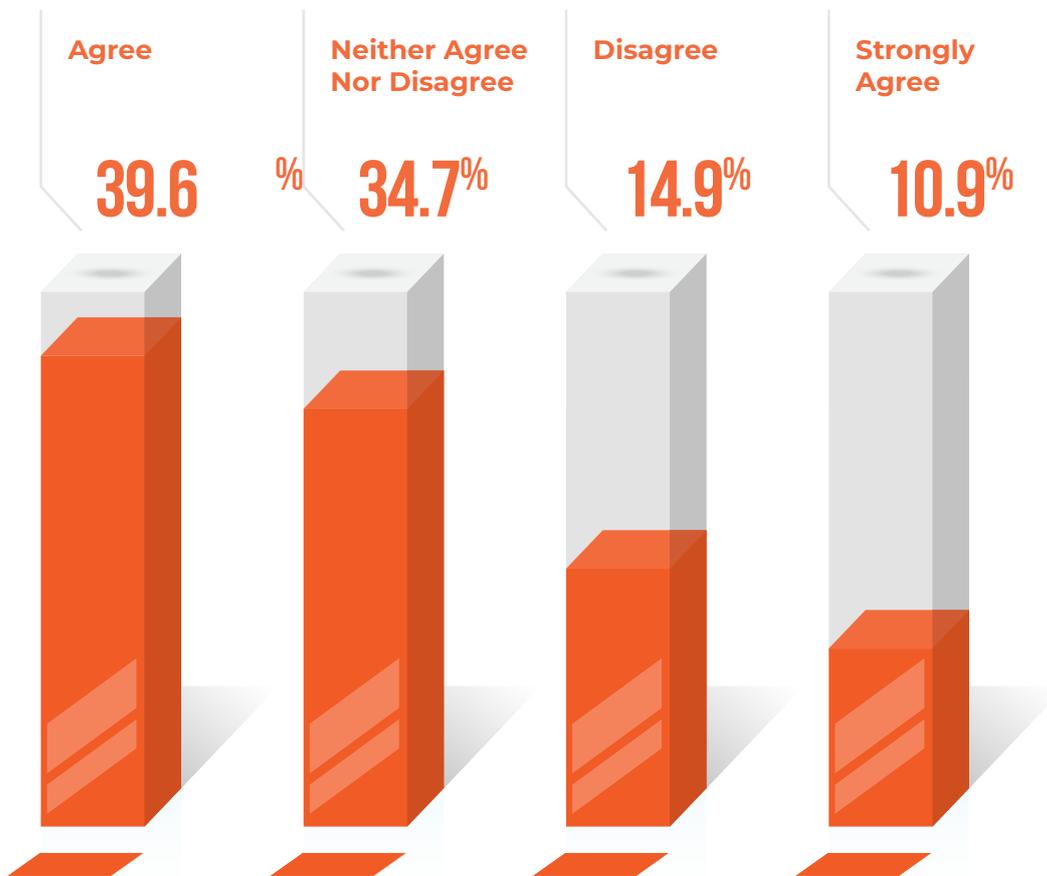
## Average Compensation By Location



Top 5 states with the highest average compensation for Interior Design.

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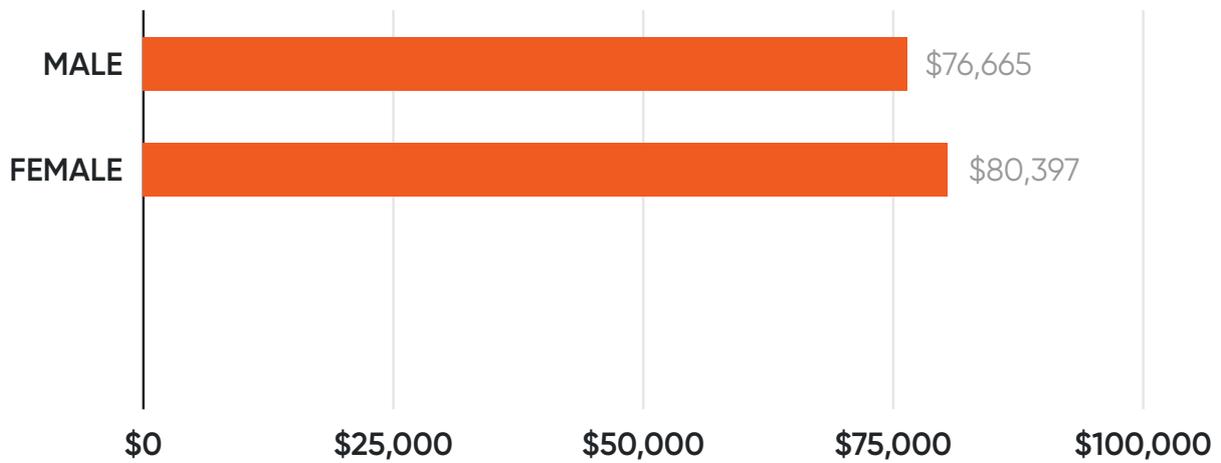
## Level Of Satisfaction



