

## Definition of Architect Positions

Excerpted from the *2005 AIA Compensation Report: A Survey of U.S. Architecture Firms*

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### SUMMARY

To collect uniform comparative data about compensation at U.S. architecture firms, the AIA Economics and Market Research team defines typical positions in a typical architecture firm as shown below. These descriptions may or may not be descriptive of positions within your firm, and are provided for information only.

### SENIOR PRINCIPAL/PARTNER

Typically an owner or majority shareholder of the firm; may be the founder; titles may include president, chief executive officer, or managing principal/partner.

### MID-LEVEL PRINCIPAL/PARTNER

Principal or partner; titles may include executive or senior vice president.

### JUNIOR PRINCIPAL/PARTNER

Recently made a partner or principal of the firm; title may include vice president.

### DEPARTMENT HEAD/SENIOR MANAGER

Senior management architect or nonregistered graduate; responsible for major department(s) or functions; reports to a principal or partner.

### PROJECT MANAGER

Licensed architect or nonregistered graduate with more than 10 years of experience; has overall project management responsibility for a variety of projects or project teams, including client contact, scheduling, and budgeting.

### ARCHITECT/DESIGNER III

Licensed architect or nonregistered graduate with 8-10 years experience; responsible for significant aspects of projects. Responsible for work on minor projects. Selects, evaluates, and implements procedures and techniques used on projects.

### ARCHITECT/DESIGNER II

Licensed architect or nonregistered graduate with 6-8 years of experience; responsible for daily design or technical development of project.

### ARCHITECT/DESIGNER I

Recently licensed architect or nonregistered graduate with 3-5 years of experience; responsible for particular parts of a project within parameters set by others.

### THIRD-YEAR INTERN

Unlicensed architecture school graduate in third year of internship; develops design or technical solutions under supervision of an architect.

### SECOND-YEAR INTERN

Unlicensed architecture school graduate in second year of internship.

### ENTRY-LEVEL INTERN

Unlicensed architecture school graduate in first year of internship.

### CAD MANAGER

Responsible for implementation, standards, upgrades, and training of CAD technology.

### RESOURCES

#### To obtain the complete report

The AIA issues a compensation survey every three years. The *2005 AIA Compensation Report: A Survey of U.S. Architecture Firms* can be ordered from the AIA Bookstore, (800) 242-3837 (option 4); online at [www.aia.org](http://www.aia.org); or by e-mail to [bookstore@aia.org](mailto:bookstore@aia.org).

**More Best Practices**

The following AIA Best Practices provide additional information related to this topic:

- 07.04.01 Employee Wage Status: Exempt or Non Exempt
- 07.04.02 Employment Status: Independent Contractor -- Yes or No?
- 07.01.03 Maintaining Personnel Files

**Feedback**

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**Key Terms**

- Practice
- Personnel management
- Employment
- Job descriptions