

GLOBAL SALARY GUIDE 2025

RENEWABLE ENERGY | POWER & GRID | INDUSTRIAL

AWARD WINNING RECRUITMENT AGENCY





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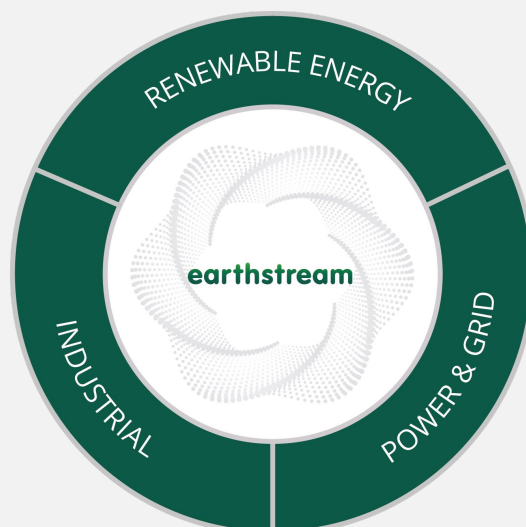
CONTACT US

ABOUT EARTHSTREAM

Founded in 2010, EarthStream Global is more than a recruitment agency; we are catalysts for change.

Our dedication to our clients and promoting a sustainable future earned us the SourceWhale Client Service Award and the Best Client Service Award at the TIARA Awards and Global Recruiter Awards, respectively. These awards are a testament to our unparalleled expertise and innovative approach.

Committed to reducing the world's carbon footprint and promoting sustainability, we connect our clients with exceptional talent across our global expert markets: Renewable Energy, Power & Grid, and Industrial.



INTRODUCTION

In 2025, salary growth continues across all our specialist sectors globally, reflecting sustained demand for talent. Key drivers include the accelerating integration of AI and cloud infrastructure, particularly in Data Centres, mounting pressure to meet Net Zero goals, and a sharp rise in project volume requiring specialised expertise.

A recent report indicates that green jobs are projected to surge to 241 million by 2030¹. However, the adoption of green skills is not keeping pace. We are continuing to see a shortage of experienced talent as more professionals retire and a limited number of junior candidates enter the sustainability space. Green skills are expected to grow by just 60% over the next five years, while green job opportunities are set to rise by 260% over the same period¹. This shortage poses several potential threats for countries with ambitious climate targets.

The anticipated growth in data demand is driving an increased need for skilled professionals, specifically across infrastructure, engineering, and operations. As data volumes surge, organisations are scaling up both headcount and expertise to manage capacity, ensure uptime, and maintain energy-efficient systems. Power supply has become one of the sector's most pressing challenges. Operators face mounting pressure to secure reliable, sustainable energy sources while managing rising electricity costs, grid constraints, and increasingly strict environmental regulations. In high-growth regions, power availability is now a key limiting factor for new developments, often delaying project timelines or forcing investment into on-site renewables, battery storage, or power purchase agreements.



CHRIS RAWLEY

Global Managing Director



SPECIALISMS & KEY INSIGHTS

EarthStream Global's extensive knowledge and experience enable us to provide sustainable energy talent solutions across our three core specialisms: Renewable Energy, Power & Grid and Industrial. We deliver in-depth insights that guide our clients' and candidates' businesses and careers.

RENEWABLE ENERGY

OFFSHORE WIND

ONSHORE WIND

SOLAR

HYDROGEN

POWER & GRID

CONVENTIONAL POWER

TRANSMISSION &
DISTRIBUTION

ELECTRIC CHARGING

ENERGY STORAGE

INDUSTRIAL

GIGAFACTORY

SEMICONDUCTOR

DATA CENTRES

AUTOMATION &
CONTROLS



Green Skills Gap Threatens Climate Targets

Green jobs are set to grow 260% by 2030, but green skills will only grow 60%, risking delays to Net Zero goals.



Data Centre Expansion Is Straining Power Infrastructure

Rapid data growth is driving hiring, but power shortages and rising costs are delaying projects and fuelling on-site energy investments.



Renewables Sector Sees Steady Growth and Candidate Shift

Renewables are growing steadily, with candidates favouring onshore wind for better pay and hours. Salaries are rising to retain talent.



