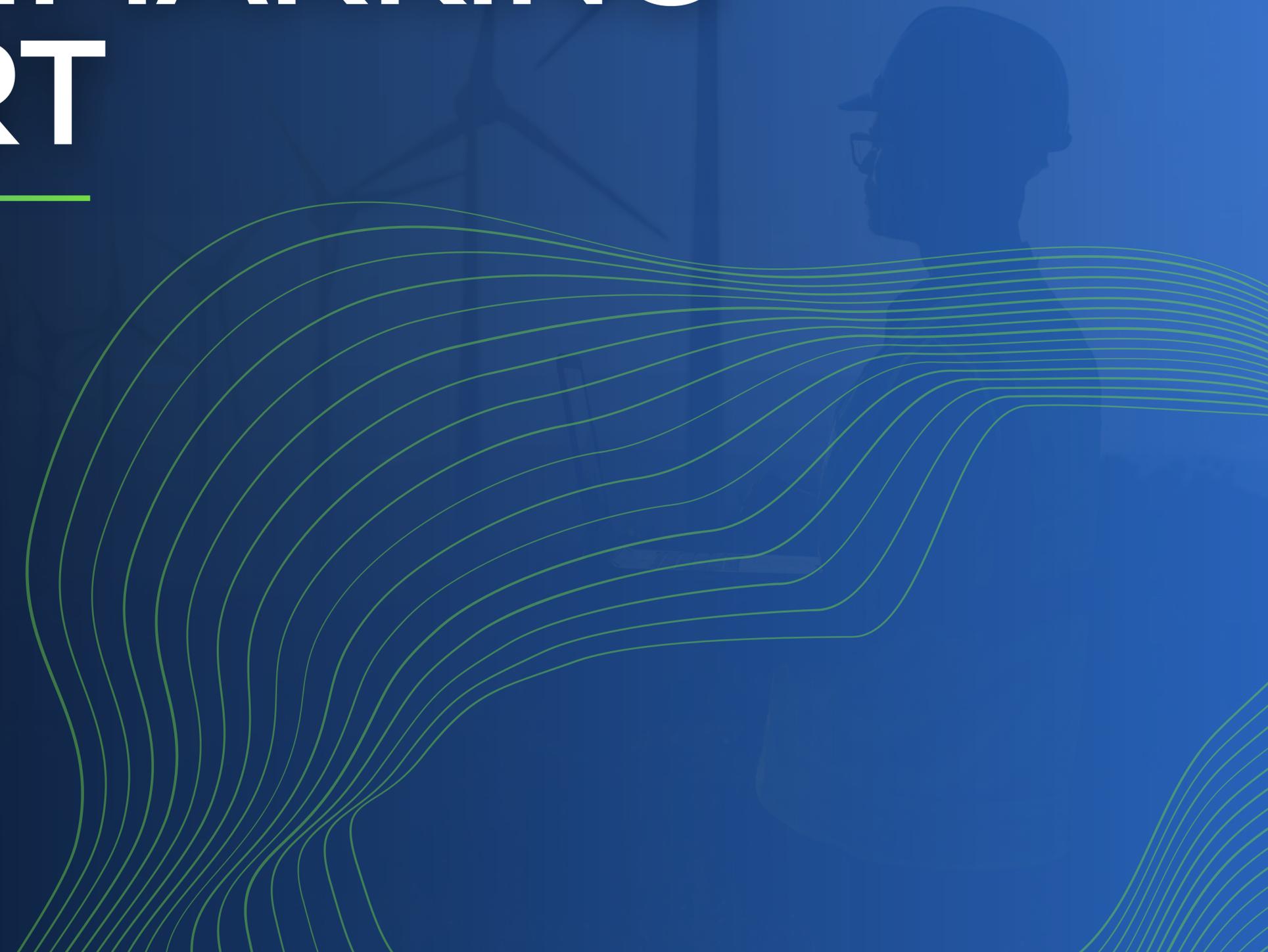


SALARY BENCHMARKING REPORT

Produced by
Oscar Associates
US



CONTENTS

Executive Summary	03
Batteries & Energy Storage	04
Fossil Fuels (Oil, Gas & LNG)	05
Nuclear	06
Power Delivery, Substation, Transmission & Distribution	07
Renewables (Wind, Solar & Hydro)	08
Other / Cross-Energy Roles	09
Get in Touch	10

EXECUTIVE SUMMARY

The US energy market continues to show strong and sustained demand, driven by major investment across renewables, grid modernisation, energy storage and nuclear, alongside ongoing activity within fossil fuels and traditional power generation. Employers are prioritising experienced professionals who can deliver safety-critical, capital-intensive and highly regulated environments.

