



2021

Renewable Energy Remuneration Report

Annual Update

Prepared by:
Phillip Riley





Phillip Riley

**Finding the
best people to
fuel the
renewable
industry.**

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Forward

Thank you for taking the time to download and read our 2021 Renewable Energy Remuneration Report. We would also like to extend our thanks to those who contributed to the report by taking our annual Remuneration Survey.

This Remuneration Report provides a comparison of salaries over the past year, an analysis of employees' satisfaction in their roles, and a summary of the financial and non-financial benefits employees receive across the following Phillip Riley practices:

- Development
- Finance
- Legal
- Construction & Engineering
- Asset Management & Operations
- Commercial & Industrial
- Corporate Support
- Executive
- Contracting
- New Zealand

In 2020 we saw the rise of the COVID-19 pandemic and the political, geopolitical, environmental, and economic obstacles it brought to not only the Renewable Energy industry but the world. In 2021, we've been pleasantly surprised by the resilience of our industry and its ability to continue to thrive despite these obstacles. Although there are many wins (like talk of a Clean Energy Led Recovery) we know 2021 was still equally challenging to 2020. If you have been impacted by COVID-19, and feel that Phillip Riley can help, please contact scott@phillipriley.com.au

We hope you find this Remuneration Report useful and we welcome any queries or feedback on how we can make this report more useful in the future.

Thanks and regards



Scott Robinson
Managing Director

Executive Summary

Phillip Riley began the data collection process for the 2021 Remuneration Survey in May 2021. During the survey cycle, we saw strong participation from the Solar and BESS sector with over 58% of survey participants. Whereas, of the 2020 respondents, 55% were from the Wind and Utility-Scale Solar sectors. Similar to last year's results, 75% of 2021 respondents were full-time employees. The 2021 results saw a 12% decrease from last year's survey in casual/ temp/ fixed-term contract employees. Following these figures, 9% of participants were self-employed and 3% were permanent part-time employees.

17% of respondents worked for the owner, power generator, or IPP companies, 16% worked in engineering and consultancy companies, and 13% for an investor, financial advisor, investment, or commercial bank companies. Geographically, most of our survey participants worked in Victoria Central (28%), Queensland Central (20%), and NSW Central (20%). 30% of participants were from companies with 11-50 employees within Australia and/ or New Zealand. 21% have 51-200 and 19% have 0-10, providing a good cross-section of companies for this report. In terms of the number of global employees, 27% of respondents have more than 5000 employees.

This year, bonuses/ short-term incentives were the most common financial benefit with 70% of participants receiving this type of benefit. This figure was followed by long-term incentives/ share/ options (18%) and health insurance (12%). The majority (82%) of participants had the flexibility to work from home as a non-financial incentive. 31% have time off in lieu and 23% have extra leave purchase.

37% of respondents received a 3% - 5% increase in their base salary in the past year. However, 38% of respondents did not receive a percentage increase in their base salary. This figure was similar to the 2020 survey where 35% did not receive an increase in base salary. 45% of survey participants either agreed or strongly agreed that they were satisfied with their base salary. 28% of respondents felt neutral about their salary and 27% either disagreed or strongly disagreed that they were satisfied with their base salary.

Similar to last year's results, career progression was the most dominant reason the 2021 respondents would consider a change of role (63%). 44% acknowledged that financial benefits were a significant factor when considering a change of roles and 35% said Business Culture.

Summary (cont.)

Development

70%

reported career progression as a significant factor when considering a role change

Most Development professionals are employed on a **permanent full-time basis**

57%

are mostly involved in **Solar & BESS**

Finance

30%

of Finance professionals are **Managing Directors**

71%

receive Bonuses/ STIs as financial incentives

Over half of the respondents **did not** have a percentage increase in base salary in the past year

Legal

The Legal sector was predominately made of **Legal Counsel and Senior Associate professionals**

60%

of respondents work in a team with 1-4 people that have the same job

Most of the respondents work in companies with **0-200 employees** across Australia and/ or New Zealand

Construction & Engineering

27%

of respondents work in a company with 51-200 employees within Australia and/or New Zealand

Almost half of respondents are **satisfied with their base salary.**

40%

of this years' respondents reported they had received no increase in base salary.

Asset Management & Operations

Most respondents identified that **financial benefits** would be a primary reason to consider changing roles.

70%

of respondents indicated that their base annual salary was between **\$70 - \$159k.**

85%

have access to Short Term Incentives / Bonuses.

Summary (cont.)

Commercial & Industrial

60%

acknowledged their base salary was between **\$70 - \$160k**

80%

of participants identified they received bonuses and short-term incentives

The Commercial and Industrial respondents were predominantly made up of **Business Development Managers**

Corporate Support

The Corporate Support respondents were predominantly made of professionals in **Marketing/Communications, Human Resource and Executive Assistant roles.**

50%

of respondents agreed that they were satisfied with their base salary and total remuneration package

Financial benefits was listed as the main reason for considering a change of roles

Executive

60%

of participants received a base salary over **\$250k.**

60%

of respondents identified they were **satisfied** with their base salary

Most respondents receive Bonuses/ Short-Term Incentives

Contracting

50%

consider career progression when changing roles

Over half did not receive a percentage increase in base salary in the past year

48%

of contracting professionals are involved in **Solar & BESS**

New Zealand

57%

of people responding that they received no increase

33%

of respondents receive income insurance

Almost half of people surveyed either **disagree or are strongly dissatisfied** with their current salary

Development

The Development participants of the 2021 Remuneration Survey were largely made up Business Development Managers (33%), Project Developers (23%), Project Development Managers (19%), Grid Connection Managers (10%), Environment Managers (5%), GIS Analysts (5%). 2021 saw a huge demand for wind development roles across all levels and Power Systems & Engineering remains in high demand as well.

When analysing the survey data, it was clear that those in the sector are, for the most part, happy with their current positions and their remuneration. This result was consistent with the responses from the 2020 Remuneration Survey.

Career progression was listed as the main reason for considering a change of roles with over 70% of the participants acknowledging it was important. This figure was followed by business culture, environment, and financial benefits. Manager, Dissatisfaction and non-financial benefits were ranked as lower motivators for considering a role change.

There certainly has been an increase in the need for experienced renewable energy Development Manager's, Power Systems Engineers and Grid Connection Managers over the past 12 months. Personally I don't foresee this slowing down considering our clients forecast and their desire for internal growth.

I expect Development to be a candidate driven market for 2021, candidates are seeking complex, interesting projects with an organisation that is inclusive and collaborative whilst offering an empowered environment.

Sarah Biggs

Senior Recruitment Consultant

Salary Results

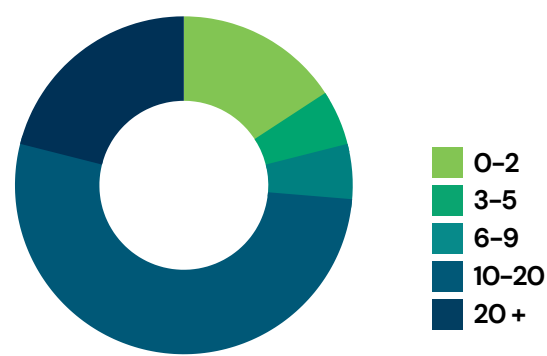
	Project Developer (PD)	Senior PD	PD Manager	PD Executive
Onshore Wind	120-140k	140-180k	180-220k	220-250k
C&I Solar	100-120k	140-180k	180-220k	180-220k
	Grid Connections (GC) Engineer	Senior GC Engineer	GC Manager	GC Director
Onshore Wind	100-120k	130-160k	180-220k	220-250k+
C&I Solar	80-100k	120-140k	160-180k	180-220k
Utility Scale Solar	100-120k	130-160k	180-220k	220-250k+
	Environment Analyst	Senior Environment Advisor	Environment Manager	BDM (PPA)
Onshore Wind	110-130k	140-160k	180-200k	200-220k
C&I Solar	100-120k	120-140k	160-180k	180-200k
Utility Scale Solar	110-130k	140-160k	180-200k	200-220k

