

2016 Sustainability, Energy and Environmental Professionals Careers and Salary Survey



in partnership with

ALLEN & YORK
TECHNICAL RECRUITMENT



Free introductory report

Foreword

Welcome to the 2016 Sustainability, Energy and Environmental Professionals Careers and Salary Survey, brought to you by Environment Analyst and ALLEN & YORK.

This complimentary report is provided to all participants in the survey along with a free personalised statement showing average salaries, recent pay awards and bonuses for people conducting similar jobs, sent separately in a direct email.

A full dataset accompaniment is also available for recruiters, HR and other business managers, containing extensive tables of salaries, bonuses and pay increases by organisation type, job position and primary work area, together with the full results of the online survey. See page 6 for further details.

Data and insight for these two reports come from three sources:

- **Analysis of positions from ALLEN & YORK**

Records of 1,200 recent UK positions available through ALLEN & YORK were analysed to give an accurate record of average real salaries across the sustainability professions.

- **Careers & Salary Survey**

UK sustainability/environmental professionals were asked how their organisations were responding to the current market conditions in an online survey, completed by over 1,700 individuals in November 2015 to January 2016. The participants were also asked about their salary increases, bonuses, benefits, job prospects, job satisfaction and other details of their careers and salaries.

- **Industry interviews**

During the same period, Environment Analyst interviewed key individuals in the sustainability profession to gain an insight into recent career and recruitment trends.

We have harmonised the online survey with the analysis of ALLEN & YORK' jobs data by using common terminology and analytical techniques. As such, the two sources offer a robust and extensive source of salary, bonus and pay rise data across organisation types, primary work areas and levels of seniority - for around 450 positions within the sector, together with indications of regional and other variations.

Comparisons are made throughout this report, for example, across organisation types and across years. Please be aware that any data is derived from the mix of participants within each category. Differences may be due to the different sample characteristics of the data sets.

Acknowledgements

Environment Analyst and ALLEN & YORK would like to thank the thousands of sustainability/environmental professionals who have helped us with our survey and have given us an honest assessment of their current career status and salaries. Without their help, the results of this study would not be so extensive and robust. Thank you.

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How the green jobs market is coming of age

Environment Analyst and ALLEN & YORK present the headline findings of our joint survey of career and salary trends for UK environmental and sustainability professionals

by Nick Cottam

How has the environmental and sustainability jobs market changed over the last five years? As the global economy girds itself for a fairly rocky ride in 2016, what does it mean to be an environmental professional – how is your career faring and what are the pinch points for future success and security?

In conducting a survey of 1,775 such professionals over a three-month period, from November 2015 to January 2016, Environment Analyst in association with sustainability recruitment specialist ALLEN & YORK, has sought answers to these and other questions in our latest Sustainability, Energy and Environmental Professionals Careers and Salary Survey report. It has been five years since EA undertook our last green jobs survey in 2010 and inevitably there are interesting points of comparison between the two.

The overarching conclusion we can draw is of a profession continuing to mature in terms of age, length of service, specialist skills and career path. The average age among those interviewed has risen from 37 years in 2010 to 41 in 2016. Although the profession is still a relatively young one, the 2016 survey shows there are now a greater number of individuals with more years of experience

– with 42% clocking up more than 11 years in the sector compared with only 23% in 2010.

Improving jobs market

In 2010, the profession was still reeling in the aftermath of the economic crash. Contraction, wage cuts, part-time working and job insecurity were the order of the day in both the private and public sectors. Fast forward five years and it certainly seems to be a rosier picture for the private sector (particularly for environmental consultancies), while the public sector – the Environment Agency, local authorities and other specialist agencies – are being slimmed and trimmed in the context of Chancellor Osborne’s austerity drive. While just over 50% of consultant respondents believe consulting jobs have increased in the last 12 months, only 7% of public sector workers believe staff numbers in their organisations are increasing (Figure 1).

On average 41% of survey participants say that staff numbers in their organisations have increased or increased significantly in the last 12 year months. Similar numbers expect growth again in 2016 - and it is the consultancy sector potentially seeing the greatest gains, with 57% expecting to see staff levels rise.

Personalised salary statement

Participants to the survey receive a free personalised statement showing average salaries, recent pay awards and bonuses for people conducting similar jobs. This will be sent separately.

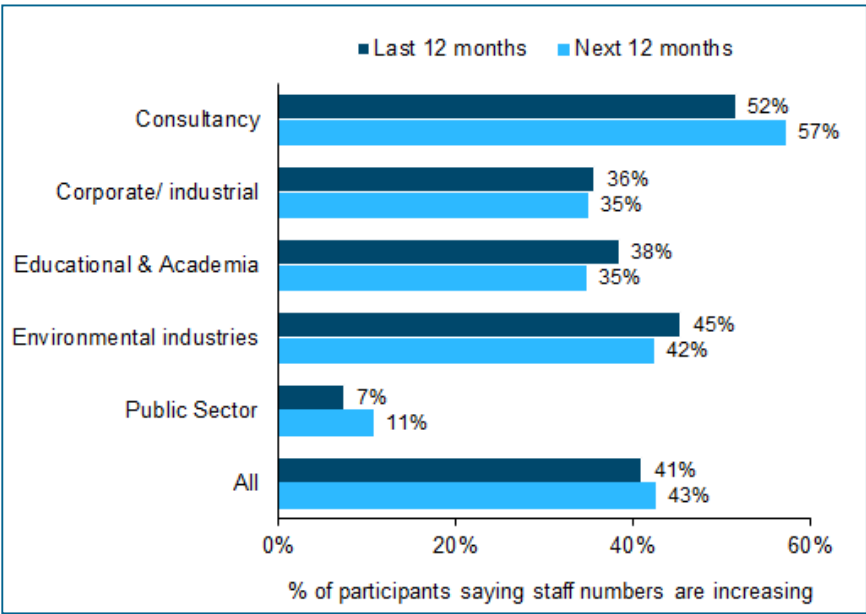


Figure 1 - Staff number trends by type of organisation

The contrast with the situation in 2010 is particularly apparent when we look to participants' feelings on job security in their role compared to a year beforehand. In 2010, 30% were feeling less secure. Today that figure has dropped to 18% (**Figure 2**).