Industrial & Grid Projects Face Talent Shortages

Power & Grid and Industrial sectors face shortages in roles like SAPs and planners due to costly training and an ageing workforce.

RENEWABLE ENERGY

OFFSHORE WIND | ONSHORE WIND |
SOLAR | HYDROGEN

RENEWABLE ENERGY | CONTRACT

CONTRACT WORKER HOURLY RATES, USD

ROLE	AFRICA	ASIA	AUSTRALIA	EUROPE	MIDDLE EAST	NORTH AMERICA
AVERAGES	38	62	91	75	77	109
Commissioning Engineer	57	93	98	75	80	100
Civil / Structural Engineer	23	38	60	75	77	100
Commercial Manager	37	62	62	77	79	102
Construction Manager	42	72	100	91	59	110
Design Engineer	38	41	65	65	60	80
Electrical Engineer	31	52	70	70	80	88
Package Manager	42	67	90	90	100	125
HSE Manager	32	55	75	80	80	105
Marine Engineer	25	68	70	60	80	75
Mechanical Engineer	31	52	65	65	80	82
Operations Manager	40	67	95	75	80	100
Project Engineer	30	40	80	70	82	85
Project Manager	42	70	110	95	90	120
QA / QC Manager	31	49	100	85	60	110
Wind Farm Project Manager	50	84	120	95	90	120
Wind Turbine Technician	25	39	65	39	50	60
Installation Manager	42	70	95	90	88	125
Site Manager	42	70	72	75	88	110
Site Supervisor	39	50	65	65	67	105



TOP 3 LOCATIONS WHERE
TALENT IS IN HIGH DEMAND:*

1. Netherlands
2. France
3. United Kingdom



FASTEST GROWING SKILLS AMONG
THE TALENT LISTED ABOVE:*

- Wind Tunnel Testing
- Offshore Engineering
- Electric Utilities Management
- Wind Engineering
- Electrical Construction



OUR EXPERT OPINION: RENEWABLE ENERGY

"The Renewable Energy contract market in 2024 remained steady, with consistent demand for key roles such as Installation Supervisors, Onshore Wind Health & Safety Advisors, and Site Managers. There have been several projects in Norway, Sweden, and Finland, but high living costs in these countries have made it challenging to attract candidates at competitive rates.

Looking ahead to the rest of 2025 and beyond, the sector is only set to grow, driven by governments pushing for Net-Zero targets and an increasing number of wind farm projects globally. Onshore wind remains particularly strong, with notable activity in Germany, the UK (especially Scotland), and the US. While offshore wind continues to expand, many contractors prefer onshore projects due to greater earning potential through longer hours and overtime opportunities.

From a salary perspective, wages continue to see steady annual increases, typically around 10%, reflecting cost-of-living adjustments and competitive retention strategies by employers. Candidates are prioritising flexibility, with many seeking rotational schedules that balance time at home with maximised earning opportunities. Overall, the Renewables sector is thriving, with more professionals investing in training and certifications to enter the market."

POWER & GRID

CONVENTIONAL POWER | TRANSMISSION & DISTRIBUTION |
ELECTRIC CHARGING | ENERGY STORAGE

POWER & GRID | CONTRACT

CONTRACT WORKER HOURLY RATES, USD

ROLE	AFRICA	ASIA	AUSTRALIA	EUROPE	MIDDLE EAST	NORTH AMERICA
AVERAGES	40	44	59	57	58	61
Civil / Structural Engineer	38	61	87	57	66	59
Mechanical Engineer	50	59	67	69	76	54
Electrical Engineer	44	39	54	60	43	62
Controls Engineer	40	44	63	65	48	63
Planner	35	40	55	57	52	67
HSE Engineer	36	41	47	48	44	53
HSE Manager	41	45	35	68	60	63
Control Room Operator	27	36	53	49	57	59
Project Manager	33	32	40	49	39	62
QA / QC Manager	34	39	58	65	77	53
Commissioning Manager	39	38	61	58	57	64
Commercial Manager	58	48	69	69	66	74
Construction Manager	39	39	60	61	57	65
Site Manager	43	51	67	65	68	77
Contracts Manager	42	42	60	61	59	67



