

UK SALARY BENCHMARKING SURVEY



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Prepared by

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CIFA

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INTRODUCTION

Fair pay is vital for the archaeology sector to thrive. Salary benchmarking helps us understand pay trends, compare roles, and advocate for better compensation.

It benefits

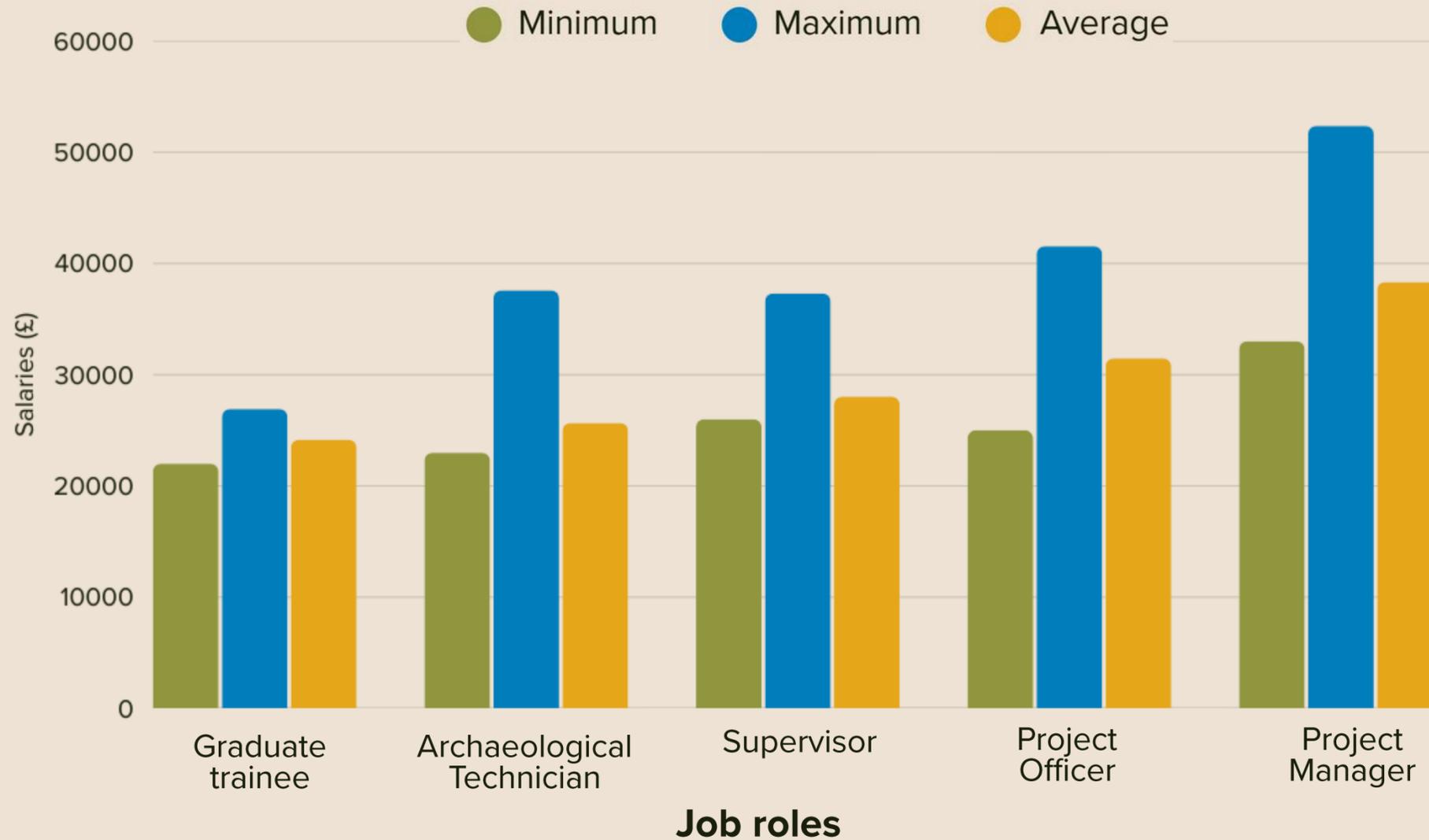
- **job seekers:** see how advertised salaries compare to industry averages.
- **employers:** set competitive salaries to attract skilled professionals.
- **advocates:** highlight pay issues and promote fairer wages.