Development Overview

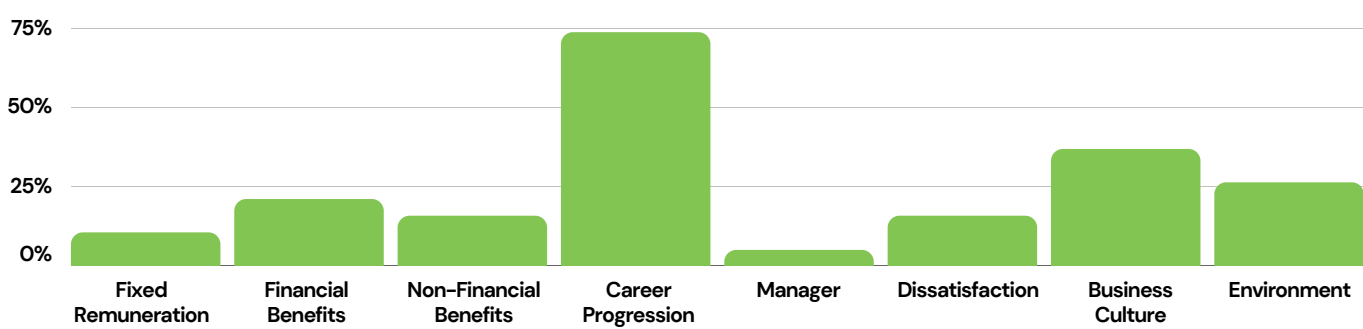
Percentage Salary Increase in 2021



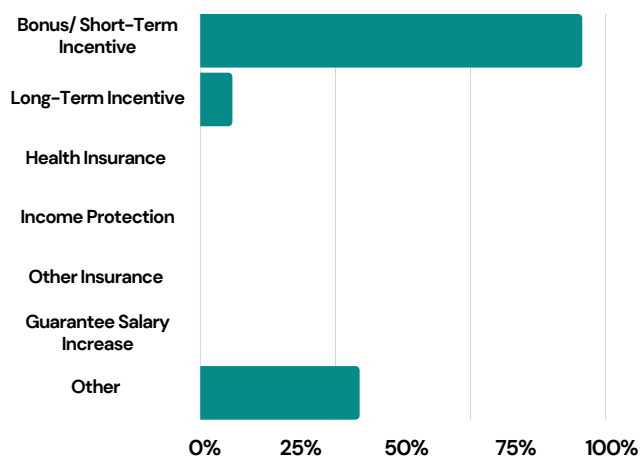
Years of Industry Experience



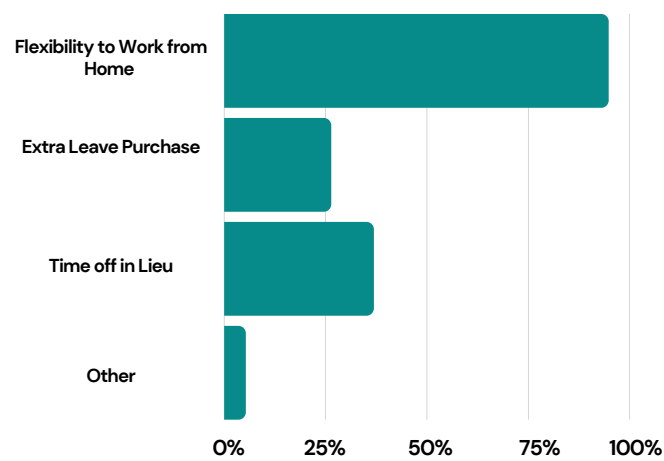
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits





Finance

Throughout 202/2021, I have seen an uplift in requests from Investor clients for Energy Markets Analysts and Financial Modellers and I expect that there will be an increased demand for all roles associated with and Investment Management Team, in particular; Senior Investment Managers and Senior Financial Analysts in the future.

The Finance respondents of the 2021 Remuneration Survey were predominantly made up of Managing Directors (30%), Investment Directors (20%), and Associate Directors/ Managers/ Commercial Managers (10%). 33% of respondents were employed by Owners, Power Generators or IPPs, followed by 22% in Engineering and Consultancy companies. The majority of respondents were employed by companies with 11-50 employees in Australia and/or New Zealand. In terms of company size globally, 51-200 and "more than 500" were ranked equally with both options receiving 33.33%. Grid challenges and investor confidence have made this part of the industry sluggish over the past 12 months, however there still continues to be transactions and investment portfolio consolidation taking place and we expect that to continue in the next 12 months.

Most respondents (44%) currently have a base salary of between \$100 – \$170k. Whereas 11% of respondents have a base salary more than \$250k. The majority of survey participants receive short-term incentives with over 71% receiving bonuses/ STIs. 43% of the respondents also indicated they receive long-term incentives and health insurance. All of the Finance participants have the flexibility to work from home and 38% have extra leave purchase.

Over half of the respondents did not have a percentage increase in base salary. 33% of participants feel neutral about their total remuneration package and another 33% feel unsatisfied.

Fixed Remuneration and Career Progression are tied as the top two reasons for participants to consider changing roles. This was followed by Business Culture and Financial Benefits.

Malcolm Smith

Practice Leader



Salary Results

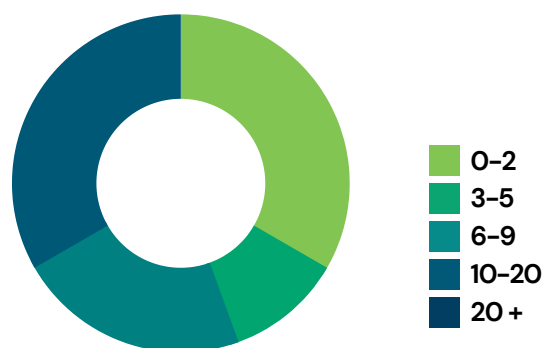
	Accountant (Tax & Treasury)	Finance Manager	Corporate/ Commercial Manager
Developer, Owner IPP	90-110k	120-150k	160-180k
Investor, Fund	90-110k	120-150k	160-180k
Contractor, OEM	90-110k	120-160k	160-180k
	Corporate/ Project Finance - Analyst	Corporate/ Investment Manager	Corporate/ Senior Investment Manager
Developer, Owner IPP	120-140k	160-200k	180-220k
Investor, Fund	100-120k	160-180k	160-180k
Contractor, OEM	120-140k	160-200k	180-220k
	Corporate/ Investment Director	Corporate/ CFO (Mid Tier)	Asset Manager/ Director
Developer, Owner IPP	200-250k	180-200k	160-180k
Investor, Fund	220-275k	200-250k	180-220k
Contractor, OEM	200-250k	200-250k	160-180k

Finance Overview

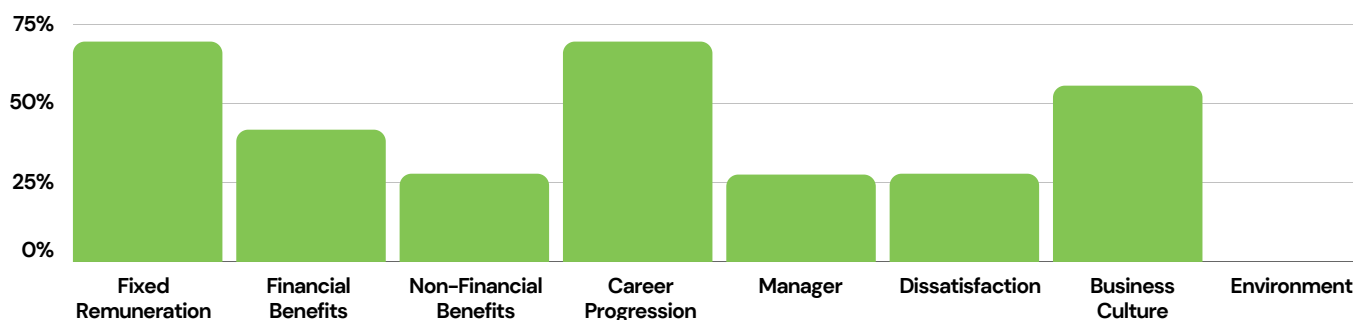
Percentage Salary Increase in 2021



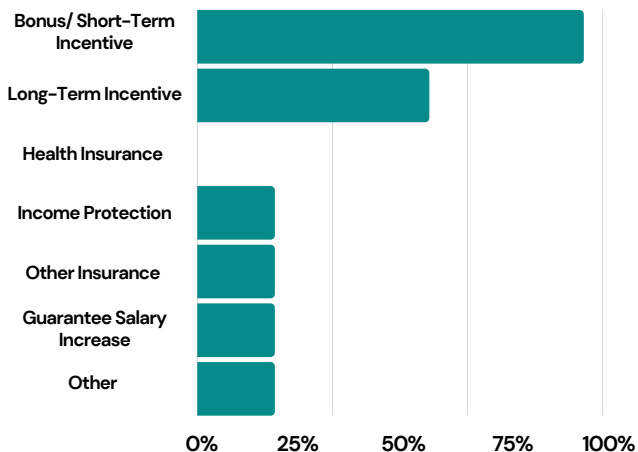
Years of Industry Experience



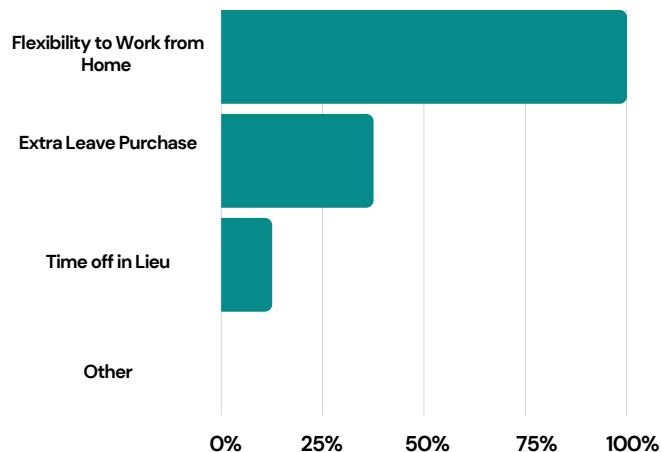
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits





Legal

The participants of the 2021 Remuneration Survey that worked in Legal were predominately made of Legal Counsel and Senior Associate professionals. The majority of the respondents worked in Engineering, Procurement, and Construction (EPC) and Balance of Plants (BOP) Contractors.

Most of the respondents work in companies with 0-200 employees across Australia and/ or New Zealand. Globally, most respondents work for companies with 201- 5000 employees. 33% of participants work in a company with more than 5000 employees globally. Over 60% of respondents work in a team with 1-4 people that have the same job.

