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The architectural market got off to a slow start in 2009, largely due to the financial crisis which forced most companies to put their projects on hold. There was also the add-on effect of oversupply in the commercial real estate sector, especially in Shanghai and Beijing.

By the end of 2009 however there was increased activity among architectural firms due to a heightened interest in second and third tier cities, such as Chengdu and Wuhan. The actions of investors and developers in the China market have shown that there is an undeniable push westwards, with over one hundred cities with populations in the one million range.

Companies are certainly looking for talent in the upper echelons of design. There has been high demand from large consultancies for Urban Planners and Landscape Designers, reflecting the developers' focus on second tier cities. On the interior design side, several firms need Design Directors, especially in the commercial sector.

Salaries have remained constant for upper-level positions, but have dropped slightly for mid-level roles. Expatriate workers are finding that

salaries for foreigners are becoming more localised, meaning they are significantly lower than previous years and with fewer benefits.

The recruiting process has lengthened, with employers much more cautious as to whom they employ.

Employers have raised their standards and also look for employees with excellent presentation skills. Architects need to market their projects convincingly. Firms are hiring on a project-by-project basis, and as many of these are on new frontiers, it is a particularly exciting time for candidates who really have a passion for their industry.

Architecture

Architecture

	Graduate Architect	Architect (2-5yrs)	Architect (5-10yrs)	Associate / Senior Associate	Principal / Director
Hong Kong	215 - 300	300 - 420	420 - 660	660 - 1,000	1,000 - 1,500
Singapore	30 +	36 - 60	60 - 84	110 +	120 +
China	60 - 120	120 - 348	360 - 540	540 - 660	780 - 948
Japan	3 - 5	3 - 6	6 - 9	9 - 12	12 - 16

	Graduate Interior Designer	Interior Designer (2-5yrs)	Interior Designer (5-10yrs)	Senior Interior Designer	Project Manager
Hong Kong	150 - 240	240 - 360	360 - 480	540 - 720	360 - 600
Singapore	30 +	42 - 50	48 - 72	72 +	48 - 72
China	36 - 60	48 - 108	96 - 240	240 - 360	240 - 500
Japan	2 - 3	3 - 5	5 - 7	7 - 9	N/A

	Design Director	CAD Drafter	Landscape Architect (2-5yrs)	Landscape Architect (5-10yrs)	Director Of Landscape
Hong Kong	720 +	180 - 360	240 - 360	360 - 720	720 +
Singapore	120 +	30 - 42	42 - 50	48 - 72	120 +
China	360 - 600	120 - 264	120 - 264	180 - 420	480 - 660
Japan	9 - 11	2.5 - 5	N/A	N/A	N/A

	Urban Designer (2-5yrs)	Urban Designer (5-10yrs)	Principal Urban Designer
Hong Kong	240 - 360	360 - 600	600 - 900
Singapore	48 - 60	60 - 84	84 +
China	480 - 720	N/A	N/A

Notes

- Typical Salary Range in '000 (excluding Japan which is stated in millions)
- All Salaries are representative of the total package value • Salaries are represented in local currencies