Our approach focuses on providing clear data to the sector on pay in archaeology, focusing on minimum, maximum and average pay for a sample of advertised job roles. This aligns with methods used by other professions and gives us better tools to track trends, compare with similar fields and highlight challenges like the cost-of-living crisis and low pay. Following our interim data report in December, the final results are published here as a series of charts. The data will underpin ClfA's wider advocacy work on the value of archaeologists and their work to society as well as supporting sector partners in their campaigns for fair pay and recruitment leading to a stronger, more diverse workforce.



Field Archaeology Summary

Minimum, maximum and average starting salaries



Average starting salaries

- Graduate Trainee
£24,140.96
- Archaeological Technician
£25,655.39
- Supervisor
£28,032.64
- Project Officer
£31,467.19
- Project Manager
£38,330.93

National Living Wage 23+

£22,011

Real Living Wage 2023 UK

£23,088

Real Living Wage 2023 London

£25,301

Minimum Income Standard (Single Person)

£28,000



Specialists Summary

Minimum, maximum and average starting salaries



Average starting salaries

- Finds / Environmental Processor
➤ **£25,646.00**
- Finds Officer
➤ **£31,390.00**
- Geomatics Officer
➤ **£29,463.11**
- Community Archaeology (Assistant) Manager
➤ **£37,755.00**

National Living Wage 23+

£22,011

Real Living Wage 2023 UK

£23,088

Real Living Wage 2023 London

£25,301

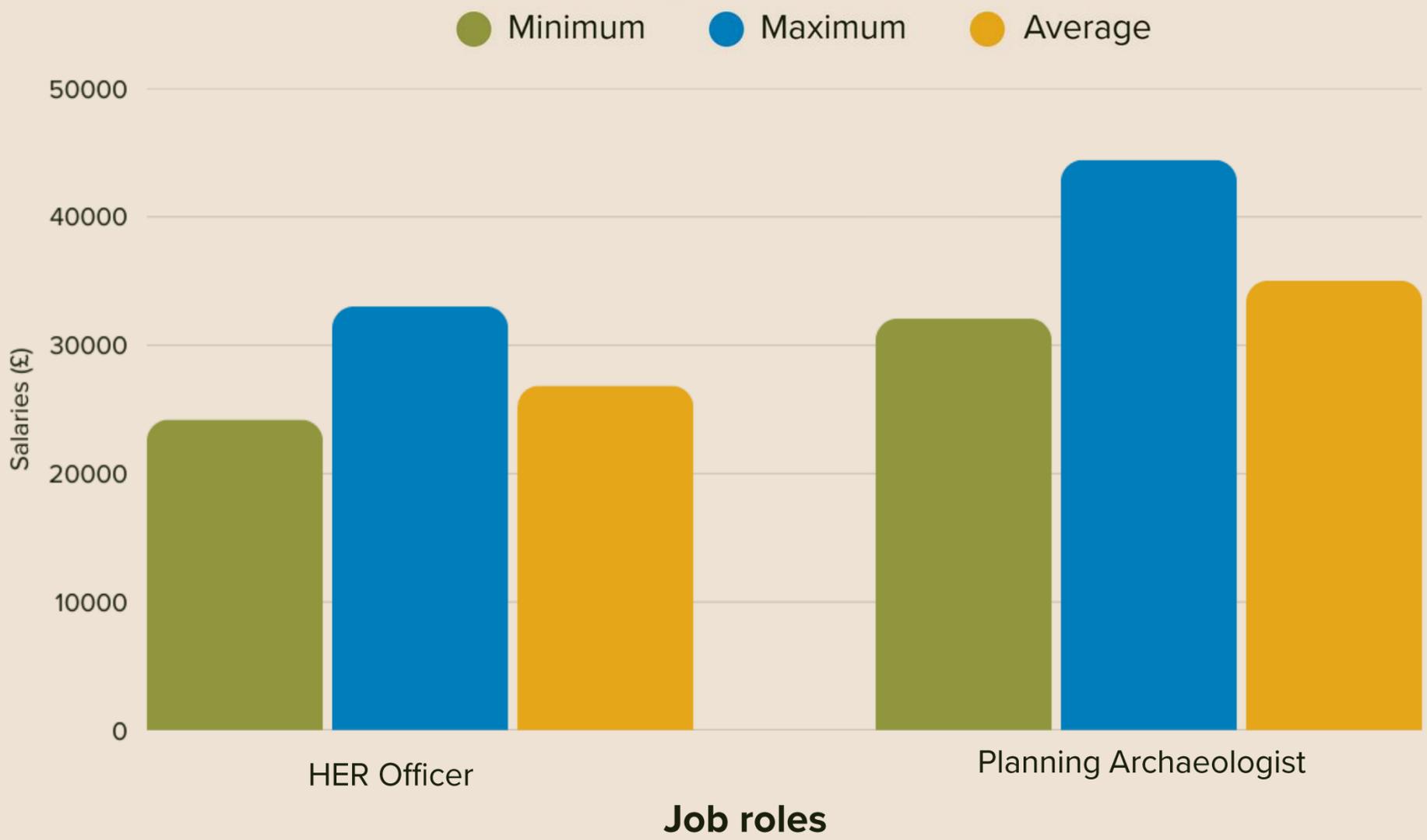
Minimum Income Standard (Single Person)

