



Civil & Environmental

2024

Compensation Survey
Report 2024

- ◆ Base Salaries & Salary Increases
- ◆ Bonuses & Benefits
- ◆ Flexibility & Career Motivations

Australia





Introduction

What is the appropriate amount of compensation for your employees? Or, as a professional, does your pay match your peers?

Compensation is a key factor in the decision-making process, both for hiring managers who need to understand market standards to make competitive offers, and for professionals looking to benchmark their salaries when changing roles. Yet, there is a lack of information available on salary benchmarks, bonus details, the types of benefits other firms are offering, and what really matters to professionals when considering their career options.

To support those working in the civil and environmental sectors as a leading talent partner, we surveyed over 450 professionals across Australia to bring you a new guide to compensation and career motivations in 2024.

This report collates our survey findings, offering valuable insights to help hiring and HR managers obtain a better understanding of market rates and find new strategies to attract and retain top talent. It is equally helpful for professionals, acting as a guide to help them determine whether their current compensation is fair.





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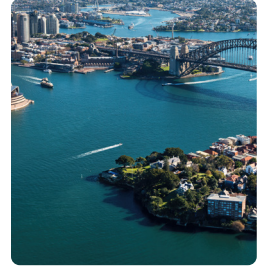
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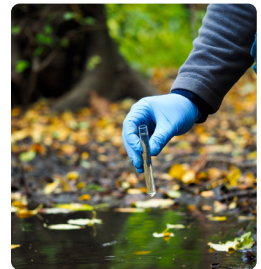
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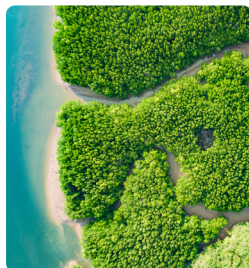
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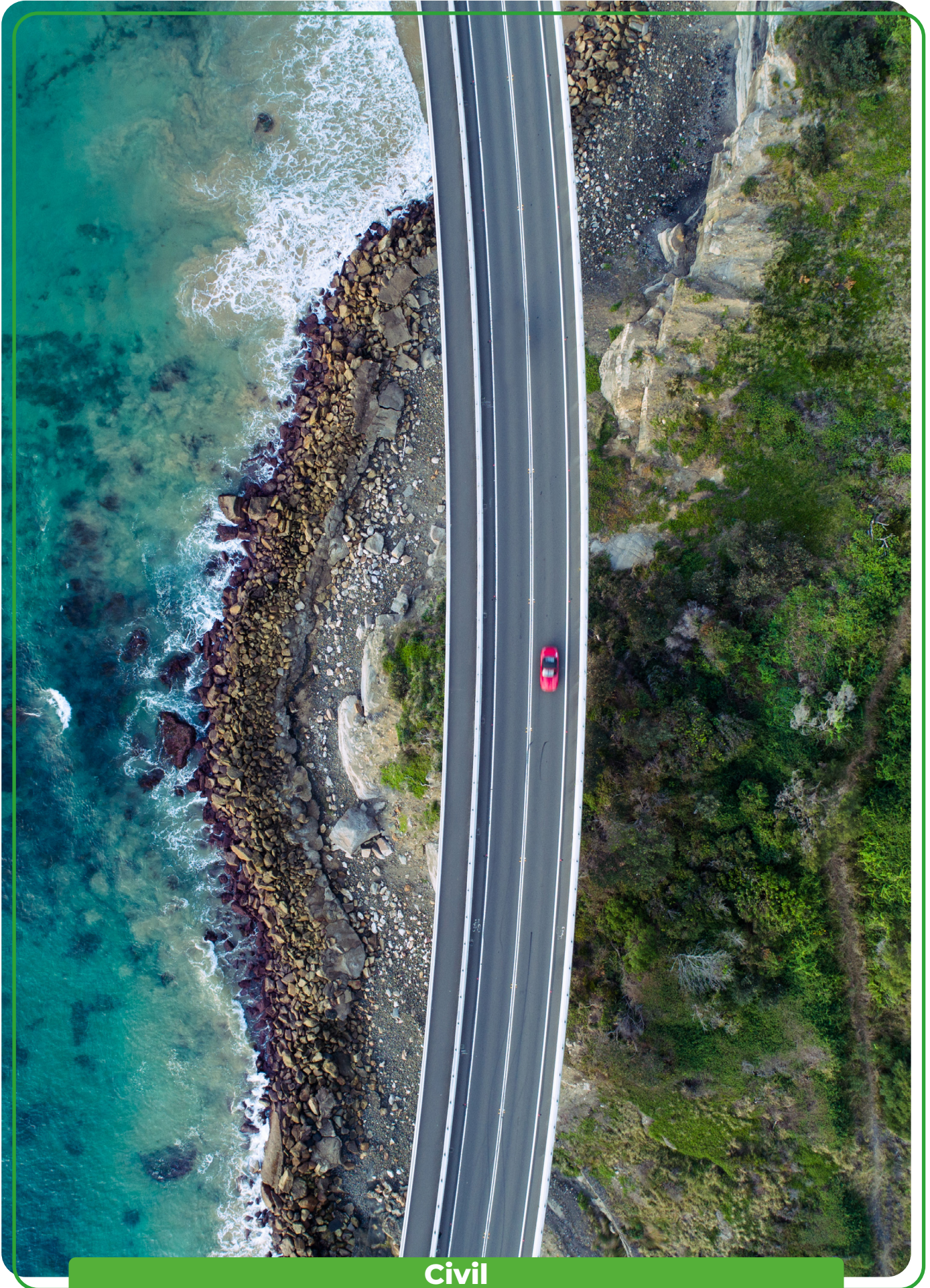
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Australia Civil Market Overview

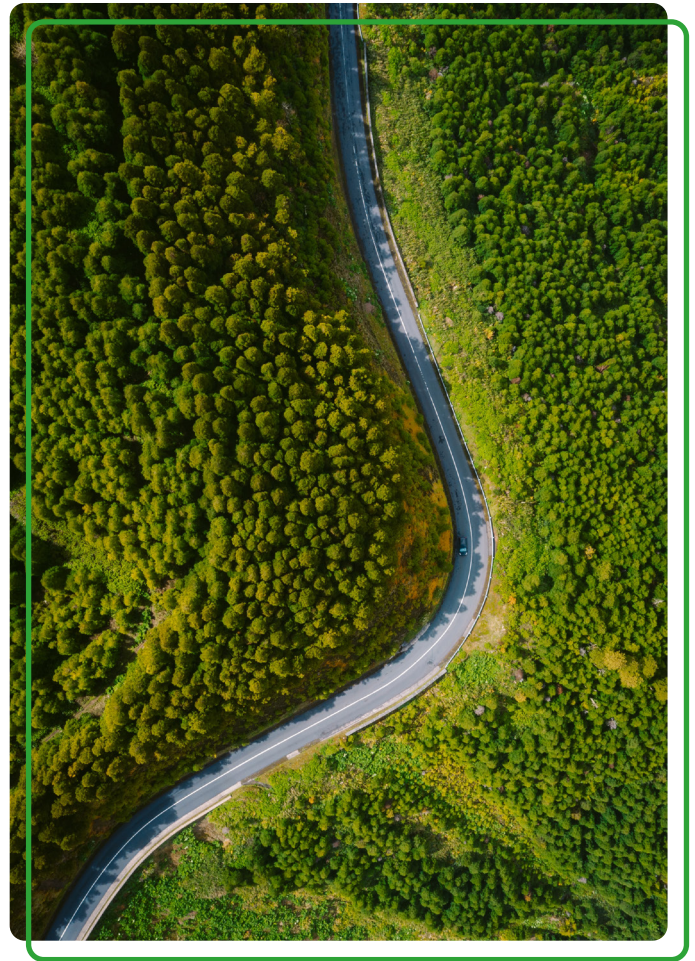
As Australia continues to balance the need for better infrastructure with environmental responsibility, the Transport and Infrastructure Net Zero Roadmap and Action Plan is a cornerstone of the country's strategy to meet its 2050 net-zero emissions target. This comprehensive plan focuses on decarbonising the transport sector, which is a significant contributor to greenhouse gas emissions. Key projects under this initiative include Sydney Metro West and Victoria's Suburban Rail Loop, designed to improve urban mobility, reduce congestion, and lower carbon footprints.

The Australian Government is maintaining its commitment to an AUD 120 billion 10-year infrastructure investment pipeline to ensure an ongoing program of sustainable transport infrastructure projects, recently undergoing a rigorous 90-day review to ensure prioritisation of nationally significant projects.

Major initiatives include the North East Link in Victoria, receiving an additional AUD 3.25 billion, Western Australia's METRONET projects with AUD 1.4 billion, and Queensland's Sunshine Coast Rail Line allocated AUD 1.15 billion, which all aim to enhance connectivity, reduce congestion, and support urban growth.

Overall, publicly funded transportation work grew 17.4% between September 2022 and September 2023, to a record-breaking AUD 33.5 billion, and this is expected to peak at AUD 34.8 billion in FY25¹.

In water management, the National Water Grid Fund continues to support projects that ensure water security while being economically viable, environmentally sustainable, and culturally responsive. The fund's initiatives aim to bolster resilience against climate change and enhance and secure long-term water supplies for agriculture, a critical sector consuming more than half of Australia's annual water demand.



Each and every vital infrastructure project requires experienced professionals to ensure they are carried out successfully and safely, bringing us to the key challenge facing the sector today – finding the right talent. Infrastructure Australia's 2023 Infrastructure Market Capacity Report found that certain areas of the country will see average annual increases of 75 to 100 per cent in infrastructure investment, driving skills and labour gaps and increasing the demand and supply ratio to 2:1 by the end of 2024².

During this transformative time for the civil sector, organisations will need to plan their workforces strategically, invest in training to help improve skills shortages, and maintain competitive compensation packages to attract the talent they need, ensuring that the sector can meet its ambitious infrastructure goals.



