

## 2025 salary benchmarking survey interim report

December 2025

### Contents

1. Introduction and background	p2
2. Methodology	p3
3. Results	p6
4. Conclusions and future work	p15
Appendix	
1. Combined data table	p16

## 1. Introduction and background to the report

In line with its [policy on pay](#), CIIfA is committed to working with sector partners to improve the way archaeologists' skills are valued and rewarded, to ensure that the sector can recruit, retain and motivate a diverse, skilled workforce to deliver public benefit.

Research has shown that low pay is one of the barriers to a more diverse workforce<sup>1</sup> and is a major factor in archaeologists leaving the sector. From 2024, this work was refocussed on a salary benchmarking approach, using publicly available data from job adverts posted in the CIIfA Jobs Information Service bulletin (JIST) and on the British Archaeological Jobs Resource (BAJR) website.

The objective of CIIfA's salary benchmarking project is to provide anonymised, aggregated salary data for a range of archaeological job roles across the sector for information and for comparison with similar roles in select professions that archaeologists work alongside. This will provide a basis for championing better paid roles to improve the way archaeologists' skills are valued and rewarded. The aim is for this to become a regular survey.

We hope that the information in this report will be useful to employers, employees, trade unions and sector representative bodies, and provide a basis for championing better paid roles to improve the way archaeologists' skills are valued and rewarded.

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<sup>1</sup> For example the [Qualitative Inequalities Research](#) from Cultural Associates Oxford, [Archaeologists in Financial Crisis – BAJR Survey 2022 | UK Archaeology News \(bajrfed.co.uk\)](#) and [Heritage Sector Trade Union | Prospect](#)

## 2. Methodology

### 2.1 Archaeology job roles

For the 2025 report, benchmarking was carried out using existing data sets from adverts in the public domain using posts advertised on JIST and BAJR from 1 April 2024 to 31 March 2025.

The same sample list of job titles was used for this report as was agreed for the 2024 report, which was selected to include a range of

- areas of practice
- levels of seniority
- types of employer

As previously, these were mapped to CfA membership grades. The variation in job titles and levels of competence/accountability across archaeological organisations is well known and this is reflected in the table where job roles are mapped across two CfA membership grades.

It was beyond the scope of this project to investigate individual adverts for their specific competence requirements.

Not all job roles were represented in the data set, those that were omitted due to a lack of data are greyed out in the table below.

Job role	CfA grade
Graduate trainee (fieldwork)	Student or Affiliate
Archaeological technician	Practitioner
Supervisor	Associate
Project officer	Associate or Member
Finds/environmental processor	Practitioner
Finds officer	Associate or Member
Artefact specialist	Member
Senior geoarchaeologist	Member
Geomatics officer	Associate or Member
CAD technician	Practitioner
Archives officer	Associate or Member
Project manager	Member
Senior Illustrator	Associate or Member
Assistant historic environment officer	Practitioner or Associate
Planning archaeologist	Member
Community archaeology manager	Member
Consultant	Associate or Member
Post-doctoral researcher	Member
Lecturer	Member
Professor	Member
Chief executive officer	Member

### Figure 1 – sample archaeological job roles

Advert data was anonymised and combined with each unique advert being treated as a single data point and duplicates removed. Adverts with multiple job roles were separated out where possible and discounted only where it was not possible to identify distinct salary values for each role. Salary ranges were expressed as minimum and maximum values, roles advertised with a single salary were treated as a minimum value. Average (mean) salaries were calculated from the minimum values as posts tend to be appointed at bottom of scale where a range exists. These values are clearly expressed in the results tables as average advertised *starting* salaries not average salaries for the role.

The results also indicate the number of adverts in each job role and note the range of job titles considered. For some roles, only a small number of posts were advertised in 2024-5 and so the average values should be viewed with caution. It should also be noted that London weighting may apply in some cases and that some adverts noted that pay awards were pending.

