



2024

INTERIOR DESIGNER SALARY REPORT CANADA

produced in collaboration



interior designers of canada
designers d'intérieur du canada

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INTRODUCTION

DMC Recruitment Group, in partnership with the Interior Designers of Canada (IDC), are proud to present our 2024 Salary Report focused exclusively on Interior Design Professionals working within Canada.

The aim of this report is to provide valuable insights into remuneration trends; offering a detailed analysis of salary ranges, factors influencing compensation, and regional variations.

Whether you are an aspiring Interior Designer setting out on your career path, or a seasoned industry stakeholder seeking to benchmark salaries within your own team, this report will serve as a valuable resource.

The Interior Design industry has experienced significant change over the last 5 years, with traditional practices in the industry evolving to focus more on diversity, inclusion, and succession planning. With greater importance on these hiring factors and the competitive nature of the current recruitment market, we conducted this survey with the goal of providing a report with detailed commentary on compensation within the Canadian Architecture & Design industry.

METHODOLOGY

The survey was conducted anonymously via Survey Monkey with a sample size of 975 Interior Design Professionals who responded across Canada.

No emails or names were collected, nor any other details linking the respondent to their answers. The survey was distributed via social media, the DMC website, as well as email outreach through our database and third-party database information.

A special thanks to the Interior Designers of Canada (IDC) for their partnership and efforts in distributing this survey to their members and stakeholders.

WHO WE ARE

DMC Recruitment Group is a North American Recruitment Firm that specializes solely within the industries of Architecture & Design, Building Materials, and Construction.

DMC's team of technically experienced Recruitment Consultants have successfully placed positions at every level within both small and large architecture & design firms across Canada and the US. The A&D team specializes in a variety of disciplines including:

- Architecture & Design
- Engineering
- Technology & BIM
- Sustainability
- Interior Design
- Landscape Architecture
- Planning & Urban Design
- Development & Land-use Planning
- Project Management
- Leadership & Operations



Shawna Wagner, MeDes
Partner
Architecture & Design

swagner@dmcrecruitment.com



Shawna Wagner, MeDes, leads the A&D division at DMC. Her team works with clients and candidates to create long-term relationships with key partners in the industry.

"We are proud of the strong reputation, extensive network, and technical knowledge that our team can deliver to enhance the recruitment experience for the Architecture & Design industry."
- Shawna Wagner, MeDes

IDC - Interior Designers of Canada

We have partnered with the Interior Designers of Canada, the national advocacy association, to produce this salary survey for the benefit of their members, Interior Design Professionals, and other related industries to utilize this knowledge to support their current and future employment needs.

Founded in 1972, the Interior Designers of Canada (IDC) is a national association dedicated to advancing the interior design profession across the country. As a leading voice in the industry, IDC provides a wide range of benefits and resources to its members. From professional development opportunities to networking events, advocacy efforts, and access to industry insights and trends, IDC strives to support and empower interior designers and related professionals throughout their careers.

IDC, in collaboration with DMC Recruitment, worked to distribute information, communicate progress, and conduct this salary survey, which will directly benefit their members by providing crucial data and insights for navigating the profession effectively.

For more information visit <https://www.idcanada.org/>
You can also follow them on Instagram [@interiordesignersofcanada](https://www.instagram.com/interiordesignersofcanada)

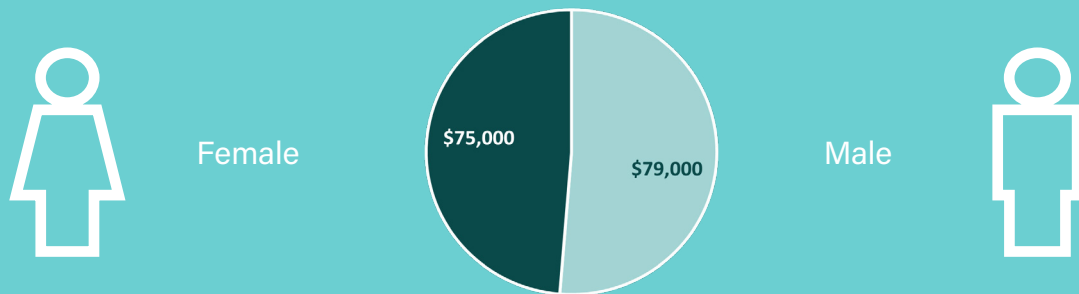


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KEY FINDINGS

GENDER DISPARITIES IN AVERAGE BASE SALARY

Our analysis of responses from Interior Design Professionals working in Canada found that on average, those who identified as “MALE” seemingly earn 5% more on their base salary than those who identified as “FEMALE”:



IMPORTANCE OF WORKING ENVIRONMENT/ CULTURE & EARNING POTENTIAL

Respondents were asked to rank which factors were most important to them when considering a new position.

The number one factor for Interior Design Professionals was **Working Environment/Culture**.

52% of Respondents indicated that working environment/culture is their first consideration when looking for a new role.

In addition, 50% of Respondents indicated that Earning Potential was ranked their second key consideration when exploring new opportunities.

NCIDQ CERTIFICATION AND SALARY

Respondents who have their NCIDQ certification were paid on average 16% more than those who have not attained or pursued their NCIDQ certification.

Our analysis also compared average salary with the Respondents' years of experience in their fields, and regardless of the experience level, the individuals with the NCIDQ certification had a higher base salary on average than those without.



SUMMARY OF RESULTS

This survey sought to examine how various factors affect the compensation of Interior Designers working in Canada, including; compensation, education, tenure, values, areas of specialization, demographics, and overall satisfaction.

The subsequent sections will showcase the results and insights that can be derived from the feedback obtained from 975 Interior Design Respondents. This sample group encompasses a wide range of positions, experience levels, areas of practice, education, and geographic locations.

NATIONWIDE

Gender, location and industry segment of respondents

Top considerations of respondents when looking for a new position

Overall base salary and commission earnings for each job title

Profit Sharing models and figures

Recognizing the differences between the various roles in the Interior Design industry, findings have been segmented by the following job titles;

Junior Interior Designer
Senior Interior Designer
Associate

Interior Designer
Lead Interior Designer
Freelance

Project Designer
Director of Interiors
Owner/Principal
Partner

The results were analyzed based on responses in the following subjects:

Base Salary
Education/Professional Designations
Preferences & Satisfaction
Tenure & Experience