Transport

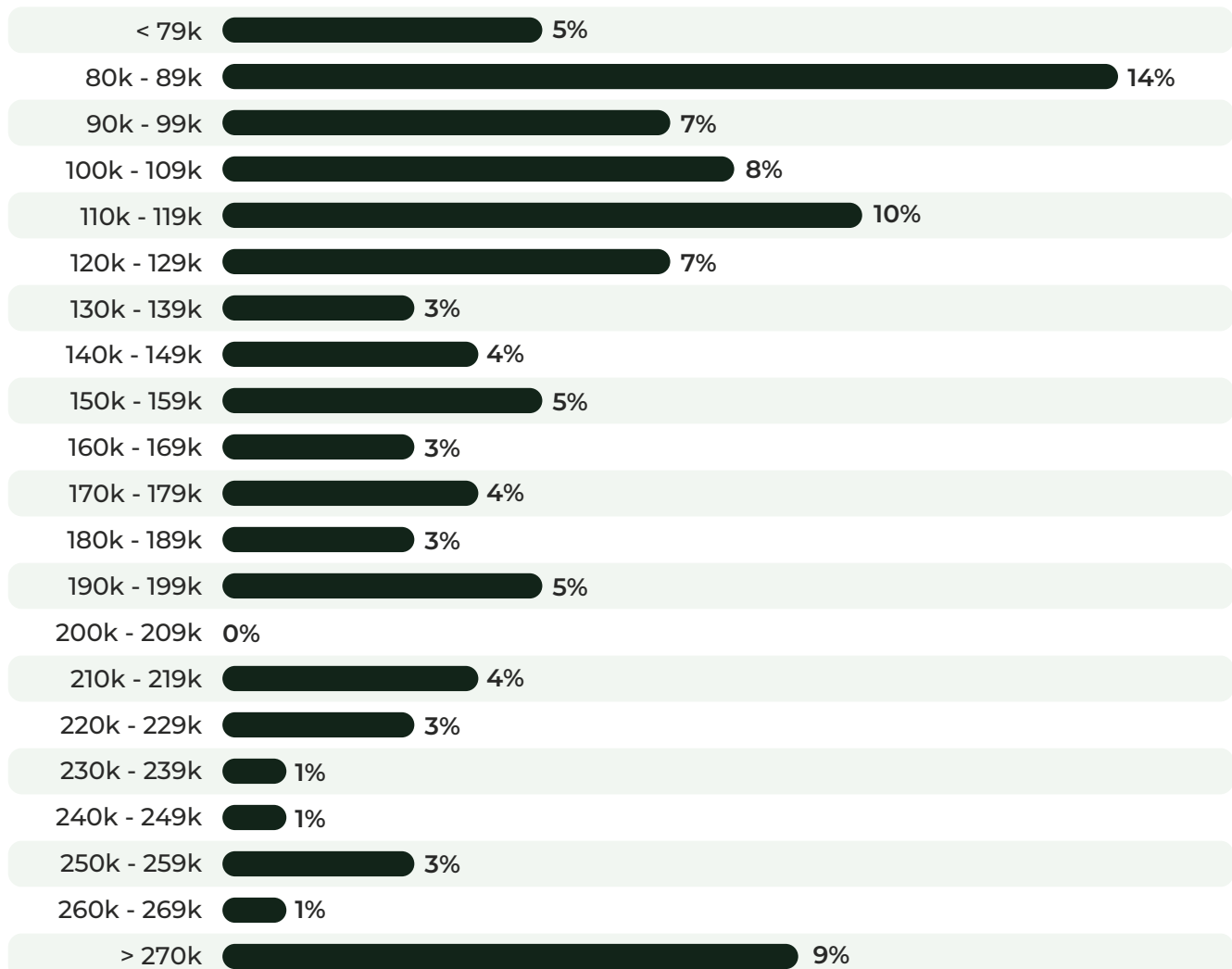


Base Salaries

Australia's transport professionals reported a broad range of base salaries, accounting for differences in seniority, skills and experience, length of time working in the sector, and the varying locations and expertise needed from project to project.

While 14% said their base salary ranged from AUD 80k – AUD 89k, a combined 20% of respondents said they earned between AUD 110k – AUD 139k. On the higher end of the spectrum, 10% earned over AUD 260k.

AUD

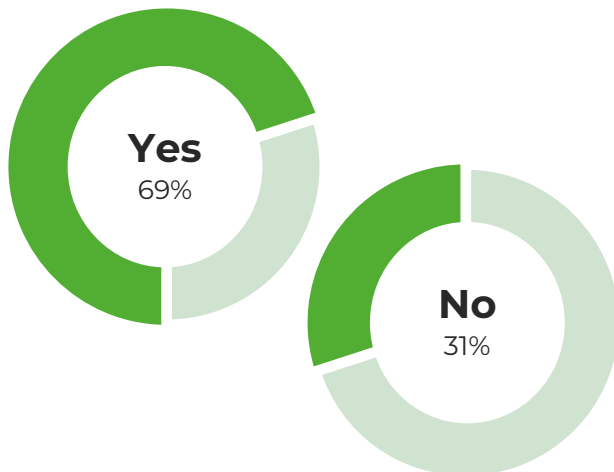




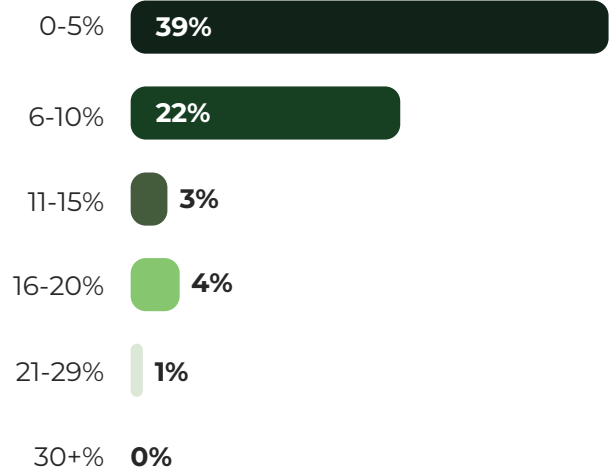
Base Salary Increases

69% of the transport professionals we surveyed in Australia said they received a base salary increase within the past year, lower than 81% who received one in 2023's survey. Increments were generally small, with the majority (39%) receiving an increase worth 0-5% of their base salary.

Have you received a base salary increase in the last 12 months?



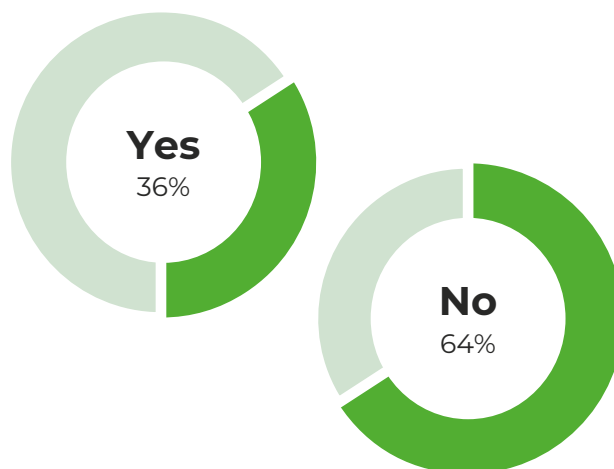
If yes, what percentage of your base salary did you receive?



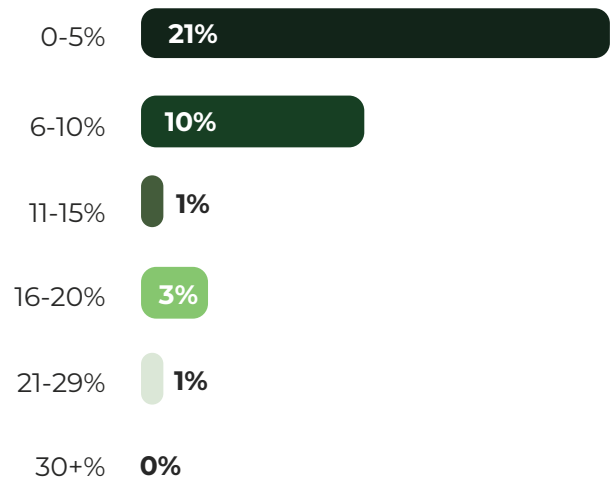
Bonuses

36% of Australia's transport professionals received a bonus in the last 12 months according to our survey – 1% up on last year. Again, bonus sizes were generally low, with the majority being awarded one worth between 0-5% of their base salary.

Have you received a bonus in the last 12 months?



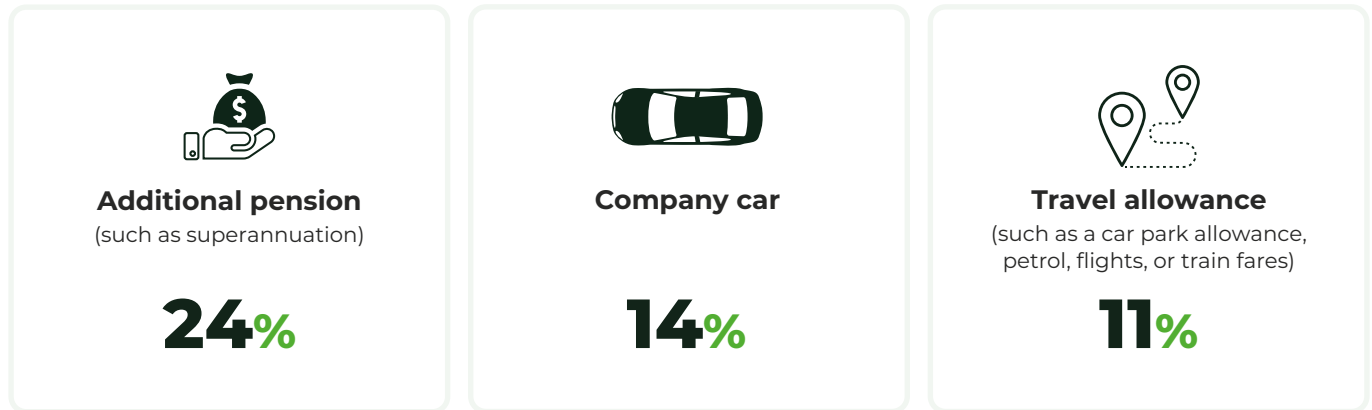
If yes, what percentage of your base salary did you receive?