### 2.2 Comparators

The comparator professions include sectors which work alongside archaeologists, eg in construction, consultancy/advice and the museums sector. They also represent a range of public, private and third sector employers. Availability of salary data was another factor although the level of detail and the way it is reported varies considerably across the comparators. Not all the comparators used in the 2024 report had updated their surveys and in some cases, data was presented differently, making direct comparisons more difficult. Equivalence to CfA accreditation grades was based on competence comparisons using comparator accreditation grades, the regulated qualifications framework levels<sup>2</sup> and, in some cases, high level role descriptions. The professional comparators were

- Chartered Institute of Ecologists and Environmental Managers (CIEEM)
- Chartered Institute of Building (CIOB)
- Institute of Sustainability and Environmental Professionals (ISEP, formerly IEMA)
- Museums Association (MA)
- Royal Institution of Chartered Surveyors (RICS)

Because of the close association between archaeologists and construction, we have also included construction trade pay agreements for Advanced Craft and Supervisory roles (Level 3 NVQ/apprenticeship qualifications). The pay agreements included are listed below and these are explained more fully in the results section.

- The National Agreement for the Engineering Construction Industry (NAECI)
- The Construction Industry Joint Council (CIJC) Working Rule Agreement
- The Building and Allied Trades Joint Industrial Council (BATJIC)

### 2.3 Caveats and limitations

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<sup>2</sup> Document in Trailblazer guidance combined text - FINAL DRAFT VERSION ([instituteforapprenticeships.org](http://instituteforapprenticeships.org))

There are several important points to note about the data used in this report.

- i. Data for archaeology is drawn from job adverts and is based on average advertised starting salaries
- ii. Average salaries against CfA grades in figure 4 are the average advertised starting salaries for roles assessed as requiring competence at Practitioner, Associate or Member level and do not refer to historic CfA recommendations
- iii. The majority of comparator data is collected from published salary surveys and is based on mean or median earnings. We do not have detailed information on the methodologies used and they will vary from one survey to another
- iv. Archaeological and comparator data was collected for the financial year 2024-25
- v. The validity and reliability of data collected from salary surveys is dependent on the response rate and the demographic of survey respondents. Availability of that detail in the survey report is variable across the comparators.
- vi. Depending on data collection dates and methods, advertised salaries or reported earnings may or may not include annual pay awards, London (or other) weighting or allowances/bonuses
- vii. Data on standard or average hours worked is not available in most cases and there may be variation in the number of contracted hours across the comparators. Where pay was expressed as an hourly rate, we have based the annual equivalent on a 37-hour week.

### 3. Results

#### 3.1 Analysis of archaeology job adverts

##### Trainee positions

Twenty-eight adverts for trainee positions were reviewed, mostly representing entry level field roles. Job titles did not always indicate whether the trainee positions were aimed at graduates, non-graduates or both. Most trainee positions were advertised at a single salary point.

- the lowest advertised salary for a trainee position was **£20,000**
- the highest advertised salary for a trainee position was **£26,907**
- the average starting salary for a trainee position was **£24,141**

##### Fieldwork positions

###### Archaeological technician

Over 100 adverts were reviewed in this category which included job titles including Archaeologist, Project Archaeologist and Assistant Archaeologist. The category includes entry level and experienced roles and some adverts distinguished between 'archaeologist' and 'experienced' or 'senior' archaeologist. It was beyond the scope of this project to investigate how 'experienced' or 'senior' roles related to other more senior job titles such as 'supervisor' or 'project officer'. The variation in levels of seniority is reflected in the fact that over 75% of the adverts expressed salary as a range rather than a single point. For the purposes of this report, we have assumed that the lower figure of the range represents an entry level role. Entry level roles in this category are considered to require competence equivalent to CfA Practitioner grade.

- the lowest advertised salary for an archaeological technician was **£23,000**
- the highest advertised salary for an archaeological technician was **£37,576**
- the average starting salary for an archaeological technician was **£25,560**.

###### Supervisor

47 adverts were reviewed in this category which included a small number of 'specialist' supervisor roles (eg finds, geophysics). Most adverts expressed salary as a range, again reflecting entry level and more experienced roles. The level of competence required for an entry level supervisor role is not always well-defined and may depend on the structure of the organisation and the nature of the work that is being supervised. Trainee supervisor and assistant supervisor roles were not included in this sample. We consider that roles in this category require competence at CfA Associate grade.

