



# 2022 ANNUAL RENEWABLE ENERGY REMUNERATION REPORT

*Prepared By Phillip Riley*

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# FOREWORD

Thank you for taking the time to download and read our 2022 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.

The data within this report has been collected through surveys developed within Phillip Riley, and the respondents that have participated in the survey research volunteered to do so through an online questionnaire 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
- Behind The Meter
- Corporate Support
- Executive
- Contracting
- New Zealand

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. Please feel free to contact me directly on [scott@phillipriley.com.au](mailto:scott@phillipriley.com.au).

Thanks and regards,



**Scott Robinson**  
Managing Director

# EXECUTIVE SUMMARY

As a leading global brand for renewable energy talent acquisition, intelligence and contracting, Phillip Riley is committed to delivering remuneration data on an annual basis as a resource for those within the industry.

Key highlights of the 2022 Renewable Energy Remuneration Report include:

- Strong signs that salaries have increased, however, this increase is not indicative of all roles
- Financial benefits and career progression were cited to be key factors of motivation throughout the report when considering a change in roles
- Compared to the 2021 report, years of industry experience has changed significantly and is now averaging between 10-20 years

The results suggest that salaries are on the rise, with the average salary increase ranging between 1-5%. Finance, Legal and Executive reported the highest salary increases whilst Corporate Support and Contracting reported minimal salary increases. We are also seeing more workplaces adopt work from home policies (where applicable), with the majority of respondents reporting this as their top non-financial incentive.

From the results, we recommend that employers take into account both financial and non-financial benefits to ensure that they remain competitive within their industry.

To find out more, get in touch with Phillip Riley on +61 (0)3 9192 9920 or [scott@phillipriley.com.au](mailto:scott@phillipriley.com.au).



# INDUSTRY SNAPSHOT

## Development

Most Development respondents have an average of **10-20 years of industry experience**

**63%**

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

**66%**

Of the group reported that other employees in their organisation have the same role as them

## Finance

**100%**

Have the flexibility to work from home

**66%**

Receive bonuses / STI's

**18%**

Did not receive a percentage base increase in salary

## Legal

The legal respondents were predominantly made up of **In-House Legal Counsel**

**71%**

Of respondents reported a salary increase of 10% or more

**Financial benefits** were the primary reason for the legal respondents to consider a change in roles

## Construction & Engineering

**43.2%**

Of respondents received a 1-5% increase in their base salary in the past year

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

**48%**

Of respondents reported that they have 0-5 years of industry experience

## Asset Management & Operations

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

**65%**

Of respondents indicated that their base annual salary was between **\$150-\$180K**

**38%**

Of respondents identified that they are satisfied with their base salary

## Behind The Meter

**72%**

Of respondents are expecting a 3-5% salary increase

**12.5%**

Of respondents received an increase of more than 10% in their base salary

Most respondents identified that **career progression** would be a primary reason to consider changing roles

## Corporate Support

The corporate support respondents were predominantly made up of **HR Business Partners, Office Managers, Marketing and Communications Managers**

**70%**

of respondents reported that they were satisfied or neutral with their base salary and total remuneration package

**68%**

Of the Corporate Support group reported that they did not receive a percentage increase in their base salary

## Executive

**52%**

Of the respondents have completed a Masters Degree

None of the respondents selected **role dissatisfaction** as reason for considering a change of roles

**42%**

Of respondents were expecting more than a 10% increase

## Contracting

**51%**

Of respondents have less than 5 years of experience in their current role

Over half of the respondents reported that the highest level of education that they have completed is a **Certificate III or Certificate IV**

**48%**

Of contracting professionals are involved in Solar & BESS

## New Zealand

**30%**

Of survey participants received more than a 10% increase in base salary

**Career progression, financial benefits & company culture** were listed as the main reasons for considering a change of roles

**76%**

Of respondents are expecting a salary increase between 6-10%

# DEVELOPMENT

The Development participants of the 2022 Remuneration Survey were largely made up of Project Development Managers (34%), Business Development Managers (28%), Grid Connections Engineers (19%) and Grid Connections Managers (19%).

Similar to the 2021 Remuneration Report, the Development sector saw a growing demand for Engineering, Wind and Power Systems Development roles across all levels in 2022.

Most participants reported that they worked for companies in Project Development, Engineering / Consulting, Original Equipment Manufacturers (OEM) or Power Generation and IPPs. These companies averaged at 50-200 employees within ANZ, and included participants who work for global companies that exceed 5,000 employees.

Up to 66% of the group reported that other employees in their organisation have the same role as them. However, experience is key with respondents averaging between 10-20 years of industry experience.

Salary satisfaction is above average for the Development industry, with most participants agreeing that they are satisfied with their base salary and remuneration package. All participants within this industry have also reported that they are expecting an increase in their base salary, and are pleased with the career advancement opportunities made available to them.

These are all very positive signs for the development industry.



**Sarah Biggs**

Senior Recruitment Consultant

# DEVELOPMENT

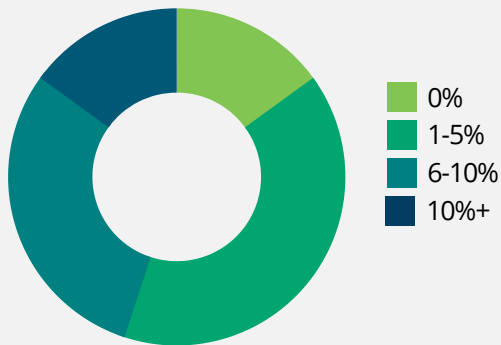
## Annual Salary Results

	TITLE	RENEWABLE ENERGY	BEHIND THE METER	T&D
<b>Project Developers</b>	Project Developer	\$140-160K	-	\$120-\$140K
	Project Development Manager	\$170-\$190K	-	\$140-\$160K
	Senior Project Development Manager	\$200-\$220K	-	\$160-\$200K
	Project Development Executive	\$220-\$250K	-	\$200-\$220K
<b>Grid Connections</b>	Grid Connections Engineer	\$120-\$160K	\$100-\$120K	\$120-\$140K
	Senior Grid Connections Engineer	\$160-\$190K	\$140-\$160K	\$140-\$170K
	Grid Connections Manager	\$180-\$220K	\$160-\$200K	\$180-\$220K
	Grid Connections Director	\$220-\$250K+	\$200-\$220K+	\$220-\$250K+
<b>Environment</b>	Environment Advisor	\$110-\$130K	\$100-\$120K	\$110-\$130K
	Senior Environment Advisor	\$140-\$160K	\$120-\$140K	\$140-\$160K
	Environment Manager	\$180-\$200K	\$160-\$180K	\$180-\$200K
	BDM (PPA)	\$200-\$220K	\$180-\$200K	\$200-\$220K