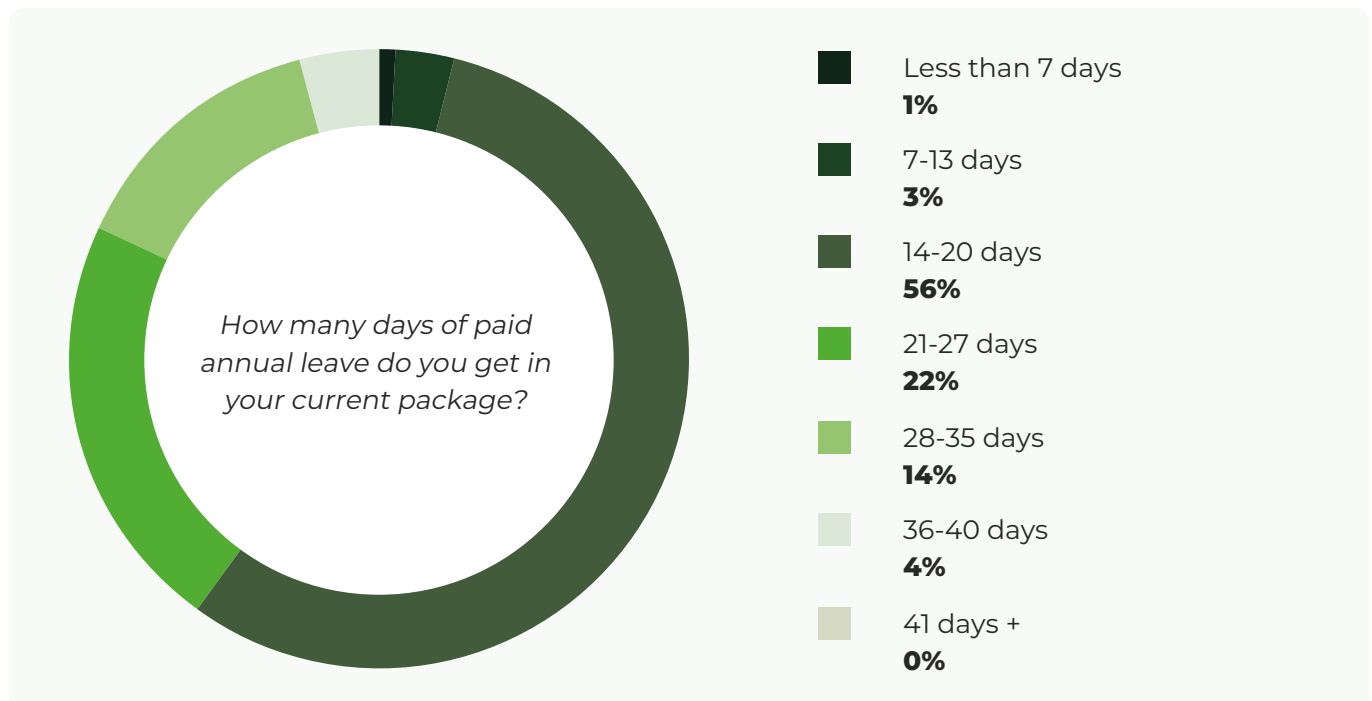
Benefits

The benefit most often received by our surveyed transport professionals was an additional pension, such as superannuation, followed by a company car and a travel allowance.

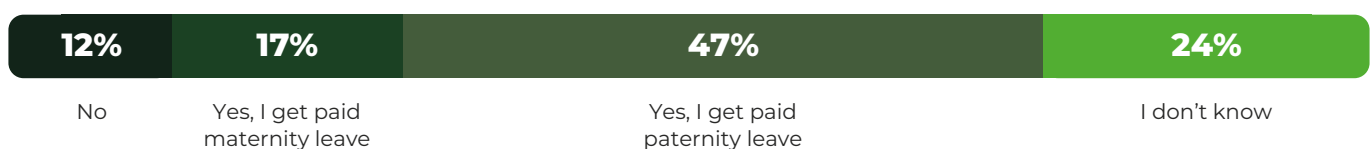


Annual & Parental Leave

Over half (56%) of the Australian transport professionals we surveyed received between 14-20 days of paid annual leave, and a further 22% received between 21-27 days. With very few firms offering over this amount and work-life balance being an important career motivator for those working in the field, firms struggling to attract or retain talent may find success implementing more generous leave policies. 64% of respondents also said they received paid maternity or paternity leave.



Do you get maternity/paternity leave at your current company?



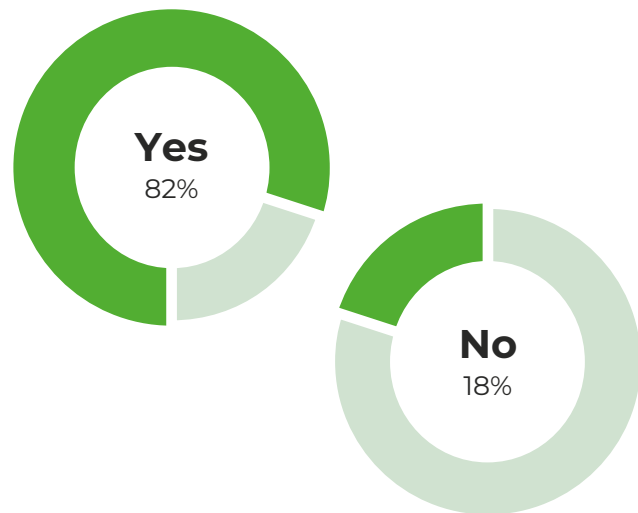


Flexibility

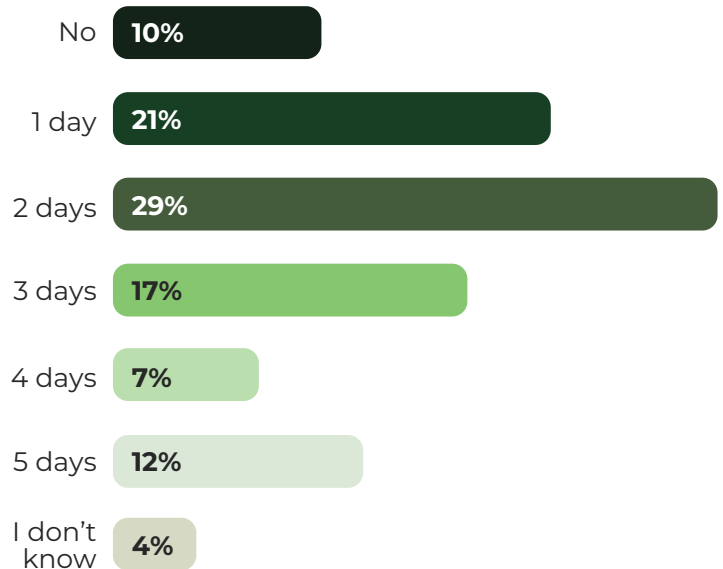
Flexible working is one of the most important factors for Australia's transport professionals considering a new role, with 90% stating it is important or very important.

82% of survey respondents said they had flexible working hours in their current role, while 90% could work remotely to varying degrees. Working 2 days a week remotely on average was most common (29%), closely followed by 21% working remotely 1 day a week.

Are your working hours flexible in your current role?



Do you have flexibility to work remotely in your current role? If yes, how many days per week can you work remotely on average?





Career Motivations



Push factors

The top three motivations for leaving a company according to the transport professionals we surveyed were:

- ◆ Changes to their role, manager, or company
- ◆ Work-life imbalance
- ◆ Feeling unchallenged



Pull factors

The top three motivations that would attract our surveyed professionals to join a new company were:

- ◆ Higher base salary
- ◆ Better company reputation/brand
- ◆ Flexible working/work from home policies

Salary Motivations

37%

of transport professionals in Australia said they are looking for a 11-15% pay rise in their next role. Only 2% would be happy with a flat move

33%

of respondents said they would accept a lower base salary for more shares/equity

Flexible Working Motivations

90%

said that flexible working is very important or important when considering a new opportunity

60%

would accept a new role if it was based in an office full time, however 40% would not