For consultants, only 10% are feeling less secure, with 21% feeling more secure. For those working in the corporate world and academia, the proportion feeling less secure rises to 19%, whilst for those in the environmental industries (defined for our purposes as those in the areas of remediation contracting, waste & recycling and renewable energy), around a quarter are feeling less secure in their jobs compared with a year ago. These figures suggest there is still a degree of anxiety within some core groups of green professionals – due to economic uncertainty, government austerity measures still being the order of the day, and also uncertainties over environment policy and its implementation against a dynamic political backdrop.

Indeed, many companies – and their employees – are still operating under the large shadow cast from the 2008-09 recession together with the more recent global economic shockwaves, with tight budgets, less full order books and more flexible employment arrangements in place.

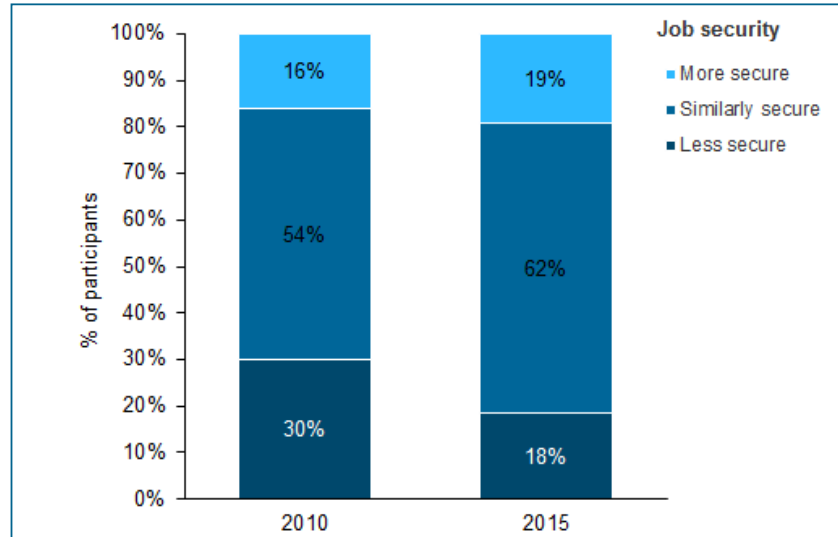


Figure 2 - Job security in participants' roles compared with a year beforehand

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Government sector stress

Those in the UK public sector are feeling the pressure on job security at much higher levels, with around 40% saying that jobs are less secure compared with 12 months ago, against only 7% who say they are feeling more secure.

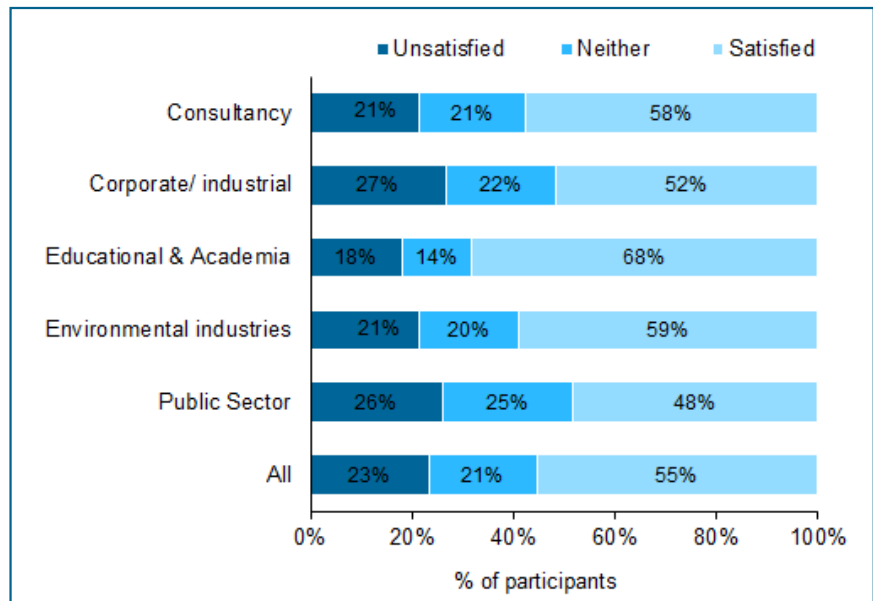
“The public sector is certainly under pressure because of the cuts,” says ALLEN & YORK’s executive director Paul Gosling. “The Environment Agency, for example, has been going through significant changes and it really needs to define its role.” The same can be doubtless said for numerous other public sector bodies, including local authorities which increasingly rely on developer and consultancy assistance, particularly at the pre-consent stage for the preparation of large-scale infrastructure projects. The conclusion is that while the UK public sector has continued to contract between our 2010 and 2016 surveys, the private sector is at least taking up some of the slack.

Job satisfaction

Job security is one of many components of an individual’s overall level of job satisfaction. Other aspects include the specifics of the role, team and organisational culture, career progression prospects, learning environment, day-to-day pressures, extent of overtime, flexible working arrangements, remuneration/benefits and much more. When asked about current level of job satisfaction, again we see a range of results for the different types of organisations (Figure 3).