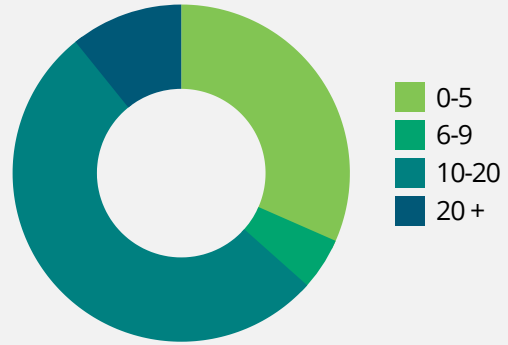
# DEVELOPMENT

## Overview

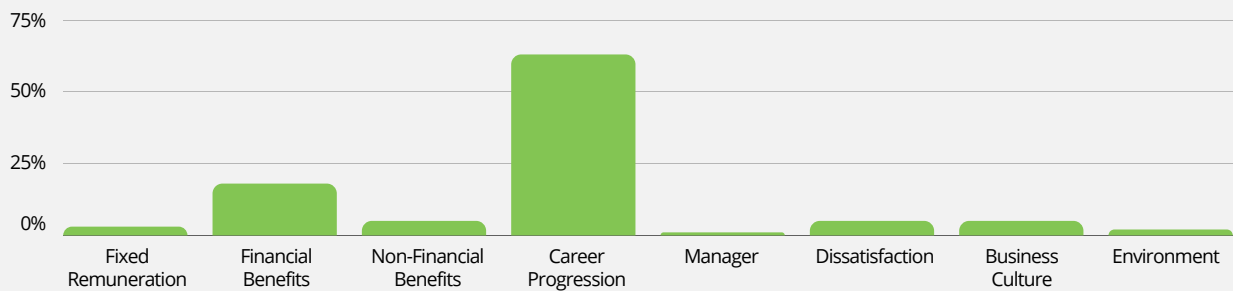
### Percentage Salary Increase in 2022



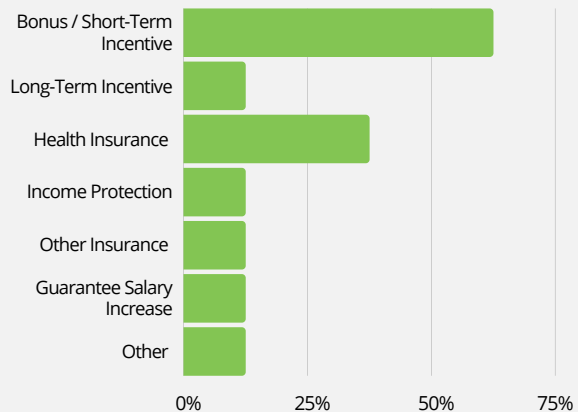
### Years of Industry Experience



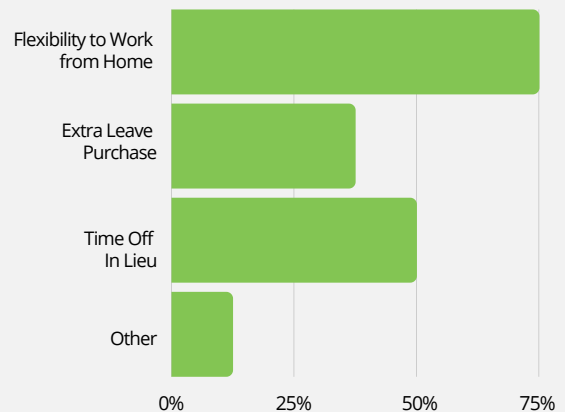
### Reasons to Consider Change of Roles



### Financial Benefits



### Non-Financial Benefits



# FINANCE

The Finance respondents of the 2022 Remuneration Survey were predominantly made up of Associates / Analysts (67%), Associate Directors / Managers and Commercial Managers (33%).

The survey results revealed that up to 66% of participants received financial benefits such as bonuses / Short Term Incentives (STIs), 18.1% received health insurance and 15% received income protection as financial benefits. As per our previous report, all of our participants had the flexibility to work from home as a non-financial benefit.

In the past year, 40% of participants received a 6-10% increase in base salary, 33% received a 3-5% increase and 18% did not receive a salary increase. This is in contrast to last year's results where over half of the respondents did not have a percentage increase in their base salary.

When it comes to industry experience, 60% of respondents reported that they had 10-20 years of Finance experience whilst 29% had between 3-5 years of experience. Most of the respondents had between 6-9 years of experience in their current role.

All of the participants recorded that career progression would be a primary reason to consider a change in roles. This was followed by company culture, workplace environment and non-financial benefits.

To summarise, the salary increases in comparison to last year's results indicate that the industry is moving in the right direction and we would expect to see further increases in the months to come.



**Charlotte Warke**  
Principal Consultant

# FINANCE

## Annual Salary Results

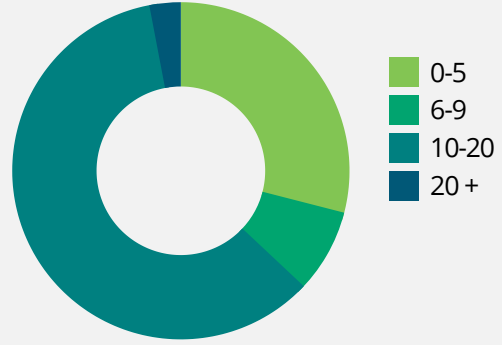
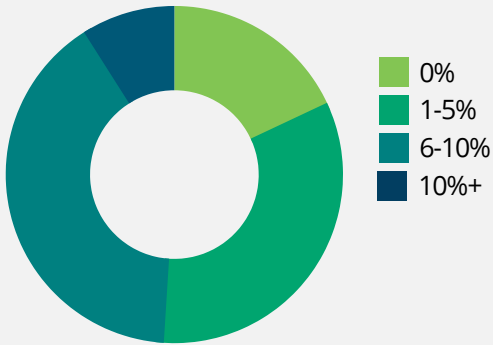
TITLE	Developer, Owner IPP	Investor, Fund
Accountant (Tax & Treasury)	\$110-\$120K	\$110-\$120K
Finance Manager	\$150-\$170K	\$150-\$170K
Head of Finance	\$200-\$240K	\$240-\$280K
Corporate / Commercial Manager	\$160-\$180K	\$160-\$180K
Corporate / Project Finance - Analyst	\$130-\$150K	\$130-\$150K
Corporate / Investment Manager	\$150-\$180K	\$150-\$180K
Corporate / Senior Investment Manager	\$180-\$220K	\$200-\$250K
Corporate / Investment Director	\$190-\$210K	\$190-\$210K
Corporate / CFO (Mid Size)	\$220-\$260K	\$220-\$260K
Asset Manager	\$160-\$180K	\$180-\$220K
Asset Director	\$180-\$200K	\$250-\$300K

# FINANCE

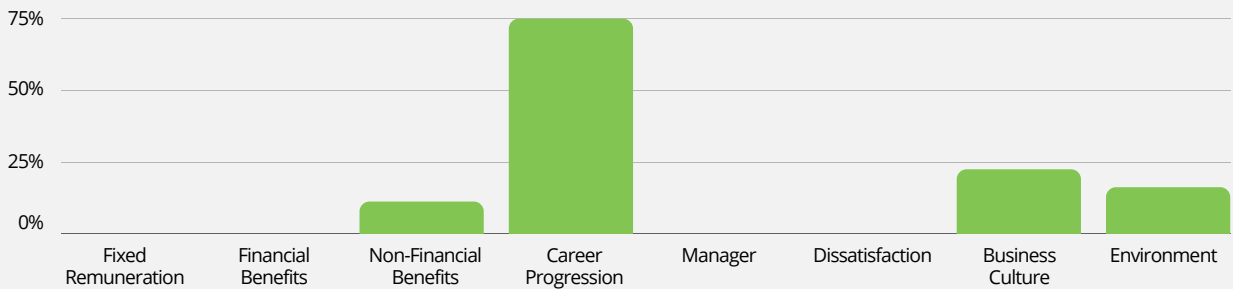
## Overview

### Percentage Salary Increase in 2022

### Years of Industry Experience

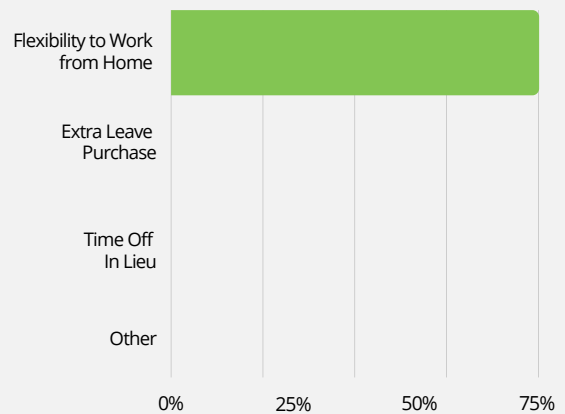
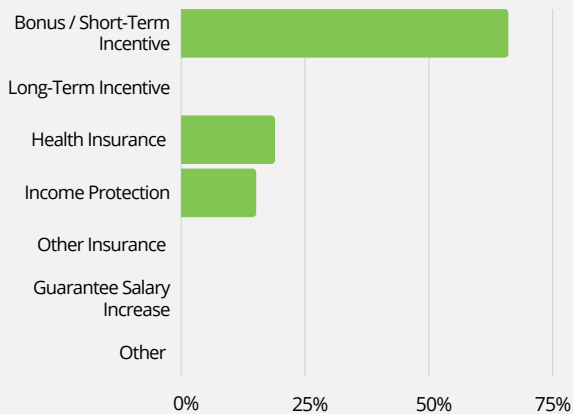


### Reasons to Consider Change of Roles



### Financial Benefits

### Non-Financial Benefits



# LEGAL

The Legal group consisted of mostly In-House Legal Counsel, most of which had permanent, full-time employment. The respondents of the 2022 Remuneration Survey reported an average of 10-20 years of Legal industry experience, however experience in the respondents' current roles were relatively low with 68% reporting 3-5 years of experience.

Among other financial benefits, the majority of Legal respondents received bonuses such as Short Term Incentives (STIs), Long Term Incentives (LTIs) and share options. Similar to last year's respondents, almost all respondents indicated that they have the option to work from home as a non-financial benefit in their employment.

Salary increases are on the rise this year, with 71% of respondents reporting salary increases of 10% and more. Compared to last year's data, where only 66% of the group received a salary increase of more than 10%, it would be fair to expect this trend to continue into the future.

The majority of the Legal group recorded that they were pleased with the career advancement opportunities made available to them, and that financial benefits were the primary reason for the Legal respondents to consider changing roles.