The \$110,000 – 170,000 base salary bracket made up over 60% of the responses.

Bonuses/ Short-term Incentives were the most common Financial Benefits amongst the survey participants. All respondents had the Flexibility to work from home as a Non-Financial benefit.

66% of respondents had more than a 10% increase in base salary and are expecting more than a 10% increase in 2021. Almost all had 10-20 years of experience in their industry.

Career progression, non-financial benefits, and financial benefits are the top reasons participants in Legal would consider changing roles.

Malcolm Smith
Practice Leader

Salary Results

	Senior Associate	Special Counsel	Salaried Partner	Equity Partner
Private Practice	120-140k	140-170k	180-220k	230k+
	Legal Counsel 1-3	Legal Counsel 4-5	Senior Legal Counsel	General Counsel
Corporate	100-120k	160-180k	160-180k	180-250k

Legal Overview

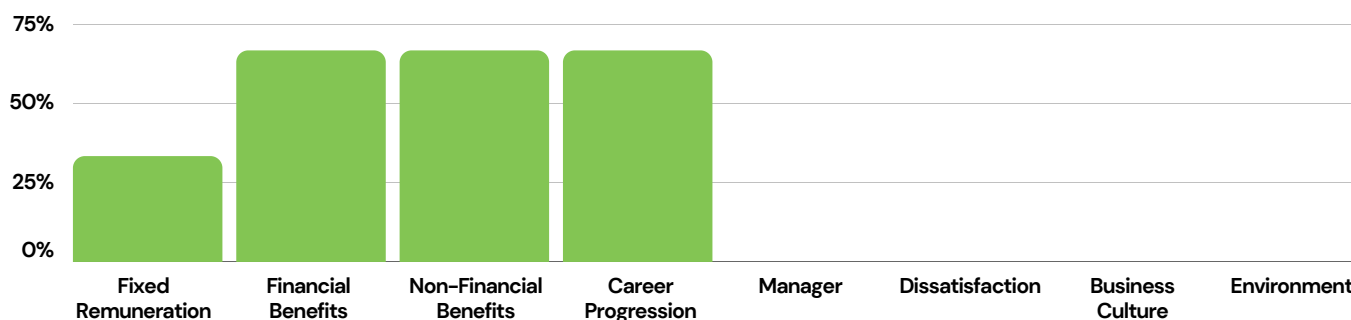
Percentage Salary Increase in 2021



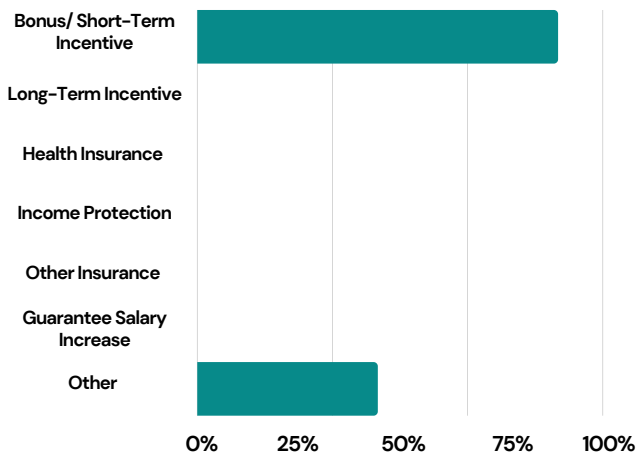
Years of Industry Experience



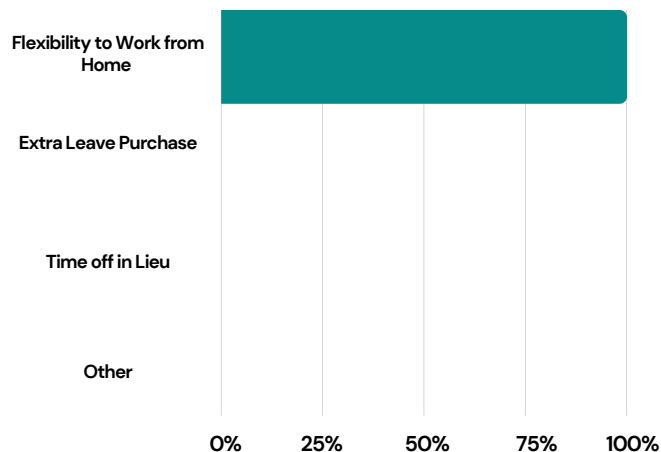
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits



Construction & Engineering

Over the past 12 months, the Construction & Engineering practice has seen a high demand in technical design roles focused on battery storage and hybrid projects. We expect to watch this demand continue over the next year along with an increase in demand for EPC and Owners roles related to off-grid and micro-grid projects, as well as roles in transmission and electric vehicles.

The respondents of the 2021 Remuneration Survey that worked in Construction and Engineering were predominantly Project Engineers (17%), Projects Managers (16%), Construction Managers (14%), Electrical Engineers (12%), and Project Directors (7%). Most of the respondents came from EPC (Engineering, Procurement, and Construction), or BOP (Balance of Plants) Contractors.

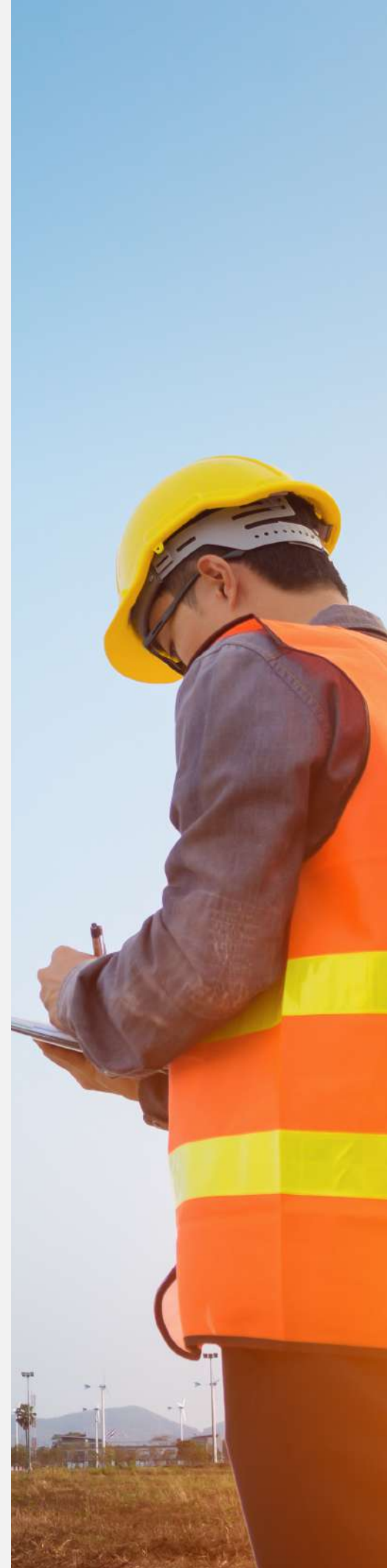
27% work in a company with 51–200 employees within Australia and/or New Zealand and 20% work in a company with 11–50 employees. Similar to the 2020 Remuneration Report, the majority of this year's respondents work in a company with more than 5000 employees globally.

The \$140k – \$160k salary bracket made up over 43% of the responses. Short-term incentives were very common amongst Construction and Engineering professionals with 44% of those surveyed having access to short-term incentives / bonuses. In terms of non-financial benefits, 60% of respondents have the flexibility to work from home, and 30% receive time off in lieu.

40% of this year's respondents reported they received no increase in base salary. Whereas 32% of responses said they had a 1%–5% increase in base salary. Nevertheless, 47% of respondents are satisfied with their base salary.

The primary reason respondents would consider a career move was for career progression with 56% listing this as the main reason to leave their current employer. This was followed by financial benefits (43%), business culture (29%), and dissatisfaction (21%).