Overall, the data suggests that 50% of interior designers are satisfied with their current compensation package, while 15% disagree and 35% are ambivalent. Although a majority of respondents are content with their earnings, a significant portion are either dissatisfied or ambivalent. Interior firms should interpret these mixed responses as a signal to review and potentially revise their compensation strategies. Such proactive measures will not only help in retaining existing staff but also in maintaining competitiveness in the talent marketplace.



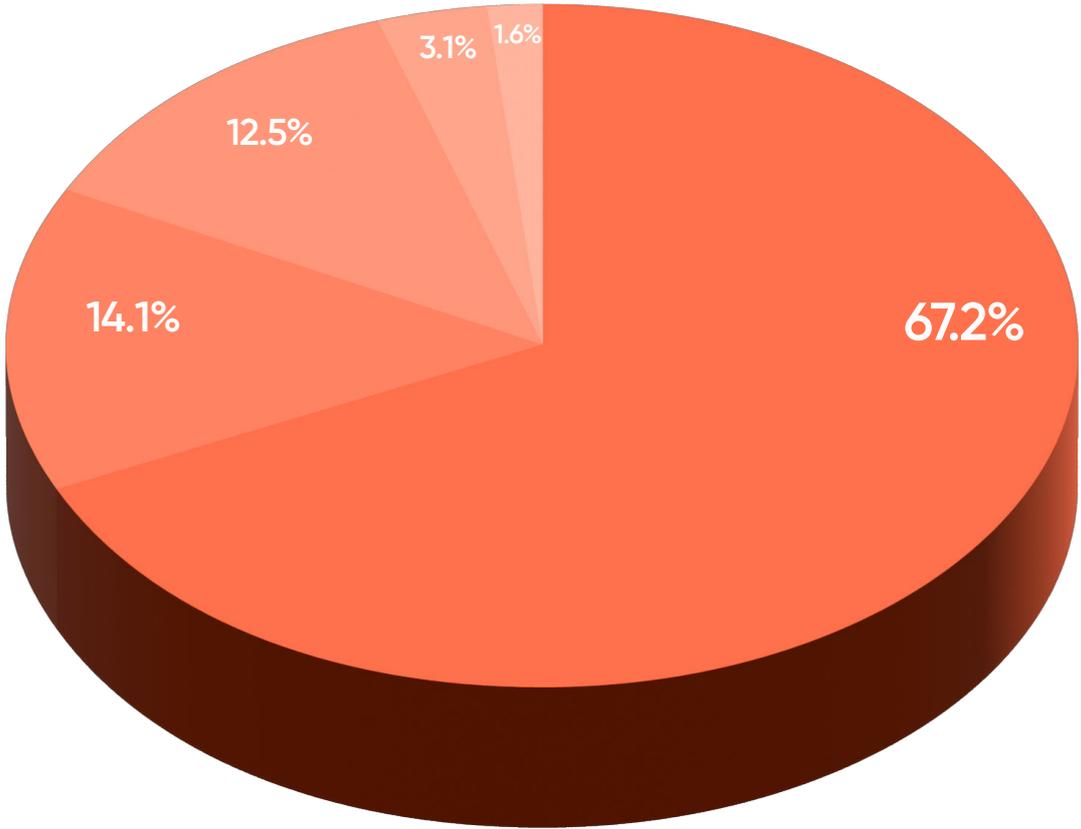
## Average Compensation By Gender



In the interior design sector, the gender dynamics present a unique landscape. Unlike many other sectors where a gender pay gap often favors men, the survey findings indicate a slight edge for women in this specific discipline. With 80% of respondents being female with an average compensation of \$80,397, compared to 19.8% males who earned an average of \$76,665. Given that women make up the bulk of the talent pool, firms looking to attract and retain top interior talent need to tailor their retention and recruitment strategies to this demographic profile. Options could encompass flexible work arrangements, targeted mentorship programs, and career advancement opportunities, among other female-centric benefits.



