



2025 Renewables Salary Guide

Hiring Trends,
Salaries and Skills for
Sustainable Innovation



"The renewables sector is evolving rapidly, and talent is at the heart of its success. At Eleven, we connect forward-thinking professionals with the companies driving sustainable innovation."

Welcome to Eleven's 2025 Renewables Salary Guide, your essential resource for understanding the latest hiring trends, salary expectations, and in-demand skills across the renewables sector.

As the global energy transition accelerates, demand for professionals with expertise in key technologies is on the rise, reflecting the need for optimisation in energy production and storage. Companies are facing increased competition for professionals with over 5 years' experience and expertise in key technologies such as grid modernisation, integration and battery storage.

Skill shortages in these areas combined with regulatory uncertainty are leading to more cautious hiring strategies and an industry shift in employment models, with businesses leaning towards contract roles over permanent hires.

Salary inflation and counteroffers are also shaping the market, with companies often exceeding budgets to retain critical staff. Rapid sector expansion and the need for upskilling in automation, smart grids, and AI, adds another layer of complexity for employers looking to secure talent.

At Eleven, we specialise in connecting exceptional professionals with pioneering businesses. Whether you're hiring or looking for your next opportunity, our insights will help you navigate the renewables job market.

Dominic Kendal
Managing Director

Key Stats

639,400

Estimated number of full-time jobs in the UK green energy sector

42.3%

of the UK's energy mix came from renewables in the 12 months to January 2025

2035

UK government's target year to fully decarbonise the electricity system

50GW

Target wind energy capacity by 2030 (up from 11GW)

70GW

Planned solar energy capacity by 2035 (up from 14GW)

In-Demand Skills for 2025



Battery Storage and Grid Integration



Hydrogen Technology



AI and Data-Driven Energy Optimisation



Project Management

Top Benefits



Stock options, Equity, or LTIPs



Relocation Support



Flexible Working



Upskilling and Career Development



Sustainability-Driven Company Culture

Salaries

Salary expectations in renewables continue to rise, especially for those with expertise in hydrogen, AI-driven grid management, and offshore wind. Junior salaries are increasing thanks to demand, while senior professionals command premiums for specialised skills.

Employers are particularly seeking BESS and grid integration specialists to strengthen energy storage solutions; AI and data analytics professionals who can optimise smart energy production; and policy and regulatory experts to navigate evolving energy laws and compliance requirements. Demand for commissioning and construction professionals remains high due to the sector's rapid expansion and continued investment in renewables infrastructure.

Regional salary variations persist, with the **UK, Germany, Switzerland, and the Nordics** offering the highest salaries, while Southern Europe (Spain, Italy, Greece, and Portugal) has seen a 25% average increase in base salaries to compete with global employers offering remote work.

Contract-based roles are becoming more prevalent as companies seek flexibility, and specialist expertise, without long-term headcount commitments, particularly in project commissioning and construction.

Developer / IPP Salaries

Job Title	Salary
Project Developer	£60,000 - £80,000
Senior Project Developer	£75,000 - £95,000
Asset Manager (technical)	£55,000 - £70,000
Senior Asset Manager (technical)	£65,000 - £80,000
Portfolio Manager	£70,000 - £80,000
Senior Portfolio Manager	£85,000 - £110,000
M&A Manager / Originator	£75,000 - £90,000
Senior Originator (M&A)	£85,000 - £110,000
Project Manager (Construction)	£70,000 - £90,000
Project Engineer	£55,000 - £75,000
Originator (PPA / revenue)	£75,000 - £85,000
Senior Originator (PPA / revenue)	£95,000 - £110,000
Portfolio Manager (PPA / Revenue)	£80,000 - £95,000

PE / Fund Salaries

Job Title	Salary
Asset Manager (technical)	£70,000 - £95,000
Senior Asset Manager (technical)	£85,000 - £120,000
Portfolio Manager	£85,000 - £120,000
Senior Portfolio Manager	£95,000 - £130,000
Project Manager (Construction)	£100,000 - £130,000
Originator (PPA / revenue)	£110,000 - £130,000
Senior Originator (PPA / revenue)	£120,000 - £140,000
Portfolio Manager (PPA / Revenue)	£110,000 - £130,000
Investment Manager	£95,000 - £110,000
Senior Invesment Manager	£110,000 - £140,000

Services

At Eleven, our mission is to help visionary employers recruit individuals whose bold ideas and enthusiasm will help shape the future and drive progress toward a low-carbon world.

Our recruitment services cover permanent and contract roles across Alternative Technology, Renewable Energy, Asset Management and Chemical Manufacturing. We work closely with clients to ensure alignment with their company culture and vision, representing their brand with integrity and professionalism.

Partnering with us means gaining access to a network of innovative thinkers ready to drive change. Whether you need to expand your team or fill a critical niche role, we deliver the best talent for your business.

If you're passionate about making an impact in renewables and seeking your next opportunity, we'll connect you with forward-thinking companies where you can thrive and innovate. Let's shape the future—together.



Let's shape the future — together.

eleven™

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