Ryan Hauville
Practice Leader



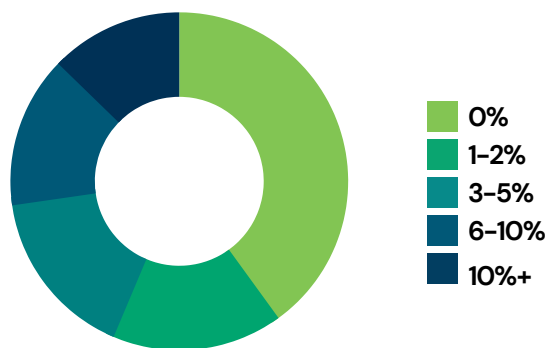


Salary Results

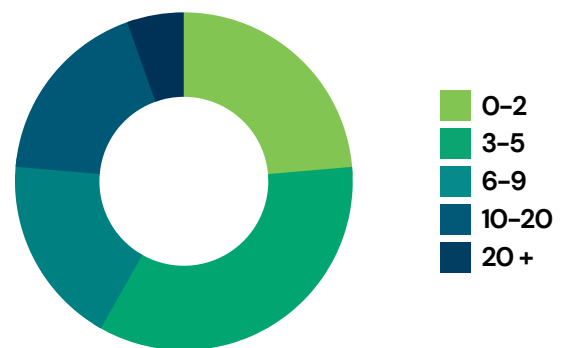
	Business Development Manager	Bid and Tender Manager	Sales Manager	Grid Engineer
Onshore Wind	150-190k	150-180k	180-200k	1500-180k
C&I Solar	110-140k	120-150k	150-170k	120-150k
Utility Scale Solar	170-200k	140-180k	180-200k	130-180k
	Estimator	Senior Estimator	Mechanical Engineer	Senior Mechanical Engineer
Onshore Wind	130-170k	160-200k	120-160k	140-200k
C&I Solar	110-120k	130-160k	90-130k	120-150k
Utility Scale Solar	150-170k	160-200k	110-150k	140-170k
	Senior Project Manager	Project Director	Site Administrator	Senior Site Administrator
Onshore Wind	160-220k	220-280k	100-130k	120-140k
C&I Solar	140-170k	170-220k	70-110k	100-120k
Utility Scale Solar	150-200k	220-260k	90-130k	120-140k
	Site Manager	Electrical Engineer	Senior Electrical Engineer	Wind Engineer
Onshore Wind	140-190k	120-140k	150-170k	100-125k
C&I Solar	n.a	100-120k	110-130k	n.a
Utility Scale Solar	140-190k	120-140k	150-170k	n.a
	Senior Wind Engineer	HSEQ Advisor	HSEQ Supervisor	
Onshore Wind	150-180k	130-150k	150-170k	
C&I Solar	n.a	100-120k	175-185k	
Utility Scale Solar	n.a	120-140k	175-185k	

Construction & Engineering Overview

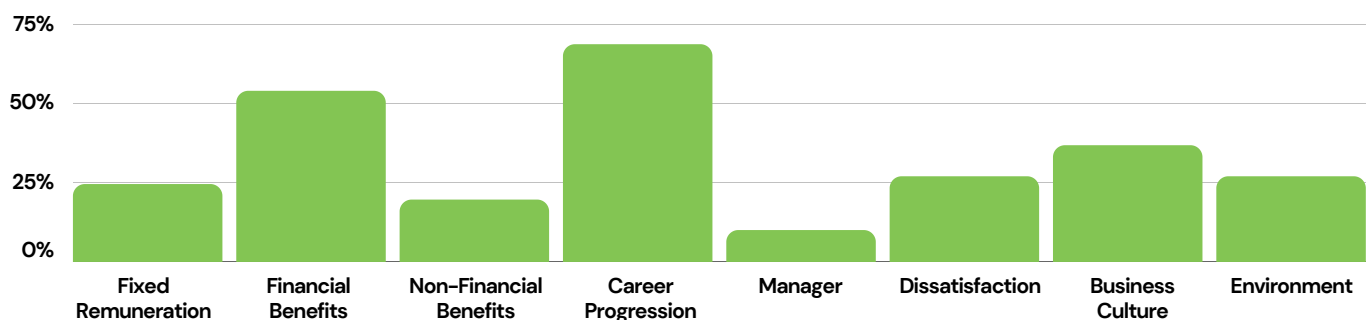
Percentage Salary Increase in 2021



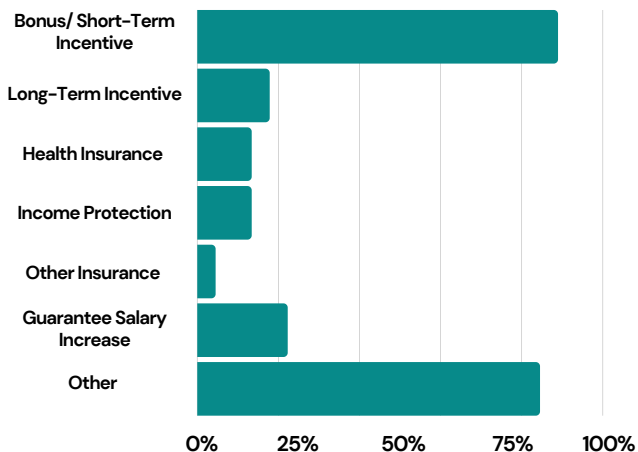
Years of Industry Experience



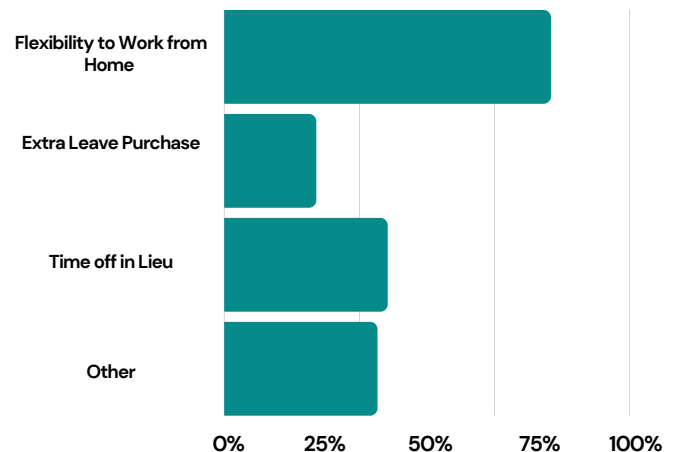
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits





Asset Management & Operations

2020/2021 saw an increase in demand for Energy Spot Traders that have a strong understanding of energy storage dispatch. We expect to see this demand continue to increase alongside technical Asset Management and Operations focussed positions across Wind, Solar, and Energy Storage over the next 12 months.

The Asset Management and Operations respondents of the 2021 Remuneration Survey were predominantly made of Asset Managers, Asset Engineers, and Operations and Maintenance Supervisors. Over half of these respondents were employed by Asset Owners or a third party Operations and Maintenance company.

Almost 70% of respondents indicated that their base annual salary was between 70k – 159k. Following this figure, approximately 20% of respondents indicated they receive a base salary of \$170–179k.

Similar to last year's annual report, over 60% of respondents reported their company size was between 1–200 within Australia and/ or New Zealand. This result suggests there was not a significant amount of growth in company sizes between 2020 and 2021. Comparatively, the majority of those surveyed worked for companies employing more than 5000 or more staff across their international office. This figure indicates the significant number of international operators establishing a presence in Australia.

Short-term incentives were very common amongst Asset Management professionals with 85% of those surveyed having access to short-term incentives / bonuses. This is a 10% increase from the previous 2020 Remuneration Survey results.

Similar to last years' results, the most common non-financial benefit was the flexibility to work from home with almost 80% of respondents saying they had this benefit. This figure was followed by time off in lieu with almost 50% of respondents.

Asset Management and Operations (cont.)

Slightly over 45% of respondents indicated they had a 3% – 5% increase in base salary in the past year. This is in contrast with last year's results where 45% said they had no increase in their salary. This result suggests that the Asset Management and Operations area of employment is becoming more established in the Renewable Energy sector.

Unlike 90% of the 2020 Remuneration Survey respondents who indicated they were satisfied or very satisfied with their current remuneration package, only 32% of the 2021 respondents identified they felt satisfied or very satisfied with their current remuneration package.

Almost 70% of 2021 respondents identified that financial benefits would be a primary reason to consider changing roles. Whereas last year, the main reason respondents would consider a role change was for career progression.

Ryan Hauville

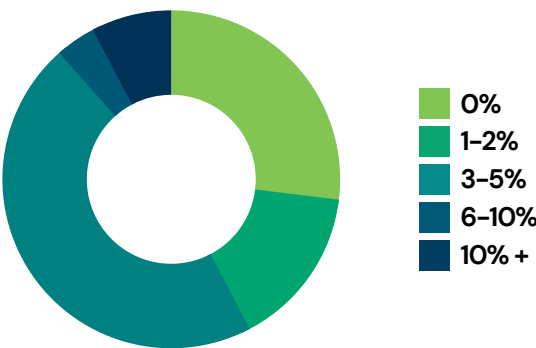
Practice Leader

Salary Results

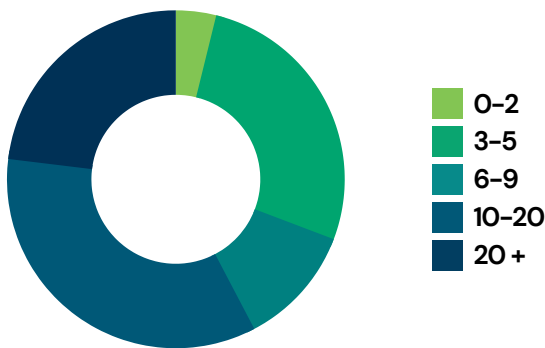
	Engineer	Senior Engineer			
Onshore Wind	120–150k	160–180k			
C&I Solar	100–120k	120–140k			
Utility Scale Solar	120–140k	140–160k			
Transmission Connections	140–150k	150–170k			
	Operations Controller	Operations Control Centre Supervisor / Manager	Operations & Maintenance Supervisor / Manager	Snr Operations & Maintenance Supervisor / Manager	
Onshore Wind	80–120k	130–150k	150–170k	160–180k	
C&I Solar	n/a	n/a	110–130k	120–140k	
Utility Scale Solar	80–100k	130–150k	140–160k	120–140k	
	Asset Manager	Senior Asset Manager	Head of Asset Management	Service Technician	
Onshore Wind	150–160k	180–200k	180–250k	80–120k	
C&I Solar	135–145k	130–150k	140–160k	n.a	
Utility Scale Solar	140–160k	160–180k	170–190K	n.a	