Academia comes out with the highest level of job satisfaction, with 68% saying they are satisfied. In contrast, only 48% of those working in the public sector are satisfied.

Figure 3 - Job satisfaction by organisation type



Interestingly, those working in environmental/sustainability management within the corporate/industrial field indicate the highest proportion that are unsatisfied, with over 25% saying such.

Interestingly, the latest survey also reveals that those who have kept their jobs in the public sector are tending to have longer average years of service than for most other parts of the profession (where the average is 6.1 years). Whereas in 2010, the average length of service reported by public sector participants was 4.3 years, this has risen to 7.7 years in 2016, again suggesting that experience counts more than ever in this branch of the profession and people who keep their jobs are tending to stay put for longer.

Nevertheless, says Paul Gosling: “A common complaint across the public sector is they’re not funded sufficiently to do the jobs that they’re asked to do. This is why the consultancy sector is still reasonably positive.”

Sue Styles

(former) HR director, CR360

Founded in 2002, Cambridge and Chicago-based CR360 is a specialist environmental software company delivering modules in EHS, compliance, energy and carbon, CSR and supply chain information. The company employs 145 staff in its two offices, many of whom combine software skills with environmental expertise and experience.

As HR director in the UK, Sue Styles offers her take on the trends and challenges of resourcing, stating: “The company has grown for 60 to 145 in the last two and a half years and we expect a similar trajectory over the next 12 months. Our staff are very committed and there is a strong emphasis on customer service. We do try and target our salaries in the upper median rather than at the lower end of the scale.

“Our software collects information which allows the user to measure performance against key metrics. For instance, Deutsche Bank is able to track its use of utilities in real time.

“We do a lot of work for the brewing industry – for example, tracking effluent and wastage from yeast – and now service 80% of the world’s breweries. We also support a very high number of fashion and retail outlets, including McDonalds which uses our supply chain information software.

“Our sales team are very consultative, guiding the client and trying to understand what the business really needs in order to match that with relevant software. Rather than take on experienced sales people, we want people with an environmental and sustainability background who we can train with the sales techniques that we require. We absolutely focus on the environmental and sustainability elements when we’re recruiting.

Get the full picture

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Purchase the accompaniment dataset for this report to inform your decisions on salaries, pay increases and bonuses within your organisation.

We hope you're enjoying this complimentary introduction to the full report, the 2016 Sustainability, Energy and Environmental Professionals Careers and Salary Survey - full dataset, brought to you by Environment Analyst and ALLEN & YORK.

There's much more inside

Order the accompaniment dataset for this report and you will receive over 80 tables and charts in a 60 page report, giving you a unique insight into the salaries and related HR issues for sustainability, energy and environmental professionals.



1 Career and salary survey results – we present the full results from the online survey, comparing with the situation five years ago where relevant, presenting findings on benefits received, job satisfaction, staff number trends and turnover, career prospects, HR actions taken by organisations, pay relating to gender, age, seniority level and technical or management specialism, and much more.

» Designed for HR and business managers in the sustainability, energy and environmental sector

» Salaries, bonuses and pay rises in 450 roles

» Benefits currently received and those most desired

2 Salary, pay rise and bonus analysis – we analyse the recent assignments taken by ALLEN & YORK and supplement it with the online salary survey to create a robust and extensive analysis of salaries, pay rises and bonuses in around 450 roles in the sector - by type of organisation, primary work area and seniority, from graduates to directors, from consultants to contractors, from those working within contaminated land to those in renewable energy.

» Job security, satisfaction and prospects

» Thousands of data points, in 80 tables and charts

» Analysis of almost 3,000 employees, across 5 organisation types, 15 primary work areas, and 7 levels of seniority

15 primary work areas

- Air, Noise & Acoustics
- Building & Low Carbon Design
- Business Development, Sales & Procurement
- Contaminated Land & Geotechnical Engineering
- CSR & Sustainability
- Due Diligence
- EHS & Compliance
- EIA, ESIA & Ecology
- Energy Engineering
- Energy Management & Consultancy
- Facilities Management
- Landscape Architecture
- Renewable Energy
- Waste Management & Recycling
- Water

5 organisation types

- Consultancy
- Public sector
- Corporate/ industrial
- Environmental industries
- Education & academia

7 levels of seniority

- Associate/partner/director
- Senior manager
- Project/middle manager
- Assistant/junior manager
- Specialist/technician
- Officer - government bodies
- Junior/graduate trainee

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Qualifications count

Whether you are working in industry, for a consultancy or in the public sector, the likelihood is that you will be technically qualified, even if you have moved on to a senior management or leadership/director role. Of those taking part in the 2016 survey, 41% described their main role in the organisation as being a technical one – for example in disciplines such as air quality, noise monitoring, waste management or ecology – while the next highest among 28% of those interviewed is the role of project management. This role, usually for employees who are themselves technically qualified, is particularly important for the management of teams of multidisciplinary specialists working on large-scale infrastructure and development projects and environmental impact assessments (EIAs).

“The industry is getting quite good at recognising the talent of individuals,” says Andrew Bryant, operations director of environmental consultancy Temple Group. “But there are lots of people who have strength in management quite outside their technical expertise.” This level of versatility is born out by the 2016 survey’s confirmation of a highly-qualified profession with 87% of those taking part educated to at least degree level and 56% holding a master’s degree. A growing number of environmental/sustainability professionals, certainly in consultancies, will also seek to add some kind of business qualification at some stage of their careers if they are aiming at a senior management role.

The survey shows that the average length of service has gone up right across the sector between 2010 and 2016. Only respondents from within the education and academia beat those in the public sector in 2016, with an average term of 8.6 years, but those working in

consultancy and industry are also generally staying put for longer. One element helping to keep employees on board longer suggested by the survey, is that a higher percentage of respondents this time round have had overseas experience (33%) than was the case in 2010 (25%).