£28,000



Heritage Management Summary

Minimum, maximum and average starting salaries



Average starting salaries

- HER Officer: **£26,835.80**
- Planning Archaeologist: **£35,028.43**



National Living Wage 23+
£22,011

Real Living Wage 2023 UK
£23,088

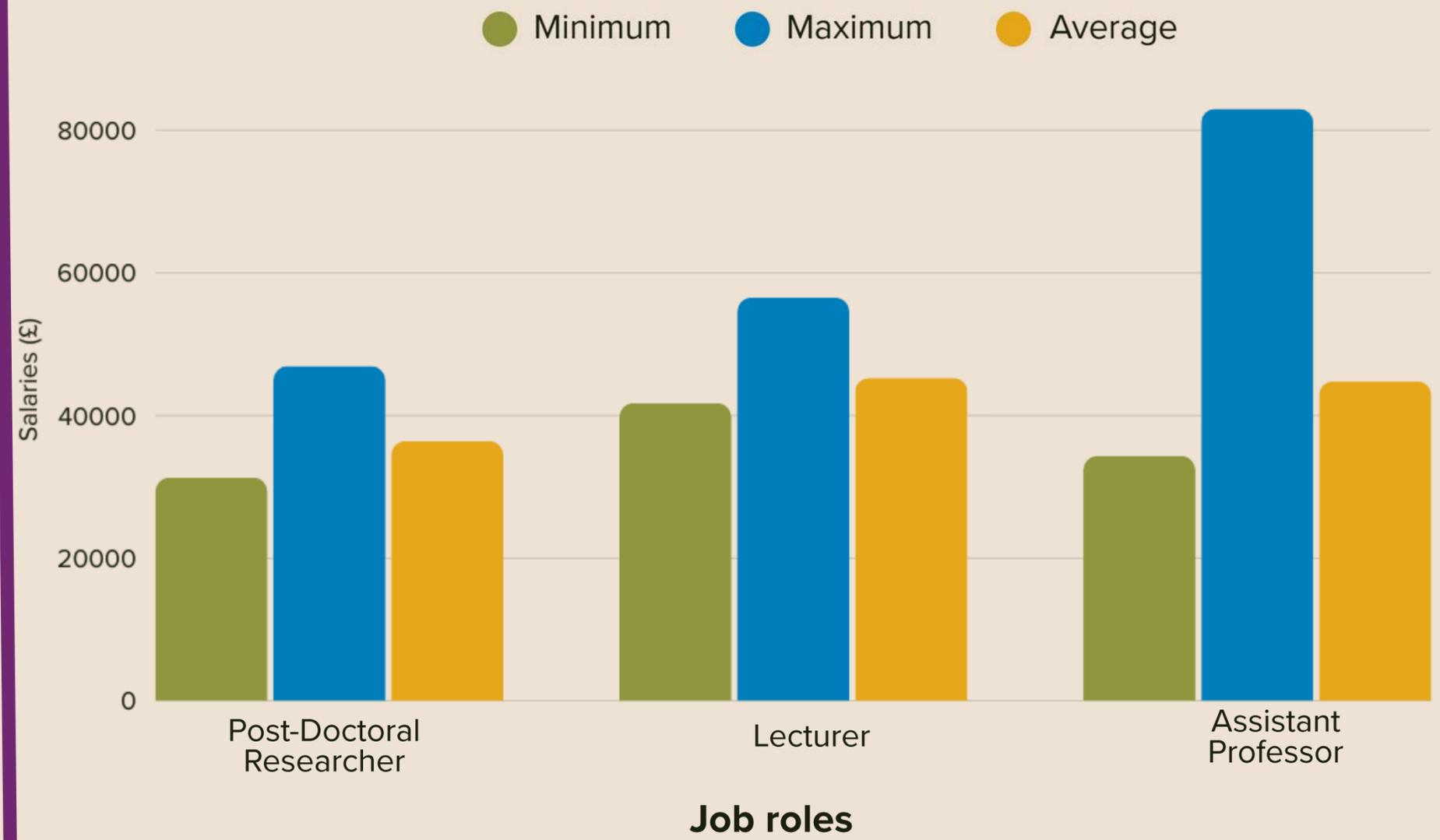
Real Living Wage 2023 London
£25,301

Minimum Income Standard (Single Person)
£28,000



Academia Summary

Minimum, maximum and average starting salaries



Average starting salaries

- Post-Doctoral Researcher
£36,412.89
- Lecturer
£45,292.33
- Assistant Professor
£44,803.50

ClfA grades difficult to attribute to academic roles and thus, have been left out

National Living Wage 23+	Real Living Wage 2023 UK	Real Living Wage 2023 London	Minimum Income Standard (Single Person)
£23,809.00	£26,227.50	£28,860.00	£30,500.00



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Consultancy Summary

Minimum, maximum and average starting salaries



Average starting salaries

Consultant
£28,778.00

ClfA grades difficult to attribute as the job titles are either varying, grouped together or do not signify level.

National Living Wage 23+

£22,011

Real Living Wage 2023 UK

£23,088

Real Living Wage 2023 London

£25,301

Minimum Income Standard (Single Person)

£28,000



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ClfA Grades Summary

Minimum, maximum and average starting salaries



Average starting salaries

- PCIfA
£25,792.00
- ACIfA
£31,805.00
- MCIfA
£36,106.00

National Living Wage 23+

£22,011

Real Living Wage 2023 UK

£23,088

Real Living Wage 2023 London

£25,301

Minimum Income Standard (Single Person)