Asset Management & Operations Overview

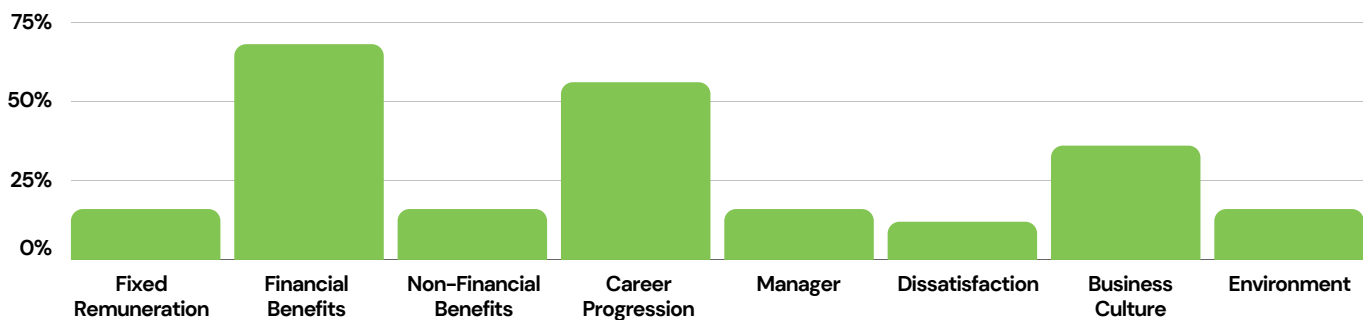
Percentage Salary Increase in 2021



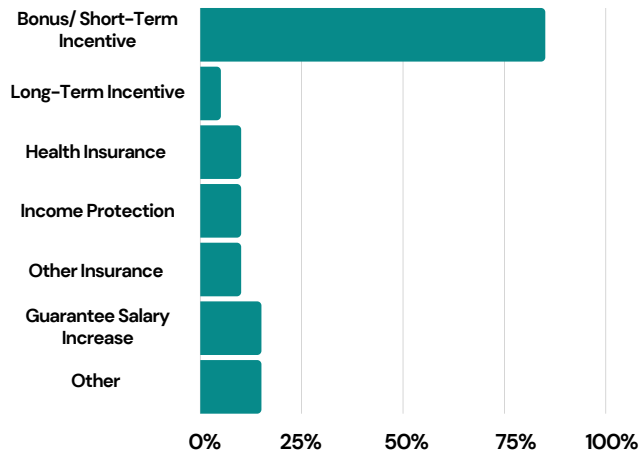
Years of Industry Experience



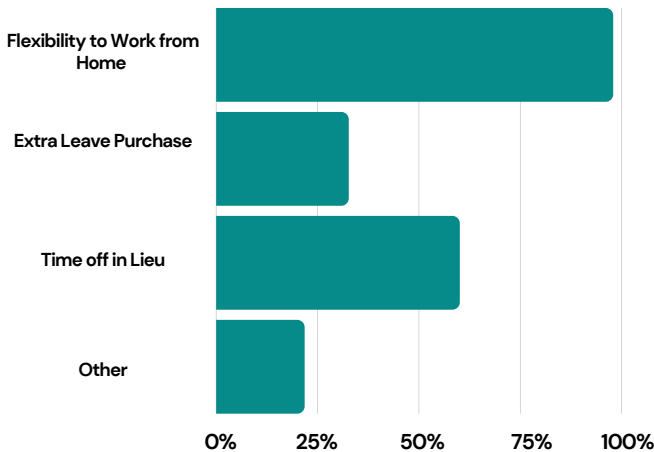
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits





Commercial & Industrial

With the decrease in cost for commercial energy storage, we have seen some new companies emerge with a focus on Commercial and Industrial energy storage over the past 12 months. As these costs continue to decrease over the next 12 months, we can expect to see a demand for Business Development and Sales focussed roles. In conjunction, we can also expect to see a demand for Design and Application, Project Management, and Delivery focused roles.

The Commercial and Industrial respondents of the 2021 Remuneration survey were predominantly made of Business Development Managers (33.33%), PV Engineer (20%), Senior Business Development Manager (20%), and Project Managers (13.33%). Solar & BESS made up the largest portion from the Commercial and Industrial sector with 60% of the responses. Most respondents indicated they worked for an OEM (Original Equipment Manufacturer) or Manufacturer (28% +).

Half of the respondents from the survey identified the company they are employed by is made up of 11-50 employees in Australia and/ New Zealand.

Almost 60% acknowledged their base salary was between \$70,000 – \$160,000 and just under 10% said they had a base salary that was more than \$250,000. When asked what financial benefits the respondents receive, 80% of participants identified they received bonuses and short-term incentives. Following this, 20% said they also receive long-term incentives, health insurance, and income protection. For non-financial benefits, flexibility to work from home was the most common benefit, followed by time off lieu.

Half of the 2021 respondents had no increase in their base salary from the previous year of employment. Nevertheless, 25% of respondents had a 1-2% increase and another 25% had a 3-5% increase. 41% of respondents identified they were satisfied with their total remuneration package.

Ryan Hauville
Practice Leader



Salary Results

	PV Engineer	Senior PV Engineer	Engineering Manager	Project Engineer
All	80-100k	100-120k	120-150k	80-90k
	BDM	Senior BDM	Head of Sales	General Manager
All	80-100k	120-150k	150-190k	170-230k
	A Grade Electrician (CEC Qual)	Senior A Grade Electrician (CEC Qual)	LED BDM	Energy Efficiency Consultant
All	80-90k	90-110k	100-120k	170-230k
	Senior Energy Efficiency Consultant	Application Engineer	Senior Application Engineer	ESG Consultant
All	100-120k	100-120k	120-140k	120-150k
	Senior ESG Consultant			
All	120-150k			

Commercial & Industrial Overview

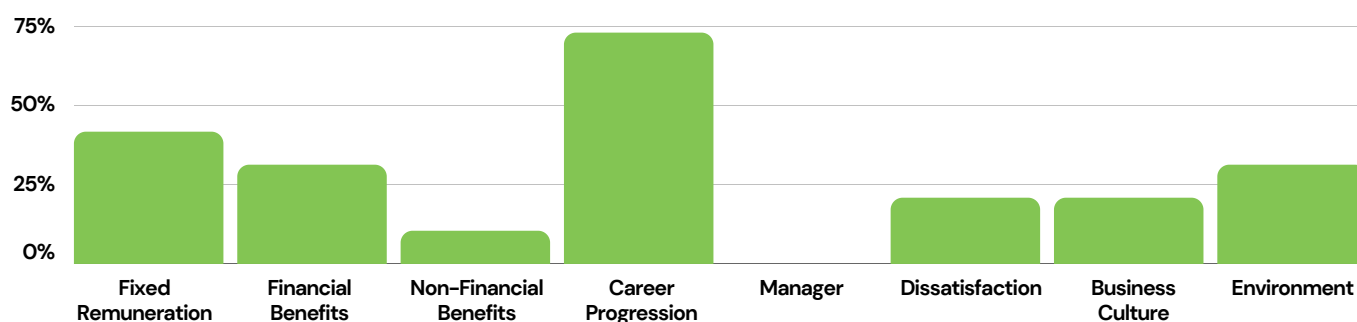
Percentage Salary Increase in 2021



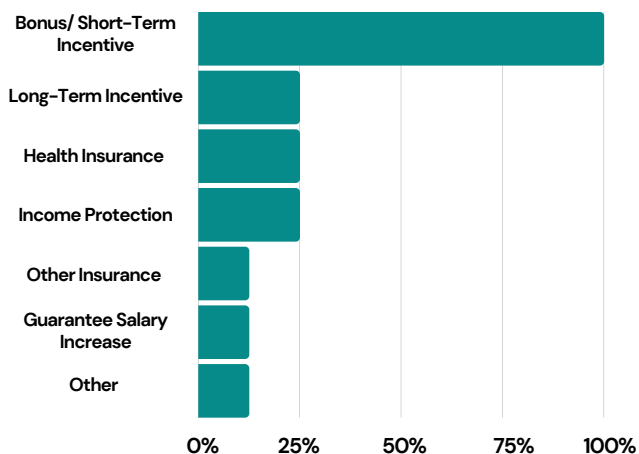
Years of Industry Experience



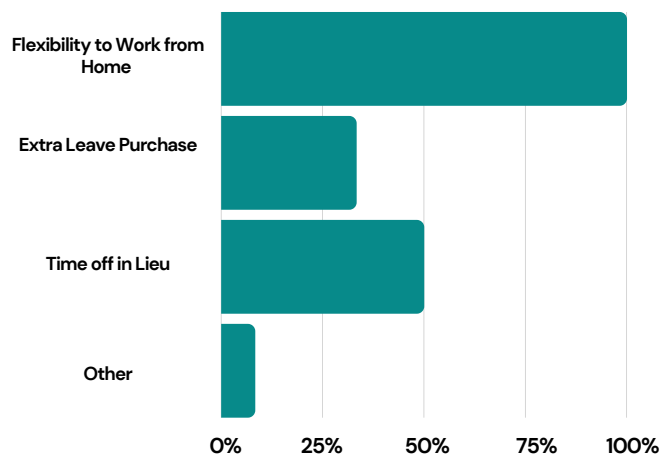
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits





Corporate Support

The Corporate Support respondents of the 2021 Remuneration Survey were predominantly made of Marketing and Communications Managers (40%), Executive Assistants (20%), and HR Managers (20%). The majority of these professionals best described their company as an investor, financial advisor, or an investment/ commercial bank.