- the lowest advertised salary for a supervisor was **£26,000**
- the highest advertised salary for a supervisor was **£37,317**
- the average starting salary for a supervisor was **£28,032**

### **Project officer**

46 adverts were reviewed in this category, mainly fieldwork roles but with a small number specifying other areas such as post-excavation, geophysics or historic buildings. Just under two thirds of adverts expressed salary as a range rather than a single point. The level of competence required for project officer roles appears to vary across organisations depending on the structure of the company and nature of the work. We consider that it may be the equivalent of Associate or Member grade, depending on the level of autonomy and accountability of the role.

the lowest advertised salary for a project officer was **£25,000**

the highest advertised salary for a project officer was **£41,550**

the average starting salary for a project officer was **£31,457**

### **Project manager**

Twenty adverts were reviewed in this category, mainly fieldwork roles. Over half expressed salaries as a range. We consider that Project manager roles require competence equivalent to CfA Member grade.

the lowest advertised salary for a project manager was **£33,000**

the highest advertised salary for a project manager was **£52,357**

the average starting salary for a project manager was **£38,330**

### **Specialist positions**

As might be expected, job adverts in this category were far fewer per job role. Like the field positions though, there was inconsistency in job titles which may reflect variation in the nature or roles or just different terminology for the same thing.

### **Finds/environmental processor**

A single role was advertised in this category offering a salary range of **£24,886 - £26,405**. The role is assessed to require Practitioner level competence.

### **Finds officer**

Eleven adverts were reviewed in this category, some specifying pottery or lithics, others more general 'small finds' specialists or officers. This may indicate a variety of competence requirements although this was not necessarily reflected in the salary ranges which were broadly similar. All roles expressed salary as a range. We consider that the role is equivalent to Associate or Member grade, depending on the level of specialist expertise required and autonomy in the role.

- the lowest advertised salary for a finds officer was **£28,057**
- the highest advertised salary for a finds officer was **£40,684**
- the average starting salary for a finds officer was **£31,389**

### **Geomatics officer**

Nine adverts were reviewed in this category which grouped geomatics, GIS and survey specialists. All but one expressed salary as a range. We consider that the role is equivalent of Associate or Member grade, depending on the level of specialist expertise required and autonomy in the role.

- the lowest advertised salary for a geomatics officer was £26,357
- the highest advertised salary for a geomatics officer was £35,979
- the average starting salary for a geomatics officer was £29,463

### **Senior Geoarchaeologist**

There were four adverts in this category which we consider to span Associate and Member grades.

- the lowest advertised salary for a senior geoarchaeologist was £34,393
- the highest advertised salary for a senior geoarchaeologist was £48,000
- the average starting salary for a senior geoarchaeologist was £38,495

### **Community archaeology manager**

Only two adverts fell into this category which we consider to be equivalent to CfA Member grade.

- the lowest advertised salary for a community archaeology manager was £37,123
- the highest advertised salary for a community archaeology manager was £42,252
- the average starting salary for a community archaeology manager was £37,755

### **Historic environment service roles**

#### **Assistant HER officer**

Five adverts were reviewed in this category, all but one of which expressed their salary as a range. We considered the level of competence required at entry level for this role to be equivalent to CfA Practitioner grade.

- the lowest advertised salary for an assistant HER officer was £24,208
- the highest advertised salary for an assistant HER officer was £33,024
- the average starting salary for an assistant HER officer was £26,834

#### **Planning archaeologist**

Seven adverts were reviewed in this category, including Historic Environment Advisor, Archaeological Adviser and Planning Archaeologist. The level of competence required for the role will vary considerably depending on the nature of the historic environment service and the level of autonomy of the post and this variation is reflected in the salary ranges offered. We consider the role to span CfA Associate and Member grade.

- the lowest advertised salary for a planning archaeologist was £32,076
- the highest advertised salary for a planning archaeologist was £44,428
- the average starting salary for a planning archaeologist was £35,028

#### **Consultant**

Twenty two adverts were reviewed in this category which excluded senior and Principal/Director roles. The level of competence required will again vary considerably depending on the nature and structure of the organisation offering the consultancy service, but the consultant role is considered to span CfA Associate and Member grade.