**Adam Norton**  
Senior Recruitment Consultant

# LEGAL

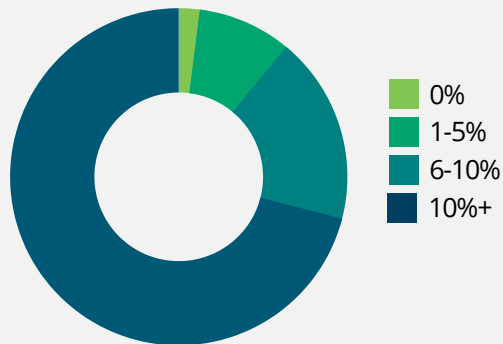
## Annual Salary Results

	TITLE	ANNUAL SALARY
<b>Private Practice</b>	Associate	\$120K-\$140K
	Senior Associate	\$160-\$180K
	Special Counsel	\$180-\$220K
	Salaried Partner	\$250-\$300K
	Equity Partner	\$350-\$400K+
<b>Corporate (In House)</b>	Legal Counsel 1-3	\$100-\$120K
	Legal Counsel 4-5	\$120-\$140K
	Legal Counsel 5-8	\$160-\$180K
	Senior Legal Counsel	\$180-\$220K
	General Counsel	\$200-\$250K+

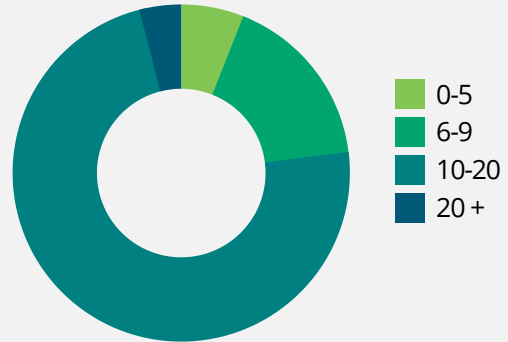
# LEGAL

## Overview

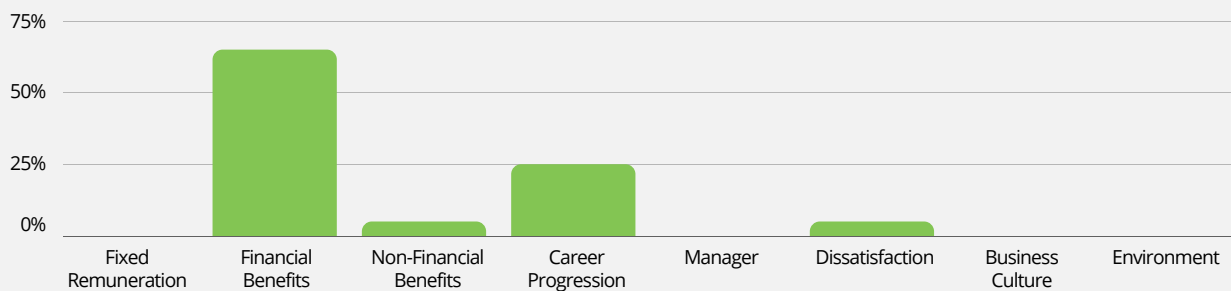
### Percentage Salary Increase in 2022



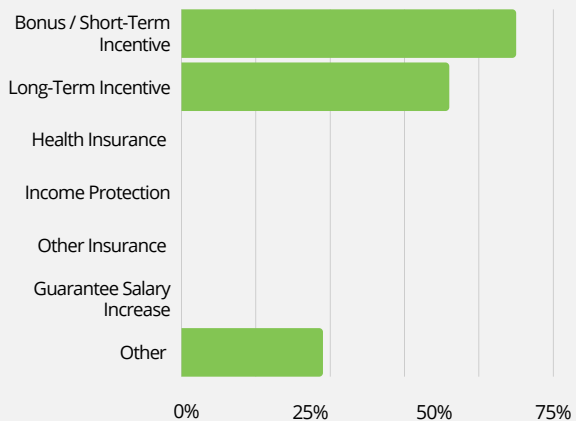
### Years of Industry Experience



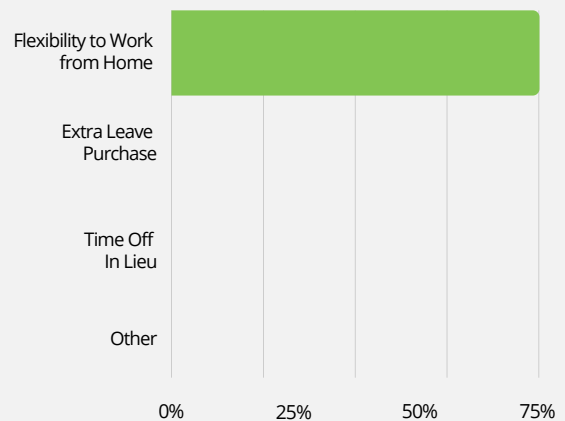
### Reasons to Consider Change of Roles



### Financial Benefits



### Non-Financial Benefits



# CONSTRUCTION & ENGINEERING

Over the past year, the Construction & Engineering industry has seen an increase in battery storage and hybrid projects. With many organisations already embarking on decarbonisation projects, there is a surge to be expected in large scale renewable energy projects, which will produce an increasing amount of roles within the industry.

Almost half of the 2022 survey participants are from the Wind sector. Closely followed by the Solar and Storage (41%), Transmission & Distribution sector (24%). The majority of participants were made up of Electrical Engineers, Mechanical Engineers, Senior Estimates, and Wind Farm Installation Technicians. Over 40% of respondents work at an EPC or BOP contractor, while 31% work at Engineering Consultancy firms.

The report also revealed that 67% of the group reported that other employees in their organisation have the same role as them. Industry experience varied, with 48% of respondents reporting that they have 0-5 years experience and 37% reporting 10-20 years of industry experience.

Up to 74% of respondents have the flexibility to work from home, while 14% have time off in lieu and 11% have extra leave purchase. Over half of the respondents received bonuses and Short Term Incentives (STIs) as a financial benefit, followed by 26% of respondents that received Long Term Incentives (LTIs) and share options.

It is also worth noting that 43.2% of respondents received a 1-5% increase in base salary in the past year, 13.5% received a 6-10% increase and 16.22% received an increase exceeding 10%. Interestingly, 27% of respondents did not receive an increase in base salary.



**Matt Hayes**  
Principal Consultant

# CONSTRUCTION & ENGINEERING

## Annual Salary Results

	TITLE	RENEWABLE ENERGY	BEHIND THE METER	T&D
<b>Engineers</b>	Wind Engineer	\$100-\$125K	-	-
	Electrical Engineer	\$120-\$140K	\$100-\$120K	\$120-\$160K
	Mechanical Engineer	\$140-\$150K	\$90-\$130K	\$110-\$150K
	Design Engineer	\$150-\$180	\$120-\$150K	\$130-\$180K
<b>Senior Engineers</b>	Senior Wind Engineer	\$150-\$180K	-	-
	Senior Electrical Engineer	\$150-\$170K	\$130-\$160K	\$150-\$170K
	Senior Mechanical Engineer	\$140-\$200K	\$120-\$150K	\$140-\$170K
<b>Operations</b>	Site Manager	\$140-\$190K	-	\$140-\$190K
	HSEQ Advisor	\$130-\$150K	\$100-\$120K	\$120-\$140K
	HSEQ Supervisor	\$150-\$160K	\$175-\$185K	\$175-\$185K
<b>Finance</b>	Estimator	\$80-\$90K	\$110-\$120K	\$150-\$170K
	Senior Estimator	\$160-\$200K	\$130-\$160K	\$160-\$200K
	Bid & Tender Manager	\$160-\$180K	\$140-\$160K	\$180-\$200K

