



PHILLIP RILEY

Salary Survey 2020





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Foreword

Thank you for taking the time to download and read our 2020 Remuneration Report, covering a wide variety of roles that are required to develop, finance, build and operate Renewable Energy assets across Australia and New Zealand.

This was no easy undertaking given the impacts felt across the region and industry due to Covid-19 and we are appreciative of the many people that have shared their time to complete the Remuneration Survey, as well as the decisions to quantify the remuneration and sentiments data.

If you have been impacted by Covid-19 and feel that I/we can help, please contact me at srobinson@phillipriley.com.au

We hope that you will find this Remuneration Report a useful tool if you're thinking of hiring or salary benchmarking and importantly in managing and retaining your staff. We welcome any feedback on how to make the Report more useful in the future, otherwise we are happy to provide bespoke Remuneration Data to suit your specific requirements.

We are fortunate to belong to an industry that is essential to our economic revival (not to mention our planet's survival), therefore we are expecting to see further investments and advancements in renewable energy and clean technology deployment over the next year, which will create new opportunities and movement in remuneration and employee sentiments. Again, we hope you find the Report a useful tool and we welcome any questions and feedback.

Thanks and regards



Regards
Scott

Executive Summary

We are grateful to the many respondents who have completed the 2020 Remuneration survey and we are fortunate to have many participants from 2019 return so that we can compare the remuneration data and sentiment between the years.

Of the 2020 respondents, over 55% were from the Wind and Utility Scale Solar sectors however we saw an increase in participation from emerging sectors such as Battery Energy Storage, Behind the Meter and Other (comprising Hydro, Hydrogen, Waste to Energy) representing 20% overall responses. 70% of respondents were full time employees and 20% were Casual/Temporary or Self Employed, and unfortunately 5% were “affected by Covid-19”.

There was an even spread across Company Type (i.e. Asset Managers, Consulting, Owner, Developer) however we saw the most participation from those employed in the EPC sector (25%) and new participation from the NSPs. Geographically the East Coast of Australia was prevalent though WA represented 8% and NZ 5%, an increase from 2019. Over 50% participants were from companies of 11-200 people, though 20% were from companies over 1000+ which provides a good cross section of companies.

Over 75% respondents acknowledged Flexibility as a dominant Non-Financial benefit with over 40% of people responding that Time in Lieu was also a benefit (possibly due to the high participation from the EPC sector). We saw an increase in participation from people with >2 years’ experience, though also 25% respondents had between 10-20 years’ experience again providing a good cross section of experience.

45% of people were satisfied with their Base salary and less than 4% were (strongly) dissatisfied, and these figures were similar when comparing total compensation. Over 35% of respondents received no Base salary increase in the previous 12 months, 25% received 3-5% increase), and 30% expected a 3-5% increase in the next 12 months and somewhat surprisingly 40% expected an increase of 6-10%+.

Career progression was a dominant reason for considering a change of role (75%) with their Manager as the lowest reason given (12%), which was a change from 2019 data. On the final question, 40% of people were satisfied with the career progression being offered though 25% were dissatisfied (35% Neutral) which poses an opportunity for employers to engage with teams and individuals to provide a roadmap for career development and progression.



Finance

60%

of respondents have worked in the finance industry for 10 – 20+ years

90%

receive short-term incentives bonuses, with 30% receiving long-term incentives

Career progression is again the most likely cause to consider changing roles

Legal

100%

have worked in the legal industry for 10 – 20 years

50%

feel dissatisfied with their prospective career advancements

Financial benefits would be the primary reason to change roles for legal respondents

Engineering

17.39%

reported dissatisfaction with their total remuneration package

65%

enjoy the ability to purchase extra leave

61%

receive bonuses or short-term incentives

Construction

Most respondents were in Utility-Scale Solar, followed by Wind

51.35%

enjoy flexibility to work from home

40%

did not receive a salary increase in the past year

Asset Management & Operations

Career progression was cited as the major reason to consider changing roles

52%

were satisfied with their total remuneration package

54.55%

of respondents received a salary increase in the past year

Behind the Meter

16.67%

are unsatisfied with their total remuneration package

Salary and Career Progression were the most popular reasons to change roles

33%

received a salary increase between 6 – 10%

Corporate Support

100%
reported flexibility to
work from home

All respondents
expect to receive a salary
increase or up to 10%
in the next year

Non-financial benefits
were the most important
reason to change roles

Executive

Executive respondents
note additional earnings through
tax benefits or profit shares

43.75%
do not expect to receive a salary
increase in the next year

Executive respondents are
among the most satisfied with
career advancement
opportunities presented to them

Contracting

41.18%
of contractor respondents
received bonuses or short-term
incentives on their contract

60%
have worked in their industry for
over 10 years

88%
expect to receive a salary
increase this year

New Zealand

33.33%
of respondents reported
receiving a salary increase in the
past year

Career progression was the
most popular reason to change
careers, with 100% of
respondents agreeing

Extra leave purchase is the least
common non-financial benefit
for New Zealand respondents





Development

The year of 2020 has brought several changes to the economy; however, the renewable energy development market has remained relatively strong. Of those surveyed there was a strong level of experience who took part, with over 75% having over 10 years' experience – 55% of those being between 10-20 years of experience.

When analysing the survey data, it was clear that those in the sector are for most part happy with their current positions and their remuneration.

Of those surveyed only 20% had not received an increase in salary over the past 12 months with 60% of those receiving at least a 1-5% increase. Responses

to salaries were positive from the market as 50% agreed that they were happy with their base salary and over 60% were happy with their overall package. It would be no surprise that the survey highlighted the largest non-financial benefit was working from home (85%) with limited other benefits offered.

When looking at factors as to why candidates would leave their employees the major focus was around career progression, almost half stating this would be their number one deciding factor.

Scott Robinson, Managing Director
Stephanie Graham, Recruitment Consultant,
Development, Wind, Behind the Meter

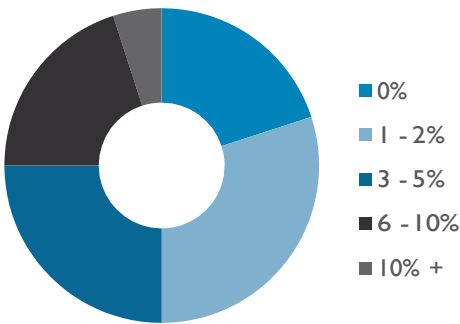
Salary Results

	Project Development (PD)	Senior PD	PD Manager	Senior PD Manager
Onshore Wind	100 – 120k	130 – 160k	160 – 200k	200 – 250k
C&I Solar	70 – 90k	90 – 110k	120 – 140k	140 – 160k
Utility Scale Solar	100 – 120k	130 – 160k	160 – 200k	200 – 250k
	Grid Connections (GC) Engineer	Senior GC Engineer	GC Manager	GC Director
Onshore Wind	80 – 100k	120 – 140k	150 – 180k	200 – 250k
C&I Solar	80 – 100k	100 – 120k	120 – 150k	150 – 180k
Utility Scale Solar	80 – 100k	120 – 140k	140 – 160k	180 – 220k
	Environment Advisor	Senior Environment Advisor	Environment Manager	BDM (PPA)
Onshore Wind	110 – 130k	120 – 135k	140 – 160k	180 – 250k
C&I Solar	80 – 100k	90 – 110k	100 – 120k	120 – 140k
Utility Scale Solar	110 – 130k	120 – 135k	140 – 160k	180 – 250k