### Ethnicity Split



- White (67.2%)
- Asian (14.1%)
- Hispanic or Latino (12.5%)
- Prefer not to say (3.1%)
- Middle Eastern or North American (1.6%)

Much like the Architecture sector, the interior design industry exhibits a significant lack of ethnic diversity. A predominant 67.2% of survey respondents identify as Caucasian. This highlights an opportunity for firms to intensify their Diversity, Equity, and Inclusion (DE+I) strategies. To foster a more inclusive environment, firms could diversify recruitment sources and implement programs aimed at achieving a more equitable ethnic representation within their teams.

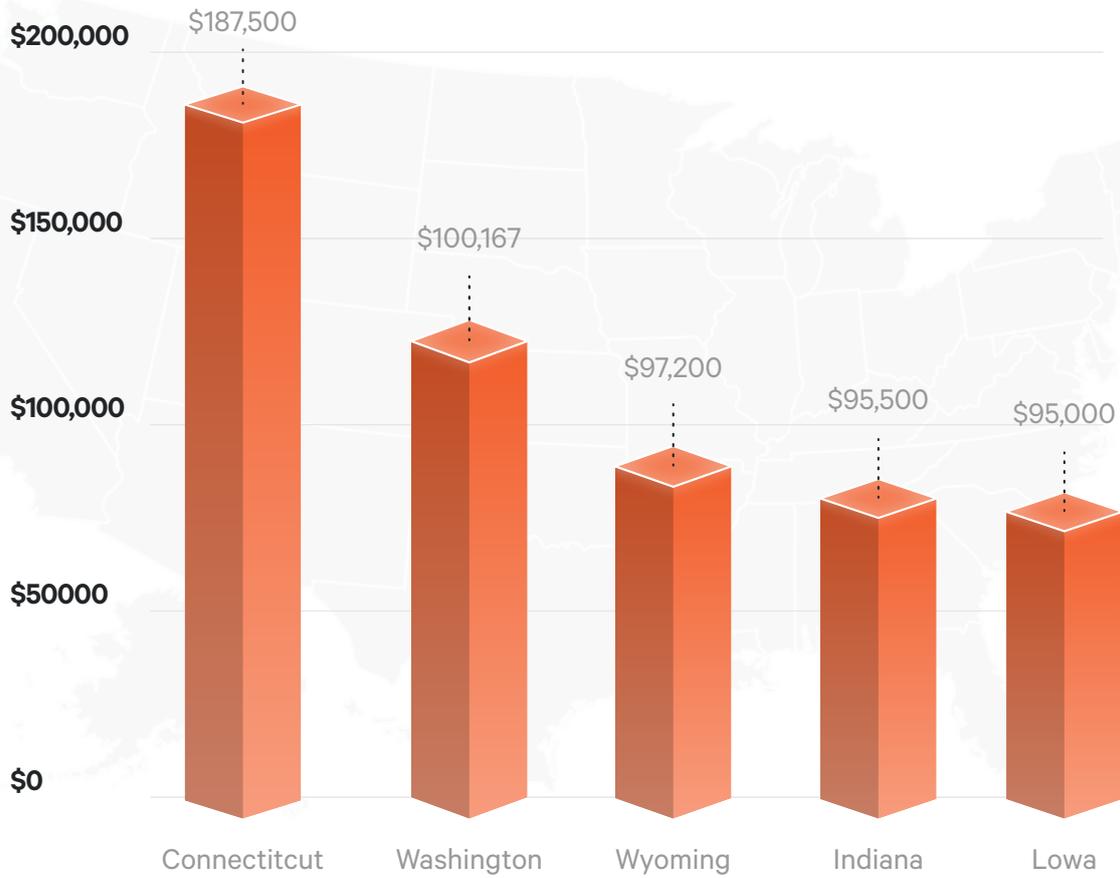
# Analysis by Discipline

## Landscape

Title	Min. Base Salary	Avg. Base Salary	Max. Base Salary