- the lowest advertised salary for a consultant was **£25,000**
- the highest advertised salary for a consultant was **£41,311**
- the average starting salary for a consultant was **£28,778**

#### **Post-doctoral researcher**

Nine adverts were reviewed in this category with a variety of job titles including Research Associate, Research Assistant and Research Fellow. The level of competence required is considered to equate to Member grade.

- the lowest advertised salary for a post-doctoral researcher was **£31,296**
- the highest advertised salary for a post-doctoral researcher was **£46,913**
- the average starting salary for a post-doctoral researcher was **£36,412**

#### **Lecturer**

Eight adverts were reviewed in this category is considered to equate to Member grade.

- the lowest advertised salary for a lecturer was **£41,732**
- the highest advertised salary for a lecturer was **£56,529**
- the average starting salary for a lecturer was **£45,292**

#### **Assistant Professor**

Four adverts were reviewed in this category is considered to equate to Member grade.

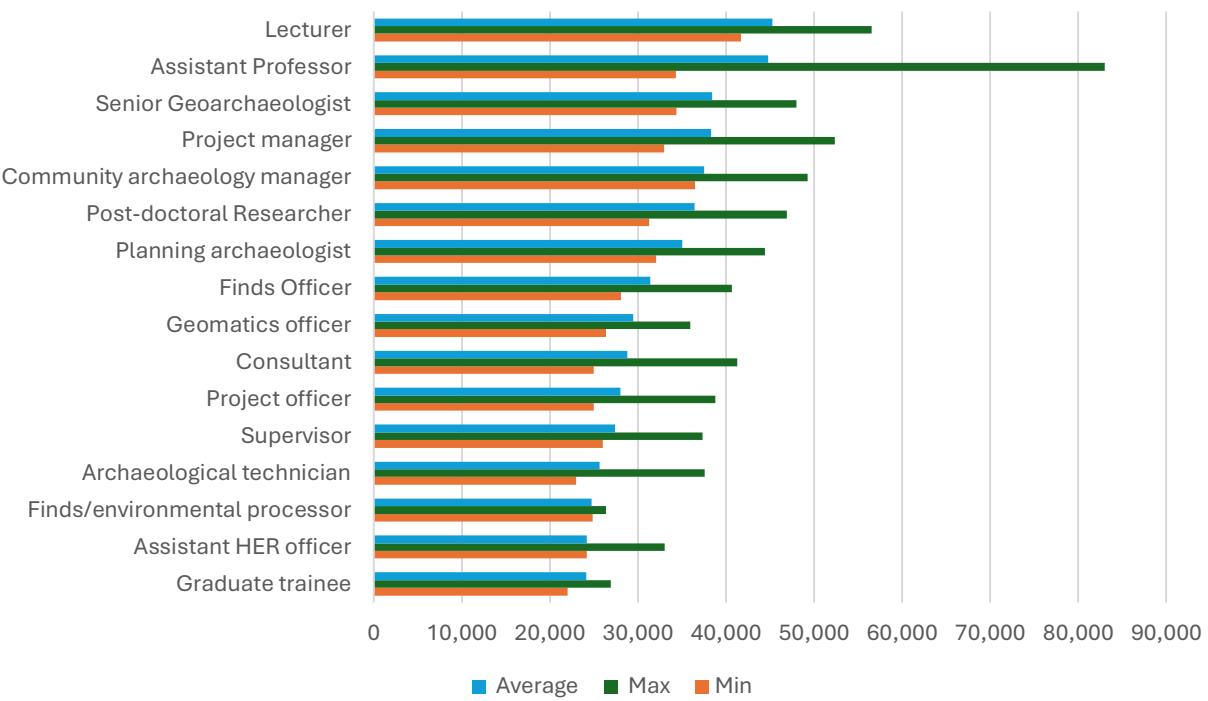
- the lowest advertised salary for an assistant professor was **£34,329**
- the highest advertised salary for an assistant professor was **£83,014**
- the average starting salary for an assistant professor was **£44,803**

2024-5 advertised archaeological salaries are presented below in order of average starting salary, lowest to highest.