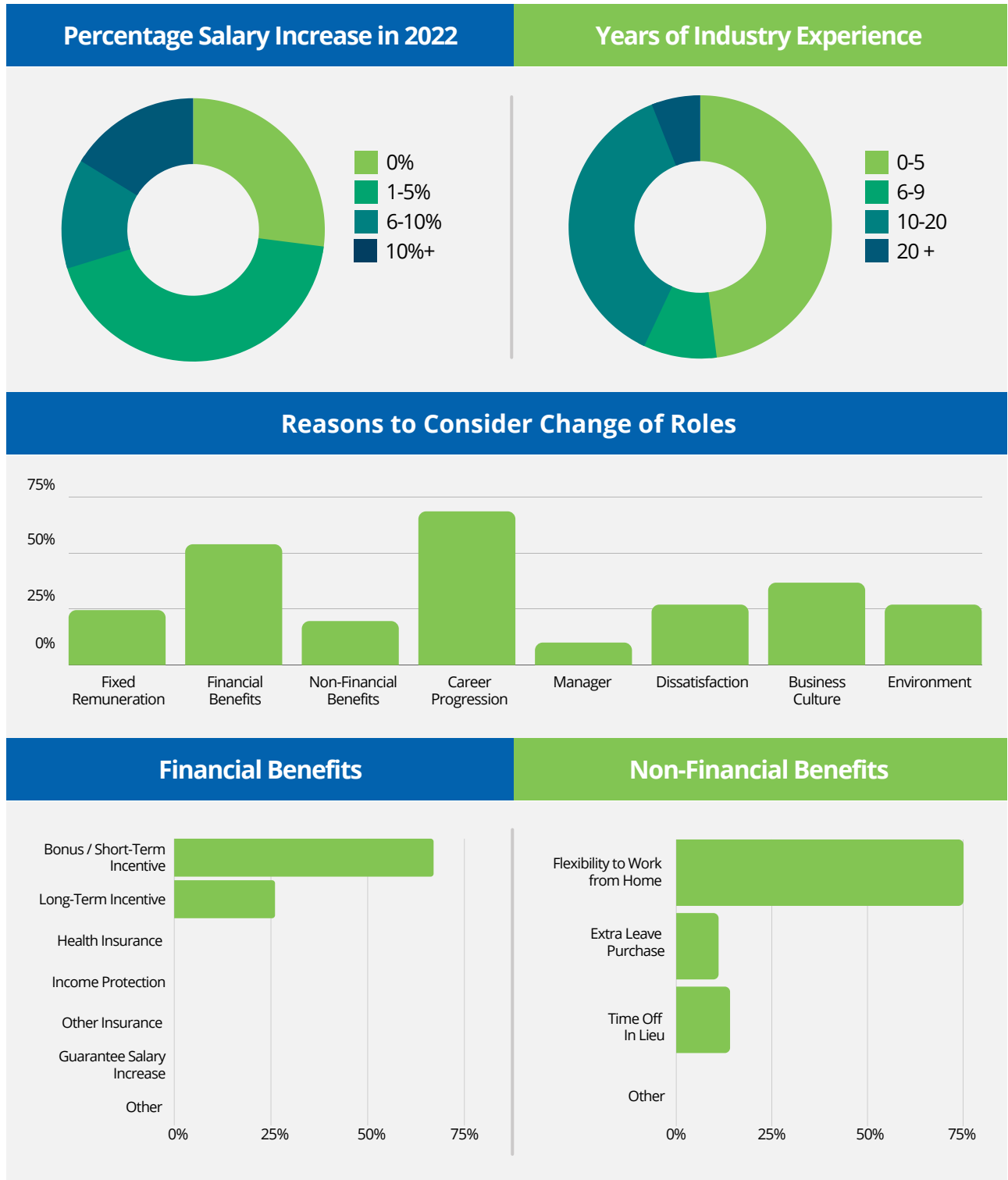
# CONSTRUCTION & ENGINEERING

## Annual Salary Results (Continued)

	TITLE	RENEWABLE ENERGY	BEHIND THE METER	T&D
<b>Projects</b>	Senior Project Manager	\$160-\$220K	\$140-\$170K	\$180-\$230K
	Project Director	\$220-\$280K	\$170-\$220K	\$240-\$280K
<b>Sales</b>	Business Development Manager	\$160-\$220K	\$100-\$140K	\$180-\$220K
	Sales Manager	\$180-\$200K	\$150-\$170K	\$180-\$200K
<b>Administration</b>	Site Administration	\$100-\$130K	\$70-\$110K	\$90-\$130K
	Senior Site Administration	\$120-\$140K	\$100-\$120K	\$120-\$140K

# CONSTRUCTION & ENGINEERING

## Overview



# ASSET MANAGEMENT & OPERATIONS

The Asset Management & Operations industry saw another busy year. A similar trend to last year with a continued strong demand in positions across Wind, Solar and Energy Storage. Energy Traders have also been highly sought after with more positions being made available.

The Asset Management & Operations group was predominantly made up of Engineers, Blade Technicians, Asset Managers, Operation & Maintenance Supervisors and Managers.

The survey revealed that most respondents are employed at a company with 500-1,000 employees across Australia and New Zealand. Comparatively, the majority of those surveyed worked for companies employing more than 5,000 or more staff across their international office. This figure indicates the significant number of international operators establishing a presence in Australia.

Bonuses and Short Term Incentives (STIs) have decreased by 20% since the previous 2021 remuneration salary results, with only 65% of respondents receiving bonuses and STIs. Other incentives include health insurance and income protection, with 21% of respondents having access to these financial benefits.

Non-financial benefits were similar to last year's results, with 80% of the group reporting they have the flexibility to work from home. This figure was followed by time off in lieu and extra leave purchase.

Similar to last year's results, 47% of respondents received a 1-5% increase in their base salary in the past year. Results within the Asset Management & Operations group also revealed that the respondents had an average of 3-5 years of experience in their current position, while 39% had 10-20 years of industry experience.

Lastly, 40% of respondents felt neutral about their base salary and 38% of respondents strongly agreed that they are satisfied with their base salary. This is a slight increase compared to the previous report, with 32% of respondents identifying that they felt satisfied with their salary.