Profit Share/Bonus Earnings
Diversity
Specialization
Certifications

SURVEY DATA

RESPONDENT ANALYSIS

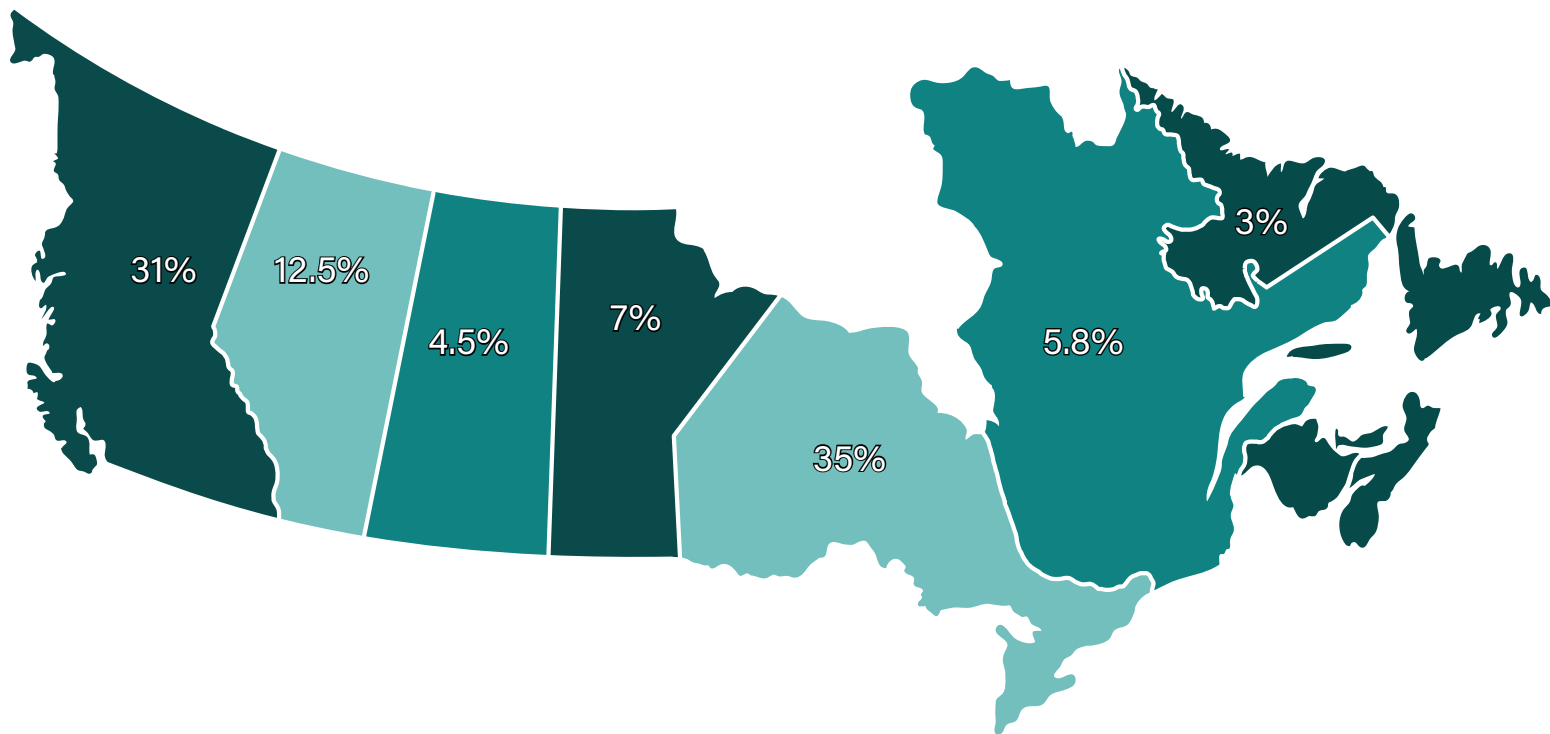
Data was analyzed within the following parameters;

Province or Territory of Residence
Base Salary/Compensation
Organization/Company Profile

Current Job Title
Bonus / Profit Share
Education

Gender
Sector/Industry
Demographics

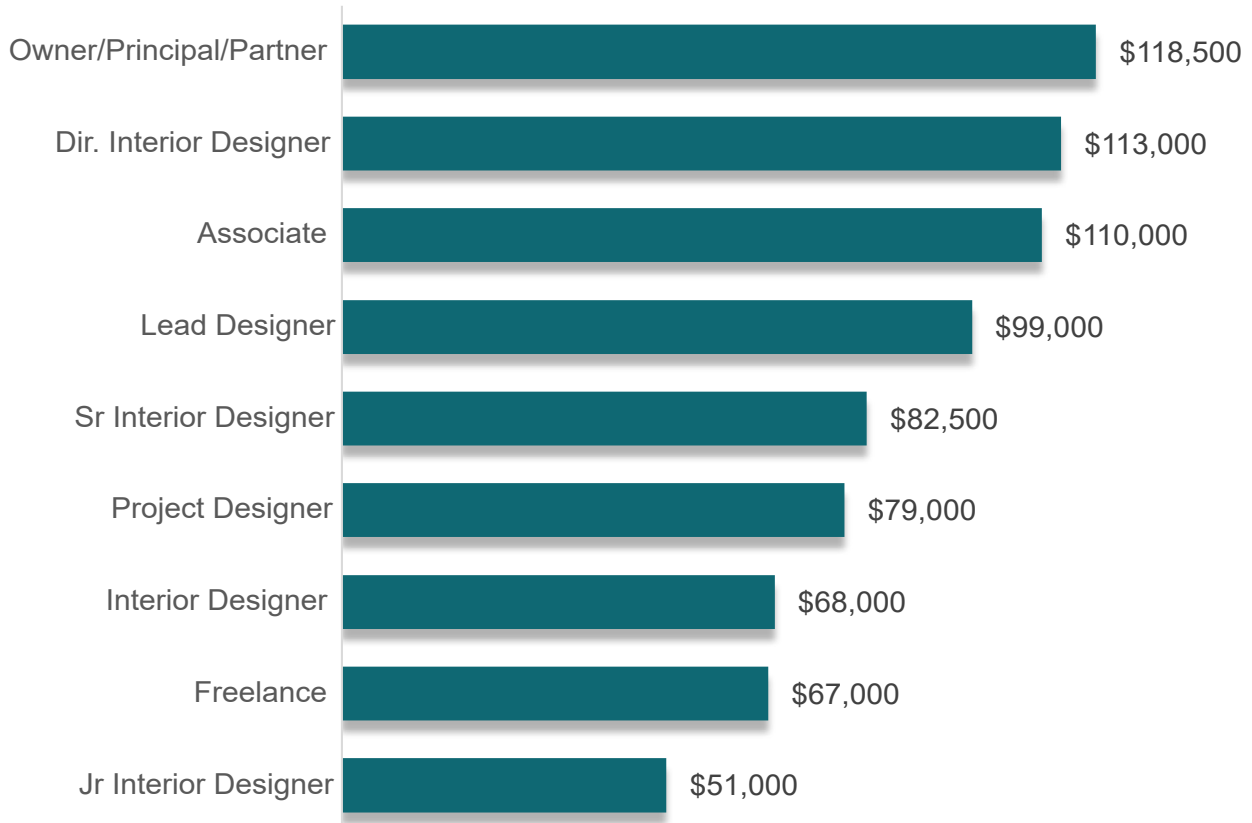
Data was analyzed based on parameters including as tenure, cultural identification, Provincial Association Registration, and whether or not they are NCIDQ certified.