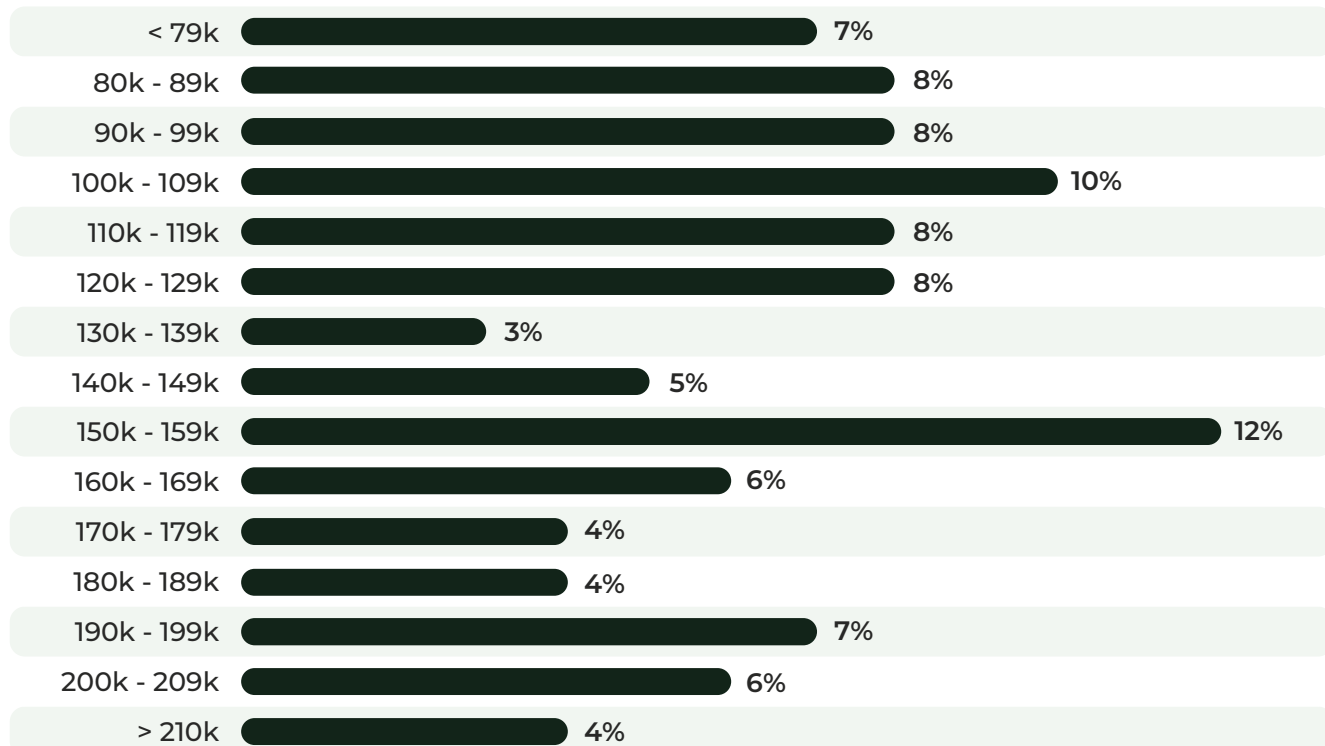
Water



Base Salaries

While base salaries for Australia's water professionals of course varied depending on various factors, the most common salary band they received was between AUD 150k – AUD 159k (12%), followed by AUD 100k – AUD 109k (10%).

AUD

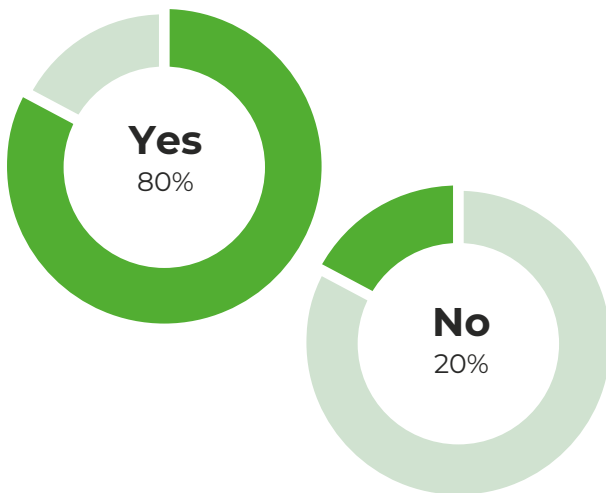




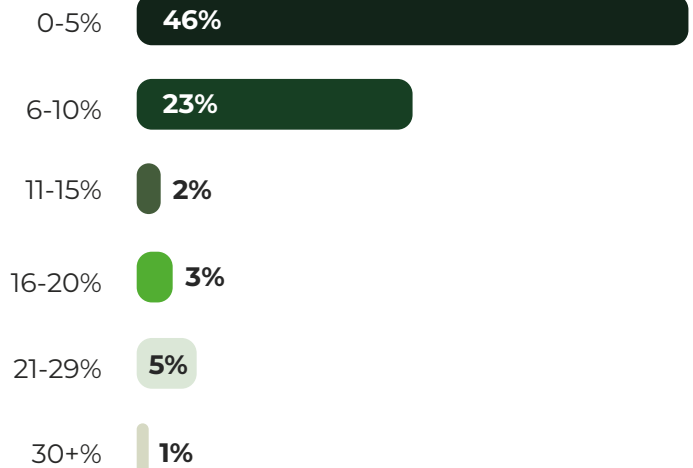
Base Salary Increases

80% of the water professionals we surveyed in Australia received an increase to their base salary in the last year – 11% higher than their peers in transport. Nearly half (46%) of respondents received a pay rise worth between 0-5% of their base salary, and 23% received a 6-10% raise.

Have you received a base salary increase in the last 12 months?



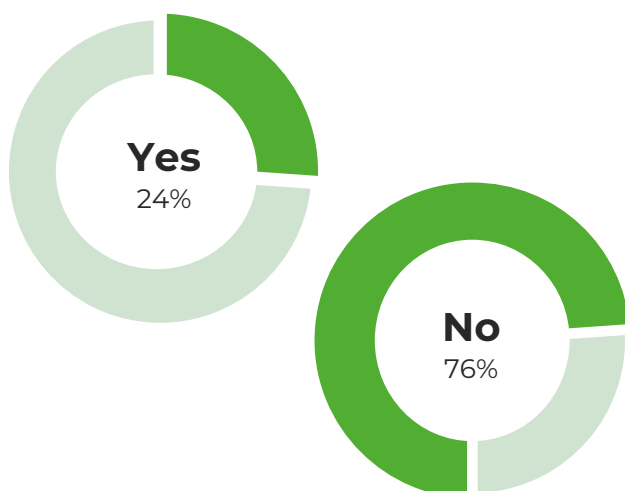
If yes, what percentage of your base salary did you receive?



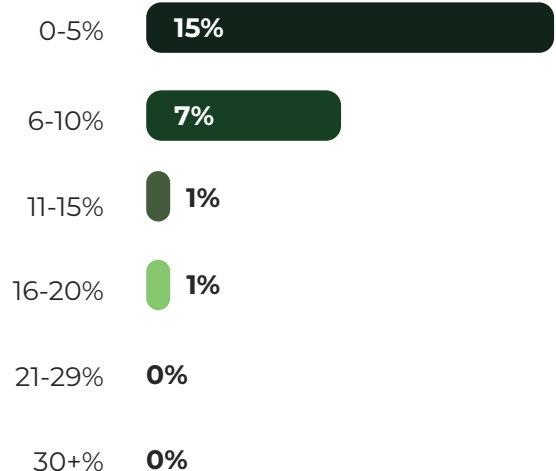
Bonuses

Whereas most water professionals in Australia received a base salary increase according to our survey, less than a quarter (24%) received a bonus within the last 12 months. In contrast to base salaries, 12% fewer water professionals received a bonus compared to their transport counterparts.

Have you received a bonus in the last 12 months?



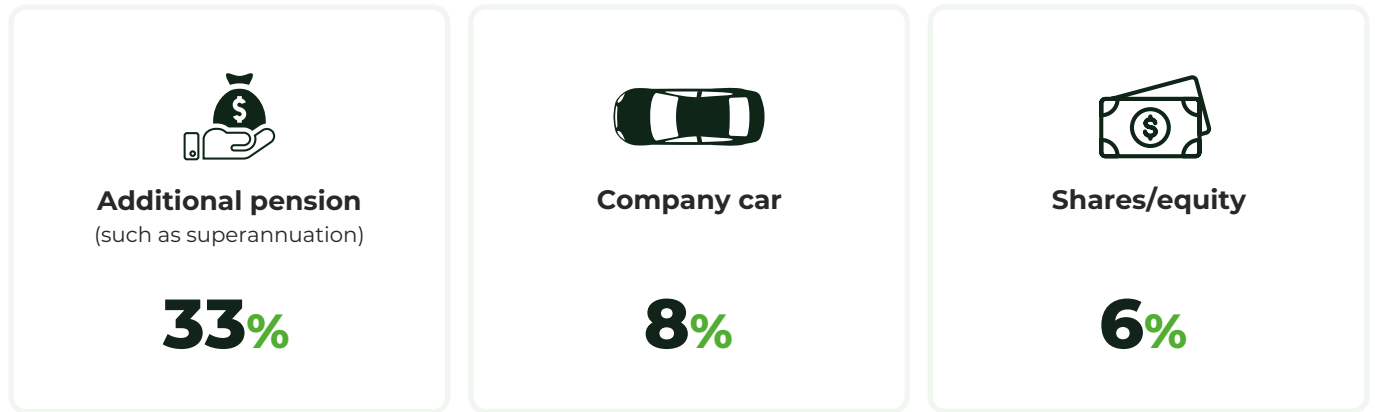
If yes, what percentage of your base salary did you receive?