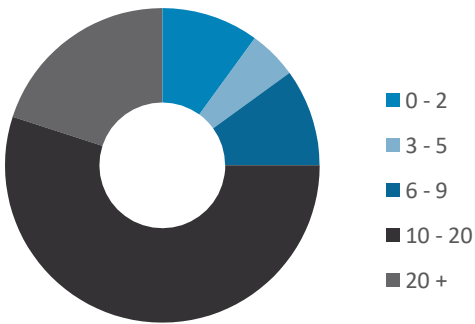


Development Overview

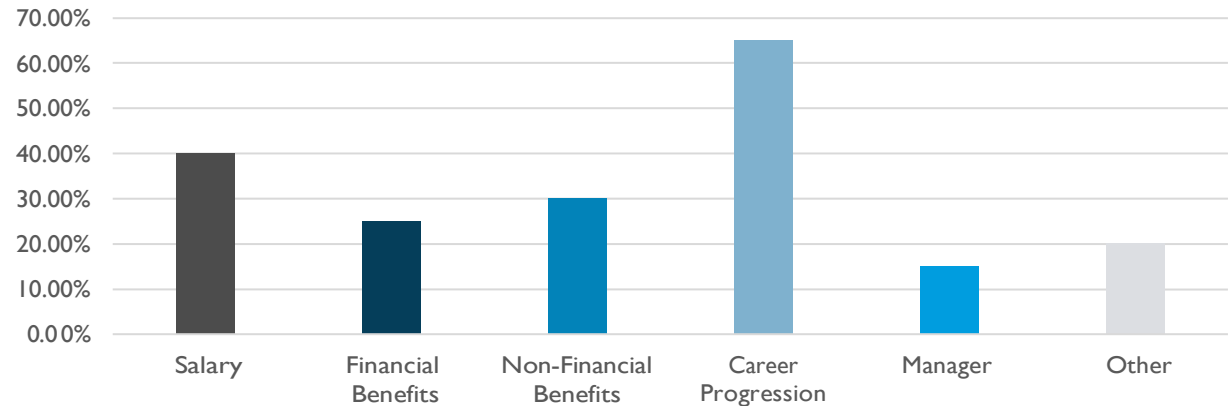
Percentage Salary Increase in 2020



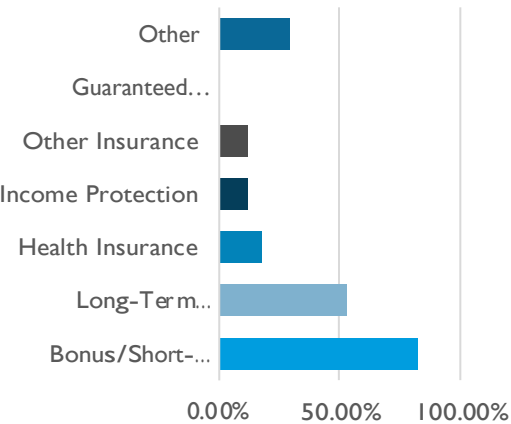
Years of Industry Experience



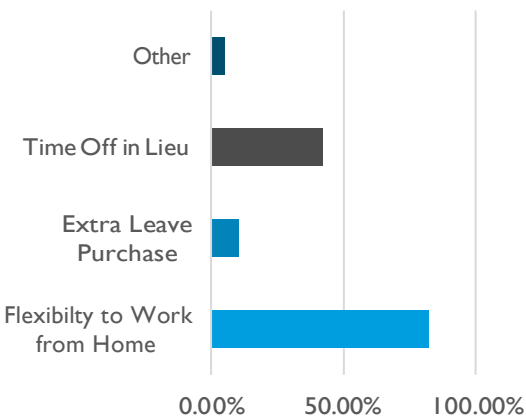
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits



Finance & Legal

The finance - renewable energy job market was buoyant in 2020. Overall, 75% of employees within the sector experienced some sort of increase in salary, with 53% of individuals experiencing between 5 and 10% salary rises. The results showed a range of 0 to 10% plus, with an average of 3 – 5%.

The survey indicated that at the Executive General Management level would be in the range of

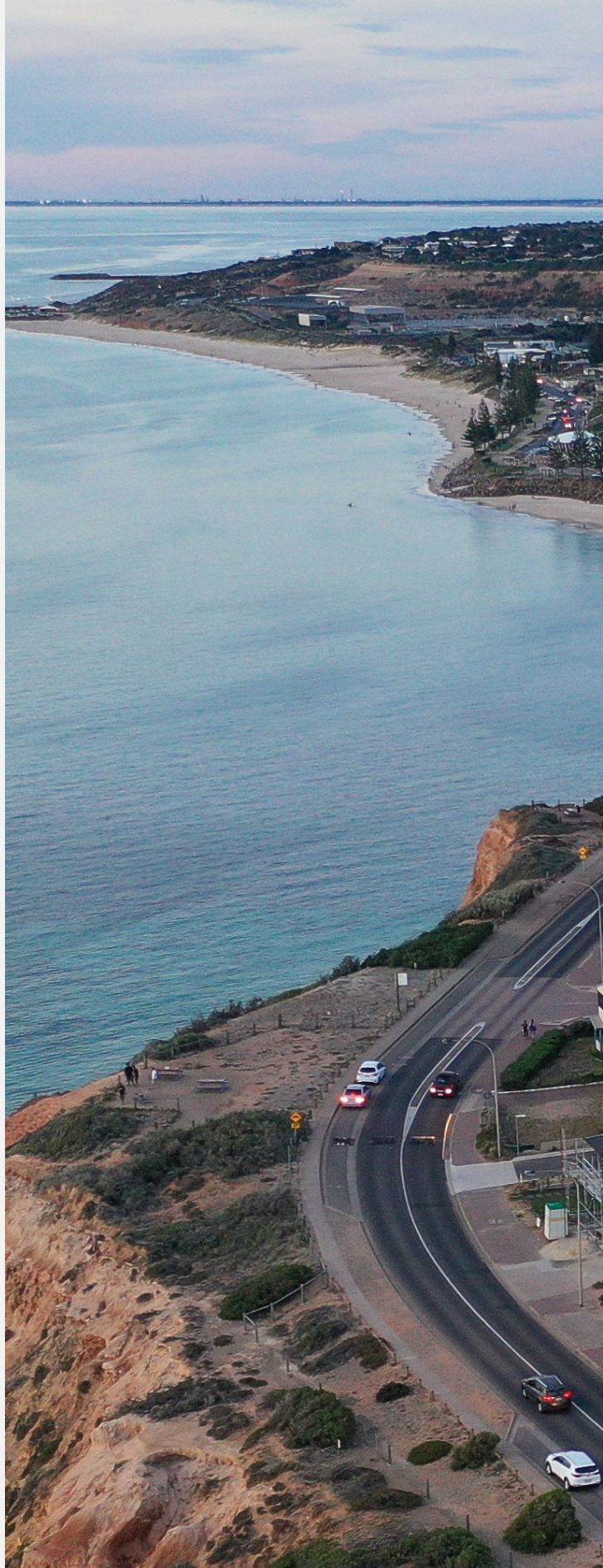
250,000 to 350,000, the General Management would be \$200,000 to \$225,000 and Principal roles ranging from \$150,000 to \$180,000. The minimum rate recorded as \$81 p/h with a maximum exceeding \$200 p/h and an average of \$105 p/h.

In most cases employees received a Financial Benefit in the form of Bonus/ STI (Short Term Incentive), circa 40% of salary, LTI (Long Term Incentive)/ Share/ Options, circa 30% of salary.

The survey confirmed that the greatest Financial Benefits was Flexibility to work from home. Those surveyed demonstrated 3 – 5 years of experience in their current role and 10 – 20 years of experience in the industry.

The response gave a clear indication of clear satisfaction with their current base salary with the majority result contented with their current remuneration package, with a lesser sentiment of Neutral/Neither agree nor disagree Career Progression was the most outstanding for a change in role, with salary and financial benefits playing a lesser factor.

The survey asked on salary expectations which varied from no expectation to a 5% increase and a lesser number reflected a 10% increase expectation. The survey highlighted that although the higher response was people were neutral, a large amount were very content or content with their career advancement opportunities.



The Legal respondents were primarily from Owners/IPPs and Private Practice firms, across the East Coast and medium (>200) to large (1001+) size firms. Legal professionals all received STIs with the majority receiving benefits such as Income Protection & Health Insurance.

Over 50% of respondents received between 3-5% salary increases and the most were either Neutral

or dissatisfied with their base and total remuneration therefore it is no surprise that Salary and Financial Benefits were the overwhelming main reasons given for considering a change in role.