International work opportunities

Clearly many of the larger UK consultancies such as ERM, Arup and RPS Group can be attractive as employers because of the opportunities they offer for overseas work and this can be an important step up the careers ladder, suggests Paul Gosling. “While a UK education in environmental science and related disciplines is important to get you on the ladder, international experience really can help to broaden your skill set,” he says.

“The chicken and egg is that you need to show local knowledge to be considered for certain jobs which can add to the attraction of joining a big firm which does international projects.”

Sustainability offers competitive edge, reflected in salaries

When considering the integrated, often difficult-to-define discipline of sustainability as a career path, prospects are seen as good by 67% of those surveyed. “Increasingly since the economic crash we’re seeing sustainability as a competitive advantage,” says Gosling. “It’s been fascinating – a more strategic and commercial approach to the delivery of services.”

This applies both to corporate governance-type issues such as ethics, transparency and the treatment of employees – even to the amount of tax you pay as a large multinational corporation – and to the management of

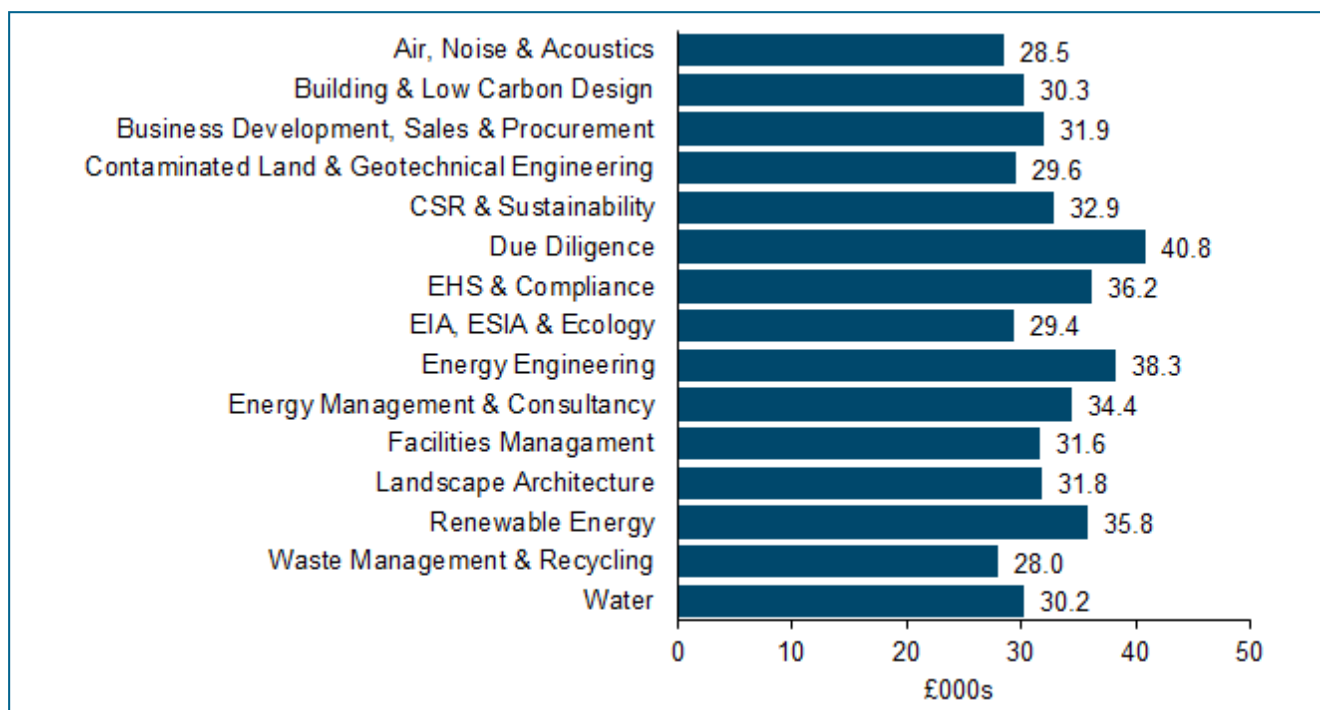


Figure 4 - Average salary by primary work area for specialists, technicians and consultant-grade employees

projects, including the large UK infrastructure developments such as HS2 and Crossrail, which have been doing their bit for career prospects and experience right across the profession.

In fact when it gets on to the salary side of the equation – and looking at roles at the level of specialists, technicians and consultants – the survey indicates that due diligence pays best with an average annual salary of £41k, while bottom of the list comes waste management & recycling and air, noise and acoustics for which the average annual salary amongst the survey respondents is £28k (Figure 4). On average, these salaries are 28% higher for those at the level of project/middle managers, with the discipline of energy engineering topping the list at around £47k.

Lower staff turnover, pay rates rising

The underlying trend alongside one of a maturing industry is of less “churn” – and arguably increased company loyalty – among those interviewed who are prepared to stay with

one employer for longer as they consolidate their career prospects. This is good news for employers although there is still a “grass is greener” factor with 65% of 2016 survey respondents believing that career prospects in the wider environmental/sustainability are good or very good, compared with 45% who believe job prospects are good or very good within their own organisation (Figure 5).