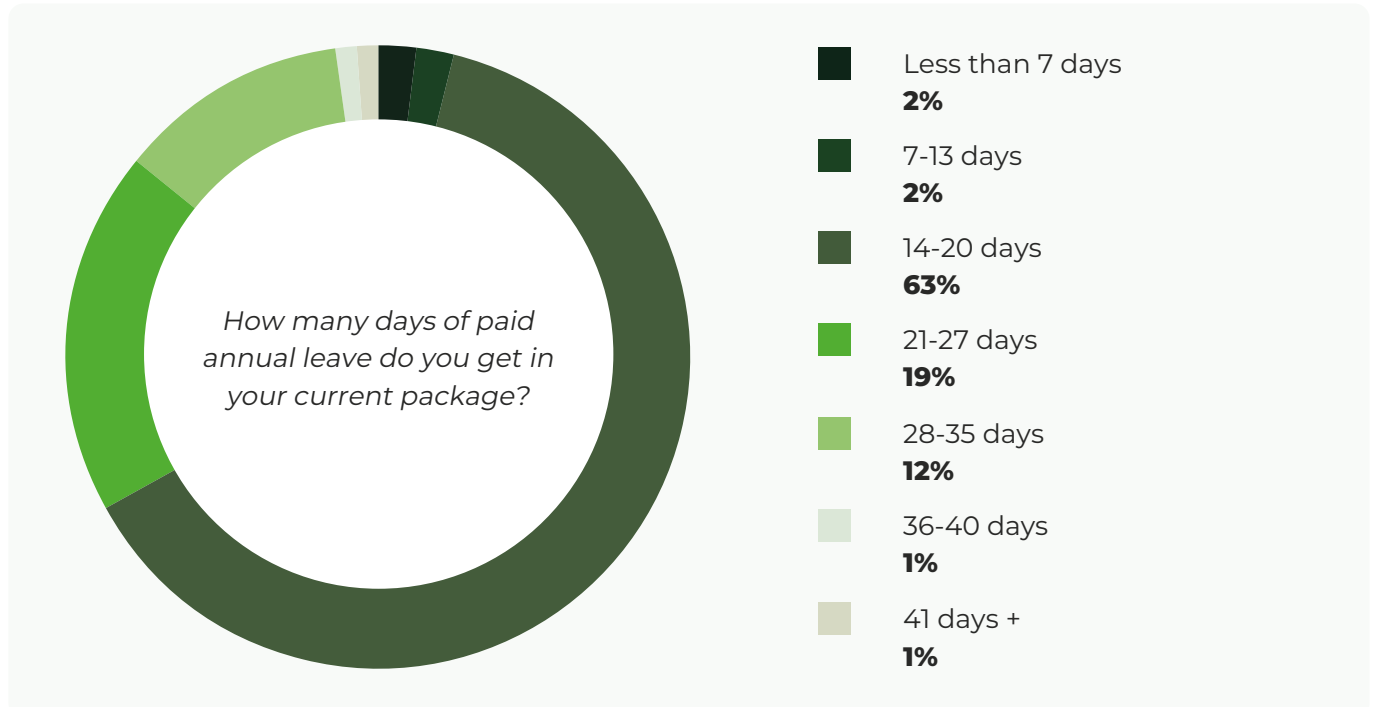
Benefits

A third (33%) of our surveyed water professionals said they received an additional pension in their current role, making it the benefit most often provided, followed by a company car and shares or equity.

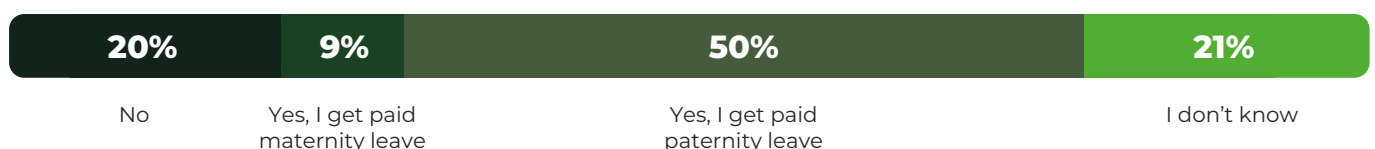


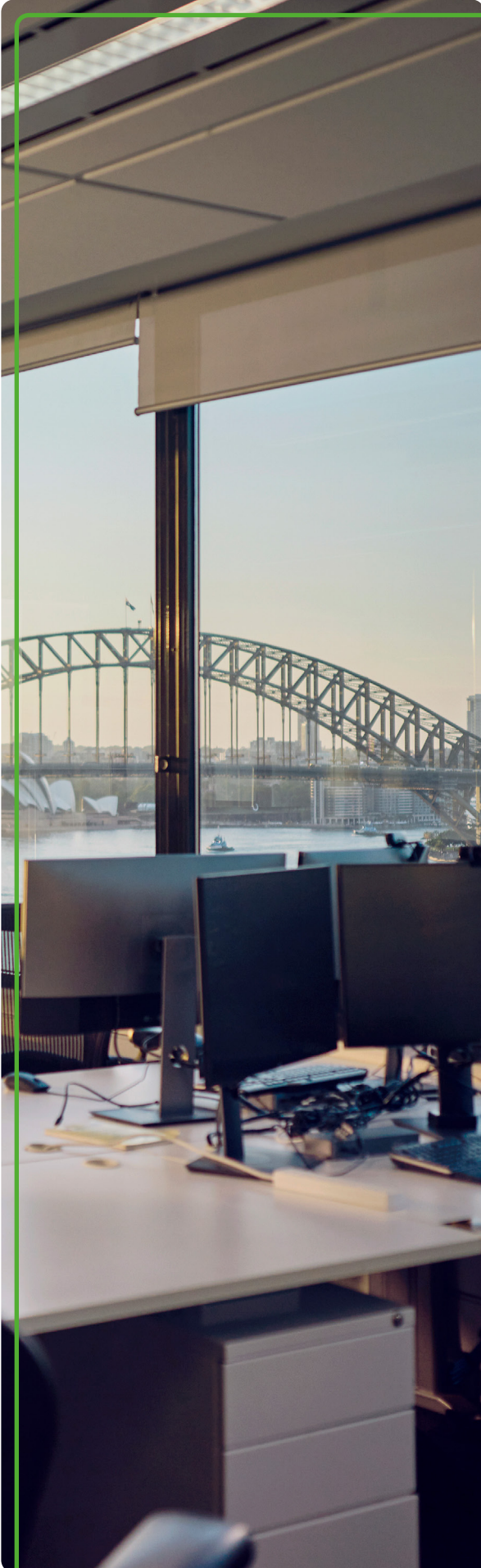
Annual & Parental Leave

Almost two thirds (63%) of Australian water professionals said they received between 14-20 days of paid annual leave at their current workplace, and 19% received a slightly higher allowance of 21-27 days. 59% also said they received paid parental leave as part of their compensation package.



Do you get maternity/paternity leave at your current company?

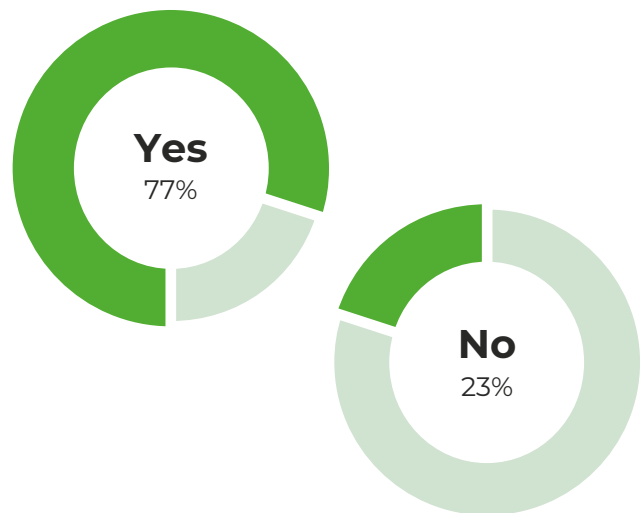




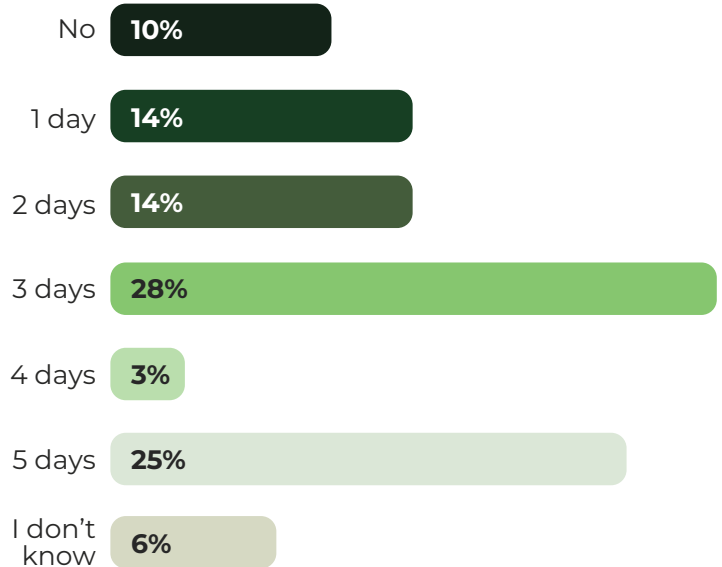
Flexibility

Much like the wider civil sector, work-life balance is a top priority for Australia's water professionals, ranking as the number one reason that would drive them to leave their current company. While 77% reported having flexible working hours in their current role, 90% had remote work flexibility. A small majority (28%) worked 3 days a week remotely on average, closely followed by 25% usually working 5+ days a week from home.

Are your working hours flexible in your current role?



Do you have flexibility to work remotely in your current role? If yes, how many days per week can you work remotely on average?





Career Motivations



Push factors

The top three motivations for leaving a company according to the water professionals we surveyed were:

- ◆ Work-life imbalance
- ◆ Changes to their role, manager, or company
- ◆ Feeling unchallenged



Pull factors

The top three motivations that would attract our surveyed professionals to join a new company were:

- ◆ Higher base salary
- ◆ Better company reputation/brand
- ◆ Good benefits (holiday, insurance, medical etc)

Salary Motivations

30%

of water professionals in Australia said they are looking for a 16-20% pay rise in their next role. Only 1% would be happy with a flat move.