Malcolm Smith, Practice Leader
Finance, Legal, Procurement

Salary Results

	Accountant (Tax & Treasury)	Finance Manager	Corporate/Commercial Manager
Onshore Wind	70 – 90k	150 – 180k	170 – 200k
C&I Solar	60 – 80k	150 – 180k	170 – 200k
Utility Scale Solar	70 – 90k	150 – 180k	170 – 200k
	Corporate / Project Finance - Analyst	Corporate/Projects Finance - Senior Manager	Corporate/Investment Manager
Onshore Wind	120 – 140k	160 – 200k	180 – 220k
C&I Solar	100 – 120k	160 – 180k	160 – 180k
Utility Scale Solar	120 – 140k	160 – 200k	180 – 220k
	Corporate / Investment Director	Corporate / CFO	Asset Manager / Director
Onshore Wind	250 – 300k	180 – 300k	220 – 250k
C&I Solar	180 – 240k	180 – 300k	140 – 160k



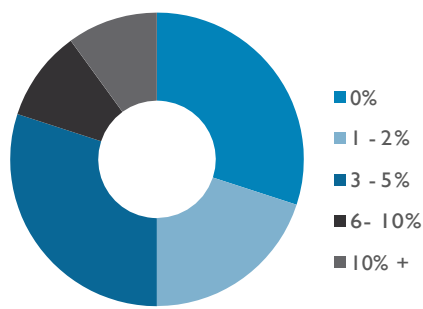
Salary Results

	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

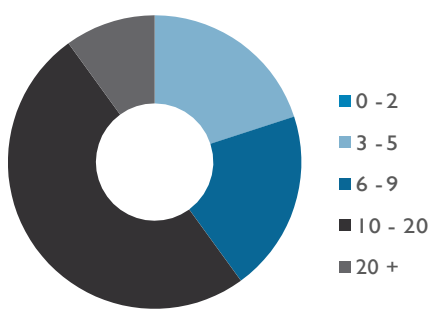


Finance Overview

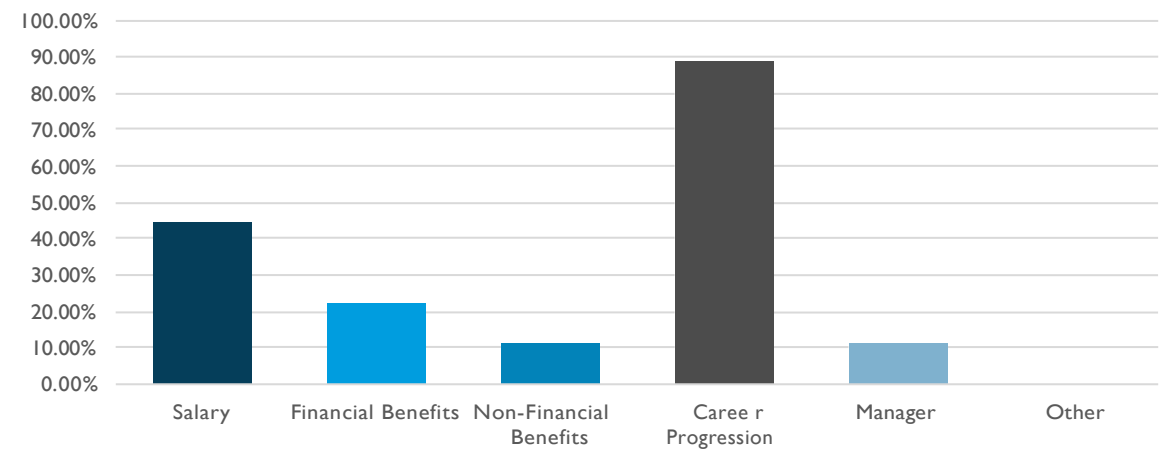
Percentage Salary Increase in 2020



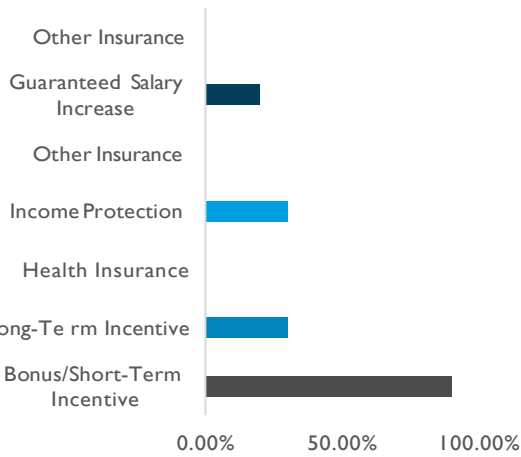
Years of Industry Experience



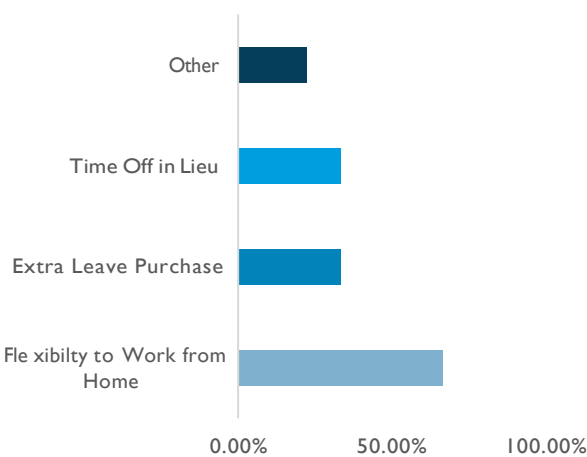
Reasons to Change Employment



Financial Benefits

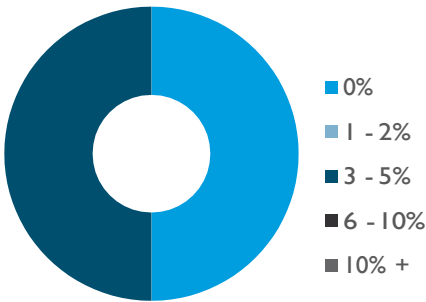


Non-Financial Benefits

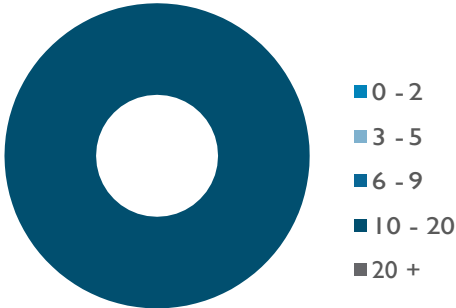


Legal Overview

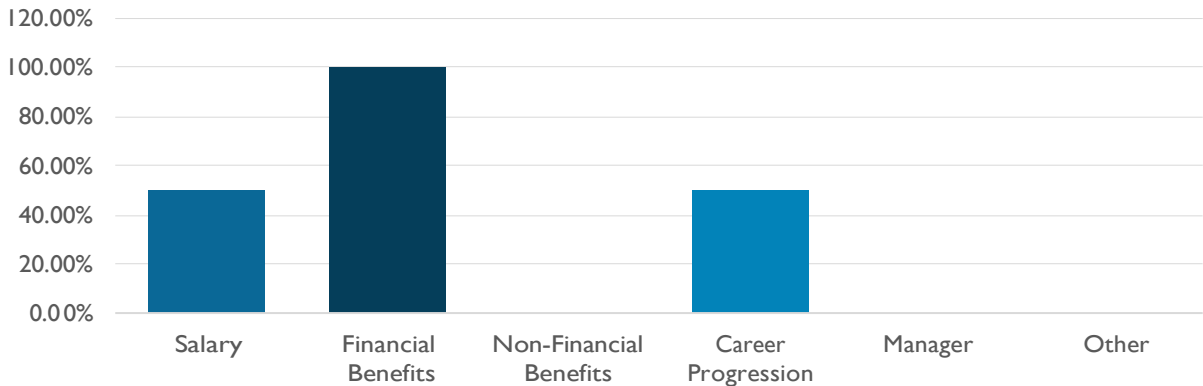
Percentage Salary Increase in 2020



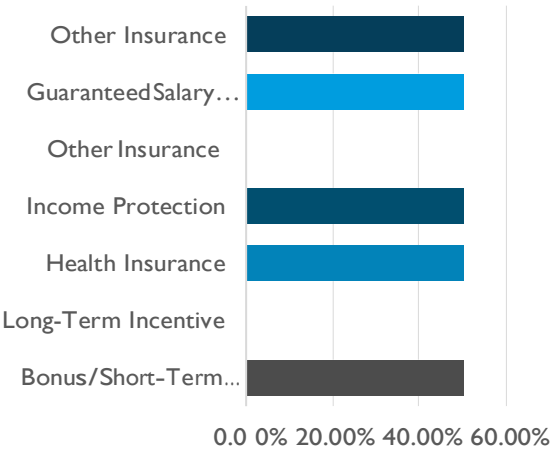
Years of Industry Experience



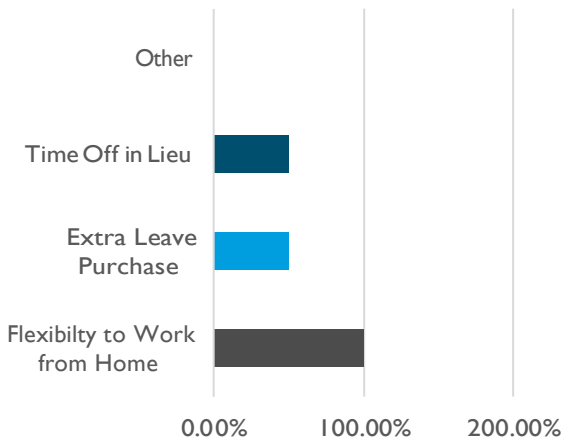
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits





Engineering

Broad respondents from Battery, Behind the Meter, Grid scale Solar & Wind, T&D and Pumped Hydro, Hydrogen. Global employees of 5000+ had the most responses – large international businesses still a big employer of Engineering staff in the sector.