Over 50% of respondents agreed that they were satisfied with their base salary and total remuneration package, whereas in the previous annual survey, 50% of participants were either neutral or dissatisfied with their base salary and remuneration package.

Financial benefits were listed as the main reason for considering a change of roles, followed by career progression, fixed remuneration, dissatisfaction, and business culture. Manager and non-financial benefits were ranked as lower motivators for considering a role change.

Most respondents from the 2020 survey responded they were dissatisfied with their career progression. Similarly, the 50% of the 2021 respondents reported that they were dissatisfied with their career progression.

Sarah Biggs

Senior Recruitment Consultant

Salary Results

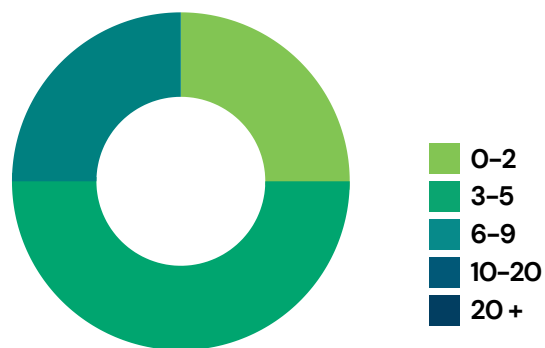
	Executive Assistant	Office Manager	Marketing & Communications Assistant	Marketing & Communications Manager
All	80-100k	100-120k	60-75k	100-140k
	HR Administrator	HR Business Partner	HR Manager	Senior HR Manager
All	60-80k	80-100k	100-120k	140-160k

Corporate Support Overview

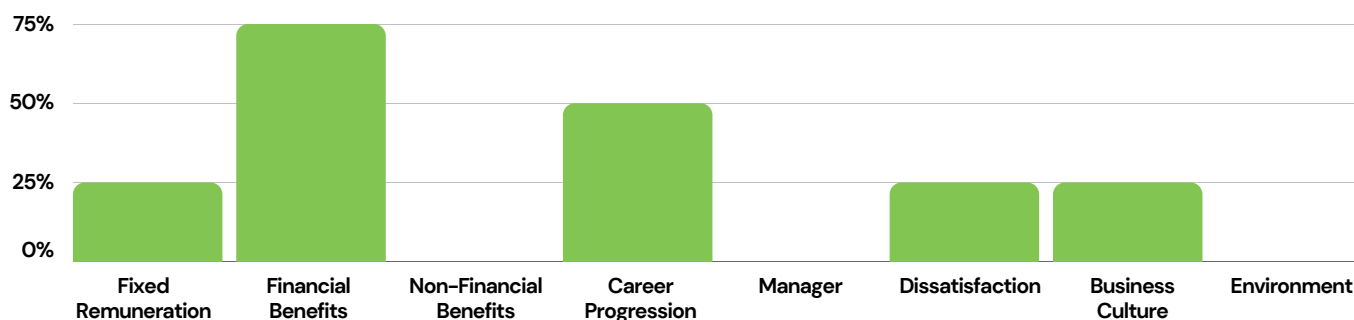
Percentage Salary Increase in 2021



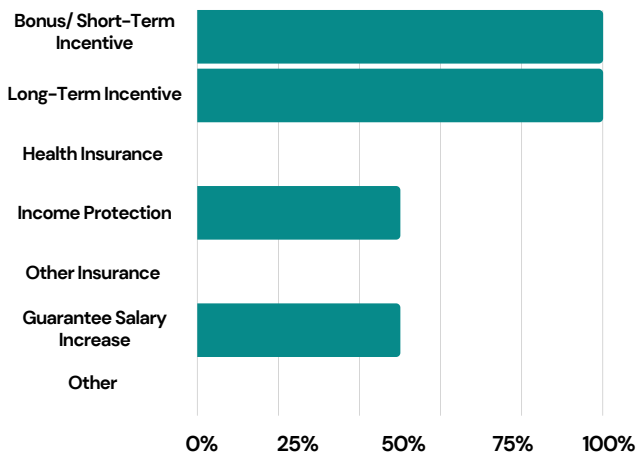
Years of Industry Experience



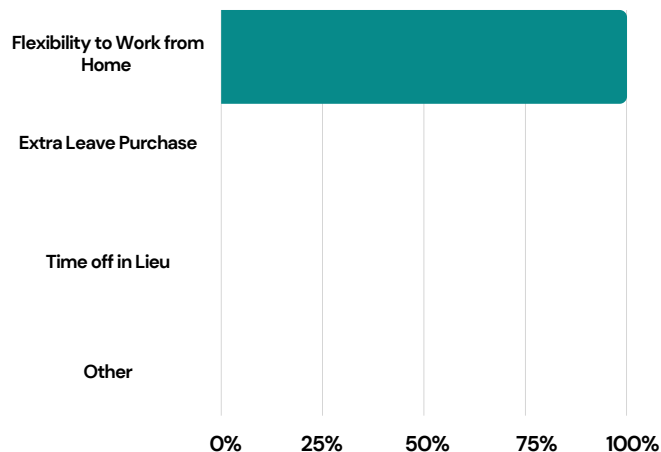
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits



Executive

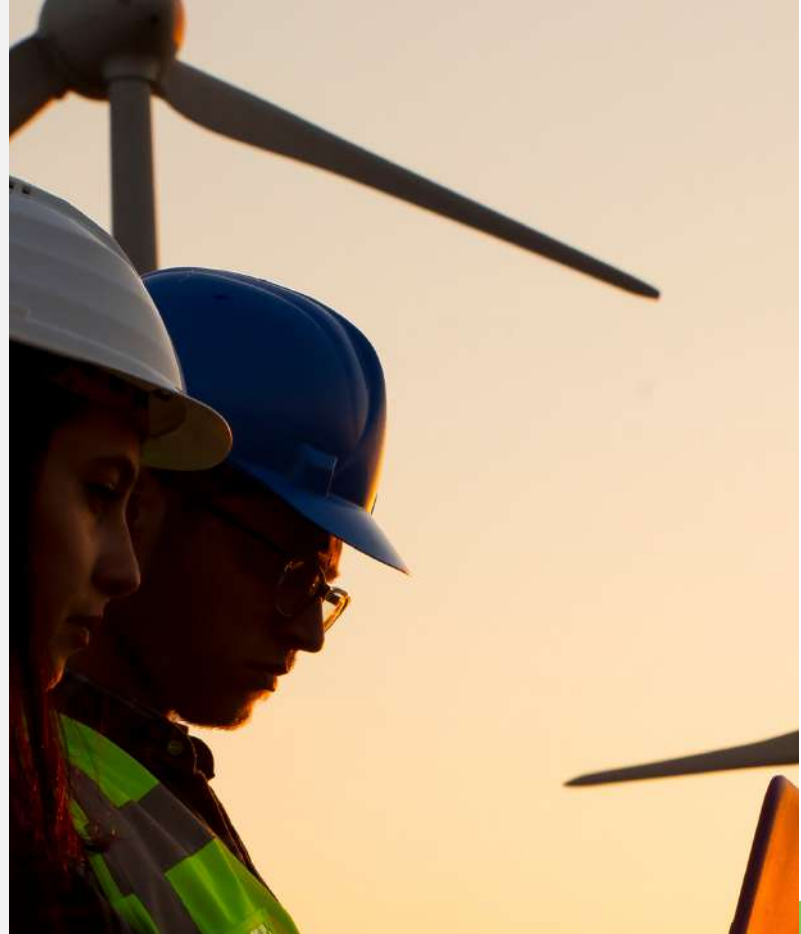
The Executive respondents of the 2021 Remuneration Survey were predominantly made up of CEOs, MDs, CFOs, COOs, Executive General Managers, and General Managers. The majority of respondents (25%) were employed by an Owner, Power Generator or IPP. Followed by Project Developers (15%) and OEMs (Original Equipment Manufacturer) (11%). The Majority of respondents were employed by companies with a low number of employees within Australia and/or New Zealand with 40% working with 0-10 employees. Similarly, most respondents had 0-10 employees globally.

Salaries were high this year with almost 60% of participants receiving a base salary over \$250k. Short-term incentives were very common with almost 90% of respondents receiving bonuses/ short-term Incentives, a 10% increase from the 2020 Remuneration Survey respondents. This figure was followed by 43% of respondents receiving long-term incentives and 15% health insurance. In terms of non-financial benefits, 90% of participants have the flexibility to work from home, 20% have extra leave purchase, and 19% have time off in lieu.

Similar to the 2020 Remuneration Survey, over 40% of the 2021 respondents' base salaries did not increase in the past year. Nevertheless, almost 60% of respondents identified they were satisfied with their base salary. 30% said they were not satisfied with their base salary.

Career progression was cited as the main reason for considering a change in roles (60%). This result was followed by Financial Benefits (48%) and Business Culture (19%). 52% of respondents are pleased with their career advancement opportunities available to them.