**Matt Hayes**  
Principal Consultant

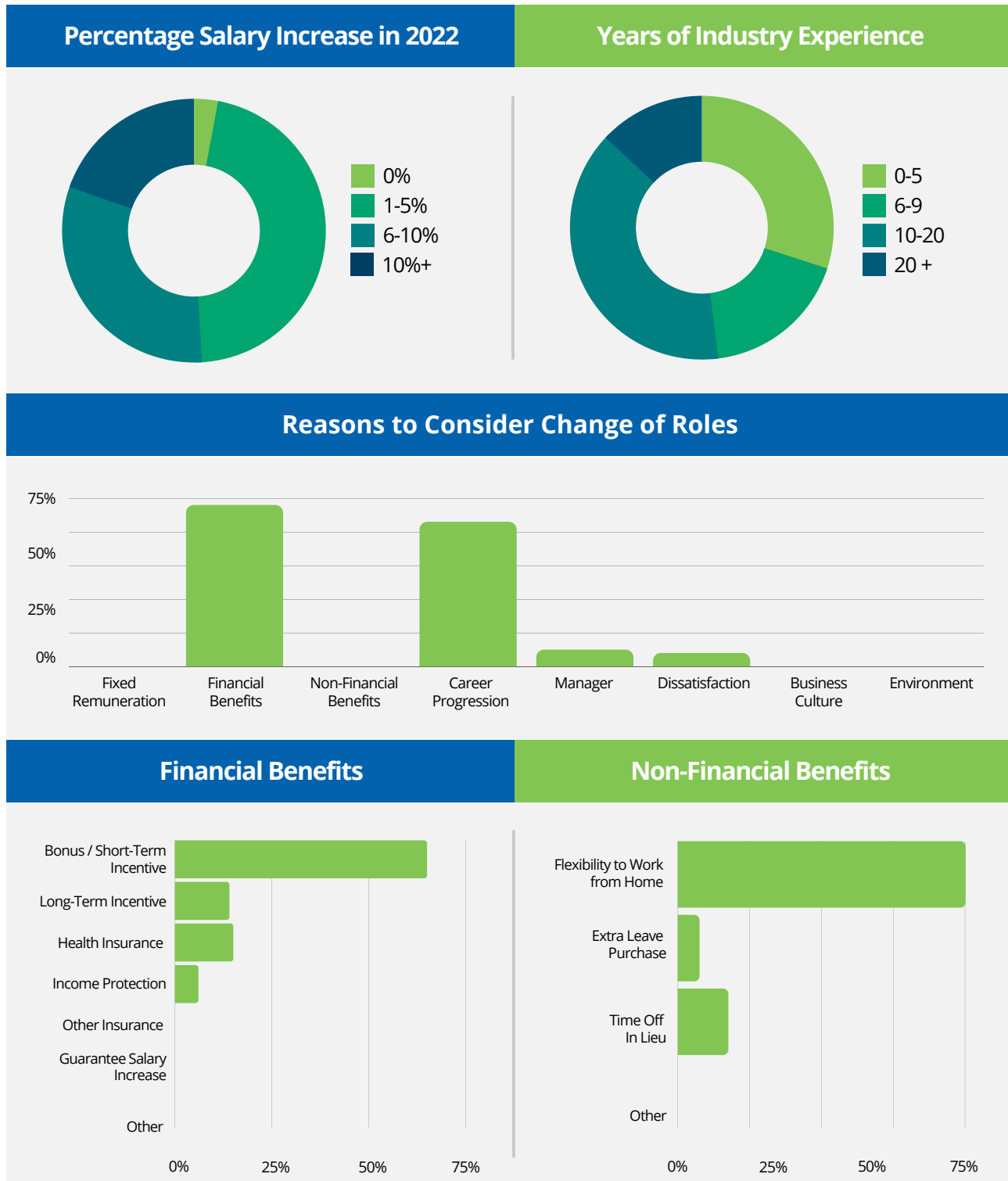
# ASSET MANAGEMENT & OPERATIONS

## Annual Salary Results

	TITLE	RENEWABLE ENERGY	BEHIND THE METER	T&D
<b>Engineers</b>	Engineer	\$120-\$150K	\$100-\$120K	\$140-\$150K
	Senior Engineer	\$160-\$180K	\$120-\$140K	\$150-\$170K
<b>Technicians</b>	Service Technician	\$80-\$120K	-	-
	Linesworkers	-	-	\$80-\$110K
<b>Operations</b>	Operations Controller	\$90-\$140K	-	-
	Operations Control Centre Supervisor / Manager	\$130-\$180K	-	-
	Operations & Maintenance Supervisor / Manager	\$150-\$170K	\$110-\$130K	-
	Senior Operations & Maintenance Supervisor / Manager	\$160-\$180K	\$120-\$140K	-
<b>Asset Managers</b>	Asset Manager	\$150-\$170K	\$135-\$145K	-
	Senior Asset Manager	\$180-\$200K	\$130-\$150K	-
	Head of Asset Management	\$180-\$250K	\$140-\$160K	-

# ASSET MANAGEMENT & OPERATIONS

## Overview



# BEHIND THE METER

Previously identified as the Commercial and Industrial industry, the Behind The Meter respondents of the 2022 Remuneration Survey were predominantly made of PV Engineers, Business Development Managers, Environment Society and Governance (ESG) and A Grade Electricians / Installers.

Half of the respondents work in a company with 1,000-5,000 employees across Australia and New Zealand. Followed by 38% working in a company with 11-50 employees across Australia and New Zealand. Half of the respondents have more than 5,000 employees in their company globally.

The group results revealed that 62% of respondents have 1-4 people in their team that have the same job as them. On the contrary, 37% reported that no one in their team had the same role as them.

The most common financial benefit was bonuses and Short Term Incentives (STIs), followed by guaranteed salary increases. Similar to last year's survey, almost all respondents have the flexibility to work from home. Other non-financial benefits that the group received are extra leave in purchase (8%) and time off in lieu (4.5%).

The percentage increases in base salary were varied with 50% receiving a 1-5% increase and a quarter receiving a 6-10% increase. More than 12% of respondents received 10%+ increase in their base salary.



**Matt Hayes**  
Principal Consultant

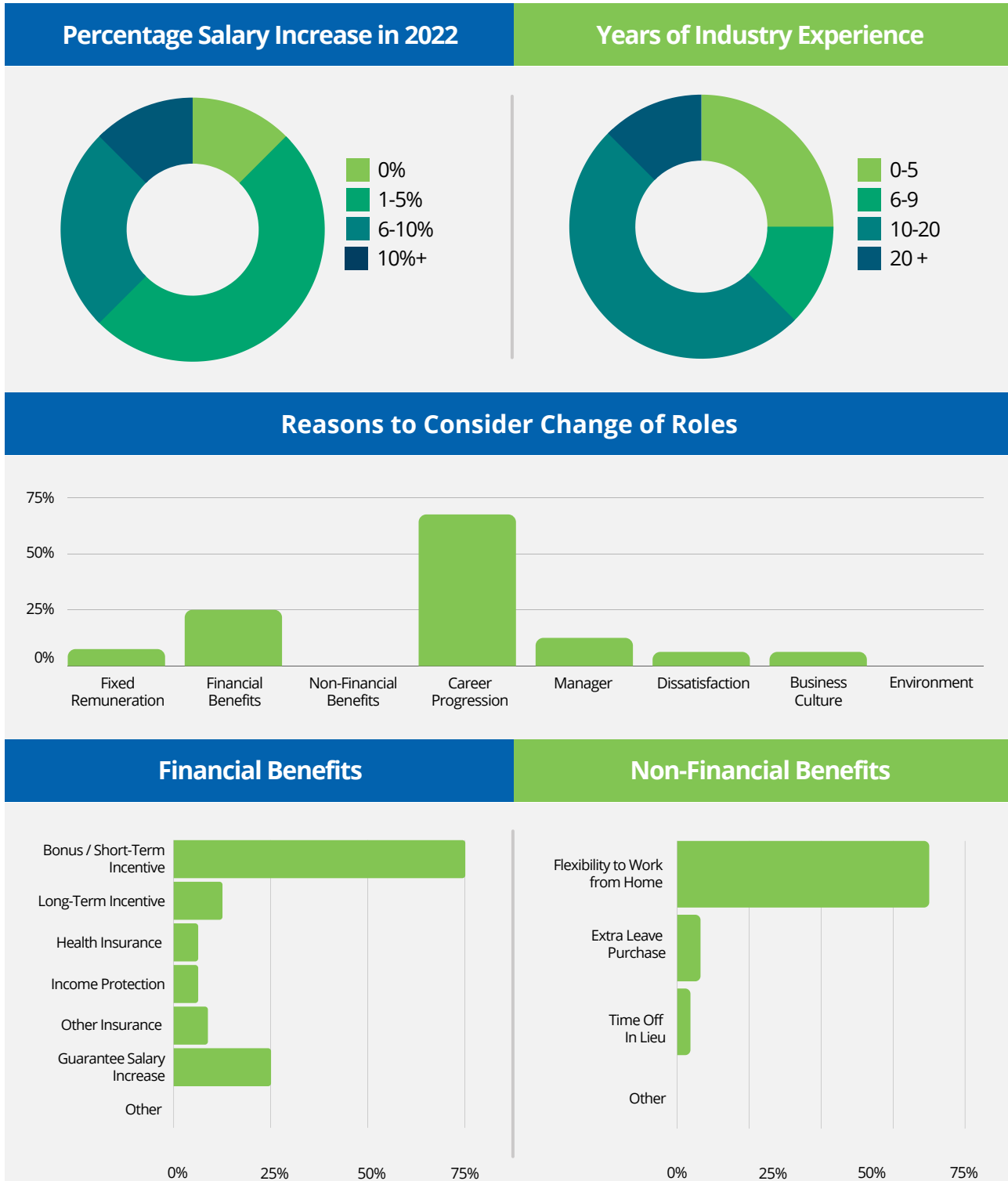
# BEHIND THE METER

## Annual Salary Results

	TITLE	ANNUAL SALARY
<b>Engineers</b>	PV Engineer	\$80-\$100K
	Senior PV Engineer	\$100-\$120K
	Project Engineer	\$80-\$90K
	Engineering Manager	\$120-\$150K
	Application Engineer	\$100-\$120K
	Senior Application Engineer	\$120-\$140K
	<b>Electricians</b>	A Grade Electrician (CEC Qual.)
Senior A Grade Electrician (CEC Qual.)		\$90-\$110K
<b>Consultants</b>	Energy Efficiency Consultant	\$80-\$100K
	Senior Energy Efficiency Consultant	\$100-\$120K
	ESG Consultant	\$120-\$150K
	Senior ESG Consultant	\$120-\$150K
<b>Business Development</b>	Business Development Manager	\$80-\$110K
	Senior Business Development Manager	\$120-\$150K
	Electric Vehicle Development Manager	\$100-\$120K
<b>Sales &amp; Management</b>	Head of Sales	\$150-\$190K
	Head of Sales	\$170-\$230K

# BEHIND THE METER

## Overview



# CORPORATE SUPPORT

The Corporate Support participants for the 2022 Remuneration Survey were largely made up of Human Resource Business Partners, Office Managers, Marketing and Communications Managers.

The majority of the participants in the Corporate Support group were employed at Asset Manager, Third Party Operations & Maintenance, Energy Performance Contractor (EPC), Business Process Outsourcing (BPO), and Project Developer companies.

Up to 66% of survey respondents received Short Term Incentives (STIs), Long Term Incentives (LTIs) and share options as financial benefits. Only 30% of respondents reported having time off in lieu and 70% have the flexibility to work from home.

In the past year, 68% of respondents did not receive a percentage increase in their base salary. However, 70% of respondents reported that they were satisfied or neutral with their base salary and total remuneration package.

Most respondents reported that they have an advanced diploma qualification, however, industry and role experience ranged between 3-10 years on average.

The Corporate Support group considers career progression, role dissatisfaction and financial benefits to be the most important reason for changing roles.