Role	Min	Max	Average
Graduate trainee	£ 22,000	£ 26,907	£ 24,141
Assistant HER officer	£ 24,208	£ 33,024	£ 24,208
Finds/environmental processor	£ 24,886	£ 26,405	£ 24,730
Archaeological technician	£ 23,000	£ 37,576	£ 25,655
Supervisor	£ 26,000	£ 37,317	£ 27,428
Project officer	£ 25,000	£ 38,800	£ 28,033
Consultant	£ 25,000	£ 41,311	£ 28,778
Geomatics officer	£ 26,357	£ 35,979	£ 29,463
Finds Officer	£ 28,057	£ 40,684	£ 31,390
Planning archaeologist	£ 32,076	£ 44,428	£ 35,028
Post-doctoral Researcher	£ 31,296	£ 46,913	£ 36,413
Community archaeology manager	£ 36,516	£ 49,277	£ 37,552
Project manager	£ 33,000	£ 52,357	£ 38,331
Senior Geoarchaeologist	£ 34,393	£ 48,000	£ 38,455
Assistant Professor	£ 34,329	£ 83,014	£ 44,804
Lecturer	£ 41,732	£ 56,529	£ 45,292

Figure 2 – advertised archaeological salaries

Figure 3 - Minimum, maximum and average starting salary values by job role



**Minimum, maximum and average starting salaries against CIfA accreditation grades**

	<b>Average</b>	<b>Min</b>	<b>Max</b>
Pre- Practitioner	£22,423	£20,812	£25,074
Practitioner	£24,677	£22,000	£30,418
Associate	£29,648	£23,000	£41,000
Member	£32,555	£23,231	£50,000

*Figure 4*

### 3.2 Comparators

#### Chartered Institute of Ecologists and Environmental Managers (CIEEM)

CIEEM undertakes periodic salary surveys with the latest available report published in [2025](#), based on data collected at the very start of the year. The survey is circulated to its members and non-members but the majority of respondents are CIEEM members. The survey includes average (mean) salaries by member grade and by job level. CIEEM has five grades of membership: Qualifying, Associate, Member, Chartered Member and Fellow. Associate and Member are equivalent to CfA Associate and Member respectively. The Qualifying grade is broadly equivalent to entry level Practitioner.

Salary by membership grade		Salary by job level		
Qualifying	£ 30,489	<i>Practitioner</i>	Graduate/assistant	£ 27,206
Associate	£ 37,120	<i>Associate</i>	Adviser/consultant	£ 33,818
Full	£ 57,274	<i>Member</i>	Senior adviser/consultant/technical specialist	£ 41,488
Chartered Full	£ 63,371	<i>Member</i>	Principal/Senior/Programme leader	£ 57,191
Fellow	£ 66,333		MD/CEO	£ 70,245

#### Museums Association

The MA have issued periodic 'salary benchmarking' reports for many years. The latest report was published in [2024](#). The survey does not focus on member grades but benchmarks museums' salaries against those in comparator sectors based on an assessment of equivalent competence, using the regulated qualifications framework<sup>3</sup> levels as a guide (eg NVQ level 3). Practitioner is mapped to Level 3, Associate to Level 5 and Member to Level 7. The survey covers a wide range of roles within museums so, for the purposes of this report, we have focussed on specialist conservator and curatorial roles as being more relevant comparators.

Salary by job level - conservators		Salary by job level - curators/collections management	
Assistant	£ 30,348	£ 25,933	<i>Practitioner (L4)</i>
Officer/coordinator	£ 36,104	£ 31,950	<i>Associate (L5)</i>
Team leader/supervisor	£ 44,339	£ 38,049	<i>Associate/Member (L6)</i>
Manager/Head of	£ 59,219	£ 57,558	<i>Member</i>

#### Institute of Sustainability and Environmental Professionals (ISEP, formerly IEMA)

ISEP produced its latest '[State of the profession](#)' report in 2025, based on data gathered for 2024-25. Unlike previous reports, full salary survey results are not available but the report notes average salaries for graduates and Fellows.

