

We frame design talent through the lens of the market

Know Your
WORTH!



Salary Guide

Your Talent ... Contextualized by the Market!

At LARCHxLUXE, we translate experience, authorship, and leadership into refined market insight—situating creative practice within the economic forces that define value. Moving beyond titles and job descriptions, we examine scope, influence, and design authorship to articulate not only what roles demand, but what exceptional work truly commands within today's design economy.



Explore Market Insights
By Region

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Your Next Move, Informed By Our Industry Insight

At LARCHxLUXE, recruitment is not transactional. It is advisory, intentional, and human-centered. I work with designers as individuals—understanding their ambitions, values, and long-term trajectory—while guiding studios toward talent that strengthens their practice beyond a single hire.

Industry Insights	Atlantic Market	Heartland Market	Pacific Market
Talent Priorities	Prestige & mentorship; portfolio-building; flexible work arrangements	Stability & growth; project impact; team cohesion	Innovation & autonomy; creative experimentation; alignment with sustainability
Desired Professional Benefits + Workplace Priorities	Competitive Compensation, Cost-of-Living Adjustments, Strong Healthcare & Retirement Benefits, Professional Development Support, Flexible/Hybrid Work Schedules, Firm Culture & Diversity Initiative	Stability & Predictable Career Path, Balanced Pay, Local Market Competitiveness, Work-Life Balance, Benefits Supporting Community & Lifestyle, Investment in Tools & Tech Training	Flexible/Remote Work & Autonomy, Innovation & Tech Benefits, Sustainability, Social Impact, Robust PTO/Sabbaticals/Wellness Stipends, Collaborative Studio Culture, Social Outings/Retreats/Design Charrettes
Top Skill Demand	Digital design tools (Adobe, SketchUp, Rhino, Revit); sustainability & adaptive reuse knowledge	Practical design tools (SketchUp, Revit, AutoCAD); cost-conscious design; modular/industrial methods	Computational/parametric design; sustainability certifications; cross-disciplinary fluency (landscape, urban, environmental tech)
Market Dynamics + Sectors	Institutional work; strong Hospitality, Commercial, Aviation, and Cultural sectors	Emerging urban & infrastructure projects; Commercial, Residential, Public Works, and Manufacturing	Tech-driven urban growth; strong focus on Hospitality, Commercial, Aviation, and Experiential projects

Atlantic Markets



The East Region features dense, mature markets like New York, Boston, and DC, where historic preservation, adaptive reuse, and sustainability shape design work. Designers prioritize prestige, mentorship, portfolio-building, and flexible work arrangements. Key skills include advanced digital tools, BIM, and sustainable design.

Role	US\$ Subdued	US\$ Distinguished	US\$ Exceptional
INTERIOR DESIGN			
Interior Architect 0-3 yrs	\$60,000	\$72,000	\$75,000
Interior Architect 4-7 yrs	\$80,000	\$100,000	\$105,000
Interior Architect 8+ yrs	\$100,000	\$120,000	\$130,000
Interior Designer 0-3 yrs	\$65,000	\$75,000	\$85,000
Interior Designer 4-7 yrs	\$75,000	\$105,000	\$115,000
Interior Designer 8-12 yrs	\$100,000	\$125,000	\$130,000
Interior Designer 12+ yrs	\$120,000	\$140,000	\$175,000
Project Manager	\$95,000	\$105,000	\$130,000
Design Director	\$150,000	\$175,000	\$225,000+
Principal	\$175,000	\$200,000	\$250,000+
ARCHITECTURE			
Architect 0-3 yrs	\$65,000	\$72,000	\$80,000
Architect 4-7 yrs	\$75,000	\$94,000	\$100,000
Architect 7-10 yrs	\$85,000	\$105,000	\$125,000
Senior Architect 10+ yrs	\$115,000	\$130,000	\$165,000
Project Manager 5-10yrs	\$92,000	\$115,000	\$130,000
Project Manager 10+ yrs	\$120,000	\$145,000	\$165,000+
Project Designer	\$65,000	\$75,000	\$95,000
Sr Project Designer	\$75,000	\$95,000	\$130,000+
BIM Coordinator	\$85,000	\$95,000	\$115,000
BIM Manager	\$110,000	\$125,000	\$150,000+
Design Director	\$145,000	\$175,000	\$250,000+
Principal	\$175,000	\$200,000	\$250,000+

**Note: Salaries are meant to be a guideline only. Salaries may vary with firm size and exact location.*



UP NEXT | HEARTLAND MARKETS

Heartland Markets



The Central region includes cities like Chicago, Minneapolis, and Denver, with growth driven by manufacturing revitalization, suburban expansion, and affordable housing. Designers value stability, impact, and career growth, with skills in practical BIM, modular construction, and infrastructure solutions in demand.