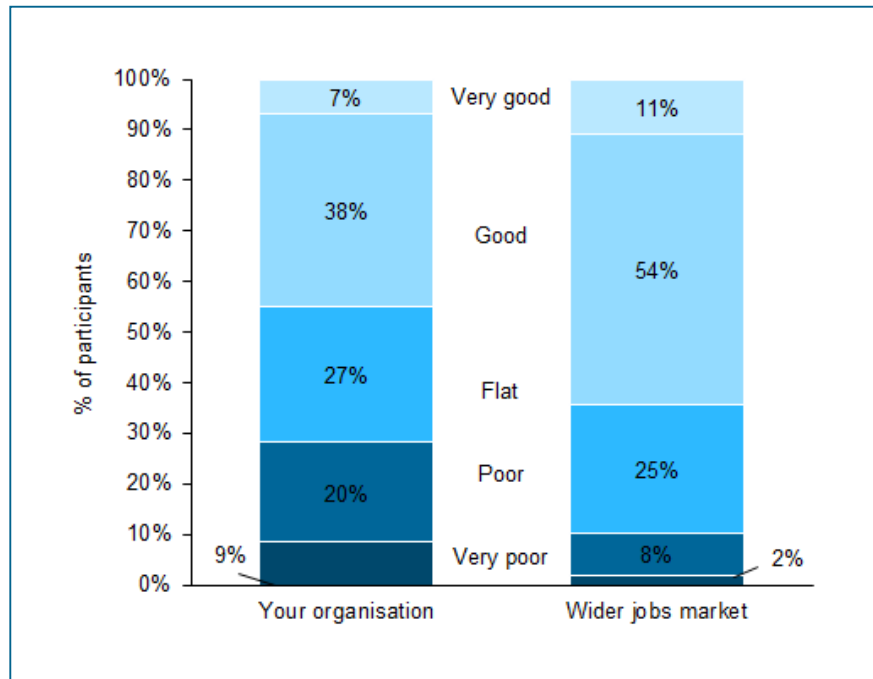
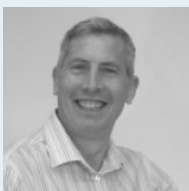


Figure 5 - Career prospects in current organisation and wider jobs market



Paul Gosling Executive director, ALLEN & YORK

ALLEN & YORK has over 20 years' experience in sustainability recruitment, including expertise in energy, environment, CSR, health & safety, planning, building services and waste & recycling. With offices in the UK and Dubai the company offers a global service, focusing on what it believes are strong client partnerships and relationships.

In summarising the firm's first-hand experience of the evolving green jobs market, Paul Gosling, executive director, ALLEN & YORK, says: “I believe there have been three main trends in the profession over the last 20 years or so. When I first started it was very much about compliance, pollution control and management systems. Then came the climate change agenda which moved things forward significantly, while post-2008 we are seeing the rise of sustainability as a competitive advantage.

The last 12-24 months has been very positive in terms of opportunities right across the board. While there is a degree of caution among employers about growing too quickly, there are a lot of jobs out there and quite a significant skills shortage in certain areas. In the UK, the infrastructure market has been pushing recruitment with skills in areas such as noise, air quality and ecology in high demand. Energy management is still buoyant and climate change has helped to take the whole environmental agenda beyond international boundaries.

Our Middle East office in Dubai is as busy as it's ever been dealing with very relevant sustainability issues and the staff required to address them.

Companies are buying into the idea of doing business in a sustainable way and they also see a commercial advantage in this. Sustainability and the people to deliver it, is also a mechanism for driving innovation and keeping ahead in competitive markets.

The environmental and social agendas, particularly overseas, are being conflated and brought together. Many of our clients want to work for London-headquartered firms with international offices because of the potential opportunities this can deliver.

Looking ahead over the next 12-24 months, infrastructure agendas will continue to be important, both in the UK and internationally. Governments recognise the importance of infrastructure development as a driver of economic activity and the profession is benefiting from this.

While the public sector is still a relatively large employer of specialists, the market tends to be quite static. As the survey shows, people stay for relatively long periods which reduces the number of opportunities for starters.

Gender pay gap narrows

What of pay as it relates to age and gender? The good news is that pay is creeping up in most categories surveyed, the sharpest rise comes in the 51-55 age group where an average of £62k is the reward for longevity and experience. **Figure 6** shows this trend as it relates to post-qualification experience.

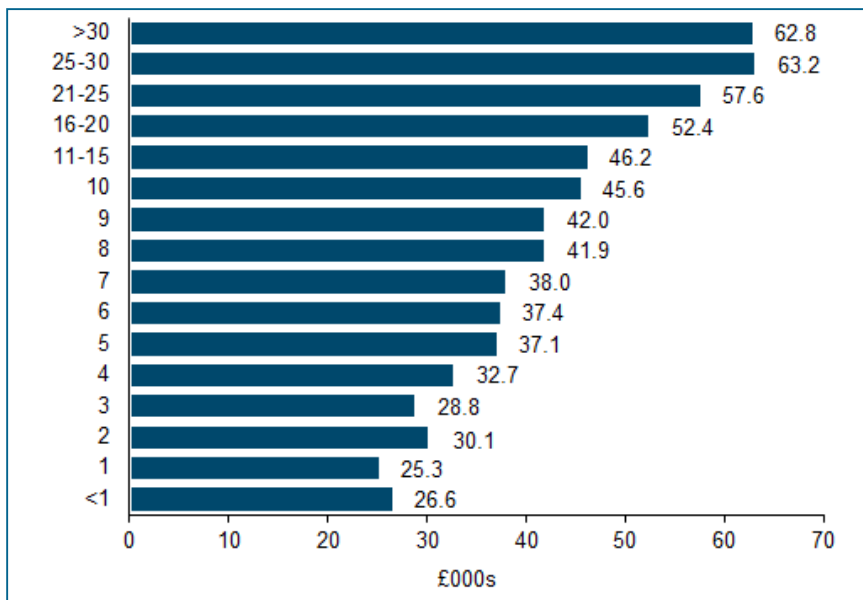


Figure 6 - Salaries by post qualification experience

Female employees are earning more in 2016 – at £41.5k – than they were in 2010, when the average was £34.6k, but still £8.3k less on average than their male counterparts (whose average is now £49.8k – a figure that is an average across age, seniority, organisation type and primary work area). The gap has narrowed slightly, and it

seems certain that it will continue to do so as more women reach senior roles.