26%

of respondents said they would accept a lower base salary for more shares/equity

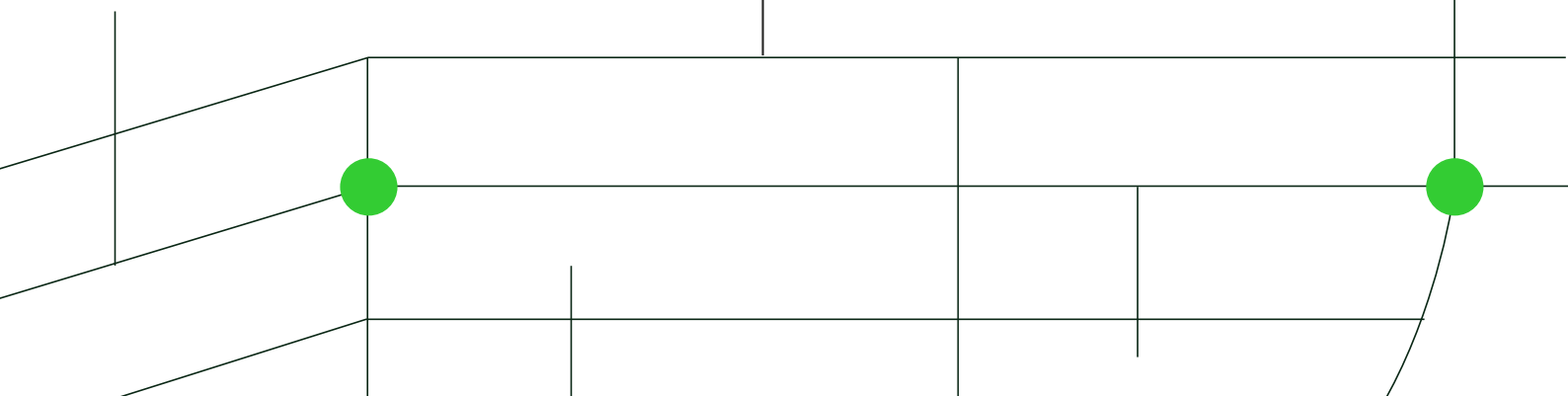
Flexible Working Motivations

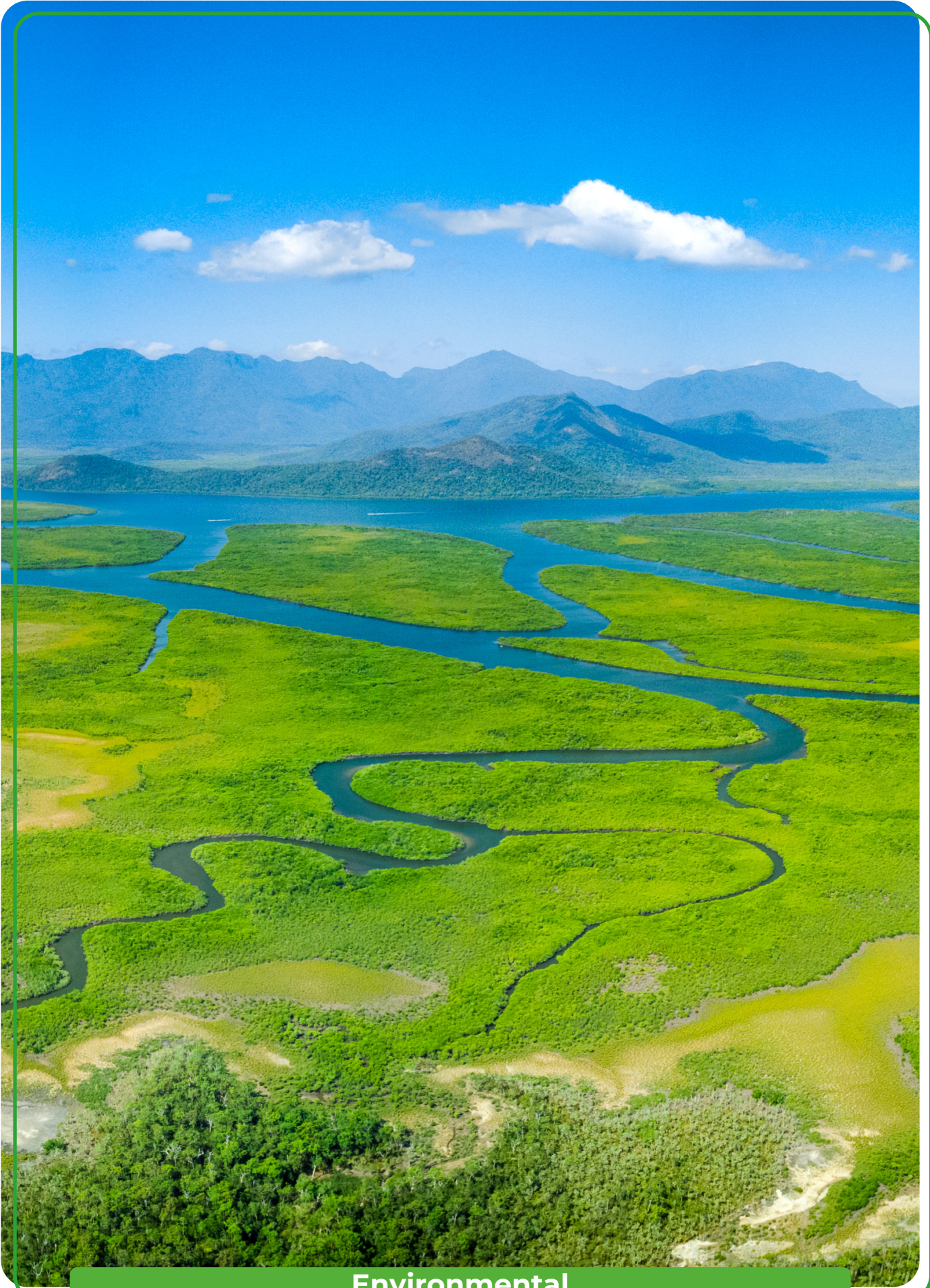
81%

said that flexible working is very important or important when considering a new opportunity

54%

would accept a new role if it was based in an office full time, however 46% would not





Environmental



Australia Environmental Market Overview

Australia is the world's 14th highest emitter of greenhouse gases, latest figures show, contributing just over 1 per cent of global emissions. Although the Australian Government aims to achieve net zero greenhouse gas emissions by 2050 through its Net Zero Plan, and is working in conjunction with nearly 200 countries under the Paris Agreement to reduce emissions, the country's carbon emissions were 0.8 per cent up in 2023 compared to 2022³.

Action to reduce emissions and drive sustainable and environmentally friendly solutions is urgent to prevent further destruction to Australia's incredible biodiversity and diverse biomes. 2024 started with extreme weather events like heatwaves, fires, and floods, and 74% of reefs in the Great Barrier Reef now have bleached coral⁴. Rapid urban growth is also contributing to environmental problems across the country, causing issues like increased pollution, waste management challenges, and water scarcity in cities.

The country is continuing to reform its national environmental law to help, with the Environment Protection and Biodiversity Conservation (EPBC) Act recently announcing plans to progress to the second stage of its Nature Positive Plan. The new laws are designed to better protect and manage Australia's unique environment, including investing AUD 100 million towards faster environmental approvals, and strengthening compliance and enforcement powers for national environmental laws.

Under the Nature Positive Plan, the Nature Repair Act also came into effect in December 2023, establishing a framework for a world-first legislated, national, voluntary biodiversity market that incentivises actions to restore and protect the environment. The scheme encourages individuals and organisations to undertake nature repair projects that deliver improved biodiversity outcomes to generate a tradable certificate.

Private companies in Australia are also making strides in developing sustainable and environmentally friendly products, services, and



solutions. A few noteworthy examples include AgriDigital leveraging blockchain technology with a new platform that allows farmers to track and manage their produce from farm to market, reducing waste through more efficient supply chain practices. Green Gas, an Adelaide-based company working on reducing the carbon footprint of natural gas, recently introduced a new line of renewable natural gas (RNG) products produced from organic waste and agricultural residues. In Brisbane, Redback Technologies has introduced an advanced home energy management system that integrates with solar panels and battery storage to optimise energy usage and reduce reliance on fossil fuels.

According to the Carbon Market Institute's inaugural Carbon Market Report, 77% of Australians expect businesses to take responsibility for all their emissions now or become carbon negative⁵. As Australia acts on its commitment to enhance environmental protection, accelerate climate action, and transition to a sustainable and low-emission future, companies must maintain a holistic approach to balance urban development while effectively tackling environmental issues.



