



Salary Survey Report - Renewable energy

A comprehensive overview
of compensation and career
motivations for renewable energy
professionals in APAC

- ◆ Market Overview
- ◆ Sector-Specific Findings
- ◆ Flexible Working & Motivations





Introduction

**What is the appropriate amount of compensation for your employees?
Or, if you are a renewable energy industry professional, what do you expect to be paid?**

Compensation information is a key factor in the decision-making process for hiring managers and professionals moving to new roles, yet it is often missing from the narrative. Culturally, discussing personal finances has retained an element of taboo, making it difficult for candidates to understand what they are worth to an organisation. For those hiring, a lack of available information around market standards can make it hard to know what to offer both new and existing employees.

To remove some of the mystery, we engaged with over 400 renewable energy professionals from our database to create a 'Salary Guide' for 2023.

In this report, we share key findings around industry benchmarks, salaries and benefits packages within the renewable energy sector across the Asia Pacific, highlighting the variations between locations and seniorities, while offering valuable insights for those hiring talent and professionals seeking their next career opportunity.

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Offshore Wind

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Renewable Energy Market Overview

Asia Pacific accounts for 60% of the global population, and has the world's fastest rising regional energy demand. As governments globally grapple with the need to continue growing their economies while working towards net zero targets, attention and investment in renewable energy is accelerating rapidly, and APAC is paving the way. Many governments in the region have adopted ambitious renewable energy targets; Mainland China increased its annual clean energy investment to USD 184 billion in 2022, higher than any other country in the world¹.

Solar and wind power are expected to be the fastest growing renewable energy sources over the next five years due to falling development and manufacturing costs, and the green hydrogen market is also expected to boom. This emerging green energy source can be created by electrolysis powered by renewable energies, and the Australian Renewable Energy Agency expects exports to reach 3 million tons, or AUD 10 billion a year, by 2040.

Following price rises over the past couple of years, energy costs, particularly for mature clean energy technologies such as solar and wind, have also lowered and now remain very cost-competitive compared to fossil fuels.

Although investment in renewables is at record levels and prices have levelled, fossil fuels are still the region's dominant energy source, and it is worth noting that 90% of the increase in renewable energy investment across APAC since 2021 has taken place in advanced economies. Markets throughout the region are extremely diverse and their regulatory environments vary, with some having no regulations at all, making it difficult to develop new renewable energy projects in some countries.

Another emerging issue across APAC is ageing or abandoned renewable energy technology. 200 solar panels mysteriously washed up on the shore of a Hong Kong marine park, highlighting the need for specialist recycling systems and raising concerns about contamination; some materials contain toxic, and even lethal, elements.

Despite these challenges, as the region races to meet net zero targets, the renewables market is only set to grow, providing exciting projects and opportunities for professionals and organisations alike.





Renewable Energy Market Overview

Here's an overview of some of the latest developments in renewables across the region:



ENERGY STORAGE

As APAC transitions to a cleaner and more sustainable energy system and its generation capacity grows, having energy storage solutions in place are crucial to improve the integration of renewable energy and enhance grid stability, ensuring that present and future needs are met.

As such, the region is placing a focus on the sector this year and beyond, and is expected to have a 68% share of the global battery energy storage market by 2026². The State Grid Corporation of China plans to invest a record USD 77bn in transmission infrastructure and energy storage systems in 2023, and the inaugural Energy Storage Summit Asia is taking place this summer in Singapore, bringing the community together to help facilitate the growing market and clean energy transition.



OFFSHORE WIND

Despite APAC's vast potential for offshore wind energy due to its extensive coastlines and suitable wind conditions, the sector has only picked up in recent years, as the high cost of projects and complex regulations have been barriers in the past.

Regardless of the challenges, many governments in the region are supportive of offshore wind and are implementing policies to encourage investment in the sector. In fact, Mainland China will deliver almost 70% of new offshore wind projects globally in 2023 and 2024³, South Korea is on track to meet its goal of generating 12 GW of offshore wind capacity by 2030, and Taiwan is set to meet its 5.5 GW capacity target by 2025.



ONSHORE WIND

Mainland China is also a world leader in onshore wind projects, projected to deliver over 60% of global onshore wind projects over the next two years. The country's manufacturing companies are constantly competing to develop and install the largest and most powerful wind turbines in the world.

India has also set an ambitious target, aiming to achieve 140 GW of wind energy by 2030, and currently has 41 GW of onshore capacity⁴. The country has a robust domestic manufacturing industry for wind turbines to support the growth of the sector.

A number of countries in APAC are additionally investing in projects to generate green hydrogen from onshore wind, as it is a sustainable and cost-effective way to produce this clean-burning fuel that can be used to power transportation, manufacturing, and homes.



Renewable Energy Market Overview



SOLAR

APAC is leading the way in the global solar energy transition. The region is home to over half of the world's solar panels, and the three largest solar farms globally sit in Mainland China and India, generating a combined 7.55 GW of power. The solar rooftop market is growing rapidly in the region, being driven by government subsidies, renewable energy targets, falling costs, and increasing demand. Singapore is even rolling out 50 buses equipped with solar panels this year after a successful trial achieved fuel savings of 3-4%.

Australia's solar investment has also ramped up over the last five years and is benefitting as a result - the country now generates 637W of solar energy per capita - the second highest anywhere in the world⁵. But the country's plans get even more ambitious. Sun Cable, which has recently been rescued from administration, is set to build the world's largest solar energy park and battery storage facility, and the world's first intercontinental power grid, which will supply up to 15% of Singapore's electricity supply once completed.



SUSTAINABILITY

APAC contains five of the largest 10 emitters in the world (Mainland China, India, Indonesia, Japan, and South Korea) and accounts for around 45% of global greenhouse emissions, so while energy is a crucial element of economic growth, the region needs to act fast to reduce its emissions and create a more sustainable future. The IPCC's Sixth Assessment Report⁶ found that the humans have already caused unprecedented changes to the Earth's climate, and urged the world to cut its emissions by almost half by 2030 to limit global warming to 1.5 degrees Celsius. Above this point, the climate will be so extreme that the population will not be able to adapt.

Although the region's governments know this and have set very ambitious targets - Mainland China is seeking to become a climate-resilient society by 2025, and India has committed to achieve net zero emissions by 2070 - a recent study reported that 61% of APAC executives believe that their organisation is guilty of greenwashing, and almost a third claimed that their organisation was more focused on growing revenue than sustainability, even it harms the environment⁷. There's no doubt that challenges and changes lie ahead for sustainability professionals to help organisations reach these net zero goals.

A photograph of a young tree with green leaves growing in a courtyard, framed by a green overlay. The tree is supported by a wooden stake. The courtyard is paved with light-colored stones and has a concrete wall in the background. The entire image is covered with a semi-transparent green filter.

Energy Storage

AUSTRALIA



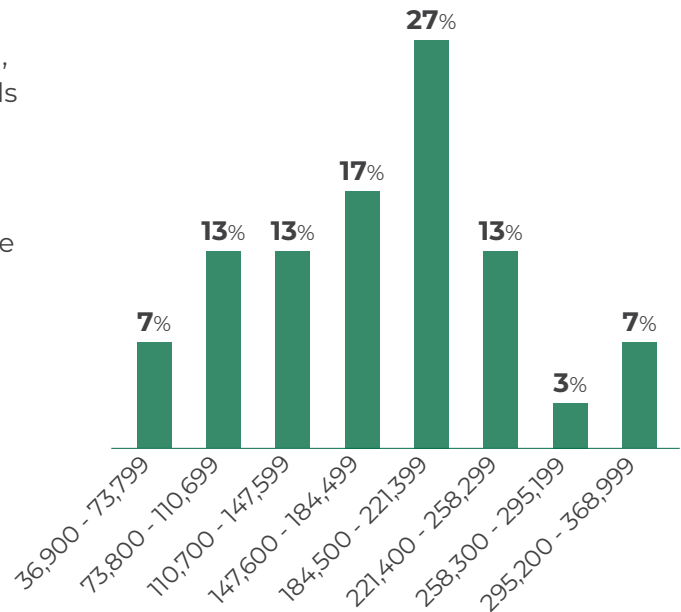
Australia - Energy Storage

BASE SALARY AND COMMISSION

A broad range of base salaries was reported among energy storage professionals in Australia, likely accounting for differences in specialist skills and experience. While the largest proportion of respondents earned AUD 185k - AUD 221k, an equal 7% reported receiving the lowest and highest pay bands in our survey, highlighting the opportunities available for professionals at the lower end of the pay scale.

Energy storage professionals who worked in sales also reported an equal split with their commission - half earned 11-15% of their base salary, and the other half earned 21-25%.

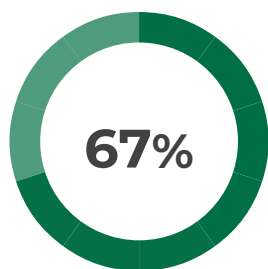
What is your current annual base salary in AUD?



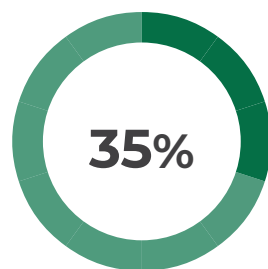
KEY: AUD

YEARLY BONUSES

The bonuses of our surveyed energy storage professionals in Australia also varied greatly, with two thirds receiving a bonus within the last 12 months. Just over a third (35%) were awarded a bonus worth 0-5% of their base salary. This reflects that there is no set standard for bonuses in Australia, making it a key component of the compensation package for organisations looking to attract and retain top talent.