Corporate environmental management & renewables top earners

Perhaps predictably salaries in the corporate/industrial sector, continue to be the highest at an average of £46.4k for project/middle managers, compared with an average of £39.0k for consultants and £42.1k in the environmental industries. While in 2016 salaries are going up faster – by an average of +1.8% for those remaining in the same job – than they were in 2010 (+0.9%), still around 30% of those surveyed

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this year reported no pay rise at all over the last twelve months. Those working in renewable energy fare best with a +4.1% increase in annual salary over the last twelve months, while facilities management (+1%) and EHS & compliance (+1.7%) come bottom of the list.

Prospects better, but still difficulties ahead

We asked the survey participants about the actions their organisations have taken over the last twelve months as a response to the economic or market conditions (Figure 7). A similar question was asked in 2010. On average, each response was down ten percentage points, an indication of the much improved jobs market since five years ago.

In 2010, 52% of participants reported staff redundancies in their organisation. Today that figure is 28%. Similarly, 58% reported a freeze on pay in 2010, compared with 23% in the latest survey. And recruitment was frozen for 36% of participants, against 18% today. Specific actions in response to the economic/business environment are still prevalent though, with just a quarter saying their employers are not taking any specific actions. Some 44% are reporting tighter costs control this time round; 22% are redeploying staff; while others are reporting closures of offices or divisions, freezes on bonuses, and the restructuring of teams.

It seems that the environmental profession needs to dig deep again to protect its business and workers and create a healthy jobs market. Against a background of 2.2% GDP growth in 2015 (the slowest since 2012), the Chancellor George Osborne warned that the economy is facing a “dangerous cocktail” of risks in 2016, ranging from slowing global economic growth to volatile stock markets

and the continuing slump in oil prices. The International Monetary Fund (IMF) also added that the referendum on EU membership was a “risk and uncertainty” in the context of the UK economy.



Bill Maynard

**UK head of talent acquisition,
Arcadis**

Arcadis is a leading design and consultancy firm for natural and built assets. The company employs around 27,000 people in over 70 countries generating around 3.4 billion Euros in revenues. In the UK, the group's environmental consulting operations have more than doubled in size over the last four years – reflecting some large acquisitions as well as organic growth – to comprise around 600 specialists making Arcadis a top five player in the field.

Head of talent acquisition in the UK for Arcadis, Bill Maynard, states: “Last year we recruited 32 people into our UK environment section and by my reckoning this should rise to about 100 people this year. Skills such as acoustics, air quality, geotechnical engineering, environmental planning, EIA, ecology, ecology, human factors and risk management are all important to the work we do.

It can be difficult for us to attract the right talent but the market has been better than it has been for some years. There are more candidates choosing environmental degrees and training schemes and there are more suitably qualified candidates out there. Generally candidates are expecting higher salaries and higher benefit levels and as a firm we're having to squeeze margins to accommodate this. We're recruiting people at all levels, from newly qualified graduates to partners.”

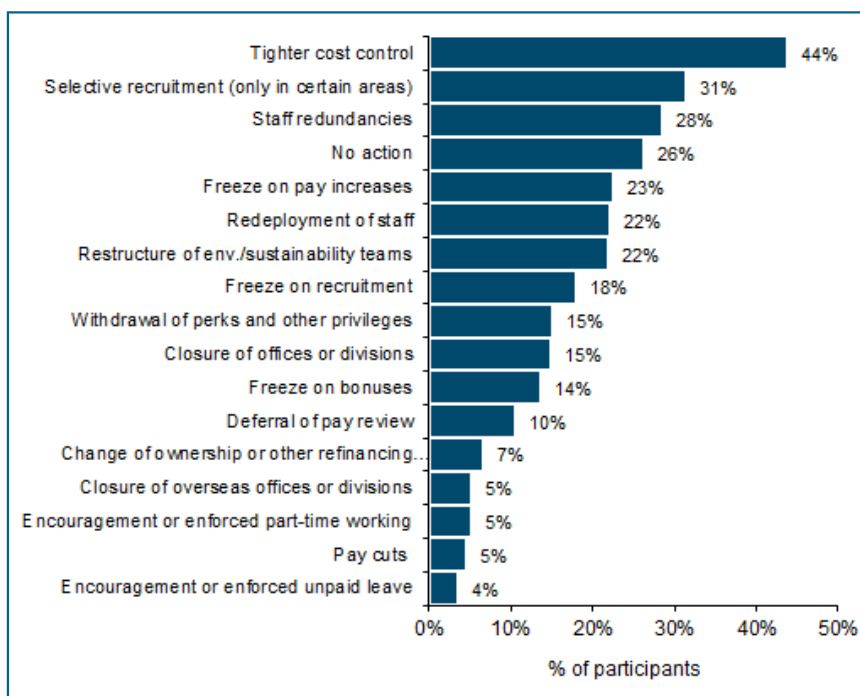


Figure 7 - Actions in response to current economic/business conditions

Full set of data for recruiters and business managers

An extensive salary and careers data set is available for purchase, including the full results of 2016 Sustainability, Energy and Environmental Professionals Careers and Salary Survey and an analysis of the jobs placed by ALLEN & YORK in the last 12 months. The data includes extensive tables of salaries, bonuses and pay increases by organisation type, job position and primary work area.