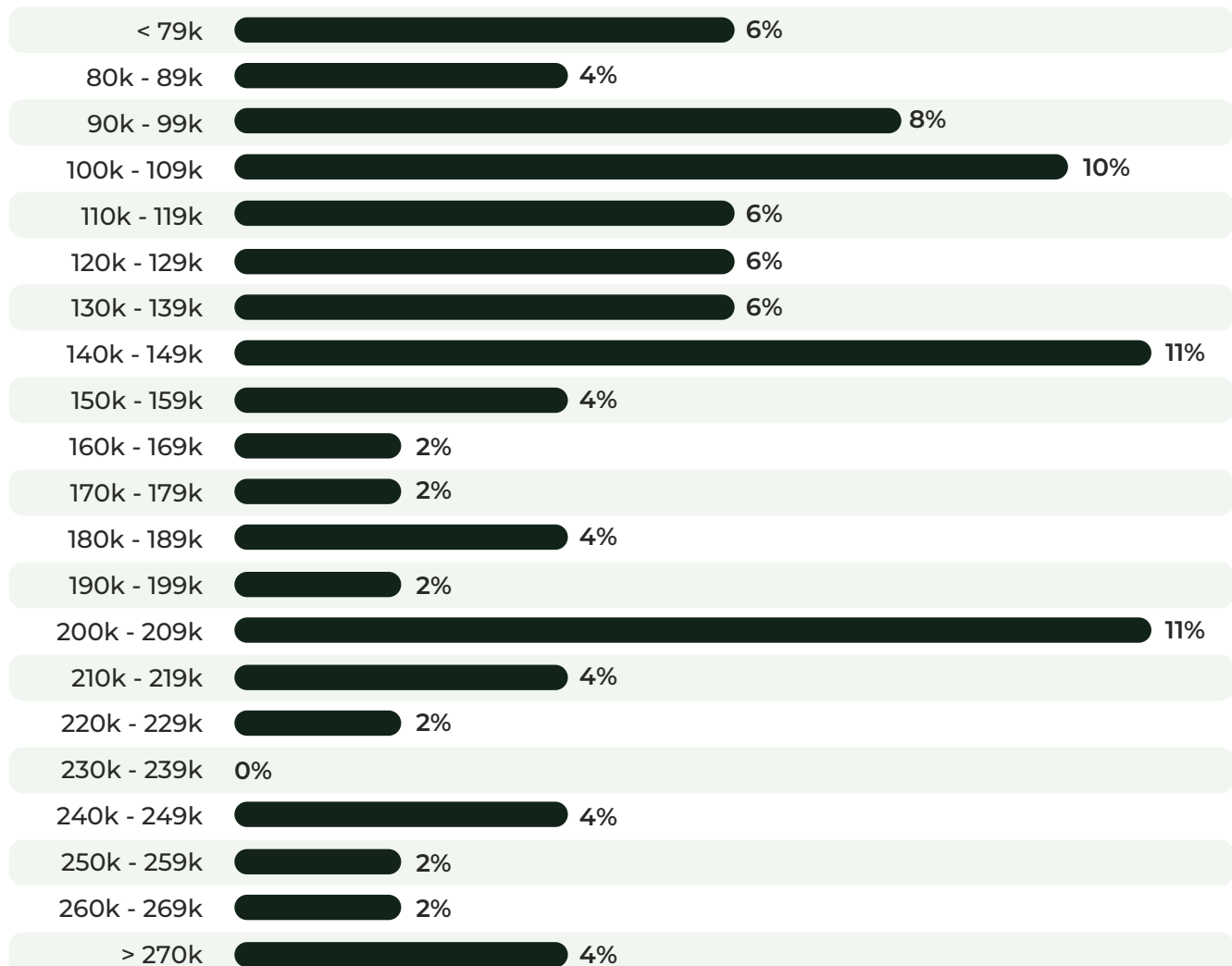
ESG & Sustainability



Base Salaries

Base salaries for Australia's ESG & sustainability professionals varied greatly, reflecting the unique and varied positions and projects available within the subsector, but also highlighting opportunities for professionals to improve their salary when changing roles.

AUD

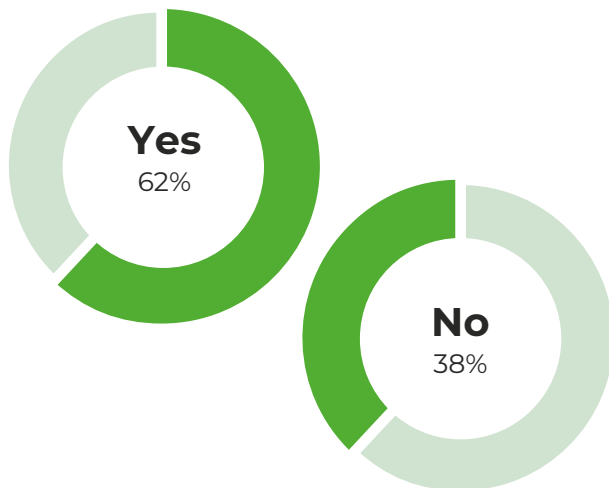




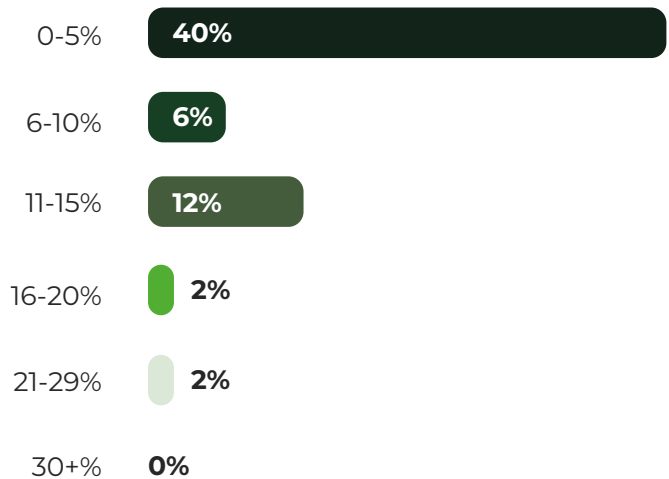
Base Salary Increases

62% of our surveyed ESG & sustainability professionals received an increase to their base salary over the past year, the lowest number of all our surveyed environmental subsectors. 40% were awarded a 0-5% raise.

Have you received a base salary increase in the last 12 months?



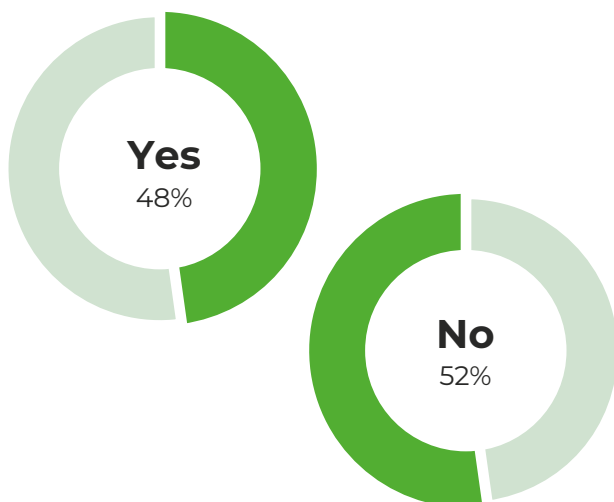
If yes, what percentage of your base salary did you receive?



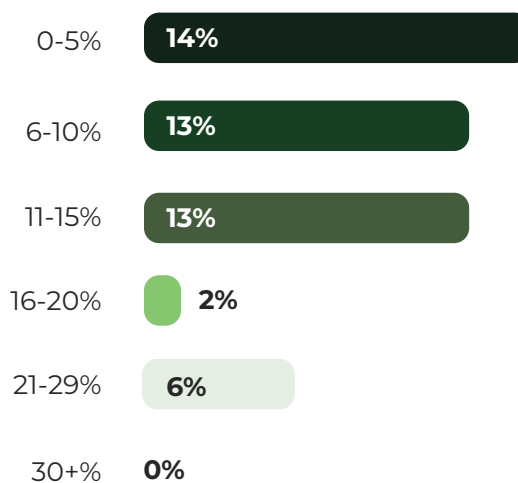
Bonuses

Almost half of Australia's ESG & sustainability professionals received a bonus within the last 12 months, but the values varied much more compared to base salaries. Bonuses worth between 0-5%, 6-10%, and 11-15% of salaries were all almost equally awarded to respondents, again revealing opportunities for bigger bonuses for professionals considering their career options, and for businesses looking for ways to better retain their talent.

Have you received a bonus in the last 12 months?



If yes, what percentage of your base salary did you receive?





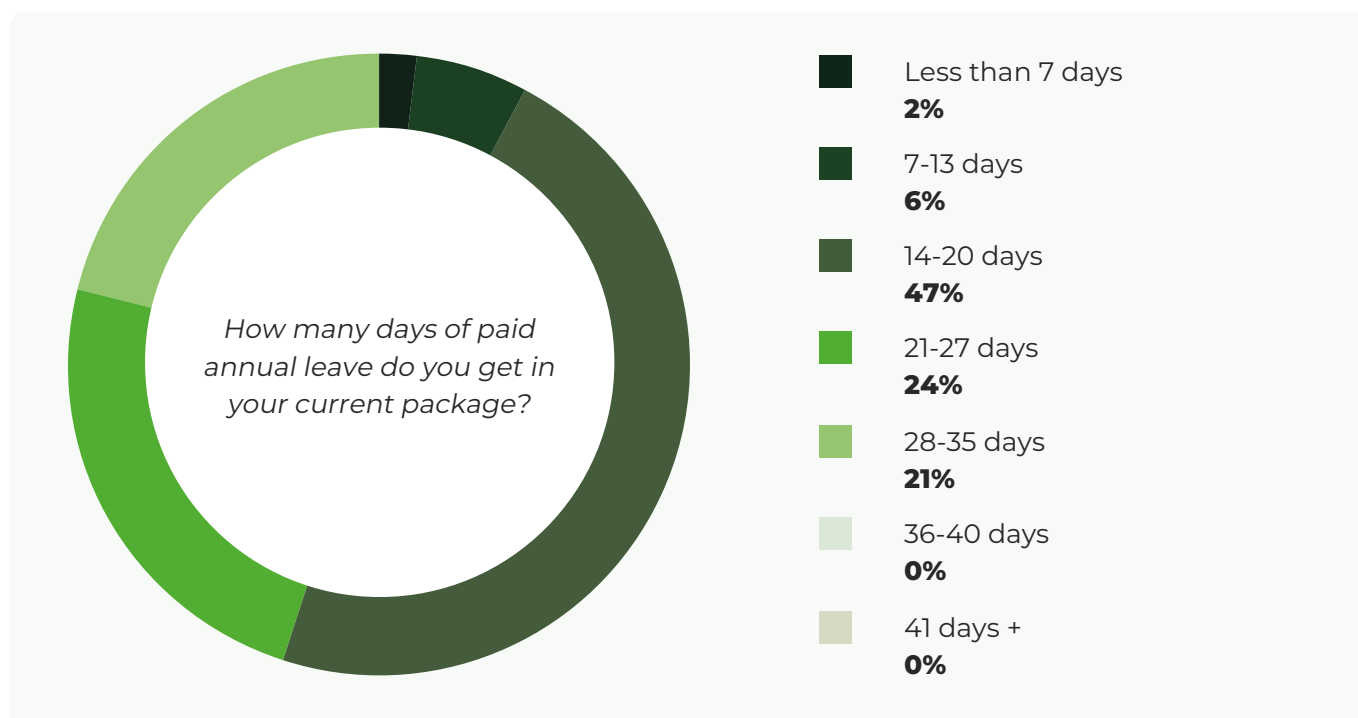
Benefits

The benefits most often included in our surveyed ESG & sustainability professionals' compensation packages were an additional pension, extra holiday on top of their annual leave, and shares or equity.