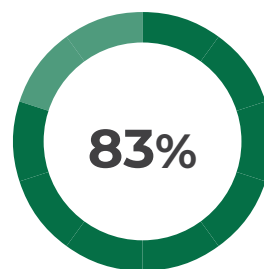
of energy storage professionals in Australia have received a bonus.



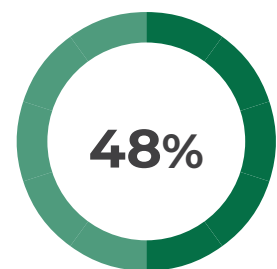
received a 0-5% bonus this year.

YEARLY BASE INCREMENT

Most energy storage professionals in Australia (83%) received a yearly increment within the last year, with almost half (48%) obtaining between 0-5% of their base salary. This variation in the size of increment received is reflective of the wider hiring landscape in the country.



received a yearly increment.



received a 0-5% yearly increment.



Australia - Energy Storage

BENEFITS

Nearly a quarter (23%) of energy storage professionals in Australia received medical cover, making it the most common additional benefit among our respondents. Two fifths (19%) received extra holiday, and 17% received a travel allowance.

In this competitive market, these standard additions may no longer be enough to attract and keep talent.



Medical Cover



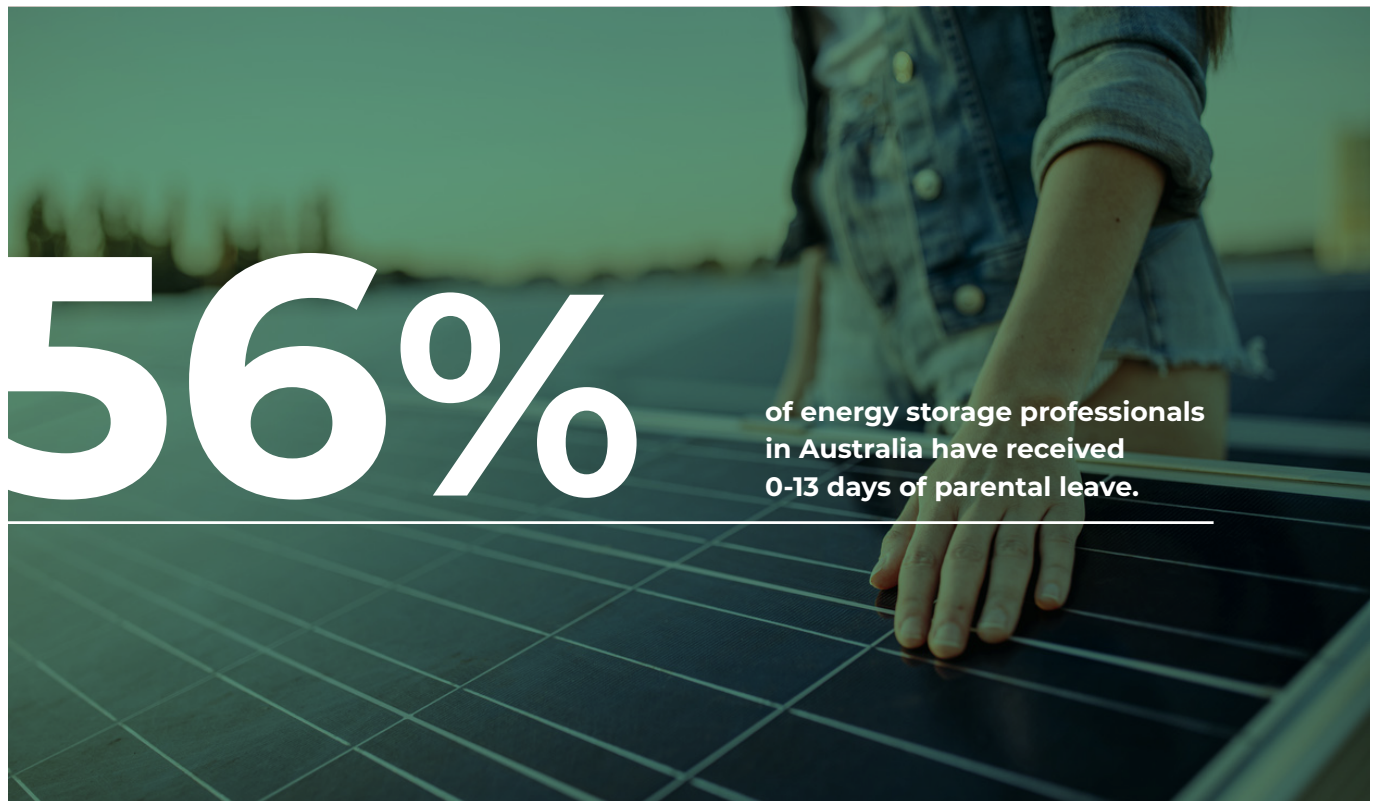
Extra Holiday



Travel Allowance

LEAVE

The majority (59%) of energy storage professionals in Australia surveyed received between 14-20 days of paid annual leave, and 60% received parental leave. Paid parental leave varies by industry and size of organisation throughout Australia, so companies can stand out above their competitors by offering a more generous policy.





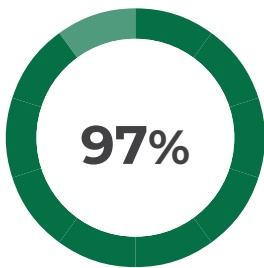
Australia - Energy Storage

FLEXIBILITY

With a better work-life balance being reported as the number one reason respondents would consider looking for new role, it's no surprise that nearly all (97%) of our surveyed Australia energy storage professionals are already receiving flexible working hours in their current role.

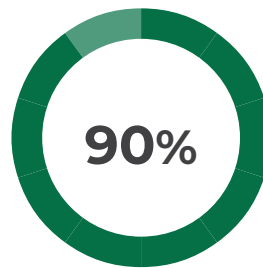
Most respondents (90%) were also offered flexibility with remote working, and 41% worked remotely two days a week, highlighting that any companies not offering any flexible working options in this sector seriously risk losing their talent to a competitor.

Flexible working hours



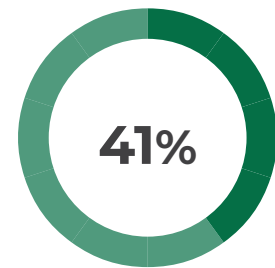
of energy storage professionals in Australia have flexible working hours in their current role.

Remote working



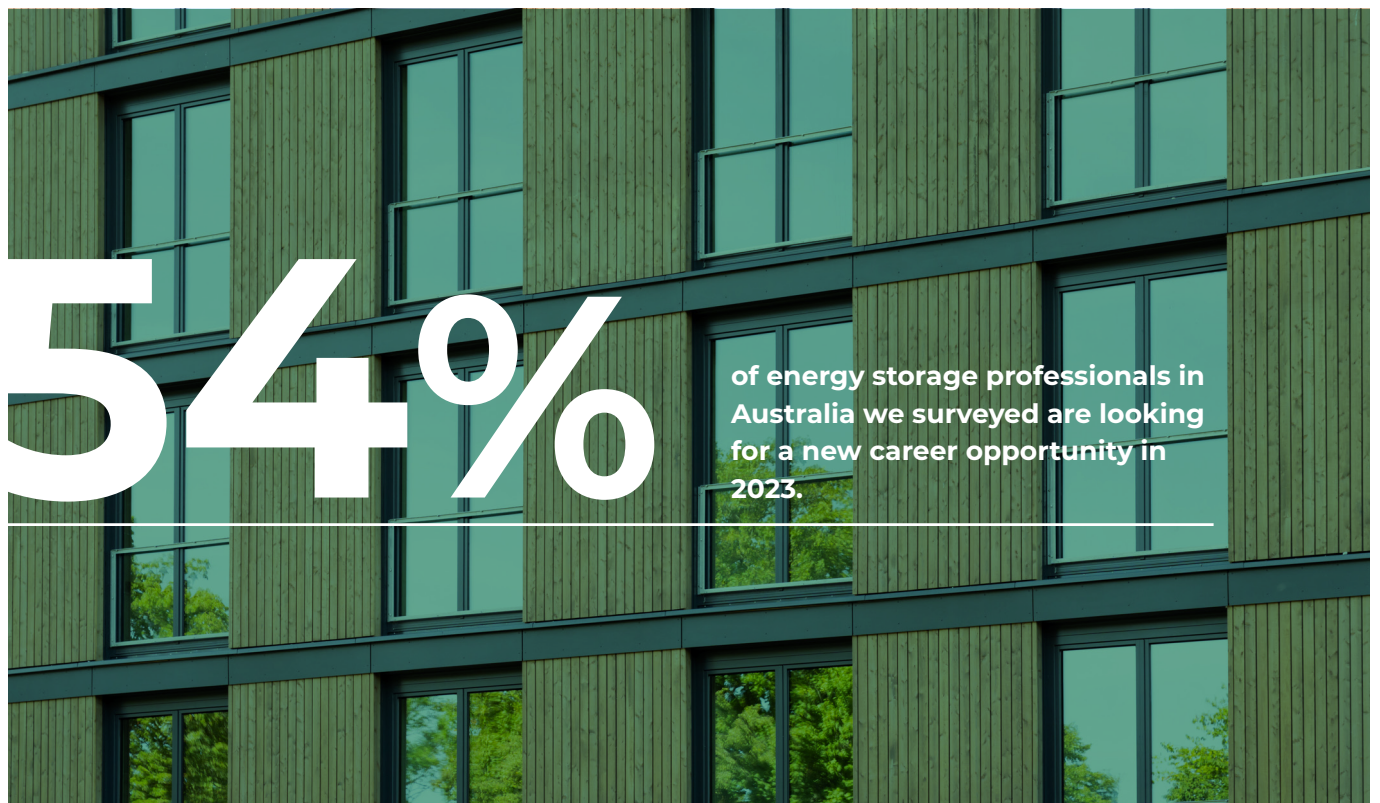
received flexibility in remote working.