Compared with last year there was a significant increase in own business and casual / temps.

The \$130K - \$160K salary bracket made up over 50% of responses. 79% of responses had a performance bonus or Long-term incentive (LTI) as part of their package so this is relatively commonplace amongst Engineering professionals in the sector.

44% received guaranteed annual salary increases – typically the larger corporates offering this non-financial benefit with 3-5% increase being the most common.

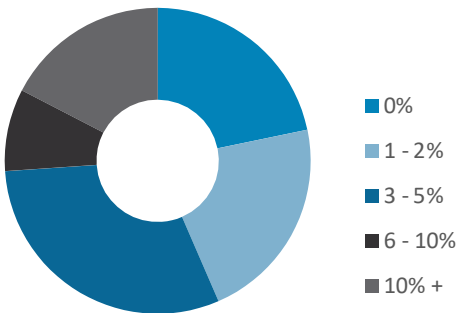
73% of respondents agreed or were neutral that they were satisfied with their base salary. Considering 40% of respondents listed salary as one of the main reasons they would consider a career move this is a positive sign for employers.

The number one reason respondents would consider a career move was Career Progression with a massive 86% listing this as a main reason to leave their current employer. Interestingly, it was an even 30% of respondents that were in agreed or disagreed their current employer provided attractive career advancement opportunities.

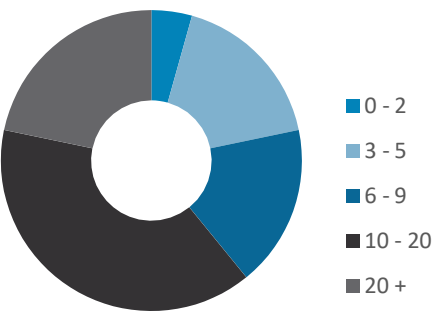
Flexibility to work from home was close to 80% of respondents however worth noting the survey was completed after the start of the COVID19 pandemic.

Engineering Overview

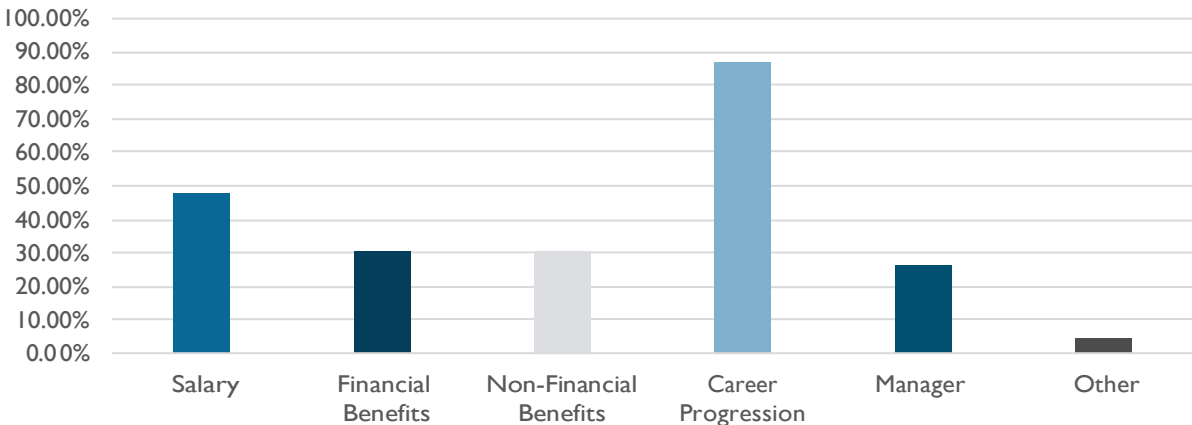
Percentage Salary Increase in 2020



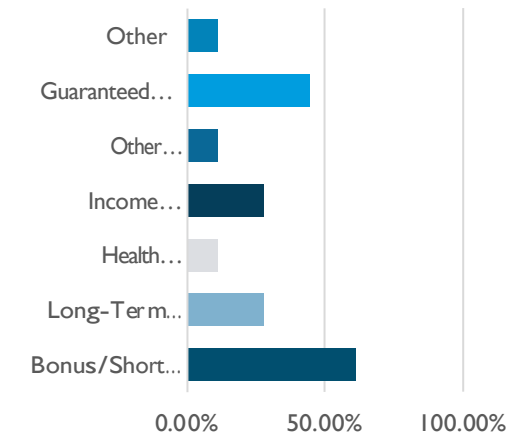
Years of Industry Experience



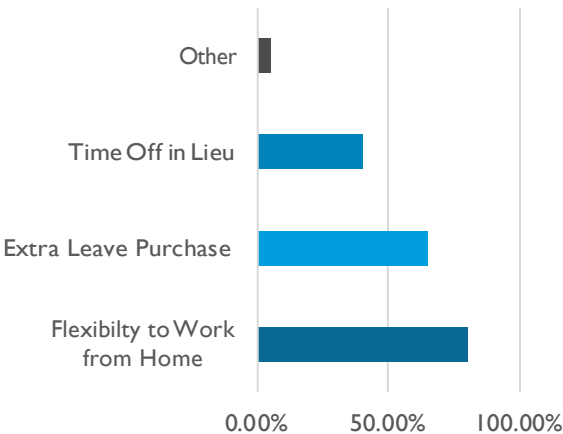
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits



Construction

Solar & Wind still make up largest portion of careers in the Renewable Energy construction sector with 70% of responses and EPC Contractors still the largest employer by numbers with 65% of responses.

NSW & VIC were the largest employers in the construction vertical with city and regional locations making up over 70% of responses.

Contract made a big jump up to 25% of responses with employers noting the seasonal nature of construction employment and the benefits of considering fixed term contracts over permanent employment.

Salaries were very even across the different brackets however \$140K - \$200K covered a large portion of the responses.

Comparatively to Engineering the construction employees reported lower rates of employers allowing working from home initiatives with 50%. This could largely be due to the site presence needed for majority of construction works on Fly in Fly Out (FIFO) rosters.

Interestingly no salary increase i.e. 0% was most common with 40% of responses not receiving any increase in salary over the previous year.

Ryan Hauville, Practice Leader
Engineering & Construction
Solar, Storage, Transmission
Operations & Clean Technology

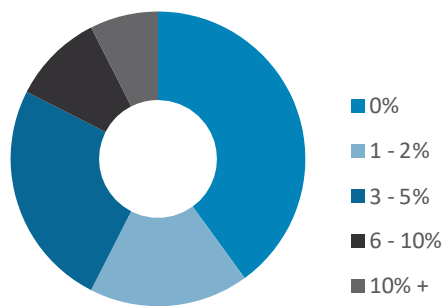


Salary Results

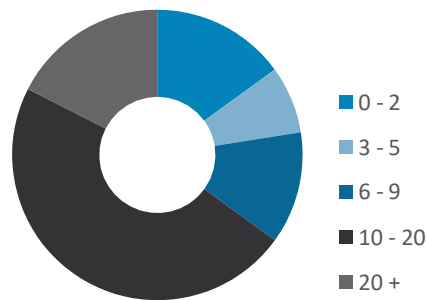
	Business Development Manager	Bid and Tender Manager	Sales Manager	Grid Engineer
Onshore Wind	130 – 170k	140 – 160k	180 – 200k	120 – 160k
C&I Solar	110 – 120k	110 – 120k	150 – 170k	120 – 160k
Utility Scale Solar	150 – 170k	140 – 160k	180 – 200k	120 – 160k
	Estimator	Senior Estimator	Mechanical Engineer	Senior Mechanical Engineer
Onshore Wind	120 – 160k	150 – 160k	120 – 130k	140 – 160k
C&I Solar	110 – 130k	120 – 130k	n/a	80 – 90k
Utility Scale Solar	120 – 140k	150 – 160k	n/a	100 – 110k
	Project Engineer	Project Manager	Construction Manager	Senior Construction Manager
Onshore Wind	95 – 105k	150 – 170k	160 – 200k	180 – 220k
C&I Solar	80 – 90k	120 – 130k	150 – 170k	180 – 190k
Utility Scale Solar	110 – 120k	160 – 170k	170 – 200k	150 – 180k
	Senior Project Manager	Project Director	Site Administrator	Senior Site Administrator
Onshore Wind	180 – 210k	190 – 225k	50 – 60k	60 – 75k
C&I Solar	100 – 110k	160 – 190k	n/a	n/a
Utility Scale Solar	170 – 180k	190 – 215k	50 – 60k	60 – 75k
	Site Manager	Electrical Engineer	Senior Electrical Engineer	Wind Engineer
Onshore Wind	130 – 140k	120 – 140k	150 – 170k	100 – 125k
C&I Solar	n/a	100 – 120k	110 – 130k	n/a
Utility Scale Solar	190 – 200k	120 – 140k	150 – 170k	n/a
	Senior Wind Engineer	HSEQ Advisor	HSEQ Supervisor	
Onshore Wind	150 – 180k	130 – 150k	150 – 160k	
C&I Solar	n/a	100 – 120k	175 – 185k	
Utility Scale Solar	n/a	120 – 140k	175 – 185k	