**Sarah Biggs**

Senior Recruitment Consultant

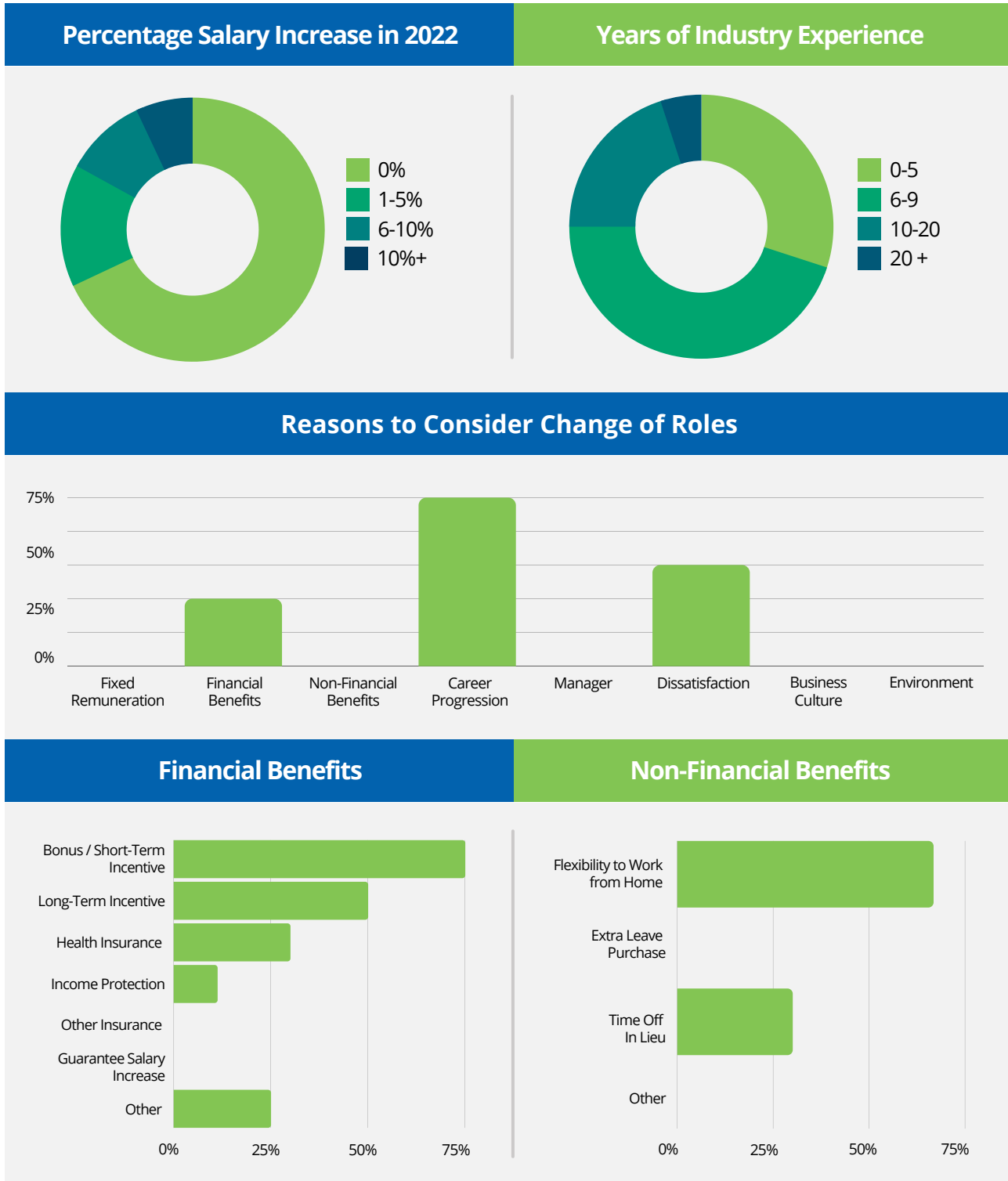
# CORPORATE SUPPORT

## Annual Salary Results

	TITLE	ANNUAL SALARY
<b>Human Resources</b>	HR Administrator	\$60-\$80K
	HR Business Partner	\$80-\$100K
	HR Manager	\$100-\$120K
	Senior HR Manager	\$140-\$160K
<b>Marketing &amp; Communications</b>	Marketing & Communications Assistant	\$60-\$75K
	Marketing & Communications Manager	\$100-\$140K
<b>Management</b>	Executive Assistant	\$80-\$100K
	Office Manager	\$80-\$120K

# CORPORATE SUPPORT

## Overview



# EXECUTIVE

The 2022 Executive survey participants were predominantly made up of Chief Executive Officers (CEOs), Chief Operating Officers (COOs) and Executive General Managers (EGMs).

When reviewing financial benefits, 40% of respondents received bonuses / Short Term Incentives (STIs), 23% received Long Term Incentives (LTIs) and share options whilst 20% received health insurance in their current position. The majority of the respondents have the flexibility to work from home as a non-financial benefit.

In the past year, 37% of respondents did not receive a percentage increase in their base salary. However, 42% of respondents were expecting more than a 10% increase.

Salary satisfaction was varied, with 42% of respondents agreeing that they are satisfied with their base salary, 28% felt neutral about their base salary and the remaining respondents disagreed with their base salary.

Slightly more than half of respondents in the Executives group have completed a Masters degree, and over 50% reported that they have between 10-20 years of industry experience.



**John Revie**  
General Manager

# EXECUTIVE

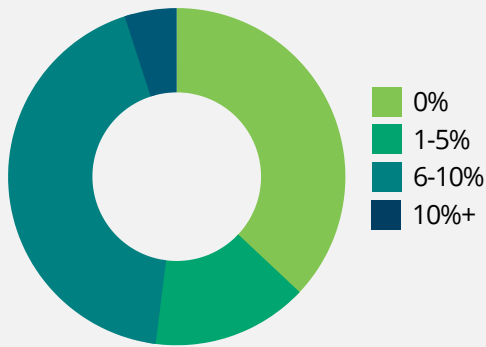
## Annual Salary Results

TITLE	RENEWABLE ENERGY	BEHIND THE METER	OTHER
Board, NED, Chair	\$50-\$100K	\$20-\$50K	\$20-\$50K
CEO, MD	\$300-\$500K	\$200-\$250K	\$150-\$250K
CFO	\$250-\$300K	\$180-\$220K	\$150-\$200K
COO	\$200-\$300K	\$180-\$220K	\$150-\$200K
General Manager	\$250-\$300K	\$180-\$200K	\$150-\$220K