Associate - Landscape Architect	\$67,000	\$93,111	\$122,000
Director of Landscape Architecture	\$92,500	\$108,750	\$125,000
Landscape Architect I	\$50,000	\$69,761	\$96,000
Landscape Architect II	\$60,000	\$76,116	\$102,500
Landscape Architect III	\$55,000	\$78,892	\$106,000
Senior Landscape Architect	\$70,000	\$110,300	\$200,000
Senior Planner	\$114,000	\$136,000	\$158,000
Senior Urban Designer	\$95,000	\$110,667	\$142,000
Urban Planner	\$87,000	\$97,125	\$110,000

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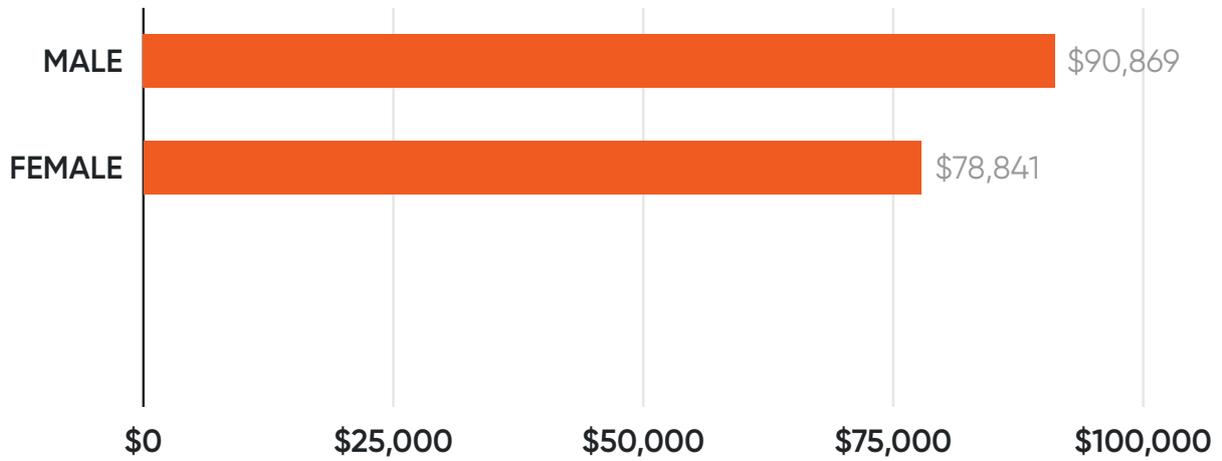
## Average Compensation By Location



Top 5 states with the highest average compensation for Landscape Architects and Planners.

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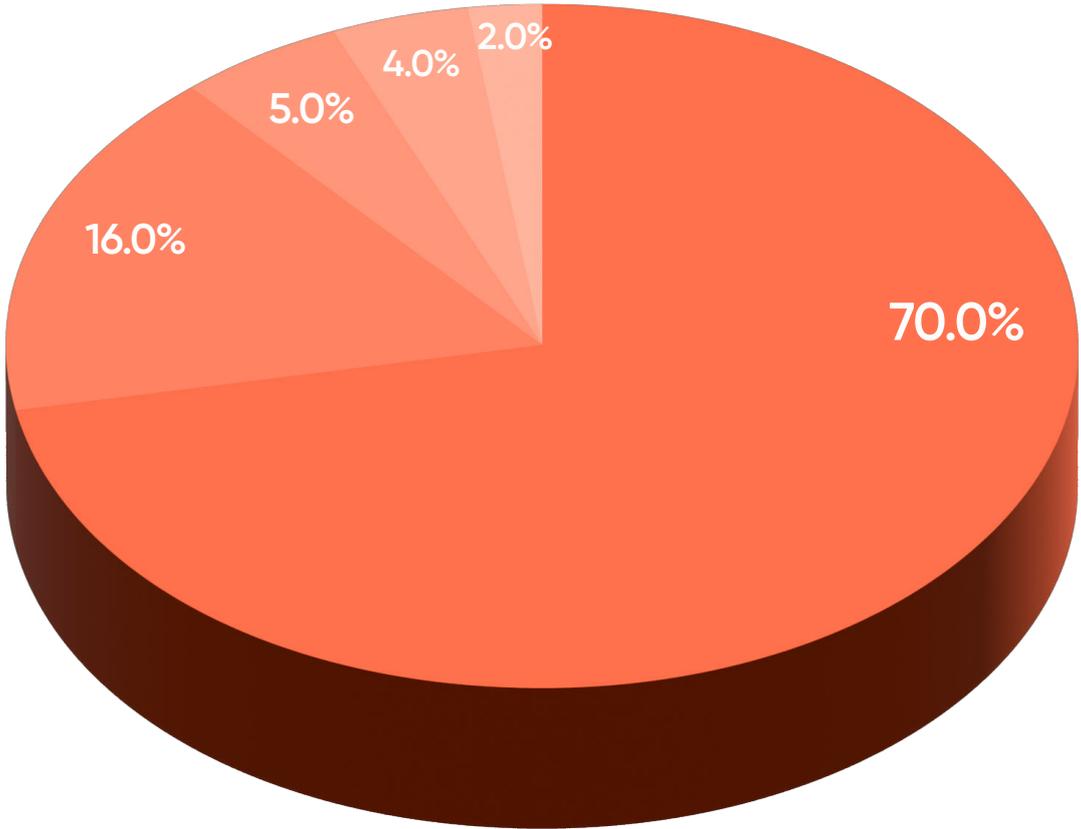
## Average Compensation By Gender