Base salaries across the US energy sector remain highly competitive at a national level, with the strongest salary pressure seen in battery storage, transmission and distribution, nuclear engineering and large-scale renewable projects. Talent shortages persist in specialist engineering, project delivery and operational leadership roles, particularly where candidates bring multi-disciplinary or cross-technology experience.

This report provides average US base salary benchmarks across the core energy specialisms, offering a clear view of market expectations for employers hiring in the US and professionals assessing their earning potential.

All figures represent national averages, excluding bonuses, per diems, project allowances and equity.

SALARY GUIDE - BATTERIES & ENERGY STORAGE

JOB TITLE	TYPICAL	MEDIAN	TOP-END
Energy Storage Engineer / Battery Engineer	\$115K - \$145K	\$130K	\$160K
Battery Systems Engineer	\$120K - \$150K	\$135K	\$165K
Energy Storage Project Manager	\$125K - \$155K	\$140K	\$170K
Head of Energy / Storage Program Lead	\$165K - \$205K	\$185K	\$225K

SALARY GUIDE - FOSSIL FUELS (OIL, GAS & LNG)

JOB TITLE	TYPICAL	MEDIAN	TOP-END
Petroleum Engineer	\$135K - \$180K	\$150K	\$190K
Drilling Engineer	\$130K - \$170K	\$145K	\$180K
Production Engineer	\$115K - \$145K	\$130K	\$160K
Project Engineer	\$120K - \$175K	\$145K	\$180K
Operations Manager	\$130K - \$180K	\$150K	\$200K

SALARY GUIDE - NUCLEAR

JOB TITLE	TYPICAL	MEDIAN	TOP-END
Nuclear Engineer	\$125K - \$155K	\$140K	\$170K
Nuclear Safety Engineer	\$130K - \$160K	\$145K	\$175K
Nuclear Project Manager	\$140K - \$175K	\$160K	\$195K
Nuclear Operations Manager	\$155K - \$195K	\$175K	\$215K
Head of Nuclear / Nuclear Program Director	\$180K - \$220K	\$200K	\$245K

SALARY GUIDE - POWER DELIVERY, SUBSTATION, TRANSMISSION & DISTRIBUTION

JOB TITLE	TYPICAL	MEDIAN	TOP-END
Power Systems Engineer	\$110K - \$140K	\$125K	\$155K
Transmission Line Engineer	\$115K - \$145K	\$130K	\$160K
Substation Engineer	\$110K - \$140K	\$125K	\$155K
Grid Modernisation Engineer	\$120K - \$150K	\$135K	\$165K
T&D Project Manager	\$135K - \$170K	\$155K	\$190K

SALARY GUIDE - RENEWABLES (WIND, SOLAR & HYDRO)

JOB TITLE	TYPICAL	MEDIAN	TOP-END
Renewable Energy Engineer	\$105K - \$135K	\$120K	\$150K
Solar Project Engineer	\$110K - \$140K	\$125K	\$155K
Wind Project Manager	\$120K - \$150K	\$135K	\$165K
Renewables Development Manager	\$135K - \$170K	\$155K	\$190K
Head of Renewables / Energy Transition Director	\$170K - \$215K	\$195K	\$235K

SALARY GUIDE - OTHER / CROSS-ENERGY ROLES

JOB TITLE	TYPICAL	MEDIAN	TOP-END
Energy Project Manager	\$120K - \$150K	\$135K	\$165K
Energy Program Manager	\$135K - \$170K	\$155K	\$190K
Energy Consultant	\$110K - \$140K	\$125K	\$155K
Energy Operations Manager	\$145K - \$185	\$165K	\$205K

GET IN TOUCH

+1-512 651 6600

enquiries@oscar-recruit.com



If you need a more bespoke report creating, get in touch, and we would be more than happy to assist.