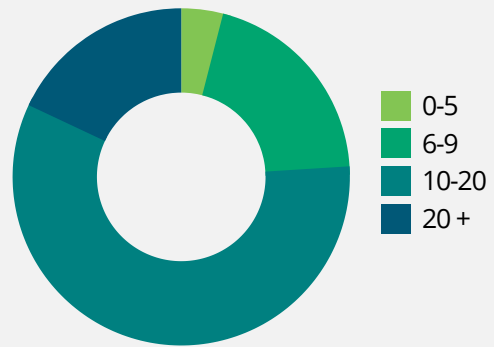
# EXECUTIVE

## Overview

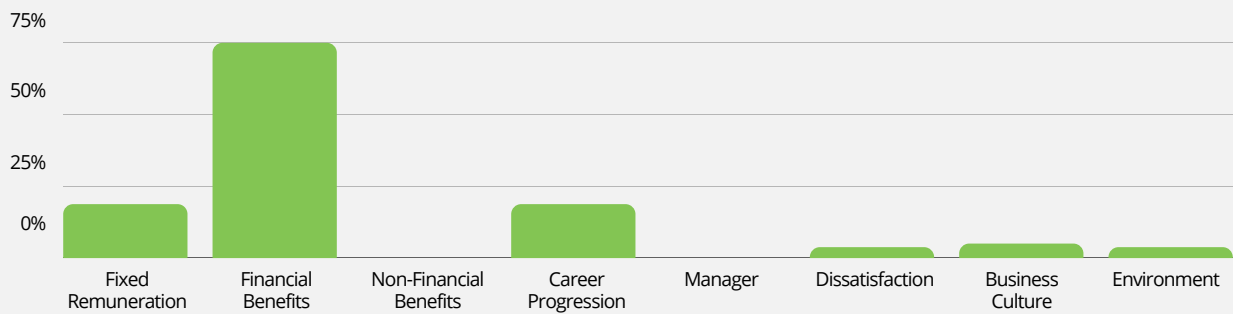
### Percentage Salary Increase in 2022



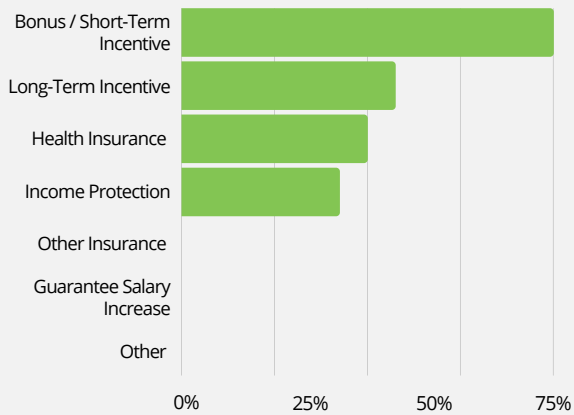
### Years of Industry Experience



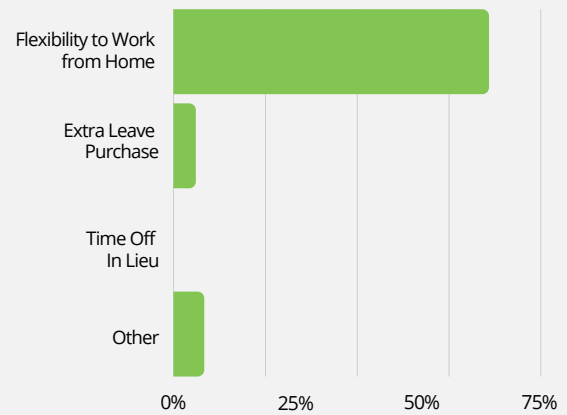
### Reasons to Consider Change of Roles



### Financial Benefits



### Non-Financial Benefits



# CONTRACTING

Just under half of the Contracting survey participants were involved in the Solar & Storage industry. Followed by 39% in Wind and 22% in Transmission & Distribution. The contracting respondents were predominantly made up of Asset Managers, Engineers, Mechanical Engineers, and Construction Managers.

Employment varied, with 73% of the group revealing that they are employed on casual contracts, 18% fixed term contracts and 5% self-employed.

The majority of the participants were employed at Energy Performance Contractor (EPC) or BOP and Engineering / Consulting firms.

Up to 42% of the respondents have 1-4 people in their team with the same role as them, and 51% of respondents have less than 5 years of experience in their current role.

The survey results revealed that up to 53% of participants received financial benefits such as completion bonuses. Salary increases were mixed this year, with 41% of respondents reporting that they did not receive a percentage increase, 31% received a 3-5% increase and 26% received between 5-10%+ in salary increases.



**Chris Ward**

Director, PR Projects

# CONTRACTING

## Hourly Salary Results

	TITLE	HOURLY RANGE
<b>Technicians</b>	Installation Technician	\$50-\$70 p.h.
	Electrical Service Technician	\$55-\$65 p.h.
	Service Technician	\$50-\$65 p.h.
	Blade Technician	\$55-\$70 p.h.
<b>Engineers</b>	Grid Connection Engineer	\$73-\$83 p.h.
	Senior Grid Connection Engineer	\$89-\$100 p.h.
	Power Systems Engineer	\$57-\$76 p.h.
	Solar Engineer	\$52-\$71 p.h.
	Site Engineer	\$51-\$68 p.h.
	Commissioning Engineer	\$68-\$78 p.h.
	Wind Engineer	\$52-\$82 p.h.
	Operations Engineer	\$56-\$77 p.h.
	Senior Operations Engineer	\$78-\$96 p.h.
	<b>Projects</b>	Project Developer
Senior Project Developer		\$112-\$143 p.h.
Project Director		\$156-\$182 p.h.
Project Manager		\$76-\$102 p.h.

# CONTRACTING

## Hourly Salary Results (Continued)

	TITLE	HOURLY RANGE
<b>Operations</b>	Commissioning Manager	\$83-\$99 p.h.
	Construction Manager	\$85-\$110 p.h.
	Grid Connections Manager	\$94-\$114 p.h.
	Operations / Site Manager	\$83-\$109 p.h.
	HSEQ Supervisor / Manager	\$75-\$110 p.h.
	Site Supervisor	\$68-\$78 p.h.
<b>Trades &amp; Operators</b>	Electrician	\$47-\$62 p.h.
	Mechanical Fitter	\$40-\$57 p.h.
	Cable Layer	\$47-\$57 p.h.
	Cable Jointer	\$48-\$61 p.h.
	Line Worker	\$42-\$61 p.h.
	Switching Operator	\$47-\$66 p.h.
<b>Human Resources</b>	HR Administrator	\$25-\$30 p.h.
	HR Manager	\$50-\$60 p.h.
	Senior HR Manager	\$60-\$80 p.h.
	HR Business Partner	\$40-\$60 p.h.

# CONTRACTING

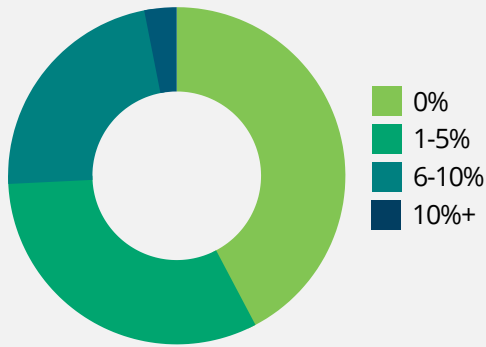
## Hourly Salary Results (Continued)

	TITLE	HOURLY RANGE
<b>Finance, Planning &amp; Advisors</b>	Estimator	\$61-\$78 p.h.
	Planner / Scheduler	\$53-\$68 p.h.
	Environmental Advisor	\$50-\$71 p.h.
	HSEQ Advisor	\$55-\$75 p.h.
	Finance Manager	\$50-\$70 p.h.
	Asset Manager	\$66-\$86 p.h.
	Senior Asset Manager	\$82-\$95 p.h.
	Head Asset Management	\$92-\$102 p.h.
<b>Management &amp; Business Development</b>	Executive Assistant	\$35-\$50 p.h.
	Office Manager	\$40-\$55 p.h.
	Commercial Manager	\$90-\$104 p.h.
	Business Development Manager	\$71-\$102 p.h.

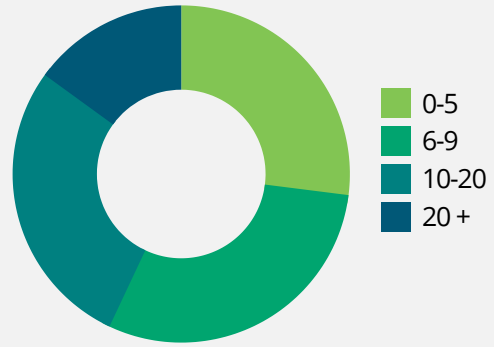
# CONTRACTING

## Overview

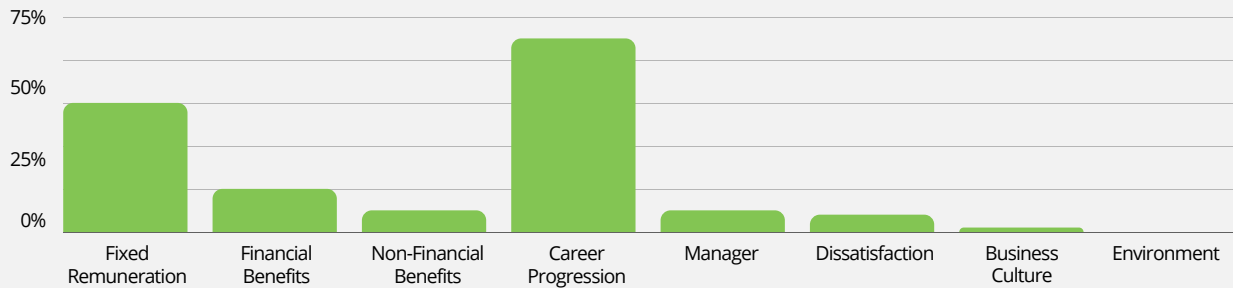
Percentage Salary Increase in 2022



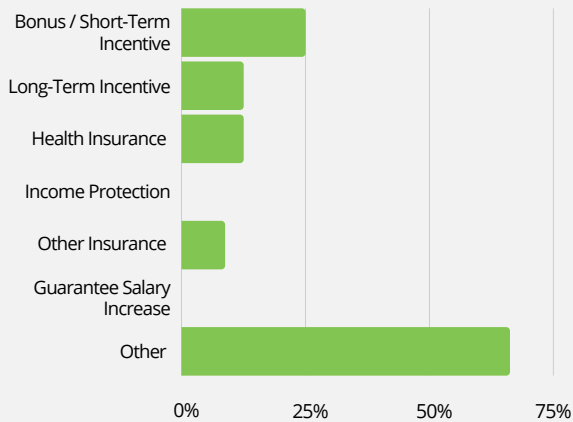
Years of Industry Experience



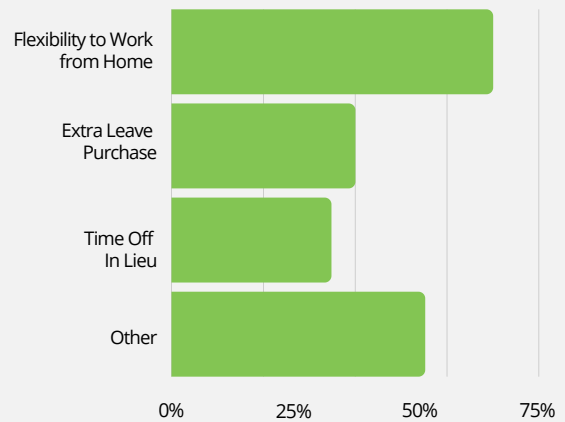
Reasons to Consider Change of Roles



Financial Benefits



Non-Financial Benefits



# NEW ZEALAND

**NZ's Energy sector is firing on all cylinders and has experienced strong job creation due to many EDB's having to deal with assets at end of life and their asset plans requiring significant investment via Brown or Greenfield projects. This coupled with the pressures of having little inward immigration and a fast growing Renewables sector has driven substantial wage growth across the industry, with Engineers working for consultants seeing the largest uplift in wages when moving jobs.**

The 2022 Remuneration Survey has given us valuable insight into the New Zealand Energy sector. Starting with salary increases, 30% of survey participants received more than a 10% increase in base salary while 60% received 1-5% in increase.