RESPONDENTS INDICATED JOB TITLE AS

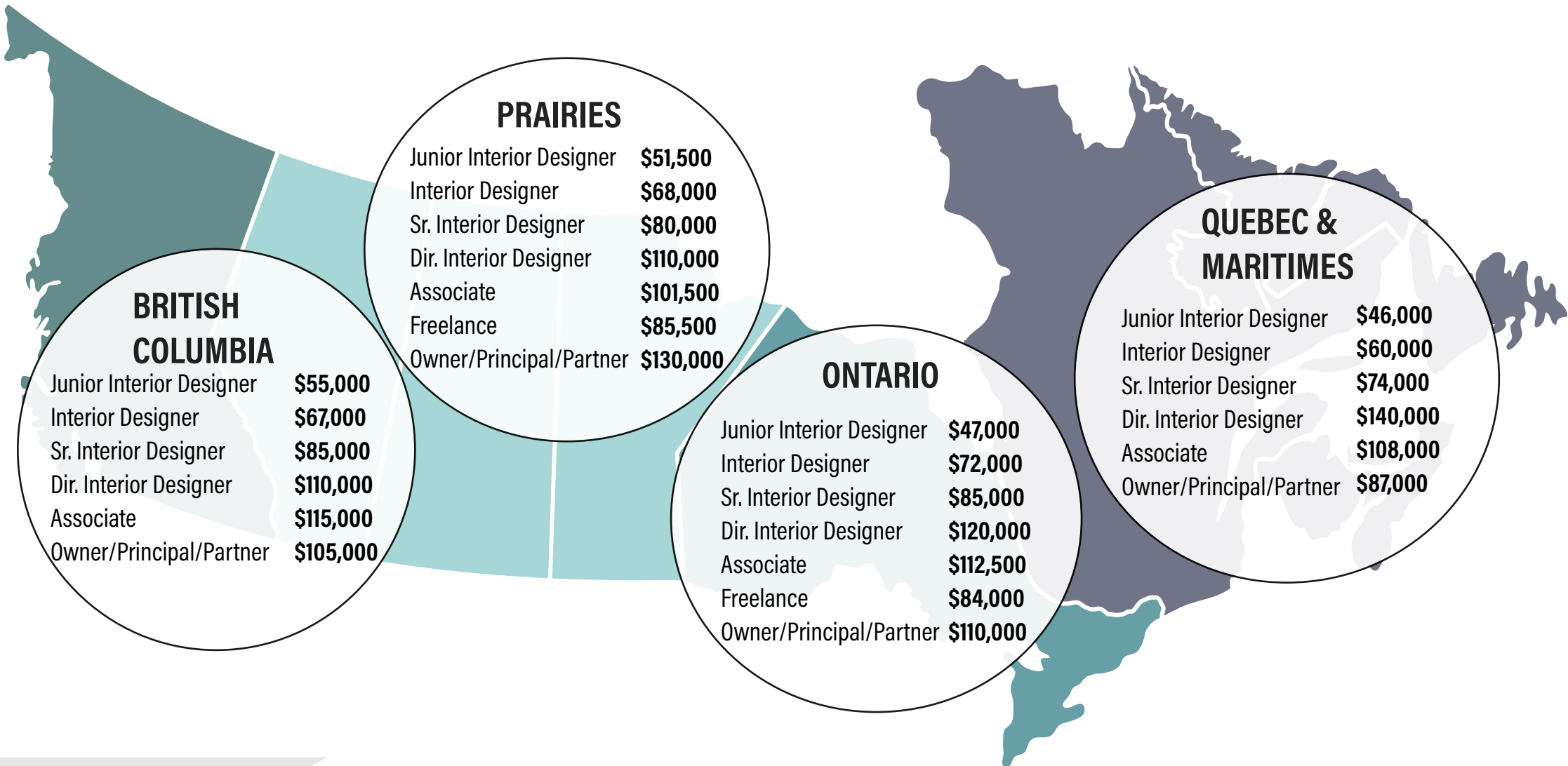
| | | | |
|-------------------------|-----|------------------------|------|
| Interior Designer | 27% | Project Designer | 6% |
| Sr. Interior Designer | 21% | Associate | 4% |
| Owner/Principal/Partner | 18% | Lead Designer | 3.6% |
| Jr. Interior Designer | 13% | Dir. Interior Designer | 3.6% |

AVERAGE BASE SALARY - NATIONWIDE

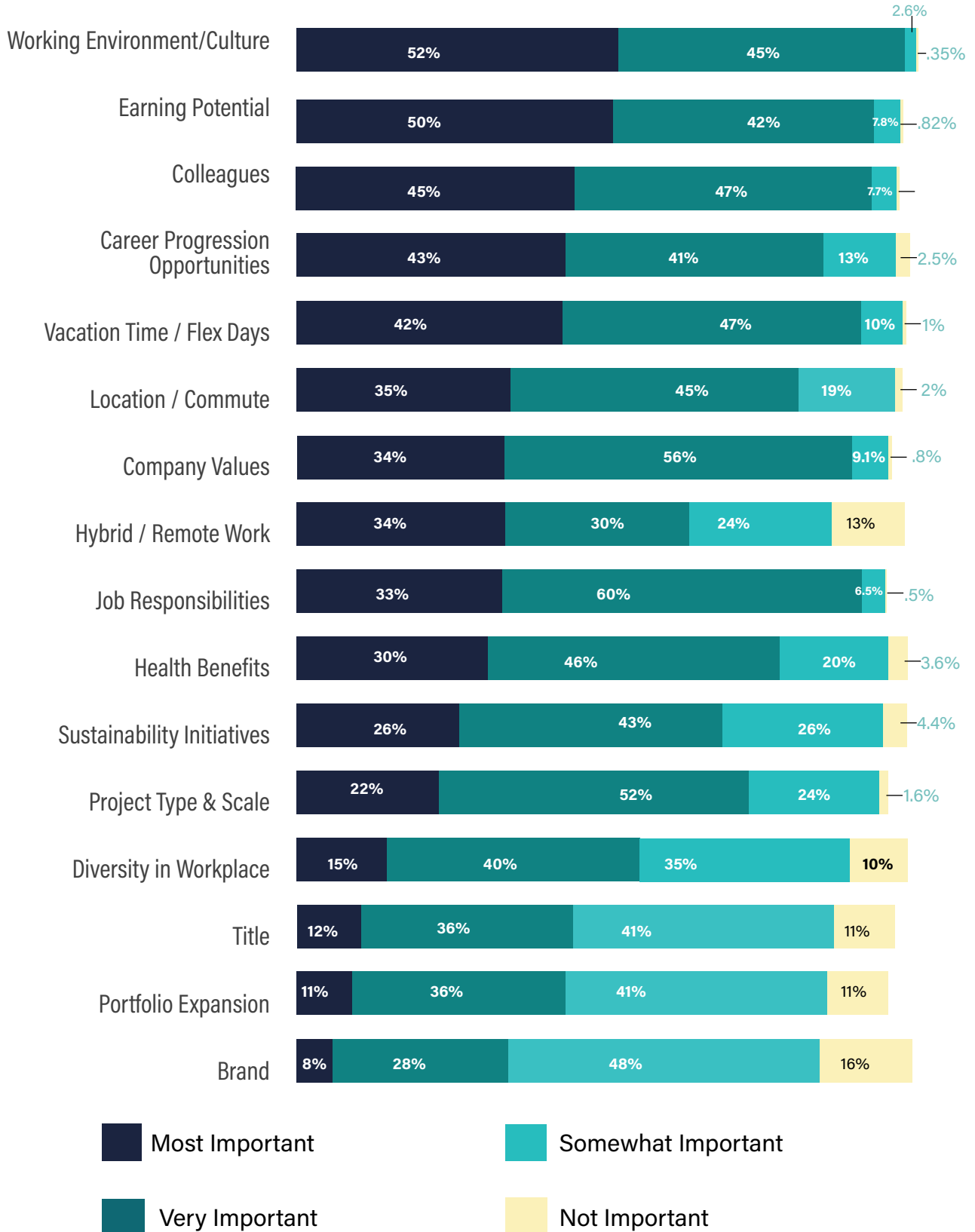


| Position | Median Base Salary | Min. Salary | Max. Salary | Avg Bonus | % that receive RRSP |
|-------------------------|--------------------|-------------|-------------|-----------|---------------------|
| Jr. Interior Designer | \$51,000 | \$37,000 | \$70,000 | \$2,250 | 21% |
| Interior Designer | \$68,000 | \$45,000 | \$100,000 | \$3,800 | 26% |
| Project Designer | \$79,000 | \$55,000 | \$105,000 | \$10,640 | 27% |
| Sr. Interior Designer | \$82,500 | \$60,000 | \$115,000 | \$13,300 | 34% |
| Lead Designer | \$99,000 | \$75,000 | \$135,000 | \$7,670 | 27% |
| Dir. Interior Designer | \$113,000 | \$85,000 | \$140,000 | \$15,320 | 23% |
| Associate | \$110,000 | \$82,000 | \$165,000 | \$9,000 | 36% |
| Freelance | \$67,000 | - | - | - | - |
| Owner/Principal/Partner | \$118,500 | \$90,000 | \$210,000 | \$35,180 | 12% |