Construction Overview

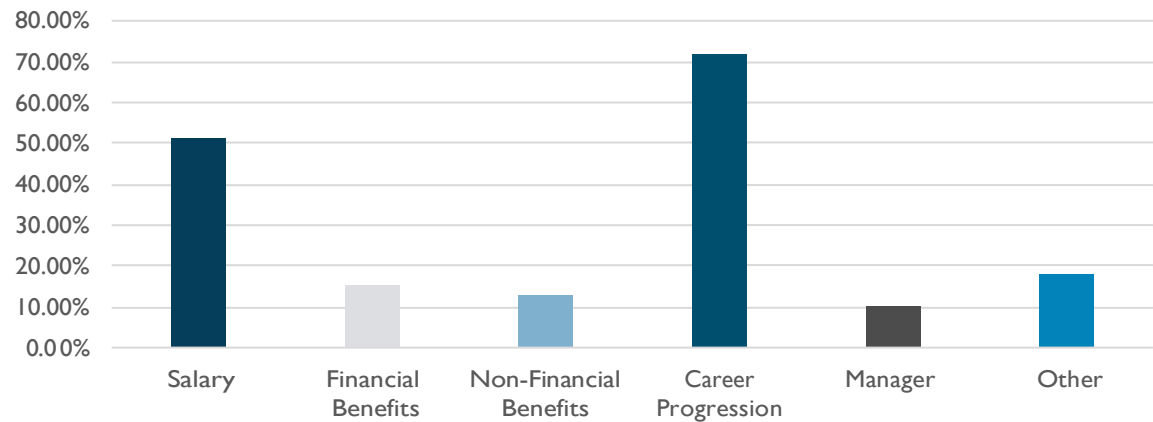
Percentage Salary Increase in 2020



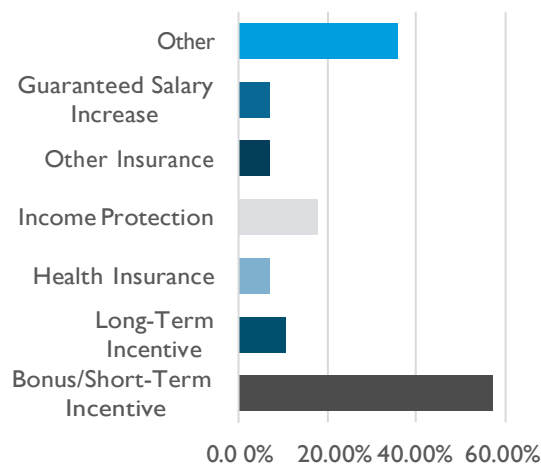
Years of Industry Experience



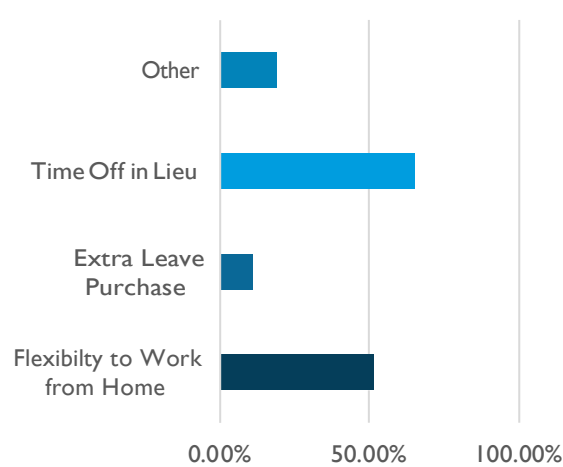
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits





Asset Management and Operations

70% of respondents current positions were Asset Manager or Head of Asset Management, Operations & Maintenance management or Asset Engineers. The majority of these respondents were employed by Owner Operators or 3rd party Asset Management providers.

Interestingly for numbers of employees in Australia or New Zealand the highest rate of respondents (60%) was between 0 – 200 employees. Comparatively employee numbers globally for the same companies the majority of those surveyed worked for companies employing 5000 staff or more across their international offices. This shows the high amount of large international owner operators setting up a presence in Australia.

Salaries were very even between which ranged from \$70 000 annual salary to \$250 000+. Each \$10 000 range was represented in between with \$150K - \$160K, \$170K - \$180K and \$190K - \$200K the most predominant with 10% of responses in each category.

Short term incentives were very common amongst Asset Management professionals with close to 75% of those surveyed having access to a Short Term Incentive / Bonus. For non-financial benefits, the most popular that employees had access to were flexibility to Work From Home (close to 90%) and Time off in lieu (60%+).

As a relatively new functional area of employment in the Renewable Energy sector there was not the typical annual increase in salary you would expect. 45% of respondents had no increase in their base salary from the previous year of employment which is very high compared to other job families.



Asset Management and Operations (cont.)

This could be related to the relatively high starting packages in the Asset Management positions due to a very small employee pool and companies having to compete on salary. To back up this theory nearly 90% of respondents were satisfied to very satisfied with their current remuneration package.

The front runner for main reason to consider a career move was career progression with a significant 80%+ of those surveyed.

Ryan Hauville, Practice Leader
Engineering & Construction
Solar, Storage, Transmission
Operations & Clean Technology

Salary Results

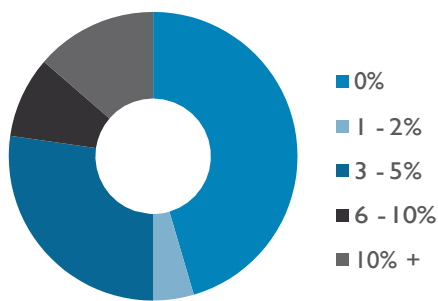
	Engineer	Senior Engineer
Onshore Wind	120 – 150k	160 – 180k
C&I Solar	100 – 120k	120 – 140k
Utility Scale Solar	120 – 140k	140 – 160k
Transmission Connections	140 – 150k	150 – 170k

	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	130 – 150k

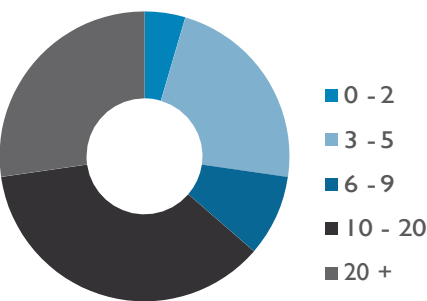
	Asset Manager	Senior Asset Manager	Head of Asset Management	Service Technician
Onshore Wind	150 – 160k	180 – 200k	180 – 250k	80 – 120k
C&I Solar	135 – 145k	130 – 150k	140 – 160k	n/a
Utility Scale Solar	140 – 160k	160 – 180k	160 – 200k	n/a