Prospects bright

To capture the general mood, we asked survey participants about the prospects for sustainability/environmental professionals in the UK, from the present baseline of 2016, and looking forward to the next five-year period to 2020/21. Overall, prospects for the profession look reasonably good, even in the face of some stormy headwinds, with 67% saying they were good or very good over the five-year time-frame, compared with 53% saying the same at present. About one in ten believe prospects to be poor or very poor.

Infrastructure development in the UK remains a political imperative, as does a commitment to renewable energy as part of the overall energy mix. In and around a small densely populated UK landmass, development in these and other areas cannot go ahead without environmental expertise. There remains strong demand for key skills in related areas such as air quality, noise and ecology, not to mention project management and wider business acumen.

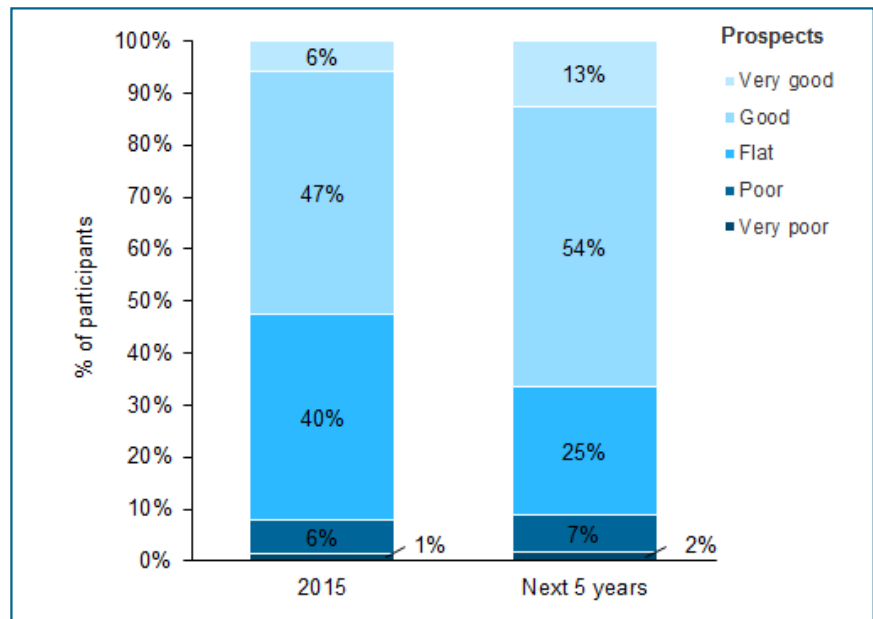
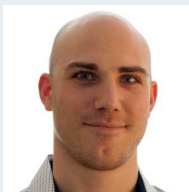


Figure 8 - Prospects for sustainability/environmental professionals (2016 and next 5 years)



Adam Hart,
Resourcing manager
UKMEA Consulting, Arup

Arup is an independent firm of designers, planners, engineers, consultants and technical specialists

employing over 12,000 people worldwide, 4500 of them in the UKMEA region.

Adam Hart: “We employ around 160 environmental specialists in the UK and the firm offers numerous opportunities for environmental specialists to rub shoulders together. We’ve grown by around 30% on the environmental side since 2014 with recruitment across the board. We’re very much invested in recruiting graduates and apprentices to bring through grass roots talent into our industry.

Based on our work in areas such as infrastructure and increasingly prevalent digital agendas, we expect our environmental teams to continue to grow. Other significant areas include energy-type work and oil and gas decommissioning in the North Sea. As the profession matures,

we are taking on people with more varied backgrounds – for example an environmental specialist who has planning experience. We are keen to drive greater integration and more transition between our different disciplines and services, for the value this gives to our clients and our peoples’ careers.

We’re undertaking a UK-wide campaign at the moment to attract more environmental specialists. We’re finding that job seekers are motivated most by career opportunities, as opposed to salaries. Opportunities in the UK at the moment are very good and there are also opportunities for staff to drive our growth in less developed markets.

We have been strengthening the areas which support our growing workload - for example in areas such as air quality, offshore environmental consultancy, noise and vibration, EIA, HIA, sustainability, heritage work and waste consultancy.”

Arup are always recruiting for good people, so to explore opportunities please contact Adam on 0117 9765432 or adam.hart@arup.com



Andrew Bryant

Operations Director, Temple Group Ltd

Temple Group Ltd is a London-centric environment, planning and sustainability consultancy with considerable expertise in the transport/infrastructure sector

and experience, taking leading sustainability roles in such high profile projects as HS2 and Crossrail. This has helped to fuel strong growth and a steadily increasing head count since the company was founded in 1997. The group, including The Ecology Consultancy acquired in 2013, employs around 135 people and can call on any of 100 associates as projects require.

Operations director Andrew Bryant states: “We focus our recruitment around key needs at a particular time and our real focus is on building a core team in a steady way. Despite a fairly volatile market, we’ve been able to maintain our workforce in the last few years, allowing for natural attrition as people move on.

“It’s still a fairly young industry and there’s a paucity of experienced people compared to the volume of work. However, it’s an industry that has attracted lots of really good talent over the last 10 to 15 years.

“We’re seeing greater depth in lots of different specialisms – areas that were quite niche a few years back, like equalities impact assessment or carbon footprinting, are now required more often. Disciplines like ecology, water and energy are having a bit of a renaissance. Technical services such as acoustics and air quality are increasingly in demand with intensive activity across different types of infrastructure helping to drive this.

“Temple is keen to develop leaders in the sector which is something we’re quite good at because of our size. We can expose relatively inexperienced people to different aspects of consultancy, helping them to develop a rounded set of skills more rapidly. We are developing a leadership programme for our middle managers and we have very targeted external training to develop specific skills.”