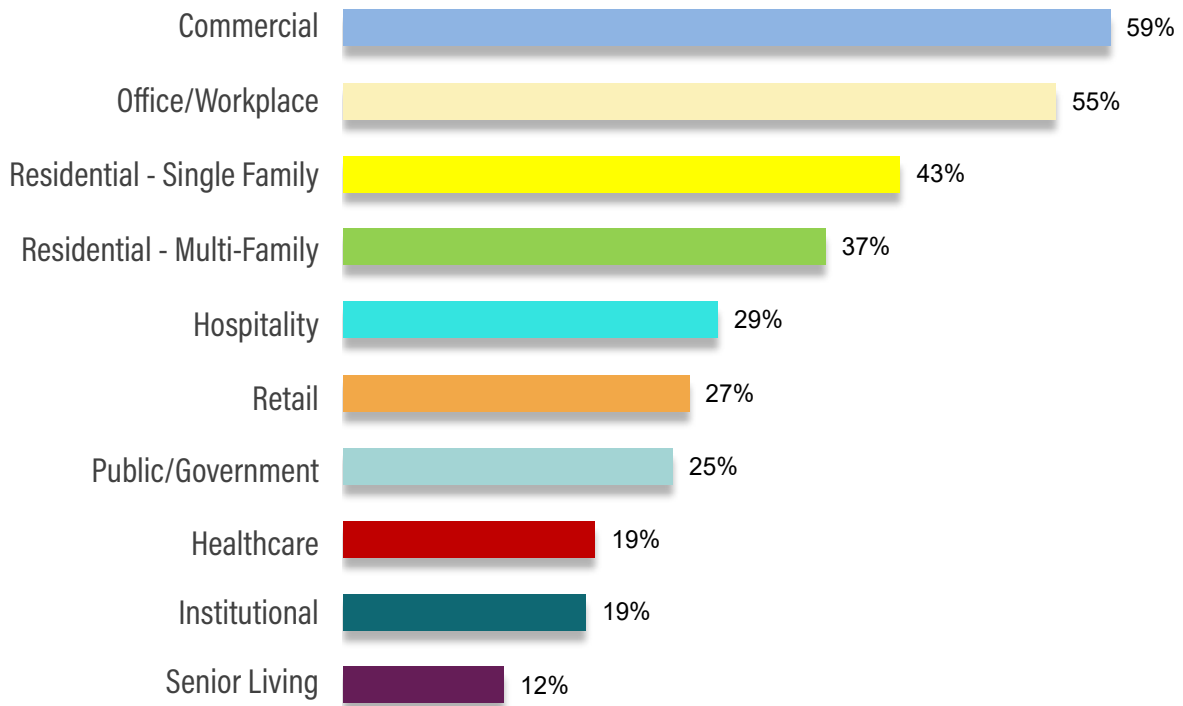
AVERAGE BASE SALARY BY REGION AND POSITION



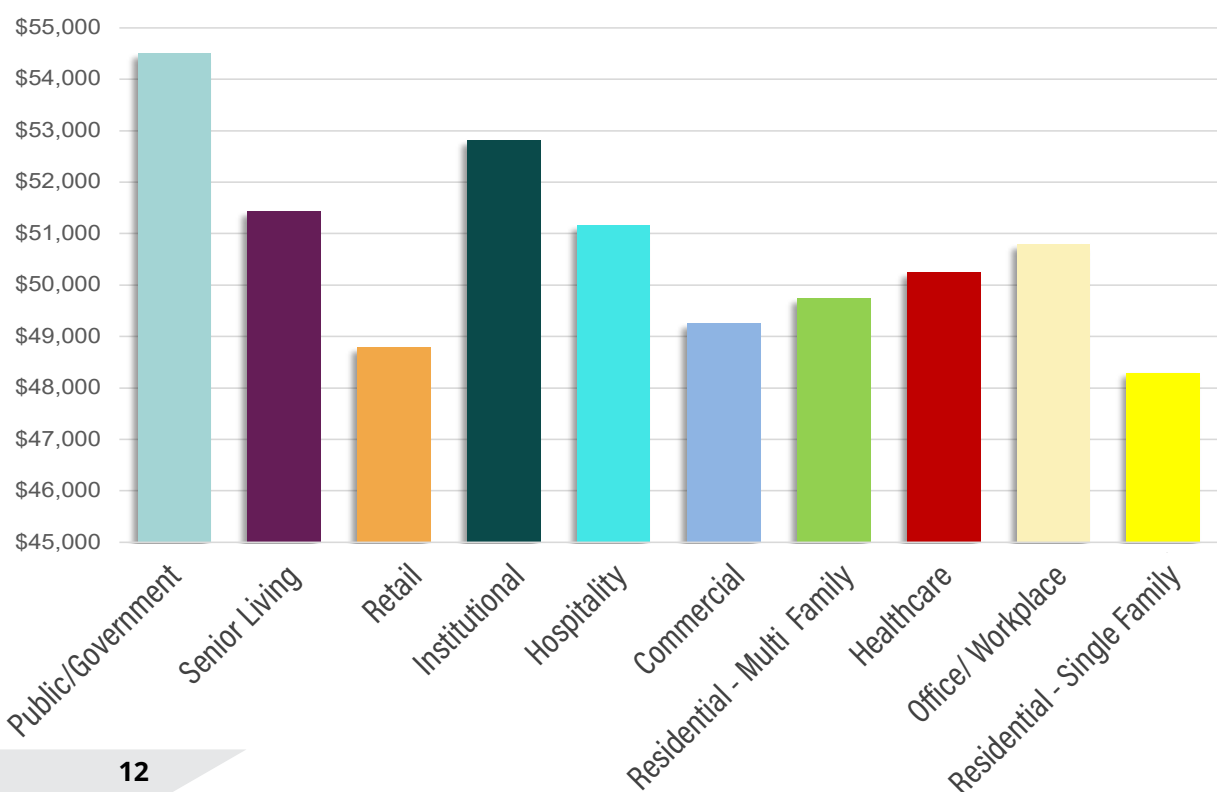
WHAT INTERIOR DESIGNERS VALUE MOST



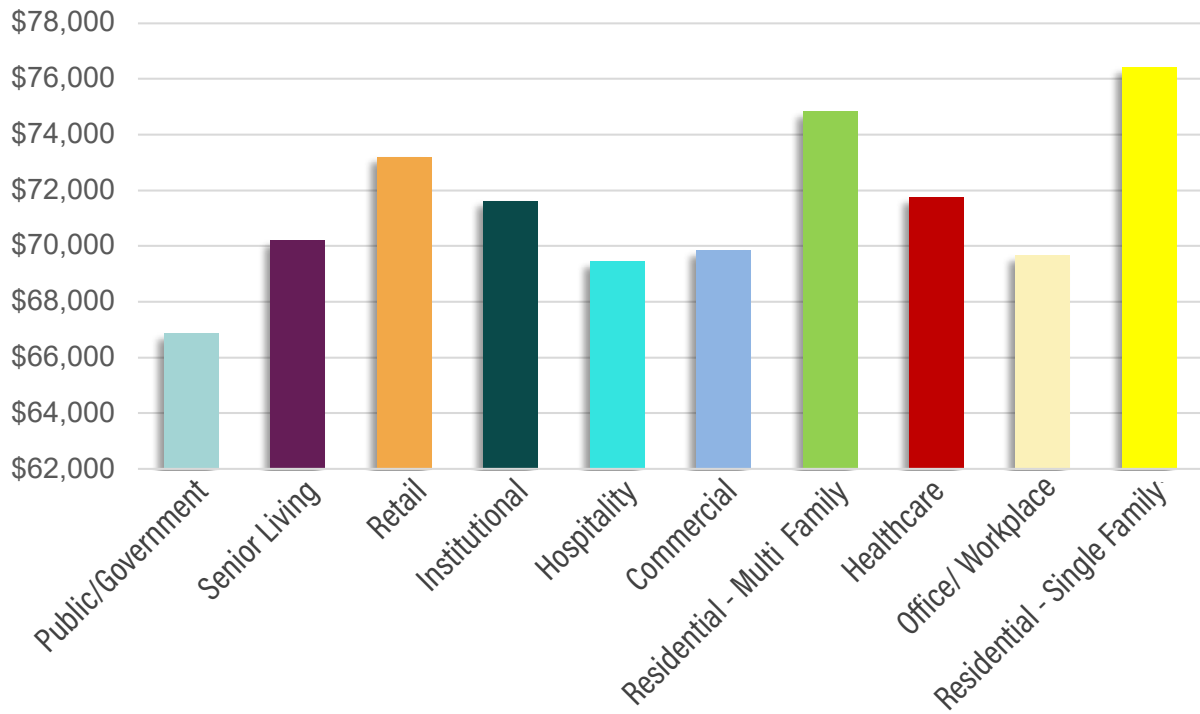
PERCENTAGE OF INTERIOR DESIGN PROFESSIONALS PER INDUSTRY SECTOR



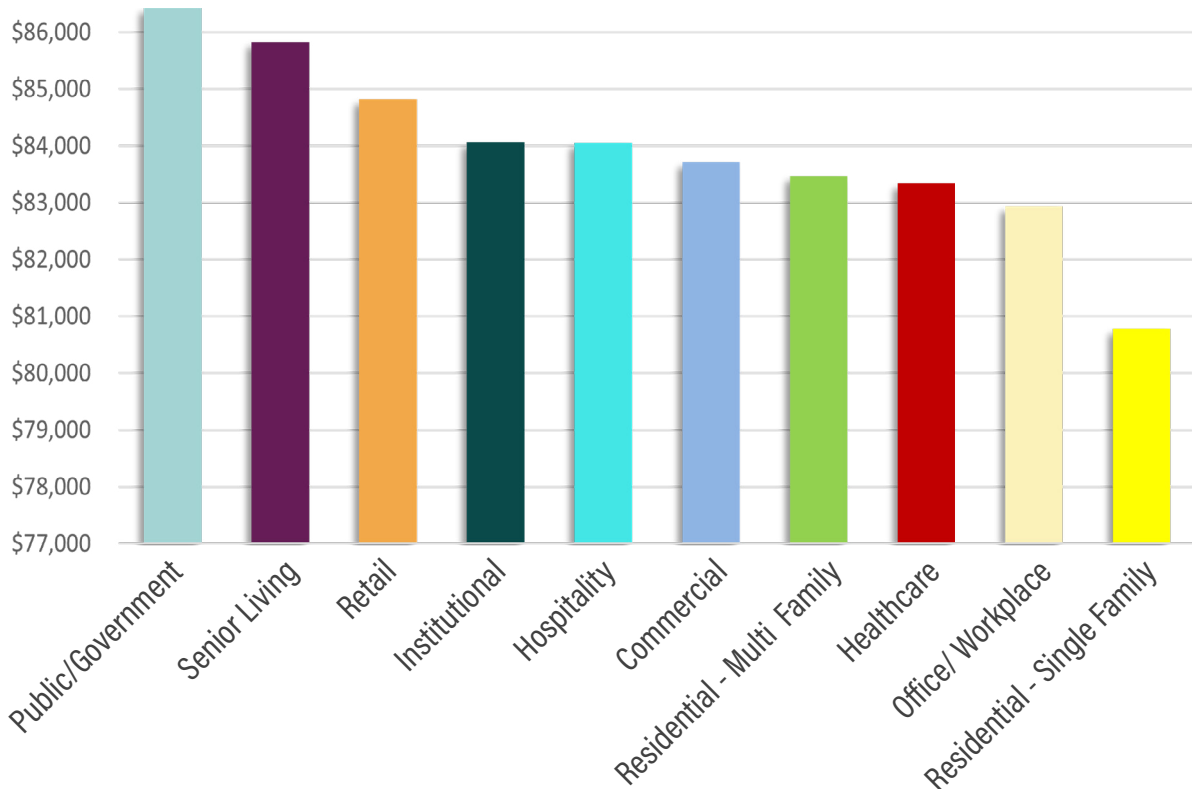
AVERAGE BASE SALARY BY SECTOR JUNIOR / INTERN INTERIOR DESIGNERS



