

## Salary guide

How does your salary match up to the market rate?

Well, there's no such thing as the "typical" company or candidate. Everyone is different, and that's why our work at Bespoke is such fun! But if you want a guide to who's making what, here's our definitive Salary Survey, 2016.



### Architecture

Per annum + super	Low	Average	High
Student	\$38,000	\$40,000	\$42,000
Architectural Assistant (Bachelor Degree)	\$42,000	\$46,000	\$50,000
Architectural Graduate (Masters Degree)*	\$47,000	\$50,000	\$55,000
Architectural Graduate (3-5 yrs)	\$55,000	\$62,000	\$68,000
Architectural Graduate (6-10 yrs)	\$65,000	\$70,000	\$85,000
Architect (3-5 yrs)#	\$55,000	\$65,000	\$70,000
Architect (6-10+ yrs)	\$65,000	\$75,000	\$90,000
Project Architect	\$75,000	\$85,000	\$95,000
Senior Project Architect / Associate	\$90,000	\$110,000	\$120,000
Project Director	\$110,000	\$135,000	\$150,000
Director / Principal	\$130,000	\$170,000	\$220,000
Technician (1-2 yrs)	\$45,000	\$55,000	\$60,000
Technician (3-5 yrs)	\$55,000	\$60,000	\$65,000
Technician (6-10+ yrs)	\$65,000	\$75,000	\$90,000
BIM Modeller	\$55,000	\$65,000	\$75,000
BIM Manager	\$85,000	\$100,000	\$130,000
Visualiser	\$65,000	\$85,000	\$110,000
Senior Visualiser	\$90,000	\$110,000	\$130,000

### Interior Design

Per annum + super	Low	Average	High
Graduate	\$40,000	\$45,000	\$50,000
Interior Designer (1-3 years)	\$45,000	\$55,000	\$65,000
Interior Designer (4-6 years)	\$55,000	\$60,000	\$75,000
Interior Designer (6-10+ years)	\$65,000	\$80,000	\$95,000
Associate	\$90,000	\$110,000	\$130,000
Design Director	\$130,000	\$165,000	\$200,000
Technician (1-2 years)	\$50,000	\$55,000	\$60,000
Technician (3-5 years)	\$60,000	\$65,000	\$75,000
Technician (6-10+ years)	\$75,000	\$80,000	\$85,000
Stylist/Decorator	\$60,000	\$75,000	\$95,000
Retail Design Manager (RDM)	\$80,000	\$110,000	\$150,000+

### Urban Design & Landscape

Per annum + super	Low	Average	High
Urban Designer (1-3 years)	\$60,000	\$65,000	\$75,000
Urban Designer (4-6 years)	\$65,000	\$70,000	\$80,000
Urban Designer (6-10+ years)	\$80,000	\$100,000	\$110,000
Graduate Landscape Architect	\$48,000	\$55,000	\$60,000
Landscape Architect (1-3 years)	\$50,000	\$57,000	\$60,000
Landscape Architect (4-6 years)	\$55,000	\$65,000	\$70,000
Landscape Architect (6-10+ years)	\$65,000	\$75,000	\$90,000
Senior Landscape Architect	\$80,000	\$90,000	\$100,000
Landscape Architect Director	\$95,000	\$130,000	\$150,000

### Business & Creative Support

Per annum + super	Low	Average	High
Receptionist	\$45,000	\$50,000	\$55,000
Office Administrator	\$50,000	\$55,000	\$65,000
Project Administrator	\$55,000	\$60,000	\$70,000
Project Manager	\$60,000	\$80,000	\$100,000+
Studio Manager	\$60,000	\$70,000	\$85,000
Practice Manager	\$70,000	\$85,000	120000
Personal Assistant	\$65,000	\$75,000	\$95,000
Marketing Assistant	\$55,000	\$65,000	\$75,000
Submissions Coordinator	\$60,000	\$70,000	\$80,000
Marketing Manager	\$70,000	\$85,000	\$100,000+
Midweight Graphic Designer	\$55,000	\$60,000	\$70,000
Junior Graphic Designer	\$45,000	\$50,000	\$55,000
Senior Graphic Designer	\$65,000	\$75,000	\$90,000
UX/UI Designer	\$60,000	\$80,000	\$100,000+
Business Development Manager	\$80,000	\$100,000	\$120,000+
Creative Director	\$80,000	\$95,000	\$110,000+
HR Manager	\$75,000	\$95,000	\$120,000 +
Bookkeeper	\$60,000	\$70,000	\$80,000
Finance Manager	\$70,000	\$85,000	\$100,000+
IT Manager	\$60,000	\$75,000	\$95,000

### Architectural & Interior Products

Per annum + super (ex commission)	Low	Average	High
Showroom Assistant	\$45,000	\$55,000	\$70,000
Showroom Manager	\$60,000	\$80,000	\$90,000
Warehouse Administrator	\$48,000	\$52,000	\$55,000
Shipping Manager	\$60,000	\$65,000	\$72,000
Marketing Coordinator	\$50,000	\$65,000	\$72,000
Marketing Manager	\$75,000	\$90,000	\$100,000
Sales Support	\$45,000	\$55,000	\$65,000
Estimator	\$58,000	\$65,000	\$78,000
Project Manager	\$65,000	\$80,000	\$95,000
Product Designer	\$60,000	\$75,000	\$95,000
Sales Representative	\$65,000	\$78,000	\$90,000
State Sales Manager	\$90,000	\$100,000	\$110,000
National Sales Manager	\$130,000	\$150,000	\$170,000

As at 01 February 2016, and in accordance with the Architects Awards 2010 [MA000079],  
 \* an Architectural Graduate (entry level) must be paid a minimum of \$46,602 per annum plus superannuation, and

# a Registered Architect (entry level) or Experienced Graduate of Architecture must be paid a minimum of \$53,877 per annum plus superannuation.

Australian national minimum wage is \$34,268.28 per annum plus superannuation.

Up-to-date information available from [www.fwc.gov.au/documents/documents/modern\\_awards/award/MA000079](http://www.fwc.gov.au/documents/documents/modern_awards/award/MA000079)