Remote working days



have 2 days a week of remote working.

Are **energy storage professionals in Australia** planning to move?





Australia - Energy Storage

WHAT ARE THEY LOOKING FOR?



Top three PULL factors

What makes energy storage professionals in Australia consider a new career opportunity?

1. Better work-life balance
2. Higher compensation
3. Desire for stimulating/challenging experiences



Top three PUSH factors

What are the reasons that energy storage professionals in Australia would look for a new role?

1. Lower base salary
2. Negative company reputation/brand perception
3. Lack of benefits (for example holiday, insurance, and medical)

FACTORS BEYOND SALARY IN ACCEPTING A JOB OFFER

EQUITY/SHARES

25%

of energy storage professionals in Australia would accept a lower base salary for more shares/equity.

PAY RISE

39%

are looking for a 16-20% pay rise in their next role.

FLEXIBLE WORKING

93%

find flexible working/working from home important or very important when considering a new job.

AND...

50%

will still accept a new job offer that requires them to come into the office full time.



Offshore Wind

TAIWAN

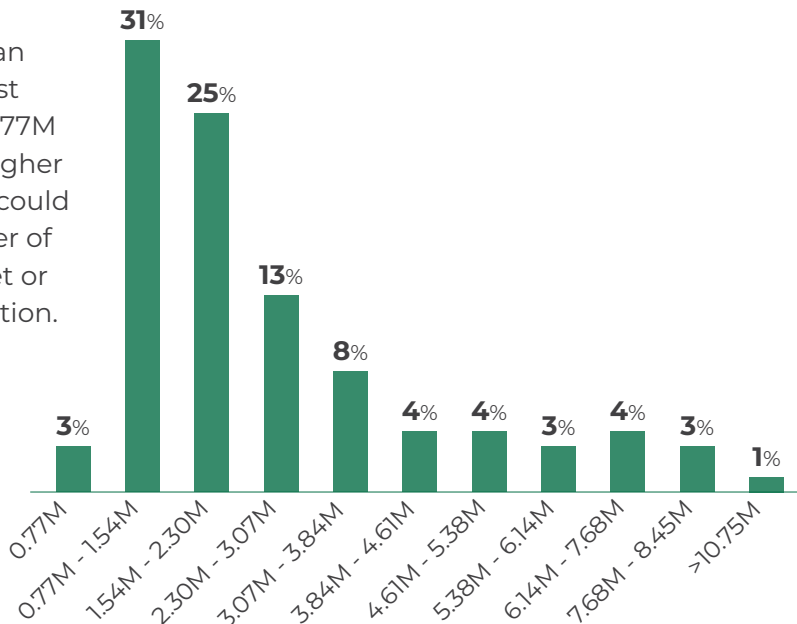


Taiwan - Offshore Wind

BASE SALARY AND COMMISSION

There's a strong salary benchmark for Taiwan offshore wind professionals, with the highest proportion of respondents receiving NTD 0.77M - NTD 1.54M, and the percentage earning higher bands gradually tapering off. Professionals could be receiving higher salaries due to a number of reasons, including having a specialist skillset or simply the size and location of the organisation.

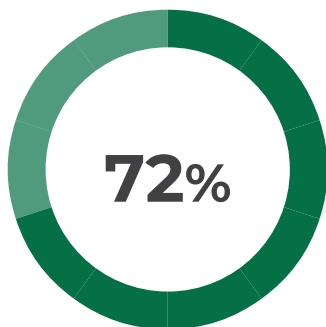
What is your current annual base salary in NTD?



KEY: NTD

YEARLY BONUSES

Nearly three quarters (72%) of surveyed Taiwan offshore wind professionals received a bonus, equal to last year's results, but bonus sizes dramatically increased. The proportion of respondents receiving at least 30% of their base salary as a bonus more than doubled, and the percentage of professionals receiving 0-5% shrunk significantly too.

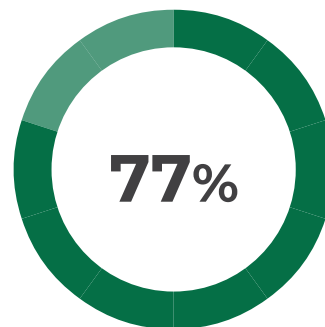


of offshore wind professionals in Taiwan have received a bonus.

— (Same as last year)

YEARLY BASE INCREMENT

77% of Taiwan offshore wind professionals received a yearly increment to their base salary, up 10% on last year. Respondents also reported achieving a higher percentage of their salary as an increase. Taiwan is aiming to generate 20% of its energy from renewable sources by 2025, an increase of 5% since 2020, so the latest surge in renewable energy projects is likely contributing to these improved compensation figures.



of offshore wind professionals in Taiwan have received a yearly increment.

▲ (10% more than last year)



Taiwan - Offshore Wind

BENEFITS

Medical cover was the most common benefit received for Taiwan's offshore wind professionals, with nearly a quarter (23%) having access to this benefit. Extra holiday came in second at 19%, and 17% received a travel allowance.

These benefits are all important for employees' health and wellbeing, and all count towards a more attractive compensation package.



Medical Cover



Extra Holiday



Travel Allowance

LEAVE

Half (49%) of Taiwan offshore wind professionals received 14-20 days of paid annual leave, and the percentage of respondents able to take between 21-27 and 28-35 days increased compared to last year. Worryingly, only 21% received parental leave, down 30% on the year before, and 47% of those only received a maximum of 7 days.

47%

of offshore wind professionals
in Taiwan have received
0-7 days of parental leave.



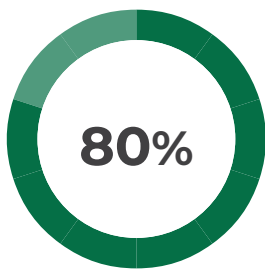


Taiwan - Offshore Wind

FLEXIBILITY

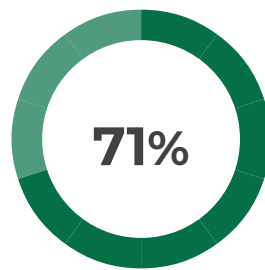
While four fifths (80%) of Taiwan offshore wind professionals are currently offered flexible working hours, and over a third (34%) work two days a week remotely, flexibility is less of a priority than other countries surveyed - most are willing to work in a fully office-based environment.

Flexible working hours



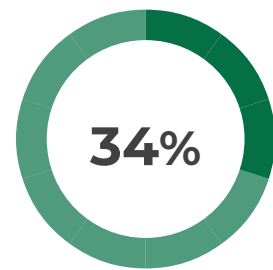
of offshore wind professionals in Taiwan have flexible working hours in their current role.

Remote working



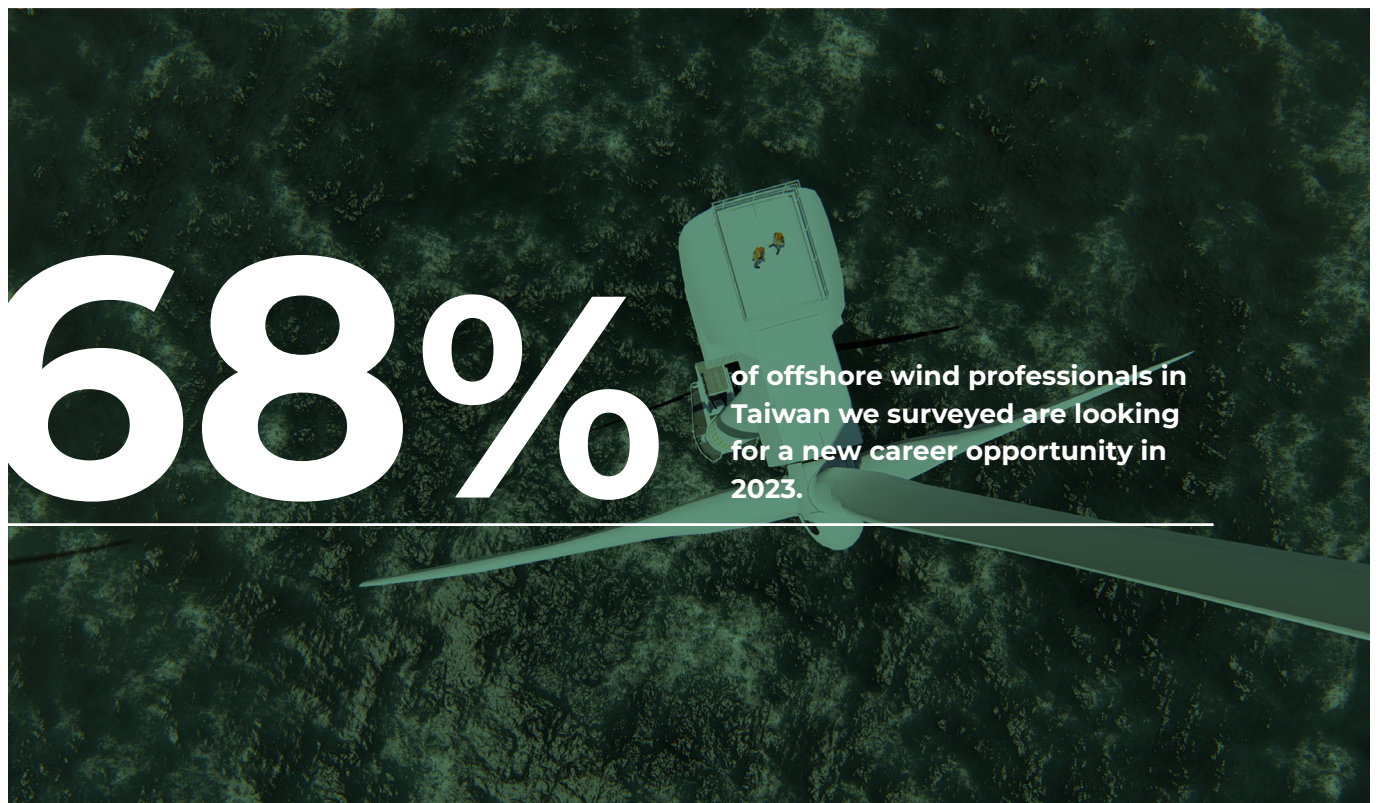
received flexibility in remote working.