Malcolm Smith
Practice Leader



Salary Results

	Board, NED, Chair	CEO, MD
Onshore Wind	5-10k	300-500k
C&I Solar	2-5k	180 -225k
Utility Scale Solar	5-10k	250-350k
Other	2-5k	150-250k

	CFO	COO
Onshore Wind	250-300k	200-300k
C&I Solar	150-180k	150-180k
Utility Scale Solar	180-220k	200-225k
Other	150-200k	150-200k

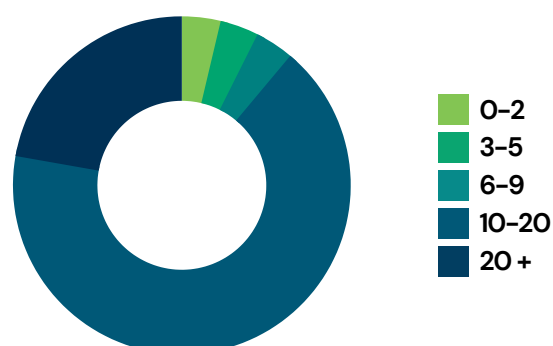
	General Manager
Onshore Wind	250-300k
C&I Solar	150-170k
Utility Scale Solar	180-200k
Other	150-220k

Executive Overview

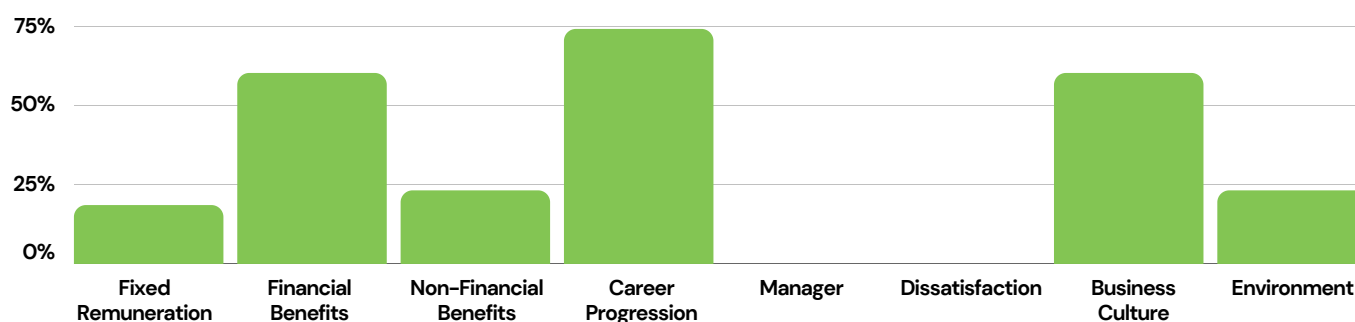
Percentage Salary Increase in 2021



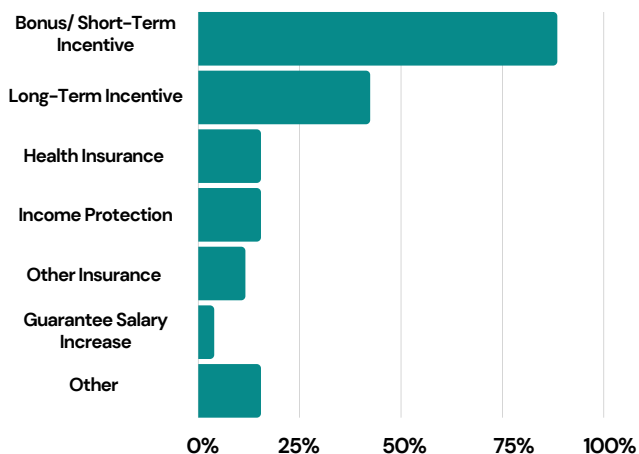
Years of Industry Experience



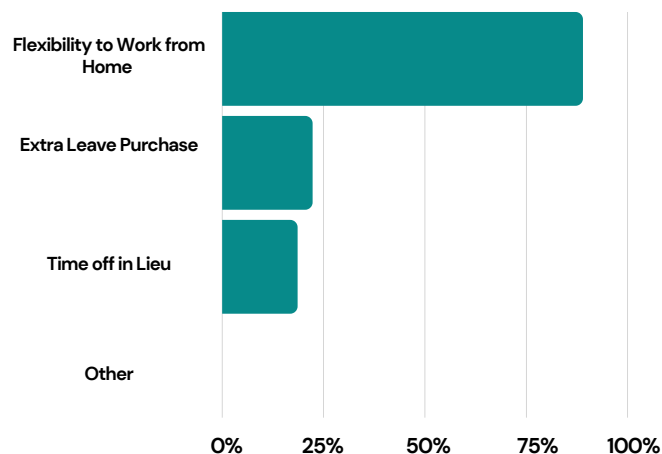
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits



Contracting

Contracting roles over the past were focussed on the Wind and Solar/BESS sectors accounting for close to 80% of all roles filled.

Many of the respondents were fixed-term contractors and were evenly spread across the renewable energy value chain such as Project Developers, Owners/IPP, Asset Managers, Engineering & Consulting, OEMs, and EPC companies. Commonly placed roles included Project Developers, Construction Site Managers, Project Engineers, and HSEQ-related roles.

The survey indicated most of the contractor workforce has an experience level of either below 5 years or 10 – 20. This is mirrored in the data we see around the common rates for contractors with the two most popular ranges being \$51 – \$60 per hour and \$111 – \$120 per hour.

The stagnant economy due to COVID-19 has affected companies with over half of our respondents indicating they did not receive salary increases in the past year. Nevertheless, most of the respondents are satisfied with their remuneration.

Career projection and financial benefits were the primary reasons for changing jobs and the flexibility to work from home was the most common benefit.

PR Projects is seeing the high need for contracting HSEQ, engineering, and technician skills in the construction and commissioning of wind and solar farms with grid connections also being a key area of demand.

On the Operations and Maintenance of wind farms, there is a need for technicians with the right qualifications and experience with border closures due to the impacts of COVID-19 limiting the arrival of foreign technicians. We are also seeing several trade and technician skills transitioning from other sectors into renewable energy.

Naim Rassool

Manager Partnerships



Salary Results

	Project Developer	Senior Project Developer	Project Director	Environmental Advisor
Range	76-102ph	112-143ph	156-182ph	50-71ph
	Grid Connection Engineer	Senior Grid Connection Engineer	Grid Connections Manager	PV Designer
Range	73-83ph	89-100ph	94-114ph	68-78ph
	Power Systems Engineer	Wind Engineer	Solar Engineer	Project Manager
Range	57-76ph	52-82ph	52-71ph	76-102ph
	Site Engineer	Site Supervisor	Construction Manager	Installation Technician
Range	51-68ph	68-78ph	85-110ph	50-65ph
	Commissioning Engineer	Commissioning Manager	Estimator	Planner/ Scheduler
Range	68-78ph	83-99ph	61-78ph	53-68ph
	Electrical Service Technician	HSEQ Advisor	HSEQ Supervisor/ Manager	Operations/ Site Manager
Range	55-65ph	55-70ph	75-105ph	83-109ph
	Electrician	Mechanical Fitter	Service Technician	Blade Technician
Range	47-62ph	40-57ph	45-60ph	50-65ph
	Cable Layer	Cable Joiner	Line Worker	Switching Operator
Range	47-57ph	48-61ph	42-61ph	47-66ph



Salary Results (cont.)

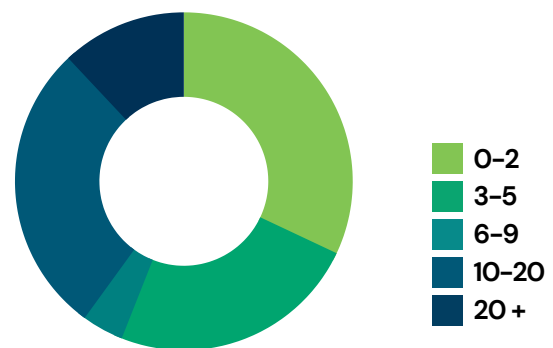
	Business Development Manager	Asset Manager	Senior Asset Manager	Head Asset Management
Range	71-102ph	66-86ph	82-95ph	92-102ph
	Senior Operations Engineer	Operations Engineer	Commercial Manager	Finance Manager
Range	78-96ph	56-77ph	90-104ph	50-70ph
	Executive Assistant	Office Manager	HR Administrator	HR Business Partner
Range	35-50ph	40-55ph	25-30ph	40-60ph
	HR Manager	Senior HR Manager		
Range	50-60ph	60-80ph		