<sup>3</sup>

### **Salary by membership grade**

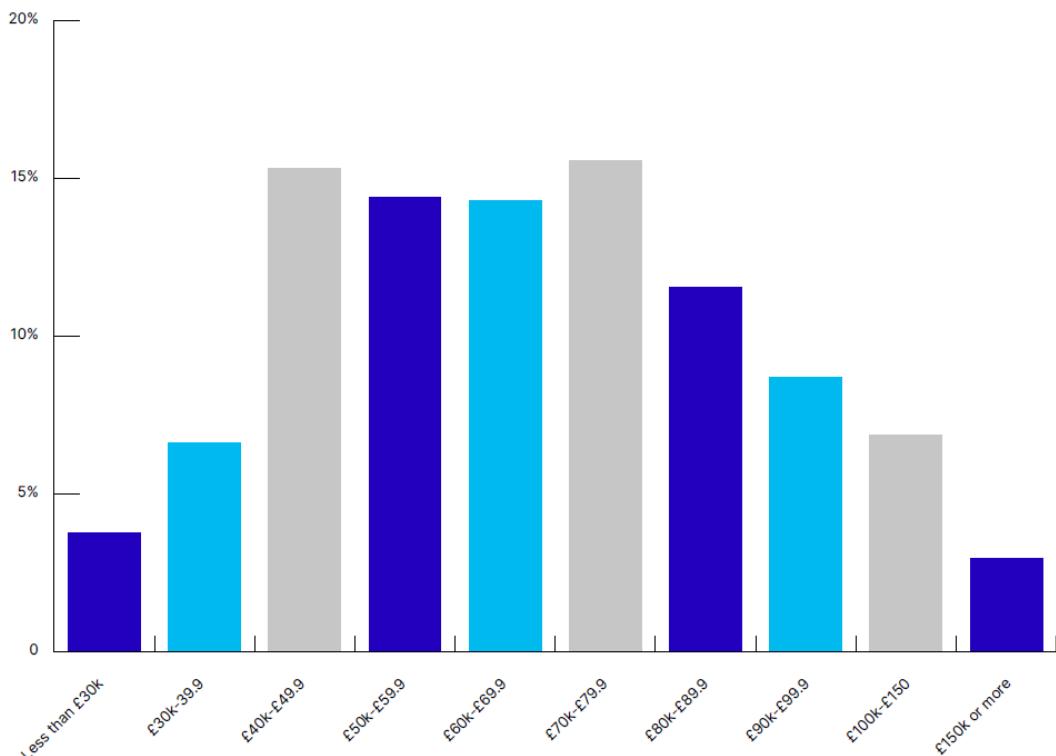
Graduate	£ 37,069.00	Practitioner
Fellow	£ 91,911.00	Member

### **Chartered Institute of Building (CIOB)**

No update available. The most recent (and first) CIOB [Construction Salary and Market Trends](#) report was published in 2024 based on data collected in October 2023. The report does not go into detail but compares average salaries for construction management professionals with the average for CIOB members and the national average. The graph shows the distribution of responses in different salary bands but does not include details on job role, seniority or grades of accreditation.

Average salary for construction management professionals £ 70,851.00

Average salary for CIOB members £ 72,063.00 Member



### **Royal Institution of Chartered Surveyors (RICS)**

RICS annual survey of [Salary, Attitudes and Rewards](#) is a well established and extensive piece of research covering the RICS global footprint. Data is broken down nationally and by sub-sector and job role. There are gaps in the data because of variances in the breakdown of

respondents and not all job roles have data available in each sector. The overall median salary for RICS members in the UK in 2024 was £60,000. The table below illustrates the variation between selected sub-sectors. Broad correlations between job roles and CIfA grades have been drawn.