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Careers and Salary Survey 2016

Highlights

1,775 people took part in the survey during November, December and January. This was the first survey of UK Sustainability, Energy and Environmental Professionals Careers and Salary Survey since 2010 and there are lots of comparisons between the two years. How have things changed since shortly after the 2008 economic crash?

Public sector jobs are static or declining (92% of participants) while consulting jobs have been on the increase (53% saying they are increasing.) There seems to be evidence that the private sector is stepping in and taking up the slack, providing the skills when and where they are needed, particularly for example for what is a still bullish but also cyclical infrastructure market.

Prospects for the sustainability sector are still seen as good (67% of participants) – this is at least partly due to a closer synergy between environmental and social issues.

The average age among environmental professionals is rising as the industry continues to mature – up from 37 in 2010 to 41 in 2016.

As the average age rises, the industry is naturally getting more experienced. 42% of those questioned in 2016 had more than 11 years experience while in 2010 it was only 23%.

And staff are staying with one employer longer – 39% more than 5 years in 2016 compared with 23% in 2010. The average length of service is also rising and those hanging on to their jobs in the public sector are likely to stay in post longer than their private sector counterparts.

Technical skills/services dominate (41%) in a highly qualified profession. Project management comes in at 28% although some people would perhaps be performing both roles and for some a main PM role would be a natural step up from pure technical.

The profession remains a highly qualified one with 95% of those questioned educated to at least degree level and 44% holding a Masters Degree.

It's a still maturing profession and **the career prospects are deemed to have improved** between 2010 (32% thought them good or very good) and 2016 when it was 53%.

But there is still a significant "Grass is always greener" syndrome with 65% of those questioned in 2016 believing that the prospects outside their own immediate employment were good or very good.

Perhaps predictably, given the shrinkage noted above, **there are currently deemed to be better career prospects in consulting than in the public sector.**

The average job satisfaction in 2016 is about the same as in 2010 (55%), partly explained perhaps by a recovering market and more opportunities in large firms. The highest level of satisfaction is to be found in academia, followed by consultancy.

The underlying trend seems to be less "churn" in the industry – people expect to stay put for longer and many are willing to accept lower salaries and sometimes part-time work to do so.

Those working for consultancies earn £41.6k on average, compared with £46.8k in the corporate/industrial sector and £42.1k in the environmental industries.

There is still a gender pay gap and there are still more men in senior positions and working in better-rewarded areas.

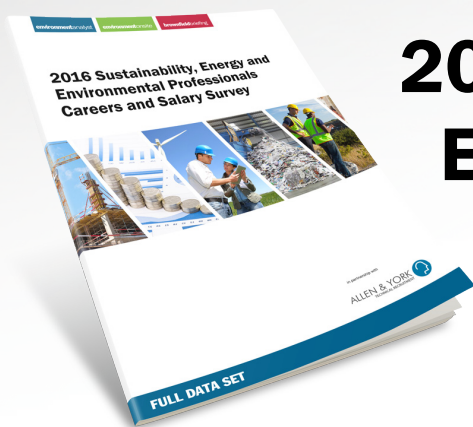
The biggest jump in average salaries is in the 51-55 age group – a clear correlation between sought after experience in a young profession and remuneration for that experience among senior staff.

At director/associate/partner level, work for a consultancy and your average pay is around £63k. Those in the corporate/industrial sector are likely to be paid around £73k and those in the environmental industries and public sector around £57k.

Due diligence pays best (£41k average salary) at specialist/technicians/consultant-grade while air, noise & acoustics and waste management & recycling pays worst (£28k). On the one hand we have a strategic, consultative discipline and on the other an onus on technical "nowhere to hide" delivery.

Salaries in 2016 are going up faster than in 2010 but there are still around 30% of interviewees who reported no change (no pay rise!) over the last 12 months.

In terms of getting a reasonable pay increase, your best bet as an employee seems to be if you are working in renewable energy (4.1% increase in average salary over the last 12 months). Facilities Management (1% increase) and EHS & Compliance (1.7%) are bottom of the pile for increases. On average, salaries increased by 1.8% for those staying in the same role.



2016 Sustainability, Energy and Environmental Professionals Careers and Salary Survey

Full dataset

The report you are currently viewing provides a top-level look at the careers and salaries of sustainability, energy and environmental professionals in the UK, aimed at individuals working within the sector. Participants in the survey have also been sent a free personalised statement showing the average salary, recent pay award and bonus for people conducting a similar job to them.

We're offering HR and business managers a comprehensive dataset including a full analysis of the results of the online salary survey, and tables showing the salaries, pay rises and bonuses across the sector. **We look at 450 roles in the sector, across 5 organisation types, 15 primary work areas, and 7 levels of seniority. We also look at regional and other variations.**

This is a must have for HR and business managers:

- Benchmark your organisation's salaries against the average in each position and area of specialism - assess what competitors are paying, on average;
- Help set annual bonuses, benefits & pay rises;
- Understand more about employees and potential recruits, and their career desires, helping to recruit better and improve job satisfaction and employee retention.

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- Global Market Intelligence Service

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We're passionate about driving the sustainability agenda forward and through our collaboration with Environment Analyst we are delighted to be able to bring you the latest 2016 Sustainability, Energy and Environmental Professionals Careers and Salary Survey, giving a valuable reference for HR and Technical Managers to benchmark against the wider marketplace.

The Environmental and Energy industry continues to thrive, despite an often challenging political landscape, and sustainability, energy management and energy production are now firmly embedded and at the forefront of our planet's future security. This report shows the value of investing in your workforce to build creative and innovative working environments and to ultimately realise the full potential of each organisation.

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