Remote working days



have 2 days a week of remote working.

Are **offshore wind professionals in Taiwan** planning to move?





Taiwan - Offshore Wind

WHAT ARE THEY LOOKING FOR?



Top three PULL factors

What makes offshore wind professionals in Taiwan consider new career opportunity?

1. Higher compensation
2. Enhanced role, management, or company opportunities
3. Better work-life balance



Top three PUSH factors

What are the reasons that offshore wind professionals in Taiwan would look for a new role?

1. Lower base salary
2. Lack of leadership or poor management
3. Negative company reputation/brand perception

FACTORS BEYOND SALARY IN ACCEPTING A JOB OFFER

EQUITY/SHARES

24%

of offshore wind professionals in Taiwan would accept a lower base salary for more shares/equity.

PAY RISE

35%

are looking for a 16-20% pay rise in their next role.

FLEXIBLE WORKING

59%

find flexible working/working from home important or very important when considering a new job.

BUT...

79%

will still accept a new job offer that requires them to come into the office full time.



Onshore Wind

AUSTRALIA

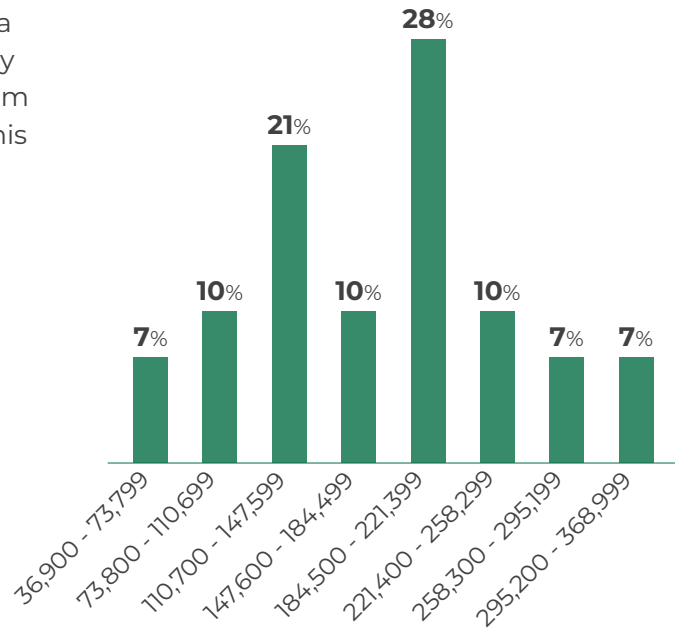


Australia - Onshore Wind

BASE SALARY AND COMMISSION

Australia onshore wind professionals reported a wide range of base salaries, but a small majority (28%) earned AUD 185k - AUD 221k, making them amongst the highest paid across our survey. This is reflective of the high levels of innovation and competition in the sector.

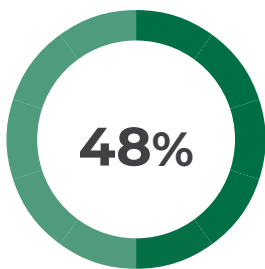
What is your current annual base salary in AUD?



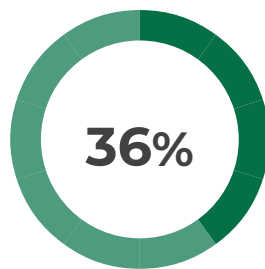
KEY: AUD

YEARLY BONUSES

Nearly half (48%) of onshore wind professionals in Australia received a bonus within the past year, on par with other renewable energy sectors in the country. Just over a third (36%) received 0-5% of their base salary as a bonus, indicating that a large proportion of organisations are using higher bonuses as both a performance incentive for their employees, as well as a tool to attract top talent.



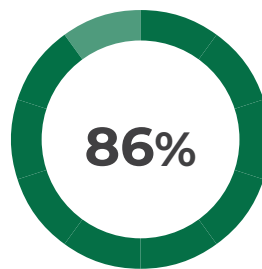
of onshore wind professionals in Australia have received a bonus.



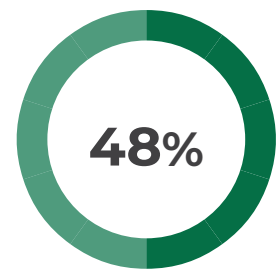
have received a 0-5% bonus this year.

YEARLY BASE INCREMENT

Most (86%) onshore wind professionals in Australia received a yearly base increment in our survey, hinting that many employers are choosing to offer permanent salary increases over one-time bonuses at a time when the country's consumer spending is being squeezed by high inflation. Nearly half of increments (48%) were worth 0-5% of base salaries.



received a yearly increment.



have received a 0-5% yearly salary increment.



Australia - Onshore Wind

BENEFITS

Holiday in addition to annual leave came jointly first with statutory superannuation as the top benefits received by onshore wind professionals in Australia (29%). Travel allowance came closely behind (26%), and 19% of respondents reported receiving a company car, which can be worth around AUD 20k per year.



Extra Holiday
Statutory Superannuation



Travel Allowance



Company Car

LEAVE

Almost three quarters (72%) of our surveyed onshore wind professionals in Australia received 14-20 days of paid annual leave. Any full-time employees in Australia are entitled to 4 weeks of paid annual leave per year, so it's not uncommon to find organisations offering additional leave as a hiring and retention strategy. Just over half (52%) of respondents received parental leave, and a combined 27% of those received 14 - 20 days and 41+ days.



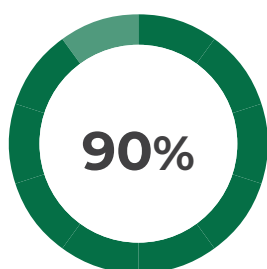


Australia - Onshore Wind

FLEXIBILITY

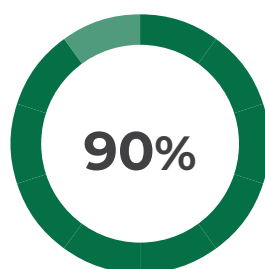
Flexible working is one of the most important factors for onshore wind professionals considering a new role, with 88% stating it is important or very important. With 90% of our respondents currently receiving flexibility with both working hours and location, and over a third (35%) working remotely at least five days a week, employers not offering these benefits may struggle to attract new talent.

Flexible working hours



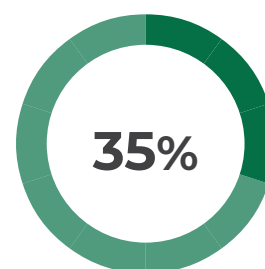
of onshore wind professionals in Australia have flexible working hours in their current role.

Remote working



received flexibility in remote working.

Remote working days



have 5 days+ a week of remote working.

Are **onshore wind professionals in Australia** planning to move?





Australia - Onshore Wind

WHAT ARE THEY LOOKING FOR?



Top three PULL factors

What makes onshore wind professionals in Australia consider new career opportunity?

1. New opportunities for growth and excitement
2. Enhanced role, management, or company opportunities
3. Better work-life balance



Top three PUSH factors

What are the reasons that onshore wind professionals in Australia would look for a new role?

1. Lower base salary
2. Lack of benefits (for example holiday, insurance, and medical)
3. Negative company reputation/brand perception

FACTORS BEYOND SALARY IN ACCEPTING A JOB OFFER

EQUITY/SHARES

32%

of onshore wind professionals in Australia would accept a lower base salary for more shares/equity.

PAY RISE

44%

are looking for a 16-20% pay rise in their next role.

FLEXIBLE WORKING

88%

find flexible working/working from home important or very important when considering a new job.

AND...

48%

will still accept a new job offer that requires them to come into the office full time.

A photograph of a house with solar panels installed on its roof. The house has a dark tiled roof and a chimney. The solar panels are dark and rectangular, arranged in rows. The house is partially obscured by dark green foliage in the foreground. The sky is a clear, light blue.