£28,000

COMPARATORS' OVERVIEW

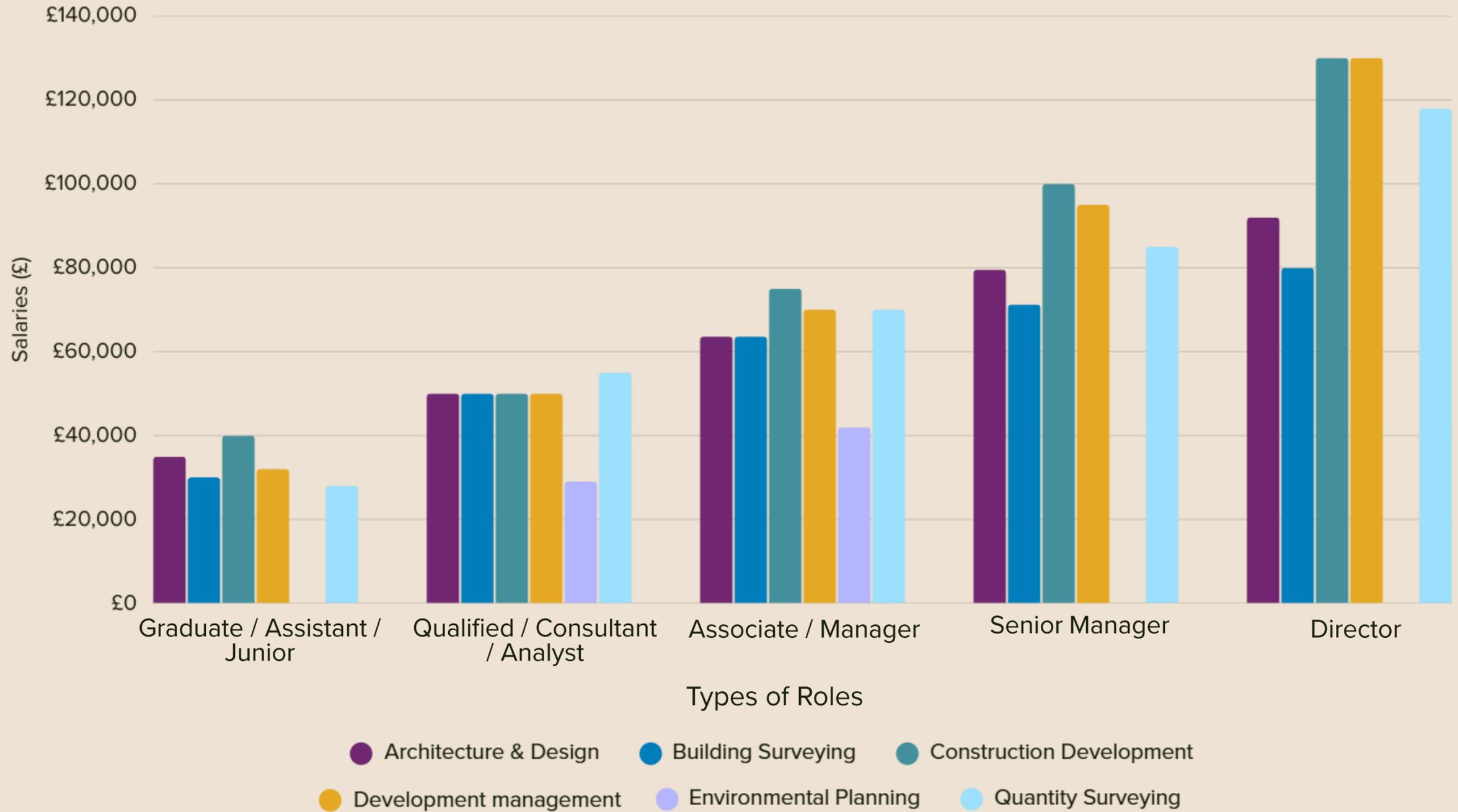




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RICS Overview

Royal Institution of Chartered Surveyors average salaries



RICS average salaries

Graduate / Assistant / Junior

£35,000.00

Qualified / Consultant / Analyst

£45,666.66

Associate / Manager

£62,604.16

Senior Manager

£86,150.00

Director

£110,000.00



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CIEEM Overview

CIEEM average salaries by role