Asset Management and Operations Overview

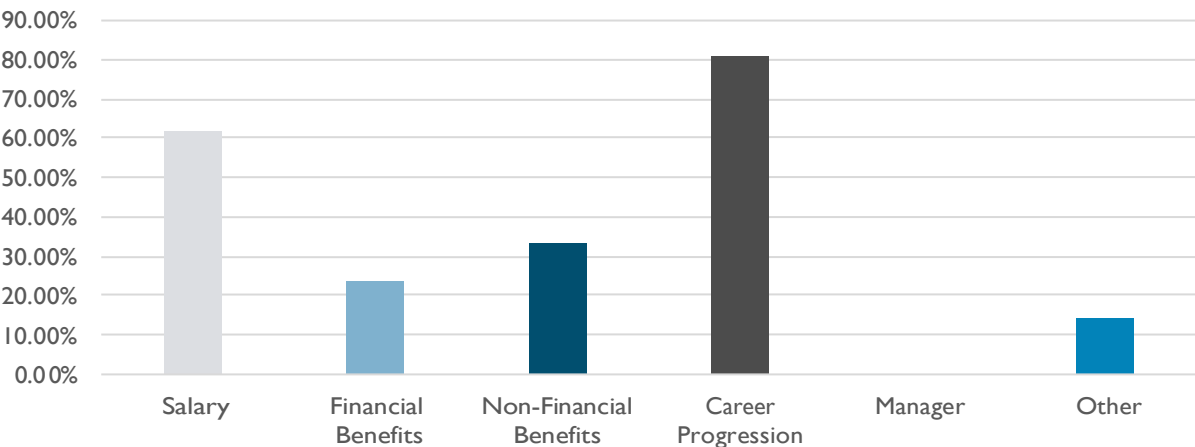
Percentage Salary Increase in 2020



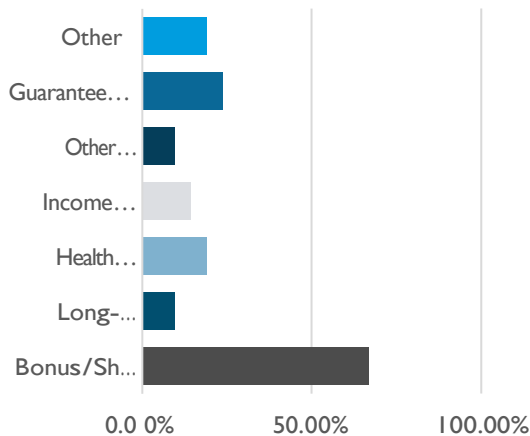
Years of Industry Experience



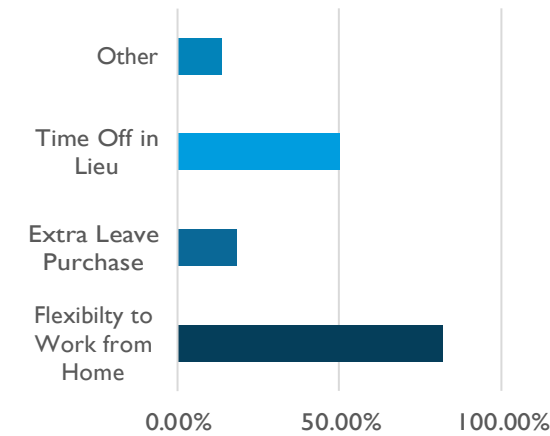
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits



Behind the Meter

There was a high response from permanent employees within the Behind the Meter industry, though also from the “Self-employed” category, possibly due to the high numbers of the workforce involved in the rooftop solar industry. This coincided with responses from the installer/EPC sector, along with developers, and broad representation across Australia predominantly.

Bonus/STI was the key financial incentive provided and of the

groups surveyed this group received the lowest overall remuneration increase with only 30% receiving any form of increase. Not surprisingly therefore Salary was listed as a key reason for considering changing roles, at 70%, followed by Career Progression, which was listed by 60% of respondents. 50% of people aren’t expecting an increase with the remaining 50% expecting an increase from 1-10%+.

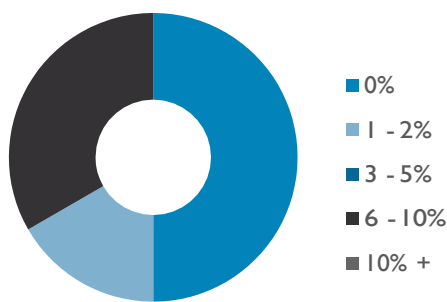


Salary Results

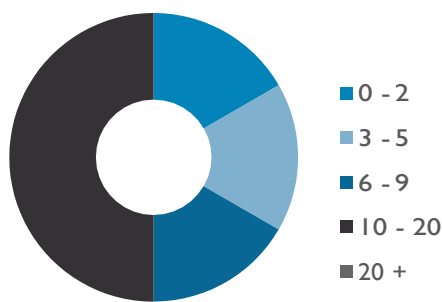
All	PV Engineer 180 – 100k	Senior PV Engineer 100 – 120k	Engineering Manager 120 – 150k	Project Engineer 80 – 90k
All	BDM 80 – 110k	Senior BDM 120 – 140k	Head of Sales 150 – 170k	General Manager 170 – 200k
All	A Grade Electrician (CEC Qual) 80 – 90k	Senior A Grade Electrician (CEC Qual) 90 – 110k	LED BDM 100 – 120k	Energy Efficiency Consultant 80 – 100k
All	Senior Energy Efficiency Consultant 100 – 120k	Application Engineer 100 – 120k	Senior Application Engineer 120 – 140k	ESG Consultant 120 – 150k
All	Senior ESG Consultant 120 – 150k			

Behind the Meter Overview

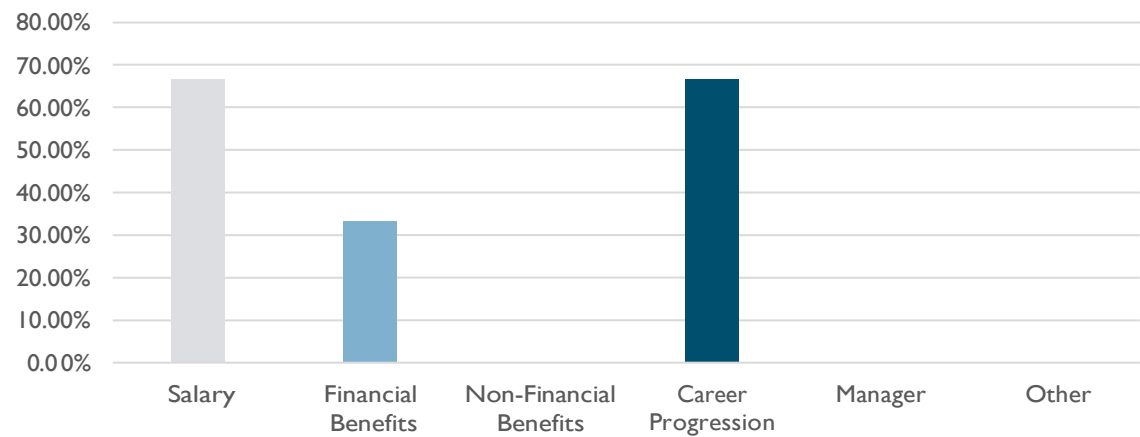
Percentage Salary Increase in 2020



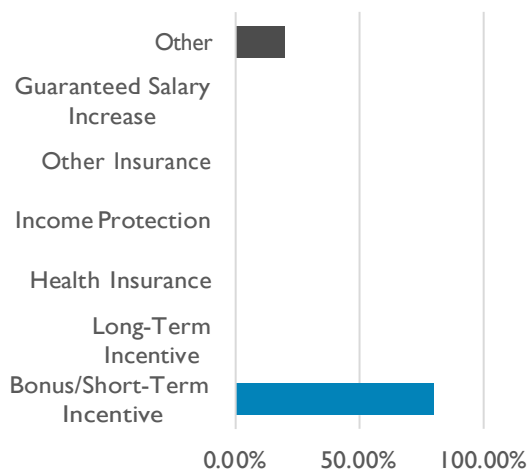
Years of Industry Experience



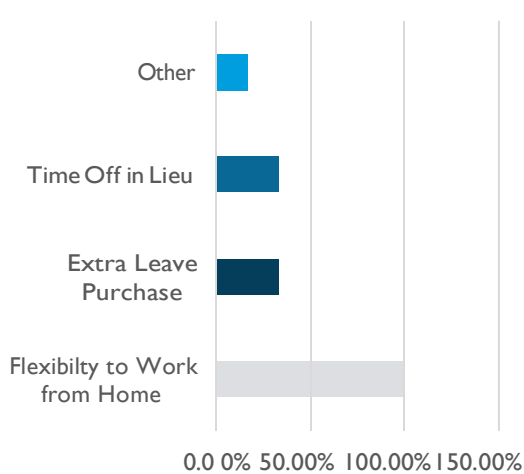
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits





Corporate Support

Our Corporate Support respondents were predominantly made of professionals from mid-size EPC, Owners/IPP's and Development firms and are even spread across Wind, Utility Scale Solar and Behind the Meter sectors.