Solar AUSTRALIA



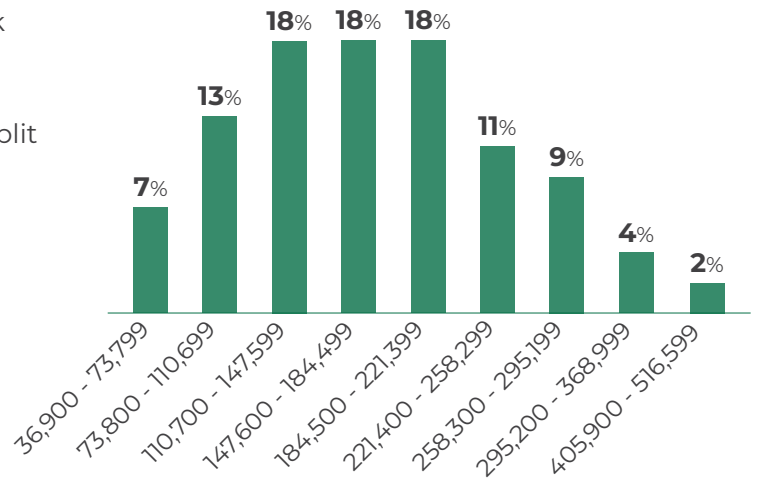
Australia - Solar

BASE SALARY AND COMMISSION

Base salaries were widespread for Australia solar professionals, all taking expertise, previous experience, and demand for talent into account - earning between AUD 111k - AUD 148k, AUD 148k - AUD 185k, and AUD 185k - AUD 221k were all equally common in our survey.

Solar professionals who worked in sales were split down the middle with how much commission they earned, with half each receiving either 16-20% or 21-25% of their base salary.

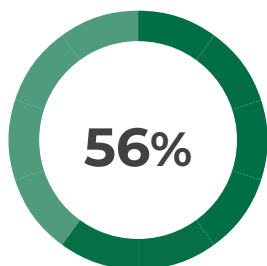
What is your current annual base salary in AUD?



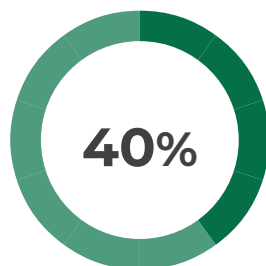
KEY: AUD

YEARLY BONUSES

Yearly bonuses for solar professionals in Australia were around average for the wider sector, with just over half (56%) receiving one in the past year. Two fifths of respondents that received a bonus were awarded 0-5% of their base salary, leaving plenty of companies offering more to retain their talent and tempt new professionals.



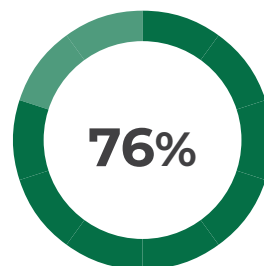
of solar professionals in Australia have received a bonus.



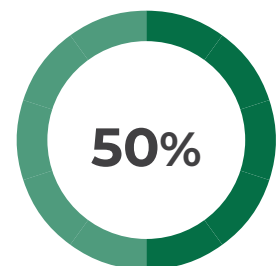
received a 0-5% bonus this year.

YEARLY BASE INCREMENT

Following the trends seen throughout the rest of the sector, three quarters (76%) of solar professionals in Australia have received a yearly increment. Half were awarded 0-5% of their base salary, implying that some employers are spending more than others to retain their talent amidst Australia's rising cost of living.



received a yearly increment.



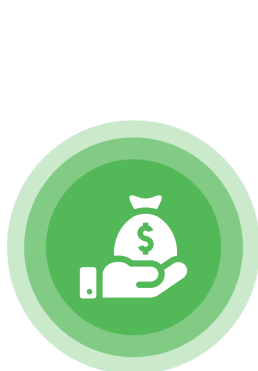
received a 0-5% bonus in the past 12 months.



Australia - Solar

BENEFITS

Statutory superannuation was the number one benefit our surveyed solar professionals in Australia received (26%). Additional superannuation, a company car, and a travel allowance all ranked equally in second place (23%), and extra holiday came in third (21%). Companies should also consider offering a range of benefits beyond the expected package. For example, nearly a third (31%) of professionals surveyed said they would accept a lower base salary for more shares or equity in their company.



Statutory Superannuation



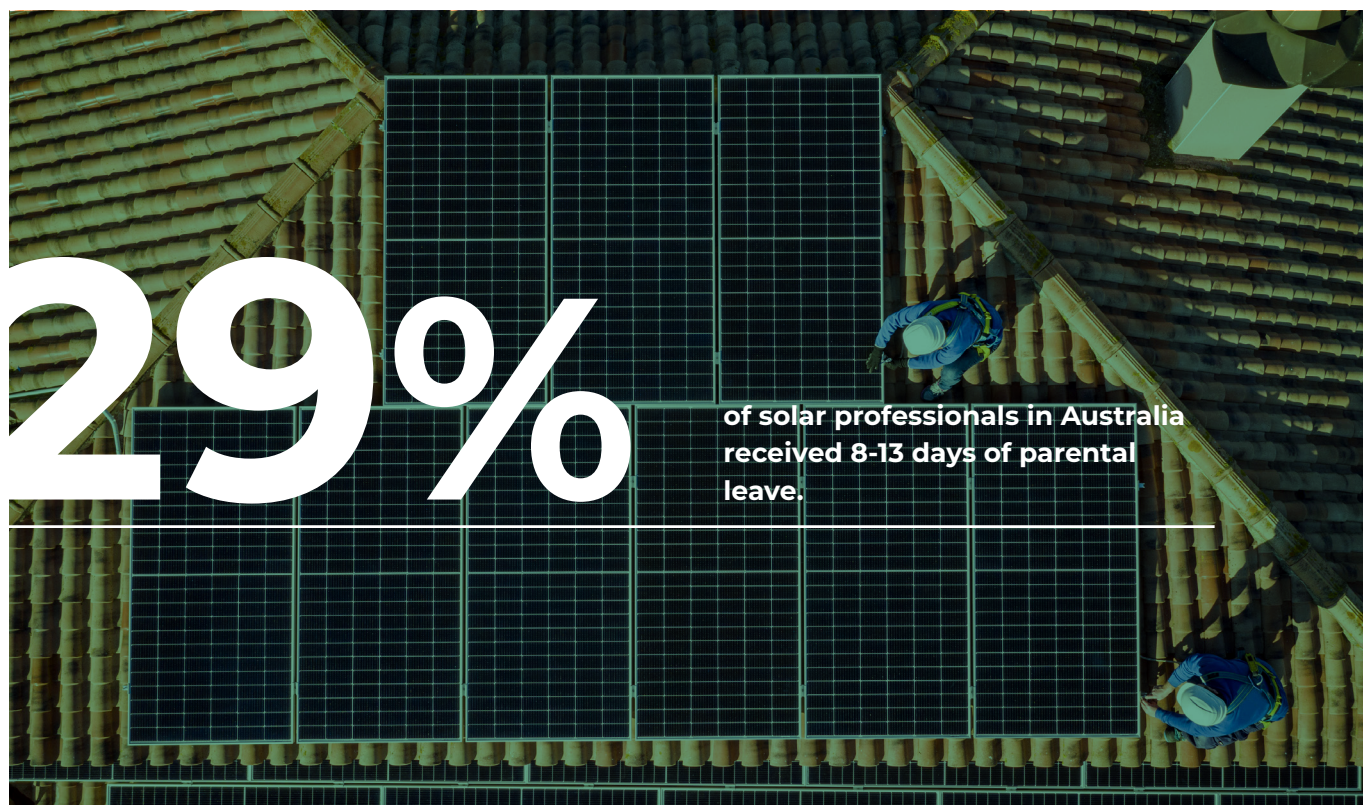
**Additional Superannuation
Company Car
Travel Allowance**



Extra Holiday

LEAVE

The majority (63%) of solar professionals in Australia surveyed received 14-20 days of paid annual leave, but didn't fare quite as well as other subsectors when it came to parental leave - only 46% received it, and just under a third of those (29%) were offered 8-13 days of parental leave.



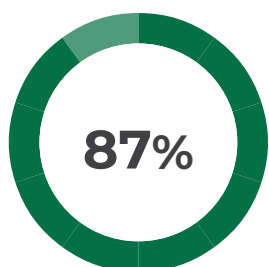


Australia - **Solar**

FLEXIBILITY

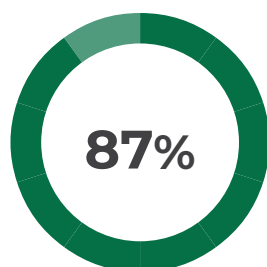
In line with the high levels of flexibility seen throughout Australia's renewables sector, 87% of solar professionals were afforded flexible hours in their current workplace. The very same percentage was able to work remotely, with over a quarter (28%) regularly doing so two days a week. Organisations operating in solar beware - inflexible working policies are one of the main factors that push professionals in this subsector to look for a new role.

Flexible working hours



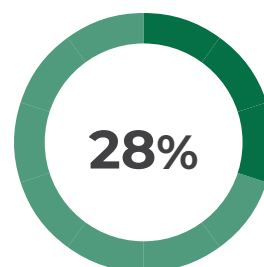
of solar professionals in Australia have flexible working hours in their current role.

Remote working



received flexibility in remote working.

Remote working days



have 2 days a week of remote working.

Are **solar professionals in Australia** planning to move?



of solar professionals in Australia we surveyed are looking for a new career opportunity in 2023.



Australia - Solar

WHAT ARE THEY LOOKING FOR?



Top three PULL factors

What makes solar professionals in Australia consider a new career opportunity?

1. Enhanced role, management, or company opportunities
2. Desire for stimulating/challenging experiences
3. Higher compensation



Top three PUSH factors

What are the reasons that solar professionals in Australia would look for a new role?

1. Lower base salary
2. Negative company reputation/brand perception
3. Inflexible working/work from home policies

FACTORS BEYOND SALARY IN ACCEPTING A JOB OFFER

EQUITY/SHARES

31%

of solar professionals in Australia would accept a lower base salary for more shares/equity.

PAY RISE

36%

are looking for a 16-20% pay rise in their next role.