CIEEM average salaries by grade



CIEEM average salaries

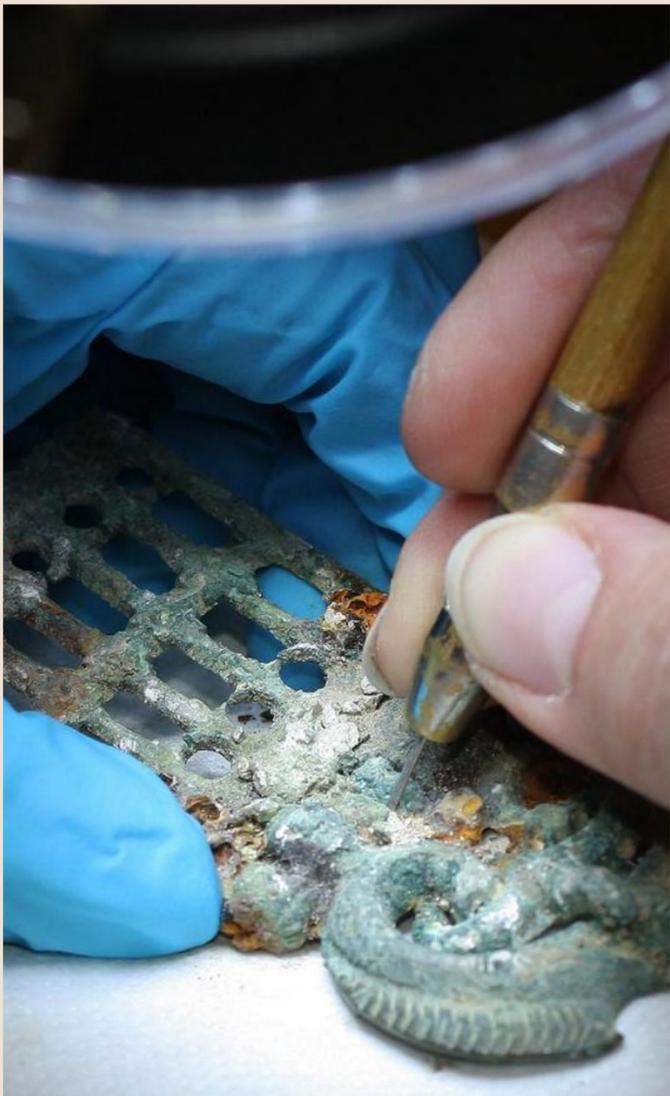
Graduate / Assistant
£27,206.00

Adviser / Consultant
£33,818.00

Senior Adviser / Consultant / Technical Specialist
£41,488.00

Principal / Senior / Programme Leader
£57,191.00

MD / CEO
£70,245.00



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MA Overview

Museums Association average salaries by role- Conservators



Museums Association average salaries by role- Curators/ Collections Management



Assistant