Over 65% of respondents received a Bonus/STI in the past twelve months and we have seen an increase in this sector, when compared with 2019, also receiving other benefits such as Income Protection, Health and Insurance and in some cases LTIs. Over 95% of respondents receive Flexible Working arrangements, over 50% receive Time in Lieu and 25% are able to purchase additional leave.

75% of respondents received a base salary increase of between 6-10% with 20% receiving between 3-5%. Interestingly 50% were satisfied with their base salary

however 50% were either neutral or dissatisfied, and when comparing total remuneration that went to 50/50 satisfied vs dissatisfied.

Non-financial benefits was listed as the main reason for considering a change of roles, followed by financial benefits/Salary. Most respondents were dissatisfied with their Career Progression opportunities however Career progression (and their Manager) were ranked as lower motivators for considering a role change. 100% of respondents were expecting a salary increase in the next 12 months, spread relatively evenly from 1-10%+.

Jessica Karamicov, Recruitment Manager
Corporate Support

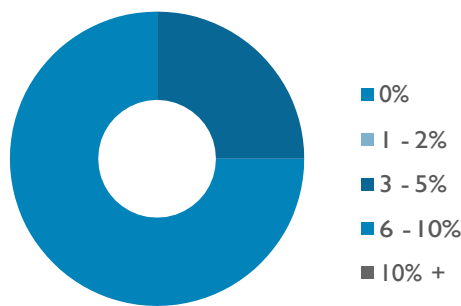
Salary Results

	Executive Assistant	Office Manager	Marketing & Communications Assistant	Marketing & Communications Manager
All	75 – 90k	90 – 110k	60 – 76k	110 – 130k
	HR Administrator	HR Business Partner	HR Manager	Senior HR Manager
All	45 – 55k	80 – 100k	100 – 120k	140 – 160k

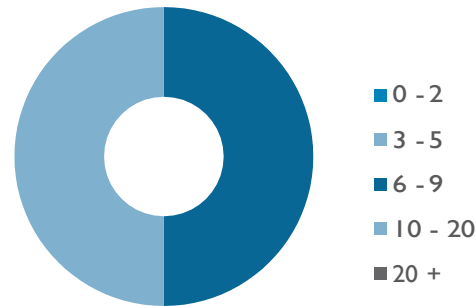


Corporate Support Overview

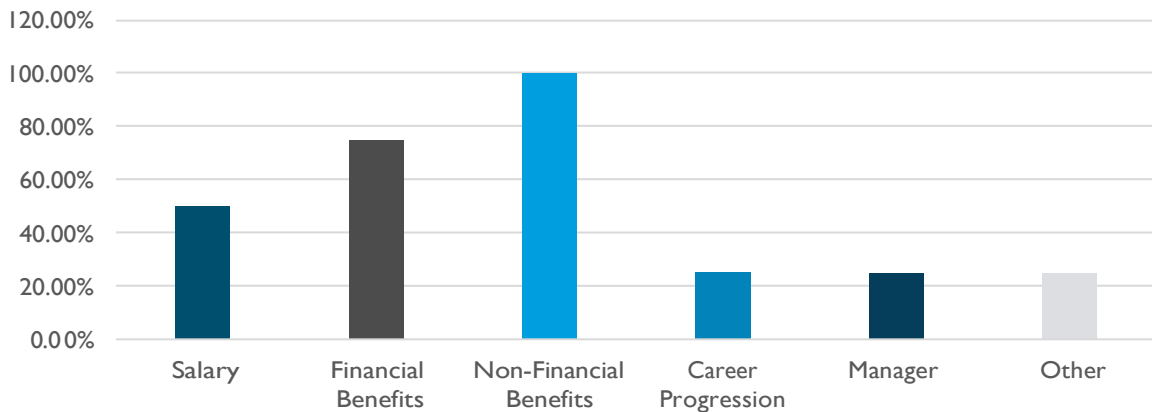
Percentage Salary Increase in 2020



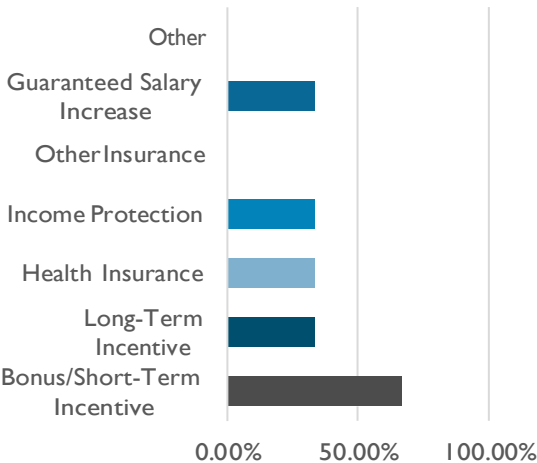
Years of Industry Experience



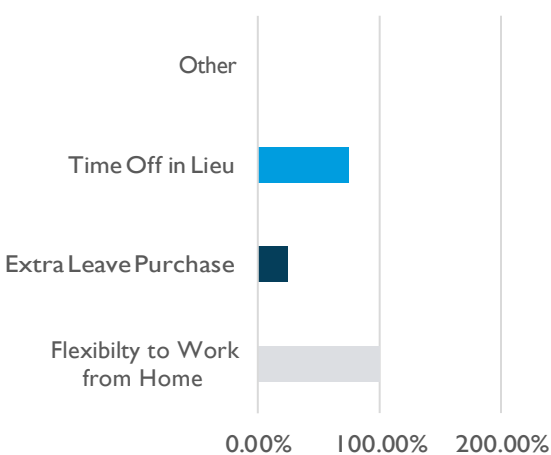
Reasons to Change Employment



Financial Benefits



Non-Financial Benefits





Executive

There was solid participation from Executives in this year's Survey, coming from a broad mix of companies (i.e. Wind, Utility Solar, BESS, T&D, IPPs) including Asset Managers, Investors, EPCs, Developers, IPPs and NSPs. Most were permanent employees however 30% were either Contract or Self-Employed and covered all regions across Australia and NZ.

Salaries were high in this sector and ranged from \$200K and above. 80% of respondents received STIs and 40% also received LTIs, 20% received Income Protection and surprisingly under 10% received Health Insurance and/or other forms of Financial Benefits. 47% of respondents did not receive a base salary increase while almost 20% received a 10%+ increase. 40% of respondents are not expecting a base salary increase while 26% expected a 3-5% increase and 20% expected a 10%+ increase.

Over 70% of respondents were satisfied with the base salary yet only 53% were satisfied with their total remuneration. Career progression was cited as the main reason for considering to change roles, with over 40% satisfied with the career options available (46% Neutral).

Scott Robinson, Managing Director

Salary Results

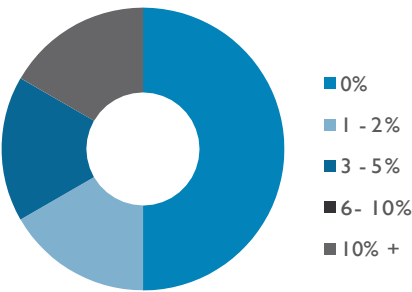
	Board, NED, Chair*	CEO, MD
Onshore Wind	5 – 10k	300 – 500k
C&I Solar	2 – 5k	180 – 225k
Utility Scale Solar	5 – 10k	250 – 350k
Other	2 – 5k	150 – 250k

	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

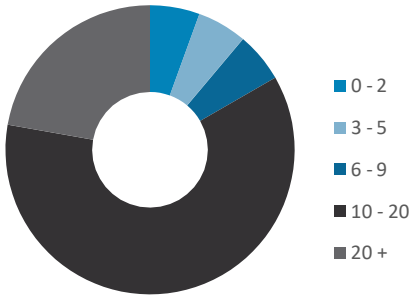
	General Manager
Onshore Wind	200 – 300k
C&I Solar	150 – 170k
Utility Scale Solar	180 – 200k
Other	150 – 220k