FLEXIBLE WORKING

88%

find flexible working/working from home important or very important when considering a new job.

AND...

52%

will still accept a new job offer that requires them to come into the office full time.



Solar
TAIWAN



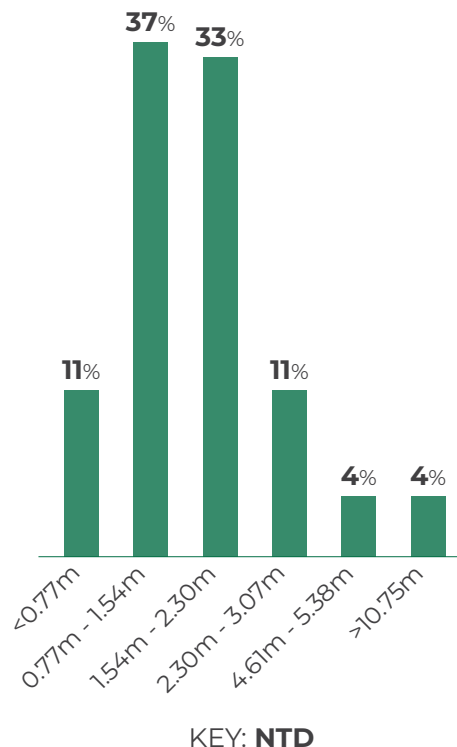
Taiwan - Solar

BASE SALARY AND COMMISSION

Base salaries for Taiwan solar professionals fared similarly to their counterparts in offshore wind, with 37% of our respondents earning between NTD 0.77M - NTD 1.54M, a third earning NTD 1.54m - NTD 2.30m, and very few earning over this amount.

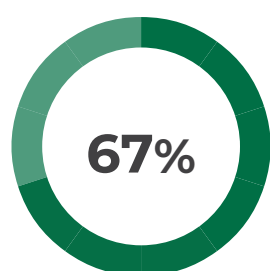
Commission for sales professionals in solar were equally as varied throughout 2022, with the ratio of commission they earned compared to base salary ranging from 0 to 35%.

What is your current annual base salary in NTD?

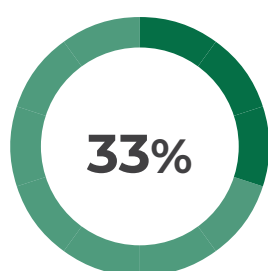


YEARLY BONUSES

Bonuses are an important part of compensation packages for specialist talent. While slightly fewer solar professionals in Taiwan received a bonus compared to other subsectors in the country (67%), those who did performed exceptionally well - a third of respondents received a bonus of at least a 30% of their base salary this year.



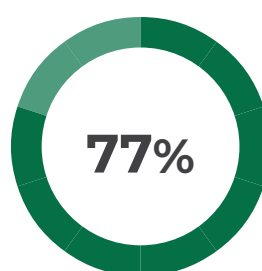
of solar professionals in Taiwan have received a bonus.



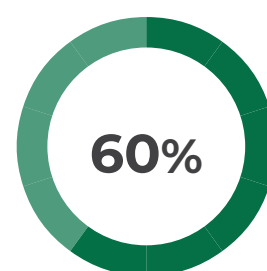
have received a 30%+ bonus this year.

YEARLY BASE INCREMENT

77% of solar professionals in Taiwan received a yearly base salary increment, matching the sector average. The size of increment awarded also matched other subsectors, with 60% receiving 0-5% of their base salary. Companies struggling to retain their talent should regularly review their salaries to ensure they are offering a competitive compensation package.



have received a yearly increment.



have received a 0-5% yearly salary increment.



Taiwan - Solar

BENEFITS

Half (50%) of our surveyed solar professionals in Taiwan received a travel allowance, making it the most common benefit received by our respondents. Medical cover closely followed at 43%, and 37% received extra holiday on top of their statutory paid annual leave.

With these benefits becoming standard, employers should regularly consider their complete compensation package to remain attractive in this candidate-driven market.



Travel Allowance



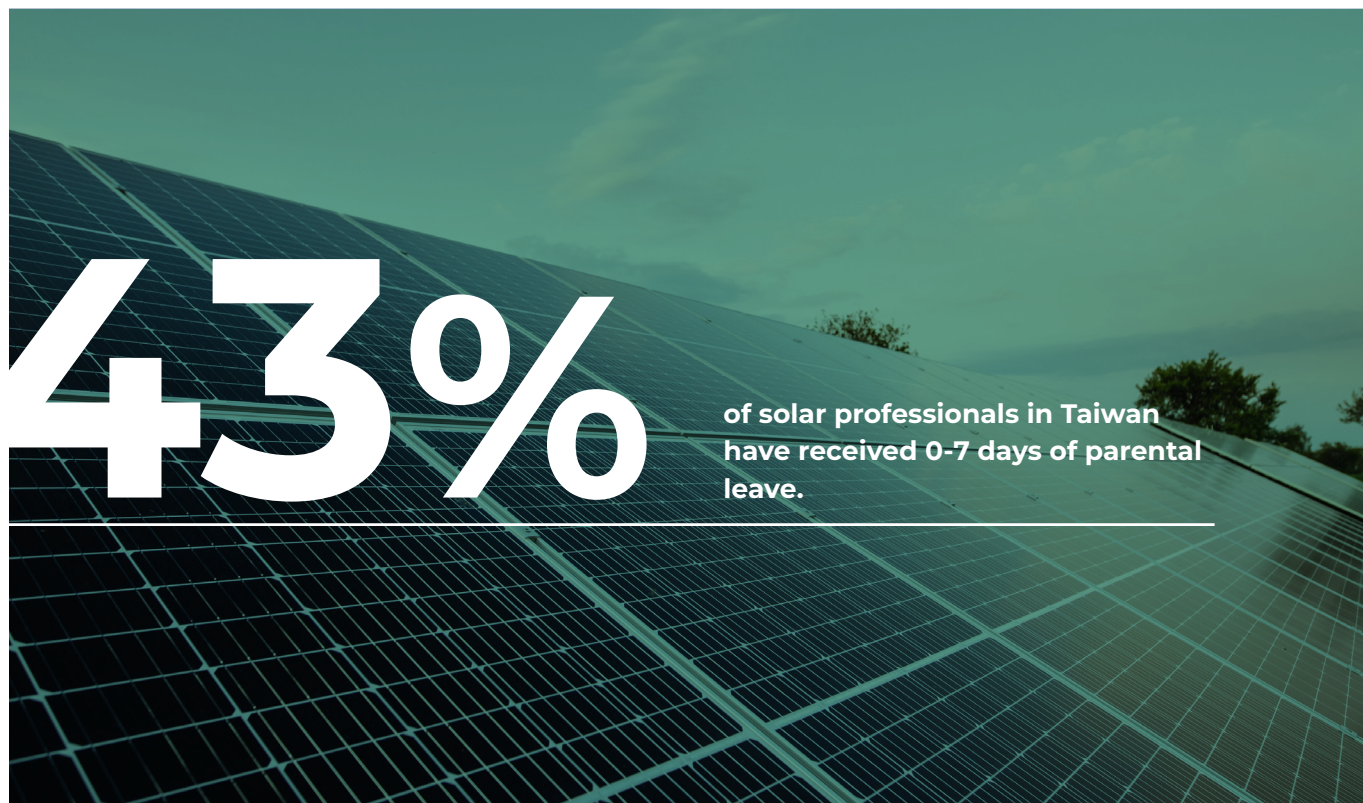
Medical Cover



Extra Holiday

LEAVE

Annual leave entitlement depends on the length of service in Taiwan, starting from three days and moving up to 30. This is reflected in our survey results, with 42% of our surveyed solar professionals in Taiwan receiving 14-20 days of paid annual leave this year. Just over a quarter (27%) of respondents received parental leave.



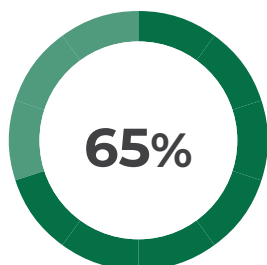


Taiwan - Solar

FLEXIBILITY

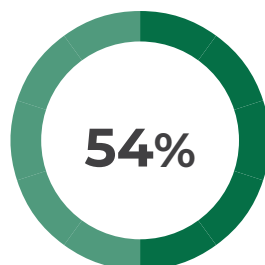
Solar professionals in Taiwan lagged behind in our survey when it came to flexibility. Just under two thirds (65%) of respondents had some freedom to choose their working hours, and slightly fewer (54%) were afforded flexibility with remote working. Hiring managers should bear in mind that a better work-life balance and lack of benefits are key factors that would make professionals in this field look for a new role.

Flexible working hours



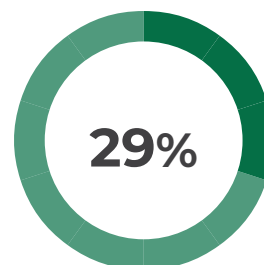
of solar professionals in Taiwan have flexible working hours in their current role.

Remote working



received flexibility in remote working.

Remote working days



have 2 days and 5 days+ a week of remote working.

Are **solar professionals in Taiwan** planning to move?



of solar professionals in Taiwan we surveyed are looking for a new career opportunity in 2023.



Taiwan - Solar

WHAT ARE THEY LOOKING FOR?



Top three PULL factors

What makes solar professionals in Taiwan consider a new career opportunity?

1. Higher compensation
2. Better work-life balance
3. Enhanced role, management, or company opportunities



Top three PUSH factors

What are the reasons that solar professionals in Taiwan would look for a new role?