The data reveals an equitable gender split in the Landscape and Planning discipline, with females and males each comprising 49.1% of survey respondents. However, a pronounced salary gap exists, with women earning an average of \$79,887 compared to men's average of \$92,078—a notable difference of \$12,191, the largest gap across all surveyed disciplines. Given this significant pay disparity, firms in this sector are advised to rigorously evaluate their compensation systems for gender-based biases and initiate corrective measures to establish pay equity.



### Ethnicity Split

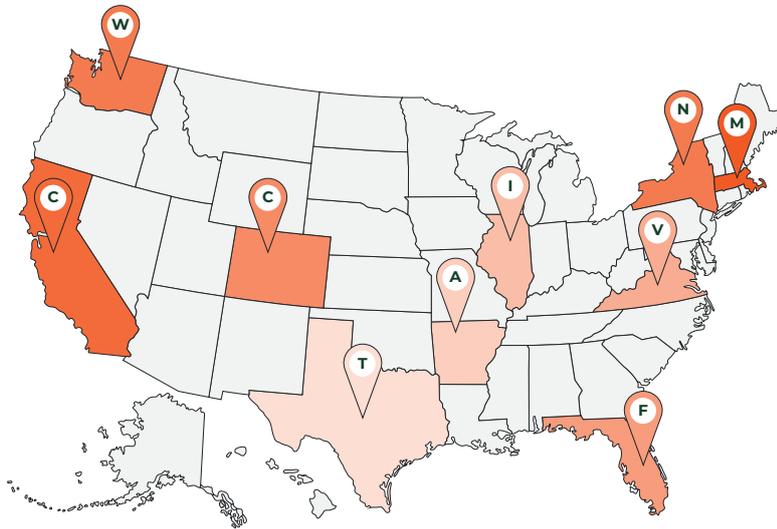


- White (70.0%)
- Asian (16.0%)
- Hispanic or Latino (5.0%)
- Prefer not to say (4.0%)
- Middle Eastern or North American (2.0%)

Similar to other disciplines within the AEC industry, the data highlights a ethnic imbalance in the Landscape + PLanning profession within the US. By diversifying talent acquisition channels and implementing targeted inclusion programs, firms can take decisive steps toward fostering a more ethnically diverse and inclusive work environment.