INTERMEDIATE INTERIOR DESIGNERS

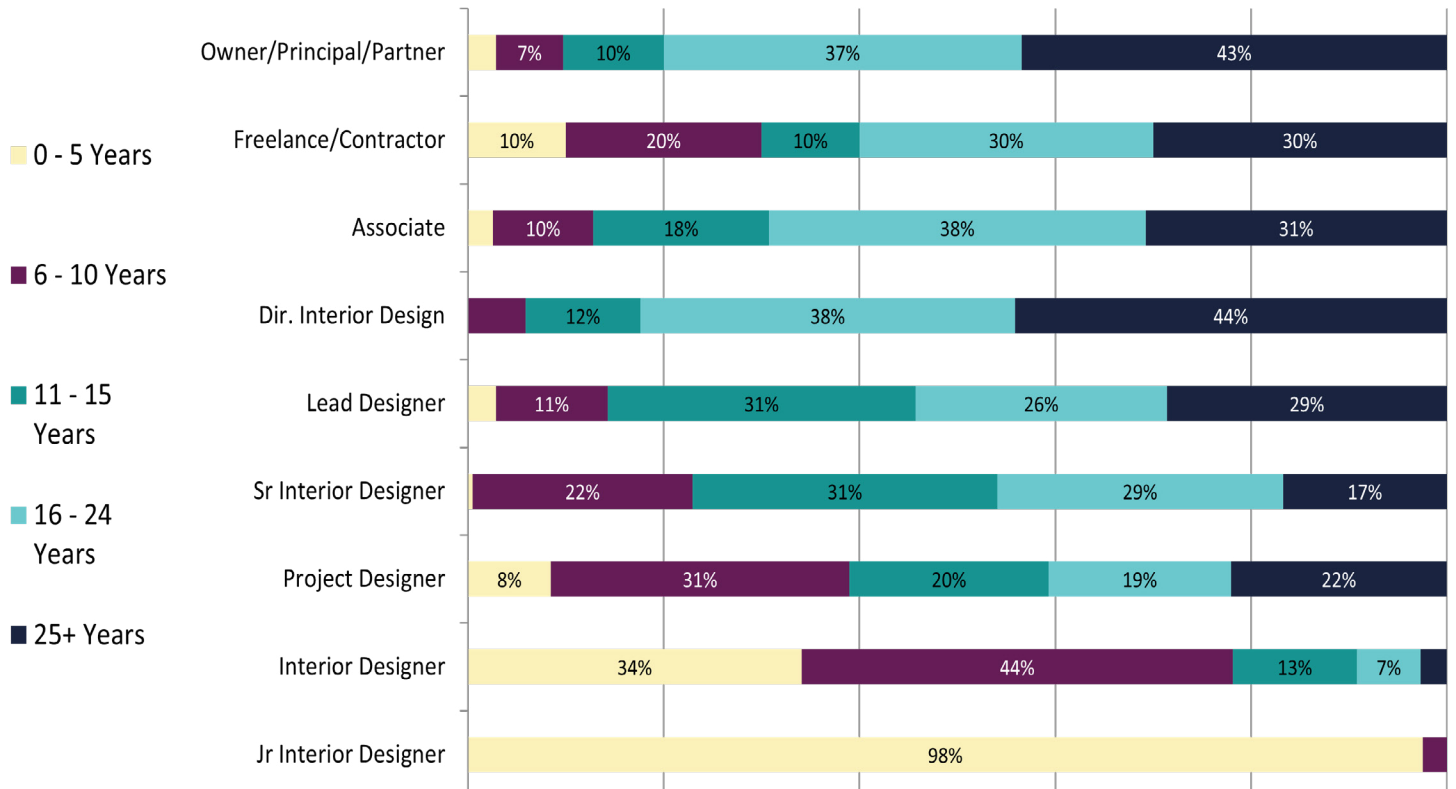


SENIOR INTERIOR DESIGNERS

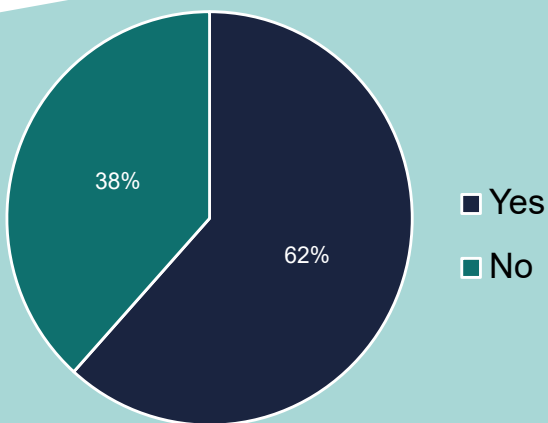


EDUCATION & EXPERIENCE

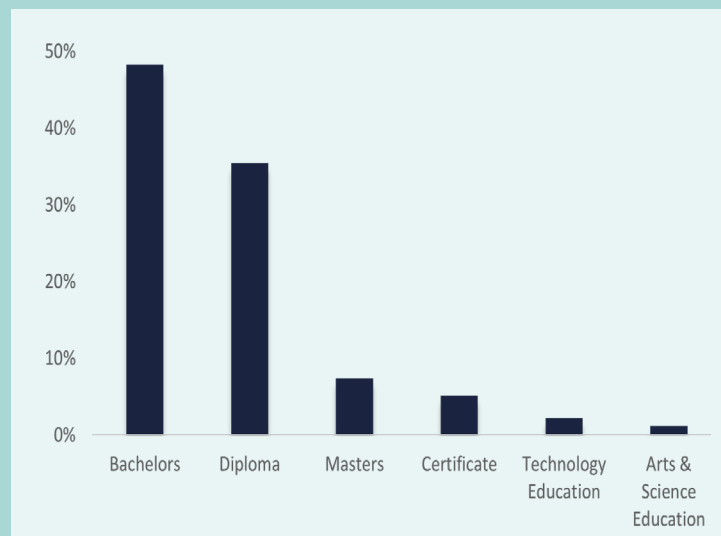
COMPARING EXPERIENCE TO JOB TITLE



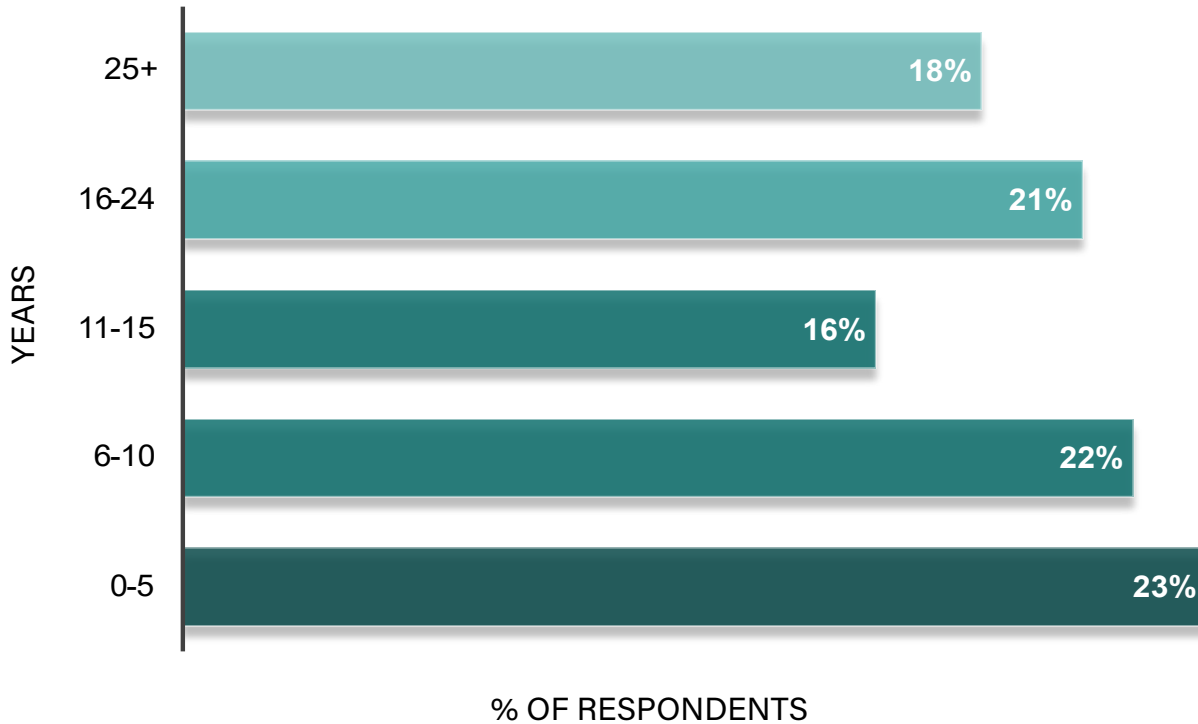
BACHELOR'S DEGREE INTERIOR DESIGN