1. Lower base salary
2. Negative company reputation/brand perception
3. Lack of benefits (for example holiday, insurance, and medical)

FACTORS BEYOND SALARY IN ACCEPTING A JOB OFFER

EQUITY/SHARES

21%

of solar professionals in Taiwan would accept a lower base salary for more shares/equity.

PAY RISE

38%

are looking for a 21%+ pay rise in their next role.

FLEXIBLE WORKING

42%

find flexible working/working from home important or very important when considering a new job.

AND...

83%

will still accept a new job offer that requires them to come into the office full time.



Sustainability

AUSTRALIA



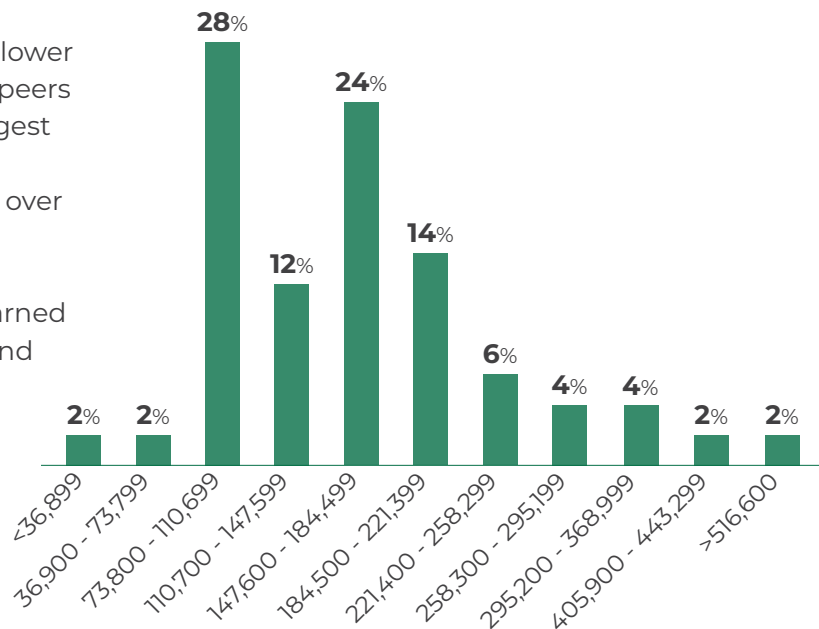
Australia - Sustainability

BASE SALARY AND COMMISSION

Sustainability professionals in Australia had lower base salaries on average compared to their peers across the renewable energy sector. The largest proportion (28%) said they earned between AUD 74k and AUD 111k, and only 18% earned over AUD 221k.

For sales professionals in the field, a third earned 16-20% of their total salary as commission, and the rest earned between 21-25%.

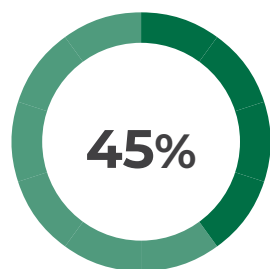
What is your current annual base salary in AUD?



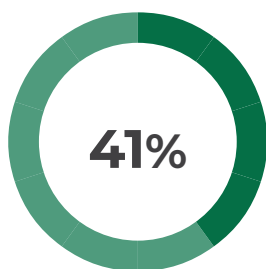
KEY: AUD

YEARLY BONUSES

Sustainability professionals also fared slightly worse when it came to bonuses - just under half (45%) received one. Just over two fifths (41%) were awarded 0-5% of their base salary as a bonus, meaning that the majority of organisations are offering a more generous reward for good performance and to attract potential employees.



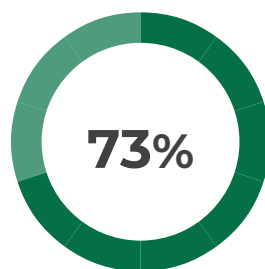
of sustainability professionals in Australia have received a bonus.



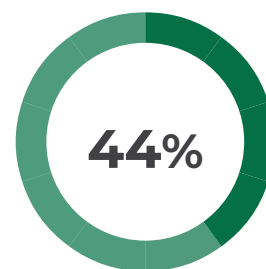
have received a 0-5% bonus this year.

YEARLY BASE INCREMENT

Around three quarters (73%) of sustainability professionals in Australia received an increment within the last 12 months, reflecting the need for companies to keep up with inflation and retain their talent, and 44% were awarded an increment worth 0-5% of their base salary.



have received a yearly increment.



have received a 0-5% yearly increment.



Australia - Sustainability

BENEFITS

Just under a third (32%) of Australia's sustainability professionals surveyed received statutory superannuation as part of their compensation package, making it the most common company benefit amongst respondents. One quarter (25%) received a company car, and additional superannuation, extra holiday, and a travel allowance all ranked equally in third place (15%).



Statutory Superannuation



Company Car



**Additional Superannuation
Extra Holiday
Travel Allowance**

LEAVE

Sustainability outperformed the rest of our surveyed renewable energy subsectors for leave, with 80% of professionals receiving between 14 and 20 days of paid annual leave. While only around a quarter (26%) received parental leave, an impressive 38% of those were able to take at least 41 days of parental leave.



38%

**of sustainability professionals
in Australia have received
41 days+ of parental leave.**

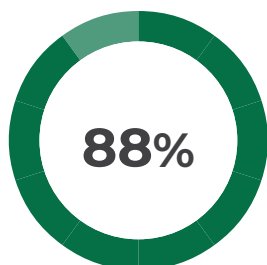


Australia - Sustainability

FLEXIBILITY

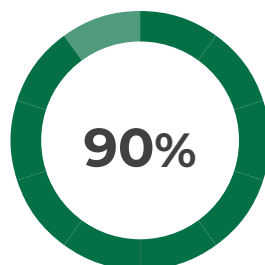
The results of our survey revealed that 88% of Australia's sustainability professionals received flexibility with their working hours in their current role, and an even greater percentage (90%) had the option to work remotely. The largest percentage (39%) reported being able to work remotely two days a week. Almost all (93%) respondents stated that flexible working was important to them, so employers should take note and review their policies if necessary.

Flexible working hours



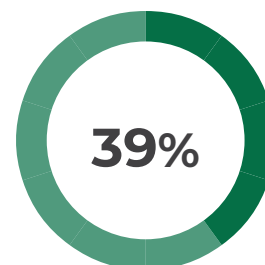
of sustainability professionals in Australia have flexible working hours in their current role.

Remote working



received flexibility in remote working.

Remote working days



have 2 days a week of remote working.

Are **sustainability professionals in Australia** planning to move?



58%

of Australia sustainability professionals we surveyed are looking for a new career opportunity in 2023.



Australia - Sustainability

WHAT ARE THEY LOOKING FOR?



Top three PULL factors

What makes sustainability professionals in Australia consider a new career opportunity?

1. Higher compensation
2. Better work-life balance
3. Enhanced role, management, or company opportunities



Top three PUSH factors

What are the reasons that sustainability professionals in Australia would look for a new role?

1. Lower base salary
2. Negative company reputation/brand perception
3. Inflexible working/work from home policies

FACTORS BEYOND SALARY IN ACCEPTING A JOB OFFER

EQUITY/SHARES

29%

would accept a lower base salary for more shares/equity.

PAY RISE

38%

are looking for a 16-20% pay rise in their next role.

FLEXIBLE WORKING

93%

find flexible working/working from home important or very important when considering a new job.

AND...

49%

of them will still accept a new job offer that requires them to come into the office full time.



Sustainability

SINGAPORE



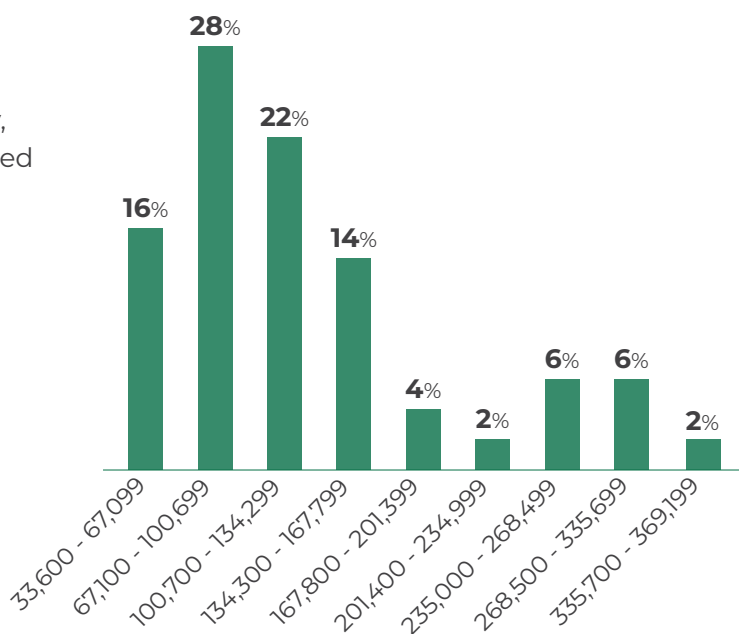
Singapore - Sustainability

BASE SALARY AND COMMISSION

While over a quarter (28%) of sustainability professionals in Singapore reported earning between SGD 67k and SGD 101k in our survey, higher salaries were also common - 22% earned SGD 101k - SGD 134k, and 16% earned over SGD 201k.

For sales roles in sustainability, most (60%) earned between 0-5% of their base salary as a commission, but 20% earned 11-15%, and a further 20% earned between 21 and 25%.

