



Architecture
Interiors
Graphics
Admin
Landscape
BIM
Senior appointments

Salary guide

Are you earning as much as you could be?
What's the market rate for a particular job?

Well, there's no such thing as the "typical" company or candidate. Everyone is different. That's why our work at Bespoke is such fun.

But if you want to know who's making what, here's the definitive salary guide.

Salary guide Architecture

Per Calendar Month	HK\$ Low	HK\$ Average	HK\$ High
Students Year out	14,000	16,000	18,000
Graduates	22,000	26,000	30,000
Technicians (1-3 yrs)	16,000	18,000	22,000
Technicians (4-6 yrs)	23,000	25,000	28,000
Technicians (6-10 yrs)	30,000	35,000	38,000
1-2 years post Grad	25,500	30,000	35,000
3-5 years post Grad	34,000	38,000	42,000
6-10 years post Grad / Associates	45,000	50,000	55,000
Senior Associates	60,000	70,000	80,000
Project Directors	75,000	80,000	95,000
Directors	90,000	105,000	120,000

Salary guide Interiors

Per Calendar Month	HK\$ Low	HK\$ Average	HK\$ High
Graduate	10,000	15,000	18,000
Interior Designer (1-2 yrs)	15,000	18,000	22,000
Interior Designer (2-4 yrs)	20,000	23,000	26,000
Interior Designer (4-6 yrs)	25,000	28,000	32,000
Interior Designer (6+ yrs)	32,000	37,000	42,000
Lead Designer / Associate	45,000	48,000	50,000
Design Director	60,000	80,000	110,000
Technician (0-5 yrs)	13,000	15,000	18,000
Technician (5 yrs+)	20,000	25,000	30,000
FF&E Designer (Midweight)	30,000	35,000	40,000
FF&E Designer (Senior)	40,000	45,000	50,000
Interior Architect (Midweight)	30,000	32,000	35,000
Interior Architect (Senior)	35,000	40,000	45,000

Salary guide Graphics

Per Calendar Month	HK\$ Low	HK\$ Average	HK\$ High
Junior Designer	10,000	14,000	18,000
Midweight Designer	20,000	25,000	30,000
Senior Designer	30,000	35,000	40,000
Visualiser	30,000	35,000	40,000

Salary guide Admin Support

Per Calendar Month	HK\$ Low	HK\$ Average	HK\$ High
Receptionist	12,000	15,000	18,000
Office Administrator	18,000	23,000	28,000
Project Administrator	20,000	23,000	25,000
Studio Manager	26,000	30,000	35,000+
Practice Manager	30,000	40,000	50,000+
Personal Assistant	12,000	16,000	20,000
Marketing Manager	30,000	50,000	70,000
Business Development Manager	30,000	50,000	70,000
Document Controller	20,000	25,000	30,000
Bid Coordinator	20,000	25,000	30,000
HR Manager	25,000	28,000	35,000

Please Note:

This internal Salary guide is based on our experience with candidates in the Hong Kong Market. Salaries in Hong Kong have tended to be 15-20% higher than those in Mainland China. High range salaries are generally paid by the larger commercial practices and any practice expecting long hours to be worked regularly without overtime. Low range salaries are generally paid by small non-commercial practices.