£28,140.00

Officer / Coordinator

£34,027.00

Team Leader / Supervisor

£41,194.00

Manager / Head Of

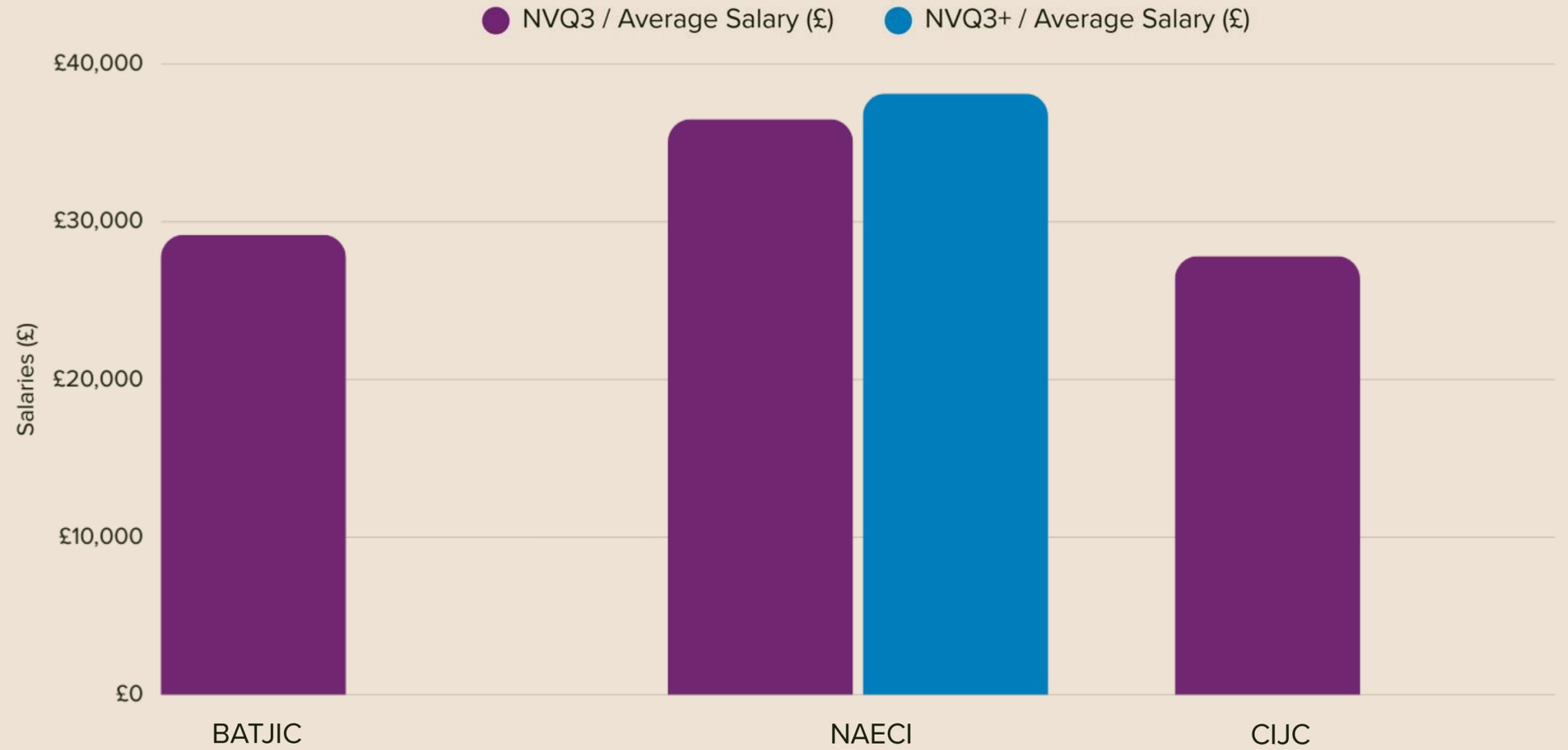
£58,388.50



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Craft and Advanced Craft Construction Overview

The Construction Industry Joint Council (CIJC) Working Rule Agreement, The National Agreement for the Engineering Construction Industry's (NAECI), and The Building and Allied Trades Joint Industrial Council's (BATJIC) average salary by job level