Role	US\$ Subdued	US\$ Distinguished	US\$ Exceptional
INTERIOR DESIGN			
Interior Architect 0-3 yrs	\$57,000	\$66,000	\$75,000
Interior Architect 4-7 yrs	\$70,000	\$85,000	\$95,000
Interior Architect 8+ yrs	\$95,000	\$110,000	\$120,000
Interior Designer 0-3 yrs	\$55,000	\$72,500	\$85,000
Interior Designer 4-7 yrs	\$75,000	\$90,000	\$110,000
Interior Designer 8-12 yrs	\$88,000	\$105,000	\$120,000
Interior Designer 12+ yrs	\$110,000	\$125,000	\$138,000+
Project Manager	\$80,000	\$95,000	\$125,000
Design Director	\$120,000	\$140,000	\$175,000+
Principal	\$130,000	\$180,000	\$230,000+
ARCHITECTURE			
Architect 0-3 yrs	\$59,000	\$68,000	\$80,000
Architect 4-7 yrs	\$75,000	\$88,000	\$96,000
Architect 7-10 yrs	\$92,000	\$105,000	\$115,000
Senior Architect 10+ yrs	\$100,000	\$122,000	\$140,000
Project Manager 7-12yrs	\$110,000	\$125,000	\$135,000
Project Manager 12+ yrs	\$120,000	\$135,000	\$150,000+
Project Designer	\$65,000	\$85,000	\$95,000
Sr Project Designer	\$80,000	\$95,000	\$120,000+
BIM Coordinator	\$75,000	\$82,000	\$95,000
BIM Manager	\$95,000	\$120,000	\$135,000+
Design Director	\$140,000	\$160,000	\$200,000+
Principal	\$175,000	\$200,000	\$250,000+

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UP NEXT | PACIFIC MARKETS

Pacific Markets



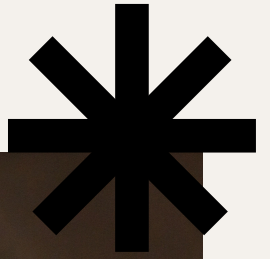
The West is fast-growing, tech-driven, and experimental, with hubs in Los Angeles, San Francisco, and Seattle. Designers prioritize innovation, autonomy, and sustainability, excelling in computational design, parametric workflows, and cross-disciplinary collaboration.

Role	US\$ Subdued	US\$ Distinguished	US\$ Exceptional
INTERIOR DESIGN			
Interior Architect 0-3 yrs	\$59,000	\$65,000	\$72,000
Interior Architect 4-7 yrs	\$72,000	\$85,000	\$95,000
Interior Architect 8+ yrs	\$90,000	\$105,000	\$125,000
Interior Designer 0-3 yrs	\$59,000	\$65,000	\$75,000
Interior Designer 4-7 yrs	\$70,000	\$85,000	\$95,000
Interior Designer 8-12 yrs	\$95,000	\$110,000	\$125,000
Interior Designer 12+ yrs	\$115,000	\$135,000	\$145,000
Project Manager	\$90,000	\$105,000	\$130,000
Design Director	\$130,000	\$155,000	\$220,000+
Principal	\$150,000	\$125,000	\$250,000+
ARCHITECTURE			
Architect 0-3 yrs	\$65,000	\$70,000	\$73,000
Architect 3-7 yrs	\$75,000	\$85,000	\$95,000
Architect 7-10 yrs	\$85,000	\$105,000	\$120,000
Senior Architect 10+ yrs	\$115,000	\$130,000	\$165,000
Project Manager 5-10yrs	\$100,000	\$115,000	\$130,000
Project Manager 10+ yrs	\$100,000	\$145,000	\$170,000+
Project Designer	\$60,000	\$70,000	\$85,000
Sr Project Designer	\$75,000	\$95,000	\$125,000+
BIM Coordinator	\$85,000	\$95,000	\$105,000
BIM Manager	\$110,000	\$125,000	\$150,000+
Design Director	\$175,000	\$210,000	\$250,000+
Principal	\$200,000	\$250,000	\$350,000+

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STAY TUNED... MORE TO COME!



Talent advisory by
architects and
designers—because
we know the work!





W E W A N T
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LARCH X LUXE

+1 440 574 1406

TAKE OUR SURVEY