		Architecture	Building surveying	Construction management
<b>Graduate/assistant/junior</b>	<i>Practitioner</i>	£35,000	£30,000	£40,000
<b>Qualified/consultant/analyst</b>	<i>Associate/Member</i>	£50,000	£50,000	£50,000
<b>Associate/Manager</b>	<i>Member</i>	£55,000	£63,625	£75,000
<b>Senior manager</b>	<i>Member</i>	£79,500	£71,250	£100,000
<b>Director</b>		£92,000	£80,000	£130,000

	Development Management	Environmental planning	Quantity surveying
<b>Graduate/assistant/junior</b>	£32,000		£28,000
<b>Qualified/consultant/analyst</b>	£50,000	£29,000	£50,000
<b>Associate/Manager</b>	£70,000	£42,000	£70,000
<b>Senior manager</b>	£95,000		£85,000
<b>Director</b>	£130,000		£118,000

### Craft and Advanced craft construction roles

Within the construction sector, national pay agreements between trade unions and trade associations set out minimum rates of pay, terms and conditions of employment for specific groups of trades. The rates are expressed as an hourly rate but for ease of comparison they are expressed here as an annual equivalent, based on a 37-hour week. Although these cover construction trades rather than professions, they have been included as they are mapped against NVQ levels which can provide a competence-based comparison with CIfA Practitioner grade.

### The National Agreement for the Engineering Construction Industry (NAECI)

NAECI sets comprehensive terms and conditions of employment for hourly-paid engineering construction workers on major and basic engineering construction projects, repair and maintenance sites and events / outages throughout the UK. It's Grades 5 and 6, identified as Advanced Craft grades, are based on NVQ Level 3 qualification and NVQ3+supervisory skills respectively and are mapped to CIfA Practitioner and Associate grades

In 2023, the rate for a Grade 5 role was £36,498 and for Grade 6 was £38,133.

### The Construction Industry Joint Council (CIJC) Working Rule Agreement

The CIJC working rule agreement governs the terms and conditions of employment for certain construction workers where the employer chooses to incorporate them. It's Skills Rate 1 is based on NVQ Level 3 qualification and is mapped to CIfA Practitioner grade

In 2023, the minimum rate for a Skill Rate 1 was **£28,090**.

**The Building and Allied Trades Joint Industrial Council (BATJIC)**

BATJIC is an annually agreed voluntary wages and payment scheme negotiated between the Federation of Master Builders and UNITE the Union. Its Advanced Craft rate is based on NVQ Level 3 qualification and is mapped to Practitioner grade.

In 2023, the minimum rate for an Advanced Craft role was **£30,206**

**Joseph Rowntree Foundation Minimum Income Standard (MIS)**

The [Minimum Income Standard \(MIS\)](#) provides a vision of the living standards that we as a society agree everyone in the UK should be able to achieve. Updated annually, it sets out what households need to reach the MIS benchmark.

In 2024, the Minimum Income Standards was **£28,000**.

#### 4. Conclusions and future work

A table showing all the pay data collected for this report ordered from lowest to highest is included as an appendix to this report. **Comparison between roles and industries should be viewed as illustrative for all the caveats outlined in section 2.3.**

The aim of the salary benchmarking project is to provide information for the sector. It highlights minimum, average and maximum values for a selection of roles linked to CfA accreditation and provides illustrative comparison with salary data from other professions and industries which will be familiar to archaeologists. We hope that the information will be useful to employers, employees, trade unions and sector representative bodies and welcome feedback on how we can make it more useful in the future.

The project had benefited greatly from the support of Prospect and BAJR. and CfA welcomes input and collaboration from organisations and individuals across the sector as this work continues to develop. The sustainability of the profession, and its ability to continue to deliver value to society, is dependent on its ability to attract diverse talent and provide sustainable and equitable careers. We all have a role to play, whether as educators, employers, employees or sector representatives, in securing that future.

## Appendix 1 – all salary data ranked lowest to highest

*The table should be viewed alongside the explanation of data sources outlined in the methodology section of this report and, in particular, section 2.3.*