Average Salary for BATJIC Advanced Craft Role

£30,206.00

Average Salary for NAECI Grade 5

£32,785.00

Average Salary for NAECI Grade 6

£34,266.00

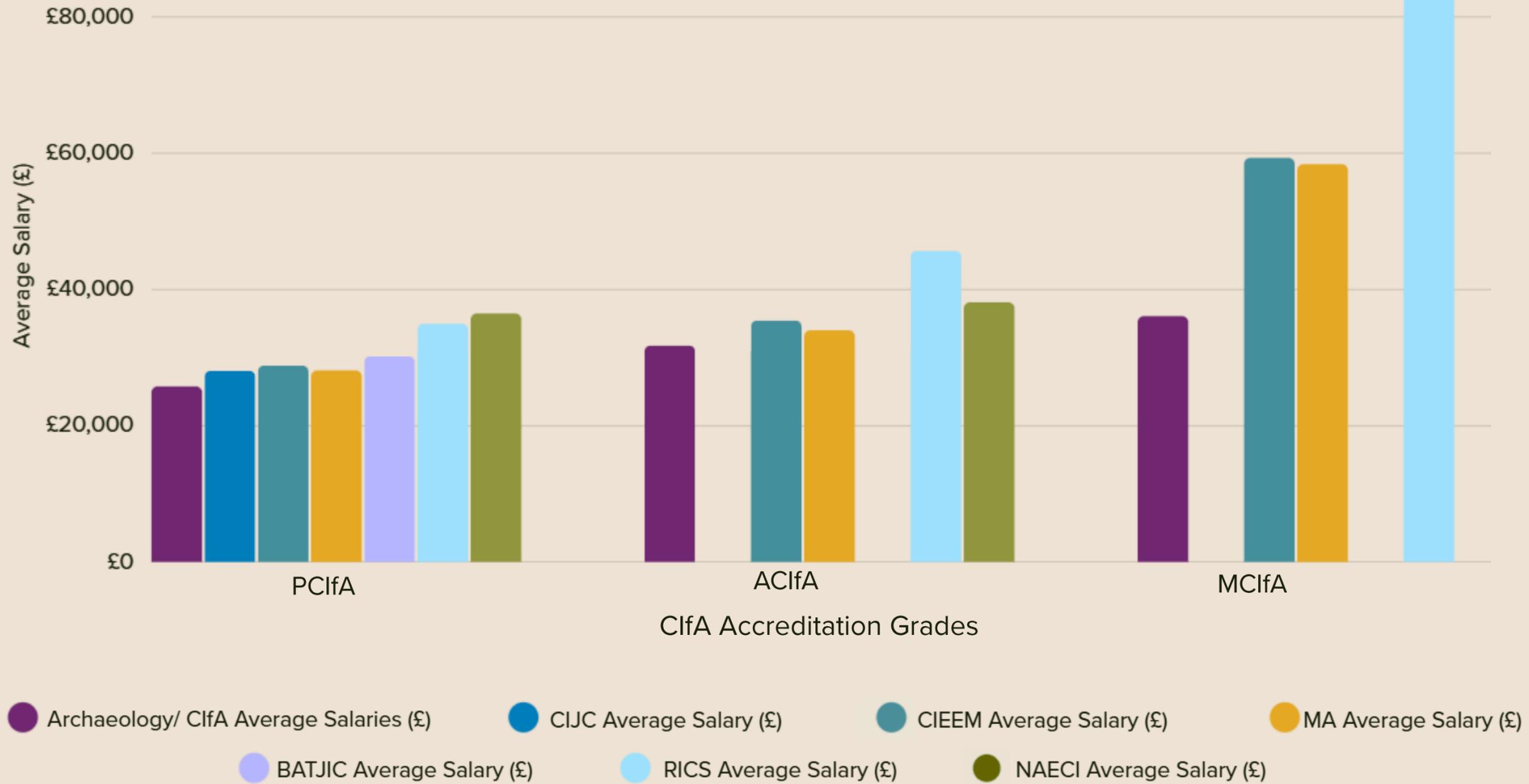
Average Salary for CIJC Skills Rate 1

£28,090.00



ClfA and Comparators Overview

Average salary distribution by ClfA accreditation grades



National Living Wage 23+

£22,011

Real Living Wage 2024 UK

£23,088

Real Living Wage 2024 London

£23,301

Minimum Income Standard (Single Person)

£28,000

Discussion

Drawing comparisons between this year's data and the 2024 benchmarking report is not straightforward. In some categories, the numbers of posts advertised does not constitute a large enough sample size to say anything meaningful and there are variations between the data sets which means we may not always be comparing like with like. The survey does not allow for detailed analysis of job adverts to fully understand how different organisations are using job titles, and the variances in levels of competence or responsibility which may underlie them. There are some general observations we can make however, including the following points of note

- Numbers of fieldwork posts advertised increased significantly from 2023-24. It is often unclear how many roles are available for each advert but there were over 100 adverts for field technician roles in 2024-25. Adverts for supervisor and project officer roles were also up on last year
- Average starting salaries for most of the job titles sampled had increased by more than inflation over the same period. The biggest increase was seen for trainee positions which increased by 8%. The average starting salary for technician roles was up 6% on the previous year
- Average starting salaries for all roles considered to require Practitioner level competence increased by 5% but still fall below the Minimum Income Standard for a single person set by the Joseph Rowntree Foundation of £28,000
- By contrast, finds officer and finds specialist roles only saw a 1% increase. The number of roles advertised had increased from six in 2023-24 to 11 in 2024-25. The benchmarking survey is obviously not picking up on rates for self-employed finds specialists and this would merit a separate study, given the widely reported shortage of finds specialists
- The only category to have seen a decrease on last year's figures was the Consultant category. This excluded senior roles but still reflected significant variation in the level of competence/responsibility expected, ranging from Practitioner to Member level. Starting salaries for entry-level consultant roles were in a similar range to fieldwork trainee positions and this is another area that would merit further investigation, to clarify the responsibilities and competence expected within these posts.



Thank you

The project has benefited greatly from the support of Prospect and BAJR. ClfA 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.

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