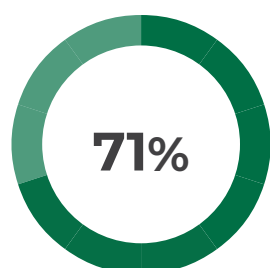
What is your current annual base salary in SGD?



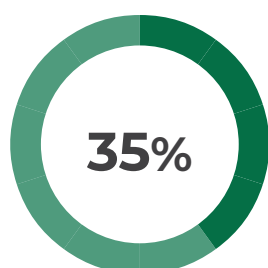
KEY: SGD

YEARLY BONUSES

Sustainability professionals in Singapore largely received bonuses, with 71% of our respondents confirming that they were awarded one within the last 12 months. The amount received was mixed, however, with just over a third (35%) receiving 6-10% of their base salary.



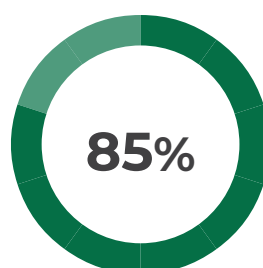
of sustainability professionals in Singapore have received a bonus.



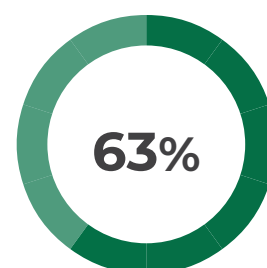
have received a 6-10% bonus this year.

YEARLY BASE INCREMENT

More sustainability professionals in Singapore received a base salary increment than a bonus in our survey, with 85% receiving one this year. Just under two thirds (63%) received 0-5% of their base salary as a pay increase, so higher incentives are relatively rare.



have received a yearly increment.



have received a 0-5% yearly increment.



Singapore - Sustainability

BENEFITS

Dental and medical cover were very common benefits offered to sustainability professionals in Singapore, with 63% and 61% receiving them respectively. Travel allowance, which may include car parking, fuel, train fares, or flights, was the third most popular benefit, but only 21% of respondents received this, implying that employers are not offering a varied benefits package to attract and retain their talent.



Dental Cover



Medical Cover



Travel Allowance

LEAVE

Like in many other parts of APAC, annual leave entitlement increases with length of employment in Singapore. This was reflected in our survey results, with 57% of sustainability professionals receiving 14-20 days of paid annual leave. Just over half (54%) also received parental leave.



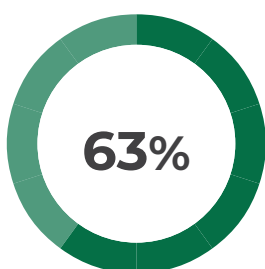


Singapore - Sustainability

FLEXIBILITY

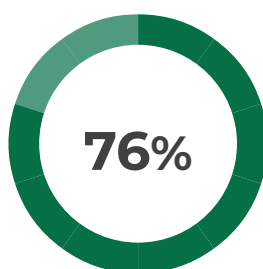
Three quarters (76%) of sustainability professionals in Singapore reported that they find flexible working important when considering their career opportunities, but more received flexibility with their working location as opposed to their hours - 76% had the option to work remotely, while only 63% were offered flexible working hours.

Flexible working hours



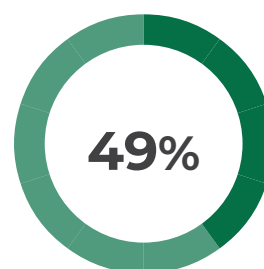
of sustainability professionals in Singapore have flexible working hours in their current role.

Remote working



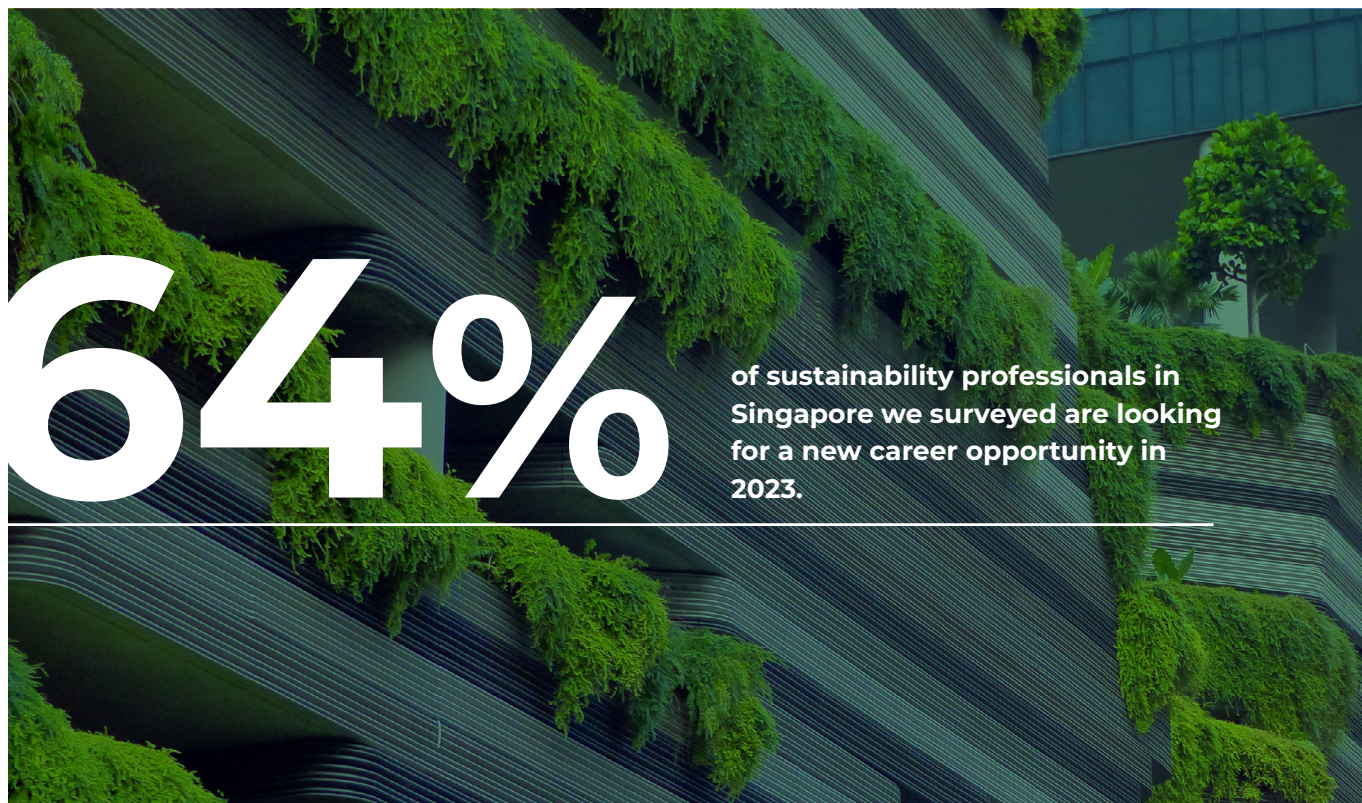
received flexibility in remote working.

Remote working days



have 2 days a week of remote working.

Are **sustainability professionals in Singapore** planning to move?





Singapore - Sustainability

WHAT ARE THEY LOOKING FOR?



Top three PULL factors

What makes sustainability professionals in Singapore consider a new career opportunity?

1. Higher compensation
2. Better work-life balance
3. Enhanced role, management, or company opportunities



Top three PUSH factors

What are the reasons that sustainability professionals in Singapore would look for a new role?

1. Lower base salary
2. Challenging leadership/ineffective management
3. Stagnation/lack of career progression or advancement opportunities

FACTORS BEYOND SALARY IN ACCEPTING A JOB OFFER

EQUITY/SHARES

20%

of sustainability professionals in Singapore would accept a lower base salary for more shares/equity.

PAY RISE

41%

are looking for a 16-20% pay rise in their next role.

FLEXIBLE WORKING

76%

find flexible working/working from home important or very important when considering a new job.

BUT...

73%

will still accept a new job offer that requires them to come into the office full time.



Summary

The renewable energy sector specifically revolves around the generation and utilization of renewable energy sources. It involves harnessing natural resources such as solar, wind, hydro, geothermal, and biomass to produce clean and sustainable energy. The primary objective is to shift away from fossil fuels and reduce greenhouse gas emissions associated with traditional energy production.

Our mixed survey results show that the basic compensation packages many employers are offering to renewable energy professionals may leave them at risk of losing their talent to competitors. Salary, work-life balance, and better career progression opportunities all consistently ranked as important among professionals across every subsector, so hiring managers must be prepared to offer competitive and attractive compensation packages.

Professionals should leverage this period of high demand by working with a specialist talent partner like LVI Associates to help them find the best opportunities on the market and negotiate their compensation offers.

If you would like further information or advice following this report, please get in touch. Whether you need a helping hand attracting candidates from this in-demand talent pool, or are a professional looking for your next role, contact LVI Associates today and our expert team will guide you.



About LVI Associates

LVI Associates is a leading talent partner in the energy & infrastructure industries across the US, Europe and APAC.

Energy & infrastructure plays a critical role in creating a future that works for everyone, which is why it is essential to work with the right talent partner who can source and deliver extraordinary people that make a difference.

Providing bespoke talent solutions from our hubs all over the world, we cover the full life cycle of energy & infrastructure projects, across Architecture, Engineering, Construction, and Post-Construction.

As a strategic advisor with a proven track record in helping businesses scale through our services, we are integral to the energy & infrastructure ecosystem, focusing on the talent solutions needed to let organisations get back to what matters – building a better world.

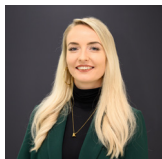
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