When it comes to benefits, 62% of survey respondents reported that they received bonuses / Short Term Incentives (STIs), 12% received health insurance, 17.5% received Long Term Incentives (LTIs) and shares options. Additionally, 8.5% of respondents received other life insurance or income protection.

Similar to the Australian respondents, 73.5% of the New Zealand group have the flexibility to work from home, while 18% have extra leave purchase and 8.5% have time off in lieu as non-financial benefits in their employment. It was a common occurrence for candidates placed through 2021 / 2022 to have work from home or remote work options in their new role.

Up to 60% of survey participants work in the Solar & Storage sector, while 50% work in Transmission & Distribution and 30% work in Wind. A third of our respondents are employed by an Engineering Consultancy firm, while 20% work for an EDB or the National Grid.

An interesting insight into candidate availability for employers was that 44% of participants have 5-10 other people with the same role as them in their organisation, 33% have 1-4 people in similar roles and 22% have none.

Our survey revealed that 70% of participants have between 1-5 years of experience in their role and 40% of participants have 10-20 years of industry experience. However, it should be noted that we are seeing a shortage of candidates with 1-5 years of industry experience.

The prospects for skilled candidates in the NZ Energy sector looks very promising and we would expect to see wage pressure continue for the next twelve months until there is an offset via immigration of skilled migrant workers coming to New Zealand. This should relieve staffing pressures for Engineering Consultants and Utilities, and will help offset outward migration.



**Daniel Gallen**  
Director, New Zealand

# NEW ZEALAND

## Annual Salary Results

	TITLE	POWER GENERATION	POWER TRANSMISSION	ENGINEERING
<b>Engineers</b>	Project Engineer	\$110-\$140K	\$110-\$140K	\$110-\$140K
	Power Systems Engineer	\$100-\$150K	\$100-\$150K	\$100-\$150K
	Senior Power Systems Engineer	\$130-\$170K	\$130-\$170K	\$130-\$170K
	Principal Power Systems Engineer	\$150-\$200K	\$150-\$200K	\$150-\$200K
	Mechanical Engineer	\$130-\$150K	-	\$130-\$150K
	Senior Mechanical Engineer	\$150-\$180K	-	\$150-\$180K
	Wind Engineer	\$110-\$150K	-	-
	Senior Wind Engineer	\$150-\$180K	-	-
<b>Projects</b>	Project Manager	\$120-\$150K	\$120-\$150K	\$120-\$150K
	Project Director	\$190-\$250K	\$180-\$220K	\$180-\$220K
	Senior Project Manager	\$160-\$200K	\$160-\$200K	\$160-\$200K
	Document Controller	\$80-\$100K	\$80-\$100K	\$80-\$100K
	Programme Manager	\$190-\$210K	\$190-\$210K	\$190-\$210K

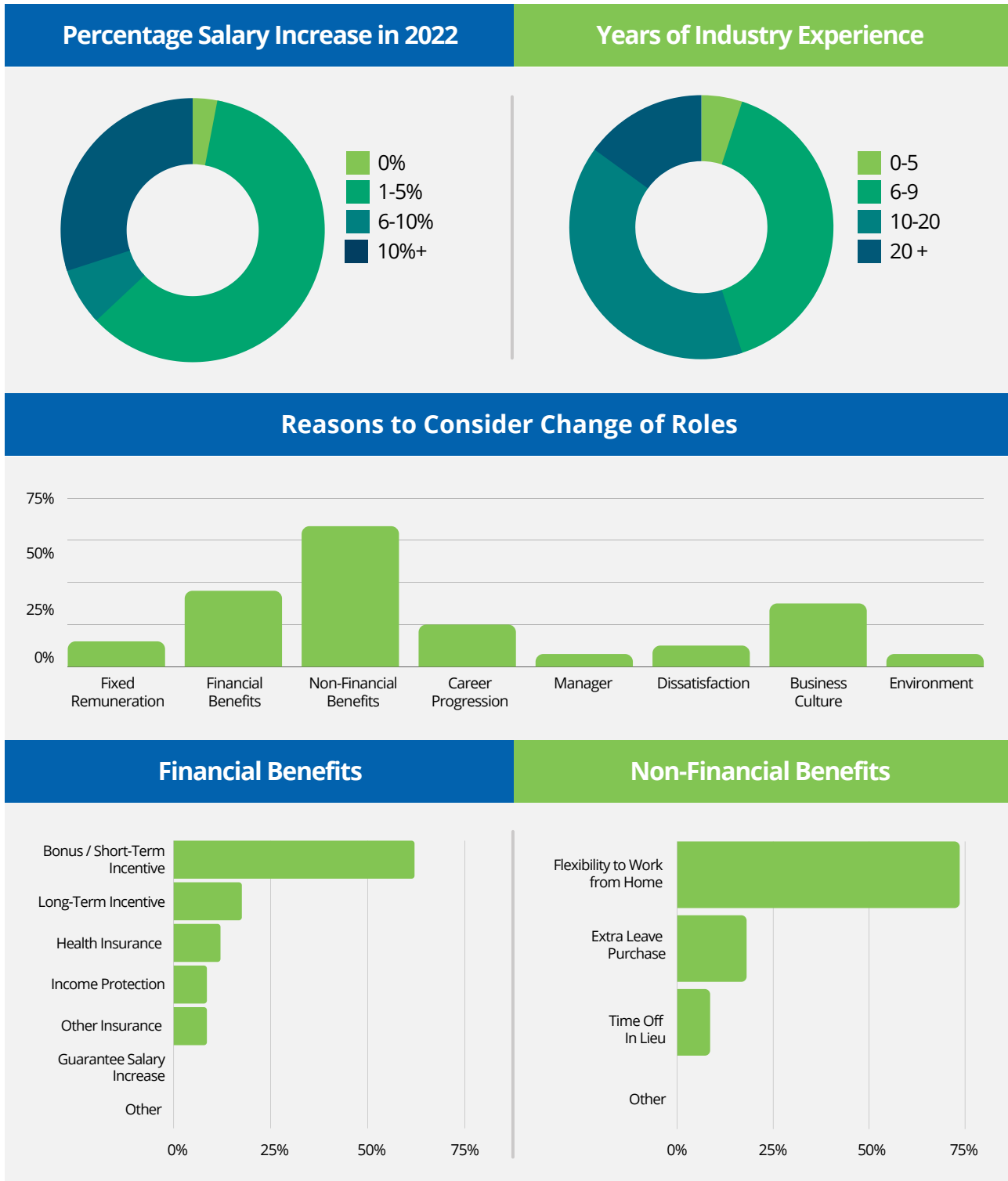
# NEW ZEALAND

## Annual Salary Results (Continued)

	TITLE	POWER GENERATION	POWER TRANSMISSION	ENGINEERING
<b>Management</b>	Business Development Manager	\$160-\$200K	\$160-\$200K	\$130-\$165K
	Engineering Manager	\$180-\$300K	\$180K-\$250K	\$180-\$200K
	General Manager	\$280-\$500K	\$280-\$500K	\$200-\$300K
	Construction Manager	\$140-\$170K	\$140-\$170K	\$140-\$170K
	Senior Construction Manager	\$160-\$210K	\$160-\$210K	\$160-\$210K
	Development Manager (Renewables)	\$140-\$170K	-	-
	Senior Development Manager (Renewables)	\$160-\$250K	-	-

# NEW ZEALAND

## Overview





## 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 Robinson**

Managing Director  
[scott@phillipriley.com.au](mailto:scott@phillipriley.com.au)