# Cost of Living vs Compensation

10 Highlighted States % Comp. Devoted to COL



Massachusetts	57%
California	53%
New York	51%
Washington	51%
Colorado	49%
Florida	48%
Virginia	47%
Illinois	45%
Arkansas	46%
Texas	42%

Massachusetts		\$3,513
California		\$4,442
New York		\$2,638
Washington		\$3,450
Colorado		\$3,245
Florida		\$2,335
Virginia		\$2,220
Arkansas		\$1,193
Illinois		\$1,497
Texas		\$1,816

# Cost of Living vs Compensation

State	Annual COL	Median Home Price	Avg. Mortgage	Rent	Min Comp.	Median Comp.	Max Comp.	% Comp Devoted to COL
Arkansas	\$32,979	\$199,636	\$1,193	\$1,008	\$62,000	\$71,000	\$80,000	46%
California	\$53,171	\$743,362	\$4,442	\$1,956	\$24,000	\$100,983	\$300,000	53%
Colorado	\$45,931	\$543,143	\$3,245	\$1,626	\$61,000	\$92,892	\$165,000	49%
Connecticut	\$46,912	\$374,599	\$2,238	\$1,609	\$52,000	\$117,625	\$200,000	40%
Florida	\$40,512	\$390,856	\$2,335	\$1,703	\$55,000	\$84,429	\$150,000	48%
Massachusetts	\$53,860	\$587,875	\$3,513	\$1,806	\$39,520	\$94,905	\$351,520	57%
New York	\$49,623	\$441,462	\$2,638	\$1,745	\$24,000	\$97,169	\$350,000	51%
Oregon	\$46,193	\$498,558	\$2,979	\$1,380	\$48,880	\$83,287	\$128,700	55%
Texas	\$37,582	\$303,971	\$1,816	\$1,318	\$31,200	\$89,114	\$265,000	42%
Virginia	\$43,067	\$371,623	\$2,220	\$1,580	\$63,000	\$91,909	\$150,000	47%
Washington	\$47,231	\$577,353	\$3,450	\$1,553	\$52,000	\$93,505	\$175,000	51%
Illinois	\$41,395	\$250,542	\$1,497	\$1,296	\$51,000	\$91,352	\$375,000	45%

# Concluding Insights

SNIPEBRIDGE's 2023 Salary Survey highlights the fact that compensation nuances go beyond job titles. Our data underscores how variables like firm size, years of professional experience, and even diversity and gender gaps play pivotal roles in shaping salary structures in the AEC sector.

AEC firms should adopt a more diverse and data-driven approach, conduct comprehensive reviews and use diverse data sources for benchmarking while also considering economic variables like cost of living and rate of inflation. Performance metrics tied to both organizational goals and individual KPIs should further refine these compensation programs.

When it comes to Diversity, Equity, and Inclusion (DE+I), taking a proactive approach is vital. Periodic gender and ethnicity pay gap analysis should be part of an organization's compensation review process. Benefit programs should be expansive and considerate of diverse life circumstances. Besides focusing on traditional benefits, firms must offer parental leave options, flexible work arrangements, and mental health support as standard offerings.

Hiring strategies should be revisited periodically to ensure a diverse talent pool. One successful approach to achieving this is through passive recruiting and sourcing practices. Unlike active recruiting, which relies heavily on applicants applying to a position, passive recruiting allows companies directly engage with relevant professionals who might bring diverse experiences, skills, and perspectives that are not immediately apparent through traditional hiring channels.

By implementing these strategies, AEC firms can position themselves to offer more equitable and competitive compensation programs and also increase their attraction and retention ratios. This is not merely a moral imperative but a strategic one, as a diverse and satisfied workforce is key to driving innovation, fostering a robust company culture, and achieving long-term success in a company.

# About SNIPEBRIDGE

SNIPEBRIDGE is a leading talent solutions firm based in the US. We help top architecture & engineering firms and boutique studios hire exceptional talent and build high performing teams.

Our embedded recruiting service is transforming the way AEC firms hire. We empower them to compete in attracting, engaging and acquiring the best talent in the industry using modern recruiting methods, individualized programs and technology innovation.

Over the years, SNIPEBRIDGE has built a large and trusted network of top industry practitioners across architecture, engineering, landscape, interiors and planning disciplines. Our strategic approach and alignment with customer's business helps reduce time and cost per hire while significantly lowering the new hire attrition rate through passive talent engagement practice.

Our purpose-driven team is fanatical about Customer Success!



Talent Drives Success



#### DISCLAIMER

The survey was conducted independently and without bias. The results obtained were analyzed objectively, maintaining confidentiality and anonymity of all participants. The findings are used solely for research purposes and shared in aggregate form, without disclosing any personally identifiable information.

#### SURVEY RESPONDENTS

We want to thank you for your participation in the survey and in helping us gather valuable insights.

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