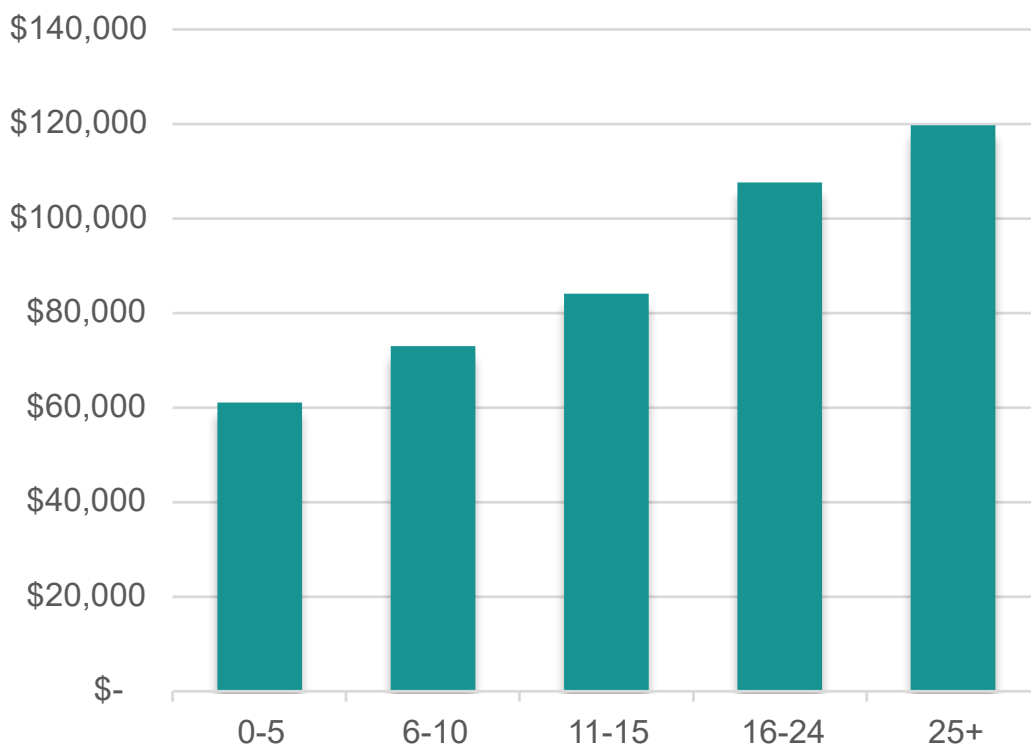
RELATED EDUCATION



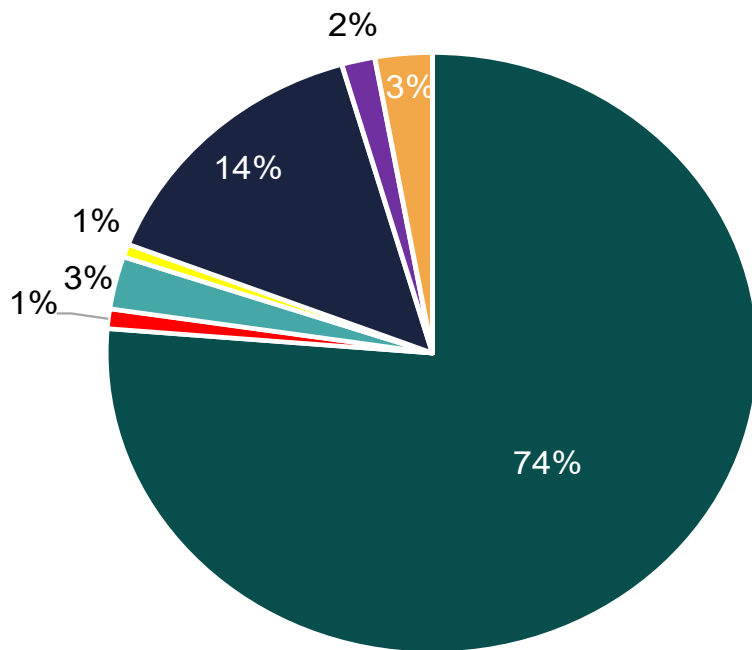
OVERALL YEARS OF EXPERIENCE



COMPARING BASE SALARY TO EXPERIENCE



DEMOGRAPHICS



- White or Caucasian
- Black or African American
- Hispanic or Latino
- Indigenous
- Asian or Pacific Islander
- Multiracial
- Middle Eastern or North African