TOP 3 COUNTRIES WHERE TALENT IS IN HIGH DEMAND:*

1. United States 2. India 3. Saudi Arabi



TOP 5 FASTEST GROWING JOB ROLES ACROSS POWER & GRID:*

- Senior Commercial Manager
- Assistant Project Manager
- Assistant Electrical Engineer
- Design Engineer
- Senior Contract Manager



OUR EXPERT OPINION: POWER & GRID

"The Power & Grid contract market in 2024 remained relatively stable, with projects often experiencing delays due to the knock-on effect of global investment challenges and high interest rates. While we expect demand to pick up in 2025, this activity is anticipated more towards the end of the year. The US market appears to be gaining momentum, whereas Europe has seen continued stagnation in new project launches.

With the rise of industrial developments like Data Centres, the demand for additional power and enhanced grid infrastructure is increasing to ensure efficient energy distribution. While the power generation sector has seen fewer new projects, the demand for grid infrastructure upgrades continues to grow. Globally, the networks will need upgrades to keep up with the rising energy demands, and 2025 is expected to bring greater investment in these areas. However, despite its potential, the sector has faced delays in recent years.

One of the key trends shaping the sector is the increasing demand for APs (Authorised Persons), SAPs (Senior Authorised Persons), and planners. These roles remain in short supply, primarily due to the high cost of training and certification, which often requires employer investment and long-term commitments. Additionally, many professionals are opting for offshore work due to higher pay and better work-life balance, creating further shortages for onshore projects. To attract and retain top talent, companies should focus on offering longer contracts, competitive rates, and better visibility into project pipelines."

INDUSTRIAL

GIGAFACTORY | SEMICONDUCTOR |
DATA CENTRES | AUTOMATION & CONTROLS

INDSUTRIAL | CONTRACT

CONTRACT WORKER HOURLY RATES, USD

ROLE	ASIA	AUSTRALIA	EUROPE	NORTH AMERICA
AVERAGES	79	103	83	126
Automation Engineer	74	134	82	163
Control Systems Engineer	74	134	82	163
Process Engineer	65	77	77	95
Mechanical Supervisor	65	77	67	95
Electrical Supervisor	65	77	67	95
Project Planner	88	111	77	131
Design Engineer	88	111	82	132
Structural Engineer	66	76	82	93
Architectural Engineer	66	76	82	93
Project Manager	136	161	129	201



TOP 3 LOCATIONS FOR THIS TALENT:*

1. United States
2. India
3. Iran



TOP 3 FASTEST GROWING JOB ROLES ACROSS INDUSTRIAL:*

1. Project Manager
2. Process Engineer
3. Automation Engineer



OUR EXPERT OPINION: INDSUTRIAL

"The most notable trend of 2024 in the Industrial contract market was the surge in demand in the number of projects being tendered for and won, particularly within the Data Centre sector in Central Europe and Scandinavia. It is predicted that by 2035, over 40,000 data centre operations roles are expected to open up². As more large-scale projects were awarded, a critical challenge we saw emerge was finding skilled, experienced professionals to staff them. With an ageing workforce and a slow pipeline of younger talent, we have seen contract rates climb, highlighting the intense competition for experienced professionals in today's market."

Looking ahead, AI-driven Data Centres will continue to be a defining trend in the second half of 2025, bringing new opportunities and challenges, especially in regions like the Middle East, where cooling infrastructure is a key concern. Meanwhile, the pharmaceutical sector continues to perform strongly, offering higher contract rates but drawing from a more specialised and less mobile talent pool. Companies are seeking candidates with specific experience in the pharma market and the necessary certifications, making it a challenge as professionals in this space tend to stay in roles longer compared to those in other sectors. Across the Industrial sector, candidates are increasingly prioritising long-term contracts, competitive rates, and projects that offer a sense of sustainability."



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All data and statistics marked with an asterisk (*) in this document are sourced from LinkedIn Talent Insights. LinkedIn Talent Insights is an intelligence platform that we used in conjunction with our data and knowledge. The findings were then cross-referenced with our expertise, market knowledge and other relevant factors.

CONTACT US

If you need guidance for your next career move, are searching for a new role, or want to find transformational talent for your project, we provide support across our specialisms globally.



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