Executive Overview

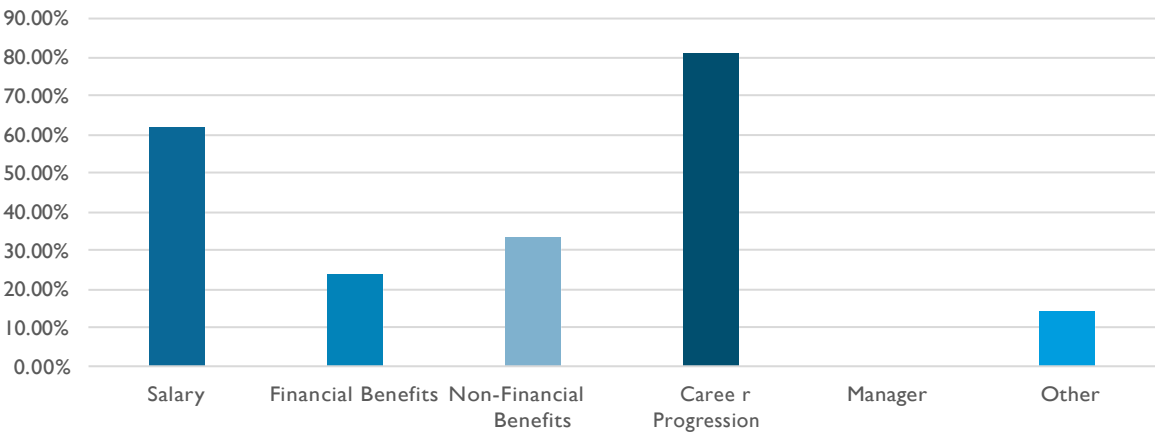
Percentage Salary Increase in 2020



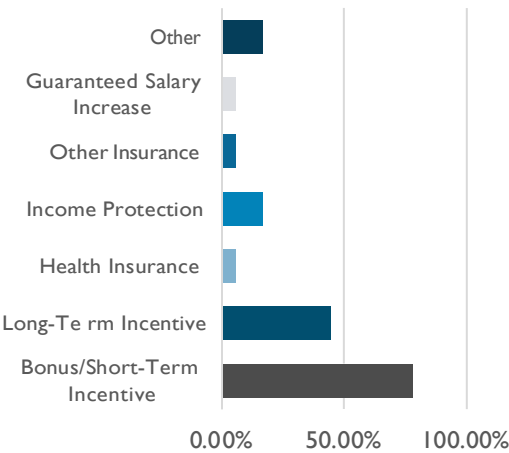
Years of Industry Experience



Reasons to Change Employment



Financial Benefits



Non-Financial Benefits



Contracting

The renewable energy contractor pool demonstrated that there is a lot of activity across wind, utility scale solar and multi-disciplined businesses at over 84.38%. The survey identified that the majority of the contractor workforce are highly experienced, with more than 60% possessing over 10+ years of industry experience, ranging from Construction Management to EGM levels.

Many of the respondents worked under a fixed-term contract arrangement, which is typical for many businesses experiencing periods of growth such as during construction delivery, where our candidate pool was heavily derived. The results showed that one third of those involved in the survey were paid within the \$100-140K salary bracket and interestingly 32% of respondents were expecting a salary increase of over 10% in the future, perhaps utilising an initial

contract as a way to showcase their ability before re-negotiating a package commensurate with their experience. It was observed that salary and financial incentives combined, were the number 1 driver for changing positions, followed closely by career advancement.

We are seeing a lot of development and construction activity since we have crossed into the new FY, with Phillip Riley being involved in some exciting recruitment processes including sourcing a: Strategic Investment Manager, Policy Manager, Financial Analysts and a lot of businesses appear to be ramping up their Design and Engineering capabilities.

Erin Kennedy, Practice Leader
Contracting

Salary Results

Development Range	Business Development Manager	Project Developer	Senior Project Developer	Grid Engineer
	60 – 80ph	40 – 55ph	45 – 65ph	45 – 55ph
	Senior Grid Engineer	Grid Connections Manager	Environment Advisor	Senior Environment Advisor
	50 – 70ph	70 – 90ph	50 – 65ph	60 – 70ph
Construction Range	Estimator	Senior Estimator	Mechanical Engineer	Senior Mechanical Engineer
	60 – 80ph	65 – 80ph	60 – 70ph	60 – 80ph
	Project Engineer	Project Manager	Construction Manager	Senior Construction Manager
	40 – 60ph	65 – 90ph	75 – 100ph	75 – 110ph



Construction (cont.) Range	Senior Project Manager 50 – 100ph	Project Director 100 – 200ph	Site Administration 30 – 40ph	Senior Site Administrator 35 – 45ph
	Site Manager 60 – 75ph	Electrical Engineer 50 – 70ph	Senior Electrical Engineer 65 – 75ph	Wind Engineer 50 – 65ph
Finance Range	Accountant (Tax & Treasury) 30 – 40ph	Finance Manager 50 – 70ph	Commercial Manager 80 – 110ph	Corporate/Project Finance - Analyst 45 – 60ph
	Corporate/Project Finance - Manager 60 – 90ph			
Operations Range	Asset Manager 65 – 80ph	Senior Asset Manager 65 – 100ph	Service Technician 40 – 65ph	Operations Engineer 50 – 75ph
	Senior Operations Engineer 60 – 90ph	HSEQ Advisor 50 – 70ph	HSEQ Supervisor/Manager 70 – 95ph	
Corporate Support Range	Executive Assistant 35 – 50ph	Office Manager 40 – 55ph	HR Administrator 25 – 30ph	HR Business Partner 40 – 60ph
	HR Manager 50 – 60ph	Senior HR Manager 60 – 80ph		



New Zealand

The New Zealand Energy sector was stable in 2019/2020. Overall 33% of people in the energy sector had a pay rise or some sort in the past year, the value of pay rises averaged 3-5% per annum.

Consultancy and EPC related businesses showed the most growth across New Zealand, which in part plays a role in the increase in salaries as evidenced above. Most common salary data provided were ranges for consultants. These are \$60-65k for Graduates, \$70-110k for Intermediate, \$120-160k for Senior and \$160k + for Principal level roles. The survey indicated that Engineering Managers were paid \$160-200k PA and General Management positions paid \$225-300k PA.

75% of the people surveyed said they received some form of additional financial benefit in the form of Bonus/STI valued at circa 10% or via Income Protection, Life Insurance, Car parks and fuel allowances. Non-financial benefits included Flexibility to work from home and time in lieu.

Career progression was identified as a key reason for changing roles across New Zealand, this was followed closely by salary, non-financial benefits only matter to a third of respondents to the survey. Respondents said that they expected on average a 6-10% increase in salary when they change jobs.

The survey asked about career advancement opportunities which provided a mixed response between agree, neutral and disagree. Those not satisfied as previously stated would generally seek a rise in remuneration and will change roles to secure career progression in the energy sector.

Daniel Gallen
Director, New Zealand



Salary Results

	Business Development Manager	General Manager	Engineering Manager	Grid Engineer
Power Generation	130 – 150k	200 – 300k	180 – 200k	120 – 160k
Power Transmission	110 – 130k	200 – 300k	180 – 220k	120 – 140k
Engineering	120 – 145k	200 – 300k	180 – 200k	120 – 160k
	Estimator	Senior Estimator	Mechanical Engineer	Senior Mechanical Engineer
Power Generation	120 – 140k	150 – 160k	140 – 160k	120 – 140k
Power Transmission	110 – 130k	120 – 150k	n/a	120 – 140k
Engineering	120 – 140k	150 – 160k	100 – 120k	110 – 130k
	Project Engineer	Project Manager	Construction Manager	Senior Construction Manager
Power Generation	95 – 105k	130 – 140k	160 – 200k	180 – 220k
Power Transmission	90 – 110k	120 – 130k	150 – 170k	180 – 190k
Engineering	110 – 120k	110 – 120k	170 – 200k	150 – 180k
	Senior Project Manager	Project Director	Programme Manager	Document Controller
Power Generation	140 – 160k	190 – 250k	190 – 210k	70 – 85k
Power Transmission	130 – 155k	160 – 190k	160 – 190k	70 – 85k
Engineering	130 – 150k	190 – 215k	180 – 200k	70 – 90k
	Site Manager	Power Systems Engineer	Senior Power Systems Engineer	Wind Engineer
Power Generation	130 – 140k	110 – 130k	120 – 145k	100 – 125k
Power Transmission	120 – 140k	100 – 120k	115 – 140k	n/a
Engineering	130 – 150k	110 – 130k	110 – 135k	n/a
	Senior Wind Engineer			
Power Generation	150 – 180k			
Power Transmission	n/a			
Engineering	n/a			

Closing Remarks

Once again thank you for taking the time to read our Remuneration Report and please do let us know if you have any questions, comments or feedback to ensure we are providing you with a valuable resource to continue to advance Renewable Energy and Clean Technologies throughout the region.

Thanks, and regards

A handwritten signature in black ink, appearing to read 'SR', with a stylized flourish extending to the right.

Scott Robinson
Managing Director