Source	Role/level	2024-5
National Living Wage 21+		£ 22,011
Real Living Wage 2023 UK		£ 23,088
<b>ClfA</b>	<b>Pre-Practitioner</b>	£ 24,140
ClfA	Graduate trainee	£ 24,141
ClfA	Finds/environmental processor	£ 24,886
Real Living Wage 2023		
London		£ 25,301
ClfA	Archaeological technician	£ 25,655
<b>ClfA</b>	<b>Practitioner</b>	£ 25,792
MA Curator	Assistant	£ 25,933
ClfA	Assistant HER officer	£ 26,835
CIEEM	Graduate/assistant	£ 27,206
<b>Minimum income standard (single person)</b>		£ 28,000
RICS Quantity surveying	Graduate/assistant/junior	£ 28,000
ClfA	Supervisor	£ 28,033
CIJC	Skill Rate 1	£ 28,090
ClfA	Consultant	£ 28,778
RICS Environmental planning	Qualified/consultant/analyst	£ 29,000
ClfA	Geomatics officer	£ 29,463
RICS Building surveying	Graduate/assistant/junior	£ 30,000
BATJIC	Advanced craft	£ 30,206
MA Conservator	Assistant	£ 30,348
CIEEM	Qualifying	£ 30,489
ClfA	Finds Officer	£ 31,390
ClfA	Project officer	£ 31,467
<b>ClfA</b>	<b>Associate</b>	£ 31,802
MA Curator	Officer/coordinator	£ 31,950
RICS Development management	Graduate/assistant/junior	£ 32,000
CIEEM	Adviser/consultant	£ 33,818
RICS Architecture & design	Graduate/assistant/junior	£ 35,000
ClfA	Planning archaeologist	£ 35,028
MA Conservator	Officer/coordinator	£ 36,104
<b>ClfA</b>	<b>Member</b>	£ 36,107
ClfA	Post-doctoral researcher	£ 36,413
NAECI	Grade 5	£ 36,498
ISEP	Graduate	£ 37,069
CIEEM	Associate	£ 37,120
ClfA	Community archaeology manager	£ 37,755
MA Curator	Team leader/supervisor	£ 38,049
NAECI	Grade 6	£ 38,133
ClfA	Project manager	£ 38,331

RICS Construction management	Qualified/consultant/analyst	£	40,000
CIEEM	Senior adviser/consultant/ technical specialist	£	41,488
RICS Environmental planning	Associate/Manager	£	42,000
MA Conservator	Team leader/supervisor	£	44,339
ClfA	Assistant Professor	£	44,804
ClfA	Lecturer	£	45,292
RICS Architecture & design	Qualified/consultant/analyst	£	50,000
RICS Building surveying	Qualified/consultant/analyst	£	50,000
RICS Construction management	Graduate/assistant/junior	£	50,000
RICS Development management	Qualified/consultant/analyst	£	50,000
RICS Architecture & design	Associate/Manager	£	55,000
RICS Quantity surveying	Qualified/consultant/analyst	£	55,000
CIEEM	Principal/Senior/Programme leader	£	57,191
CIEEM	Full	£	57,274
MA Curator	Manager/Head of	£	57,558
MA Conservator	Manager/Head of	£	59,219
CIEEM	Chartered Full	£	63,371
RICS Building surveying	Associate/Manager	£	63,625
CIEEM	Fellow	£	66,333
RICS Development management	Associate/Manager	£	70,000
RICS Quantity surveying	Associate/Manager	£	70,000
CIEEM	MD/CEO	£	70,245
RICS Building surveying	Senior manager	£	71,250
RICS Construction management	Associate/Manager	£	75,000
RICS Architecture & design	Senior manager	£	79,500
RICS Building surveying	Director	£	80,000
RICS Quantity surveying	Senior manager	£	85,000
ISEP	Fellow	£	91,911
RICS Architecture & design	Director	£	92,000
RICS Development management	Senior manager	£	95,000
RICS Construction management	Senior manager	£	100,000
RICS Quantity surveying	Director	£	118,000
RICS Construction management	Director	£	130,000
RICS Development management	Director	£	130,000

## Abbreviations

- Chartered Institute of Ecologists and Environmental Managers (CIEEM)

- Chartered Institute of Building (CIOB)
- Institute of Sustainability and Environmental Professionals (ISEP, formerly IEMA)
- Museums Association (MA)
- Royal Institution of Chartered Surveyors (RICS)
- The National Agreement for the Engineering Construction Industry (NAECI)
- The Construction Industry Joint Council (CIJC) Working Rule Agreement
- The Building and Allied Trades Joint Industrial Council (BATJIC)