Contracting Overview

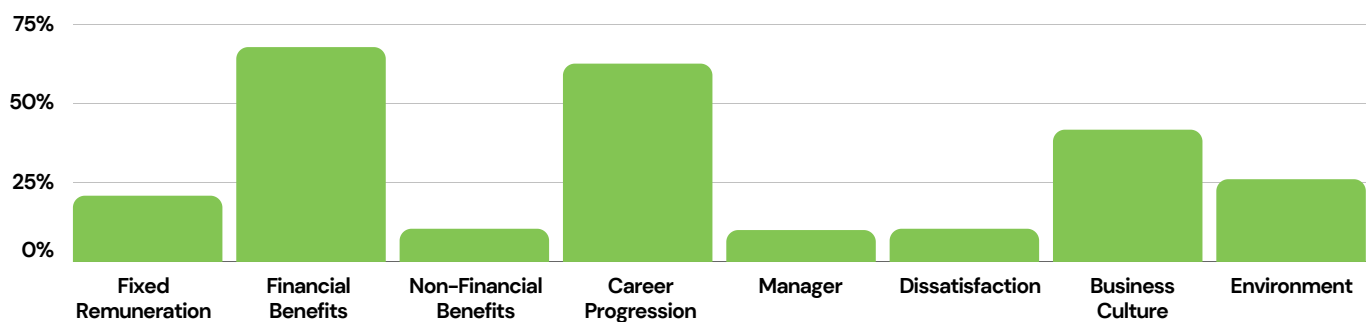
Percentage Salary Increase in 2021



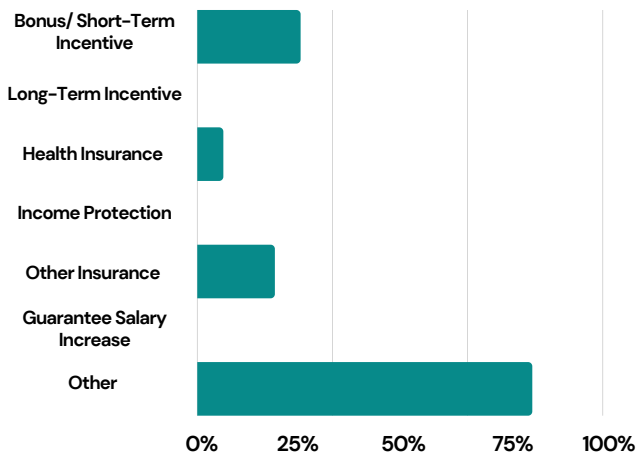
Years of Industry Experience



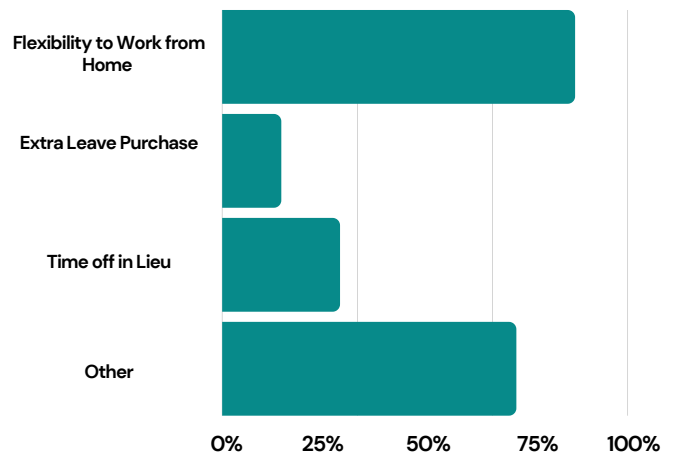
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits





New Zealand

2020/2021 saw strong levels of recruiting activity across New Zealand's energy sector. This growth has been seen across the board even with border closures due to COVID-19 causing some employers to no longer have access to skilled migrants. That impact later reduced in 2021 with a number of candidates recognising the opportunities available and choosing to move between Electricity Distribution businesses, contractors and consultants.

Those people employed in Wind and Solar saw the strongest salary growth across the industry. Engineering consulting companies experienced weak growth offset by a closed border and only access to a national talent pool. Salary increases were less than what was recorded in our last remuneration report with 57% of people responding that they received no increase, only 28% received a 1-2% increase and a further 14% of people received a 3-5% increase.

Non-financial benefits have changed with the new world environment, seeing "Flexibility to work from home" taking the top spot with 85% of respondents having this benefit. Time off in lieu and the ability to purchase extra leave was available for 42% of people.

Financial benefits saw Bonuses (both short and long term incentives) still a favourite with 50% of people saying they received it during the year. Insurance, especially income protection insurance, was a feature for 33% of respondents.

We found that most respondents identified as earning between \$80-99,999 PA (30%) and another 45% of people reporting earnings of \$100,000 to 129,999. At the executive level we saw 15% of people earning more than \$220,000 PA.

Interestingly 43% of people surveyed either disagree or are strongly dissatisfied with their current salary.

I would expect to see a buoyant job market across New Zealand, driven at this stage by a lack of skilled talent and a sector experiencing increased demand for new clean technologies, renewables assets and upgrades to distribution and transmission networks.

Daniel Gallen

Director, New Zealand



Salary Results

	Business Development Manager	General Manager	Engineering Manager	Power Systems Engineer
Power Generation	150-180k	200-300k	180-300k	90-110k
Power Transmission	150-180k	200-300k	180-220k	90-110k
Engineering	130-165k	200-300k	180-200k	90-110k
	Senior Power Systems Engineer	Principal Power Systems Engineer	Mechanical Engineer	Senior Mechanical Engineer
Power Generation	120-150k	140-165k	140-160k	130-150k
Power Transmission	120-150k	140-165k	n.a	130-150k
Engineering	120-150k	135-170k	100-120k	120-140k
	Project Engineer	Project Manager	Construction Manager	Senior Construction Manager
Power Generation	95-105k	120-140k	160-200k	180-220k
Power Transmission	90-110k	120-140k	150-170k	180-190k
Engineering	110-120k	110-130k	170-200k	150-180k
	Senior Project Manager	Project Director	Programme Manager	Document Controller
Power Generation	140-160k	190-250k	190-210k	80-100k
Power Transmission	120-170k	180-220k	150-190k	80-100k
Engineering	130-160k	170-210k	140-180k	80-100k
	Wind Engineer	Senior Wind Engineer	Development Manager (renewables)	Senior Development Manager (renewables)
Power Generation	110-150k	150-180k	130-150k	150-200k

New Zealand Overview

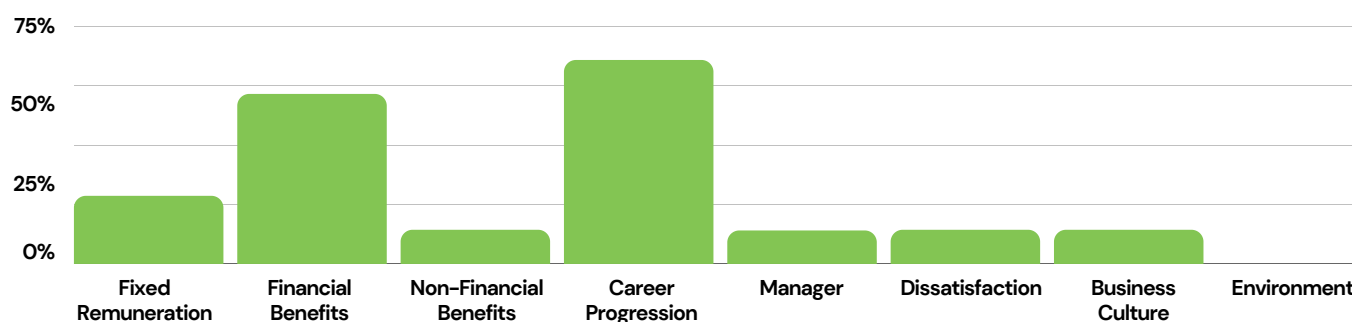
Percentage Salary Increase in 2021



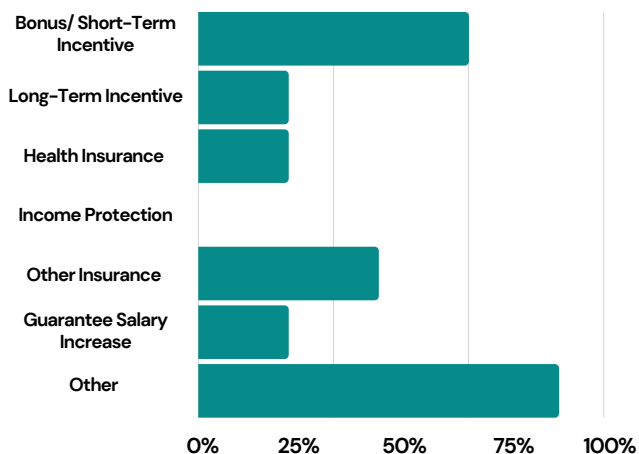
Years of Industry Experience



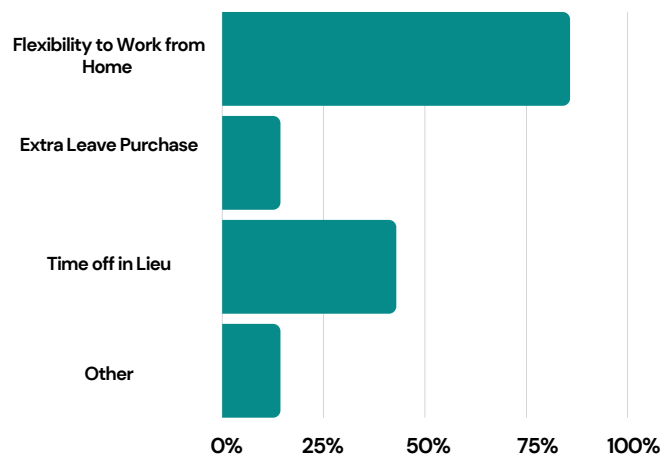
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits





Closing Remarks

Thank you for taking the time to read our Remuneration Report. Please let us know if you have any questions, comments, or feedback to help us continue to provide a valuable resource to the Renewable Energy industry.

scott@phillipriley.com.au

Thanks, and regards



Scott Robinson
Managing Director