Male

9%

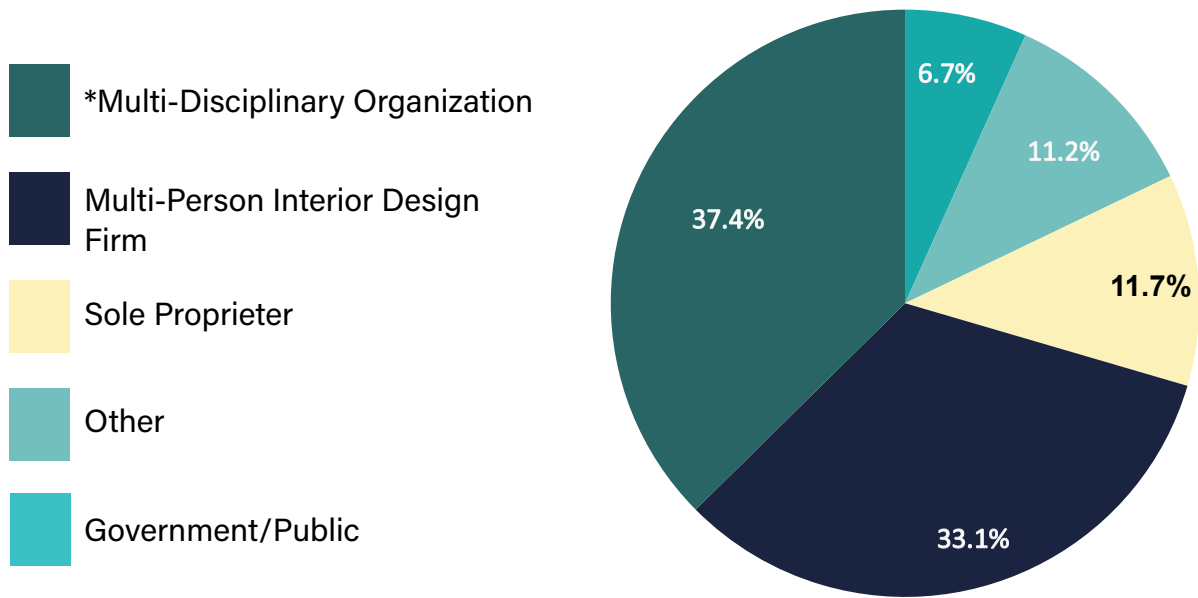


Female

91%

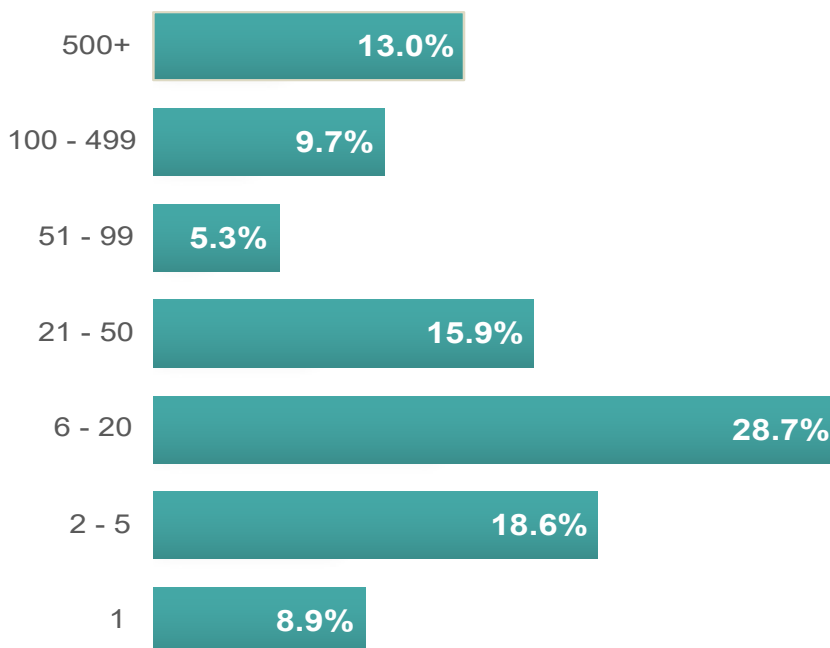
EMPLOYER INFORMATION

TYPE OF ORGANIZATION

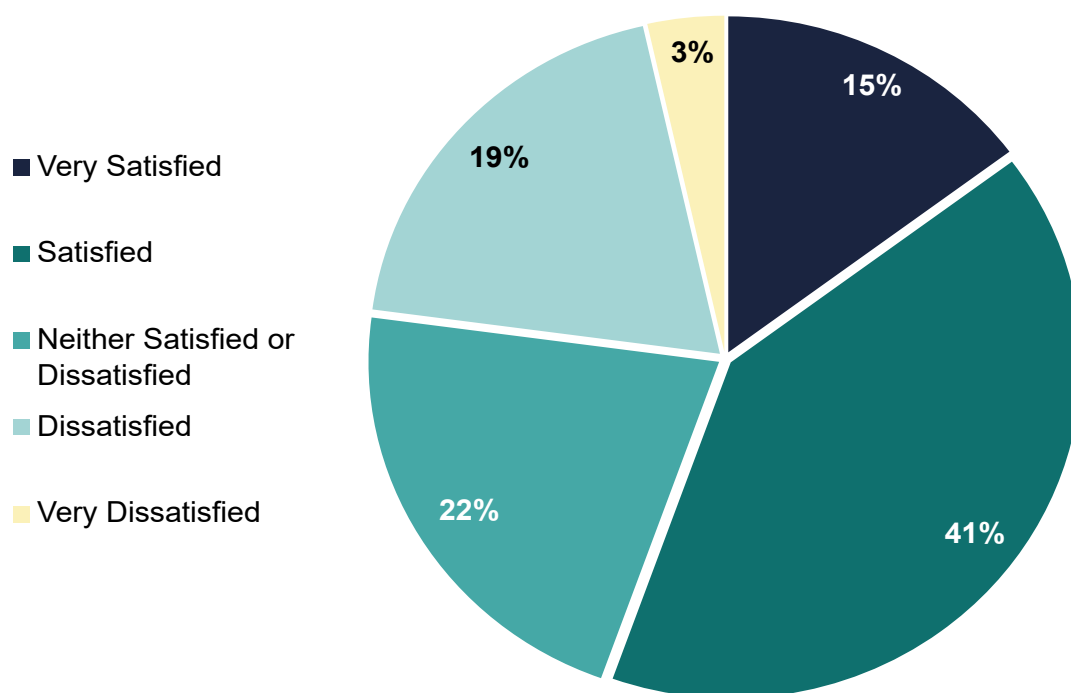


*A multi-disciplinary organization is a company that integrates various fields of design expertise, such as architecture, engineering, interior design, and urban planning, to provide comprehensive and cohesive solutions for diverse projects.

NUMBER OF EMPLOYEES / ORGANIZATION

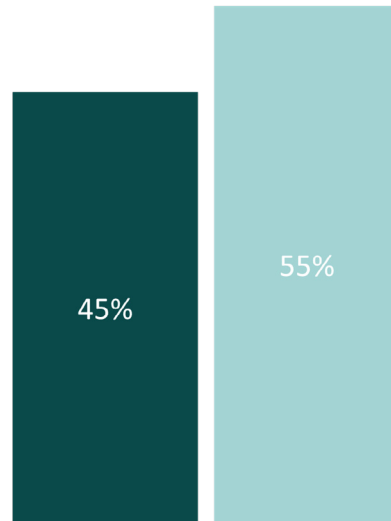
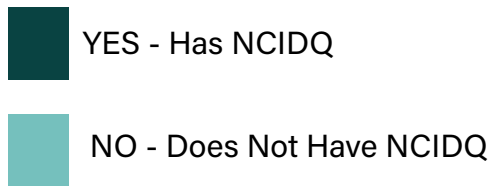


OVERALL SATISFACTION WITH CURRENT COMPENSATION PACKAGE

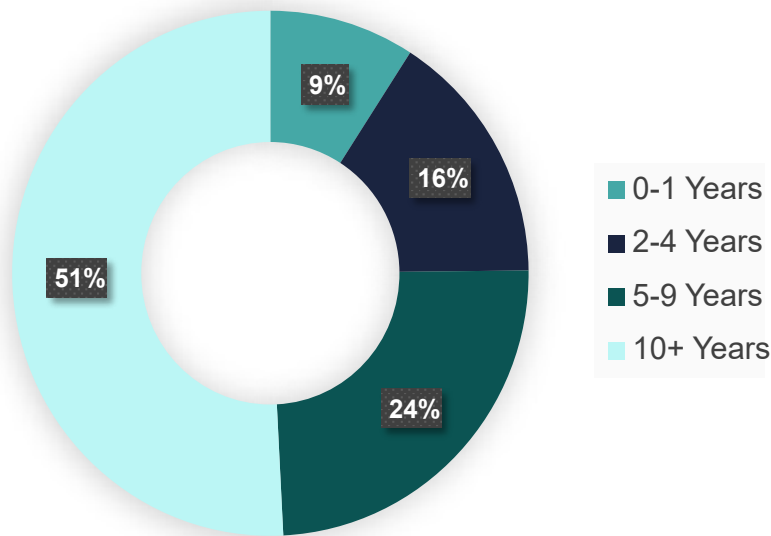


CERTIFICATION & ASSOCIATIONS

NCIDQ CERTIFICATION



YEARS WITH NCIDQ



REGISTRATION WITH PROVINCIAL ASSOCIATIONS



CONCLUSION

In conclusion, our salary report unveils several pivotal findings about Interior Designers working in Canada. Despite comprising 90% of total respondents, female Interior Designers earn a lower average base salary compared to their male counterparts, highlighting a significant gender-based wage gap.

Moreover, possessing NCIDQ certification correlates positively with salary, underscoring the significance of professional accreditation. Additionally, our research accentuates that Interior Designers prioritize factors such as working environment/culture and earning potential when evaluating new career opportunities.

Whether you seek career guidance or require assistance with hiring in the design industry, DMC's dedicated team stands ready to support you. Let us collaborate in shaping the future landscape of Interior Design together.

We are steadfastly dedicated to fortifying our commitment and collaboration within the Architecture & Design industry.

It is with pride that we announce our collaboration with IDC (Interior Designers of Canada) to diligently gather and present these contemporary insights from our 2024 Interior Design Salary Survey.

CONTACT US

We would like to thank all of our respondents who participated in the survey. Your input is greatly appreciated and without you there would be no survey.

If you are looking for more information on the survey please feel free to reach out directly to our team at solutions@dmcruitment.com or visit our website to contact any of our Consultants for more direct assistance
www.dmcruitment.com.

DMC provides specialized recruitment services to the Architecture & Design, Building Materials, and Development & Construction industries across North America. We would welcome the opportunity to discuss your recruitment needs or provide career advice at any time.

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