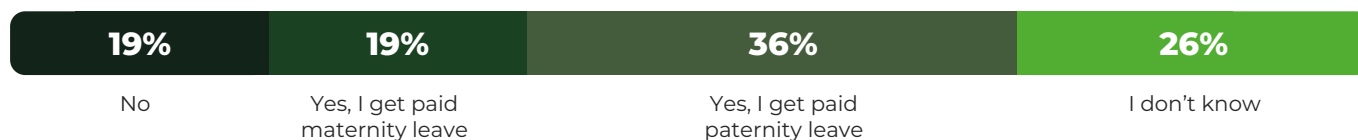


Annual & Parental Leave

Almost half (47%) of our surveyed ESG & sustainability professionals said they received between 14-20 days of paid annual leave in their current role. 21% received between 28-35 days each year, higher than their peers in other environmental subsectors. 55% also received paid paternity or maternity leave.



Do you get maternity/paternity leave at your current company?

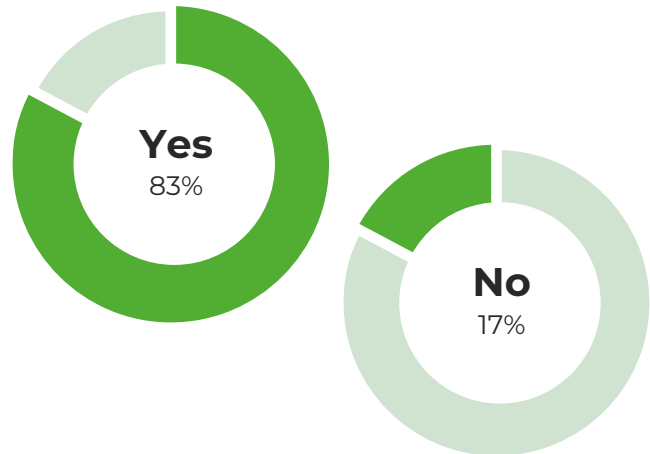




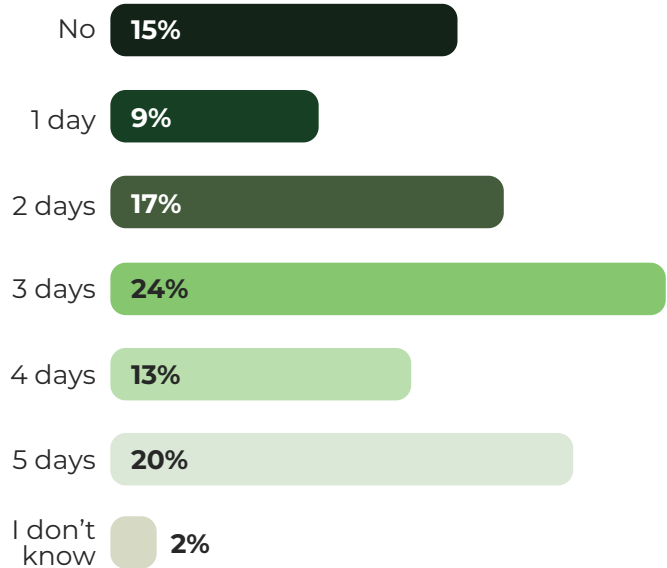
Flexibility

83% of surveyed ESG & sustainability professionals in Australia said they had flexible working hours. 85% could work remotely but there were no standout trends when it came to the number of days worked away from the office per week.

Are your working hours flexible in your current role?



Do you have flexibility to work remotely in your current role? If yes, how many days per week can you work remotely on average?





Career Motivations



Push factors

The top three motivations for leaving a company according to the ESG & sustainability professionals we surveyed were:

- ◆ Work-life imbalance
- ◆ Changes to their role, manager, or company
- ◆ Feeling unchallenged



Pull factors

The top three motivations that would attract our surveyed professionals to join a new company were:

- ◆ Higher base salary
- ◆ Better company reputation/brand
- ◆ Flexible working/work from home policies

Salary Motivations

33%

of ESG & sustainability professionals in Australia said they are looking for a 16-20% pay rise in their next role. None would be happy with a flat move.

31%

of respondents said they would accept a lower base salary for more shares/equity

Flexible Working Motivations

88%

said that flexible working is very important or important when considering a new opportunity

52%

would accept a new role if it was based in an office full time, however 48% would not





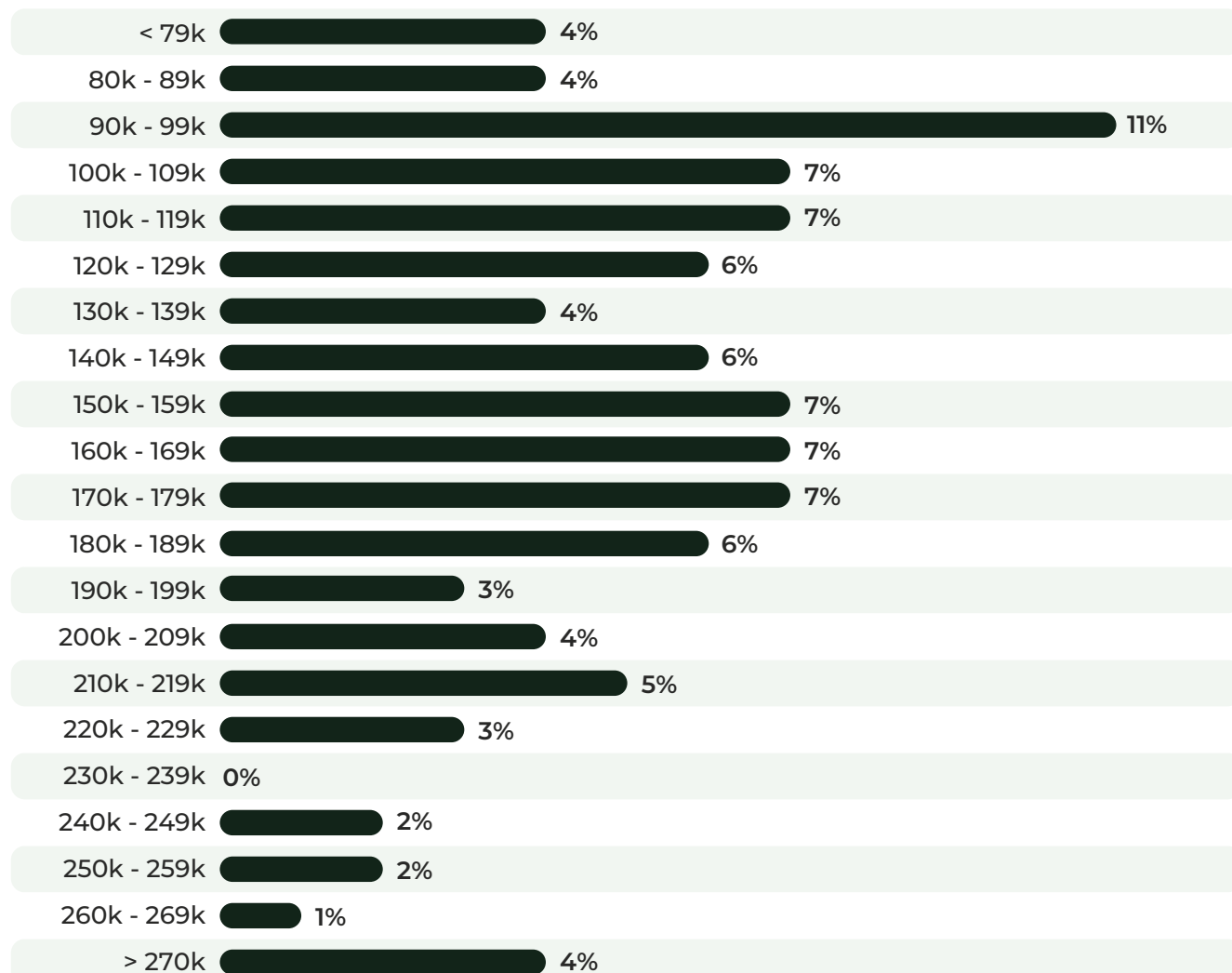
Environmental Sciences & Management



Base Salaries

Base salaries varied greatly among our surveyed environmental sciences & management professionals. AUD 90k – AUD 99k narrowly emerged as the most awarded salary bracket, but a combined 12% also received over AUD 220k.

AUD

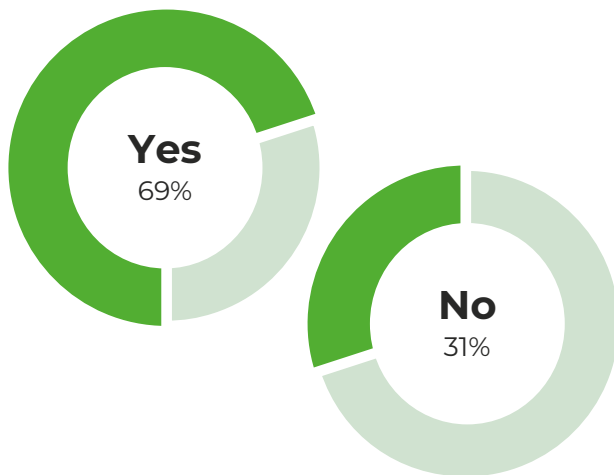




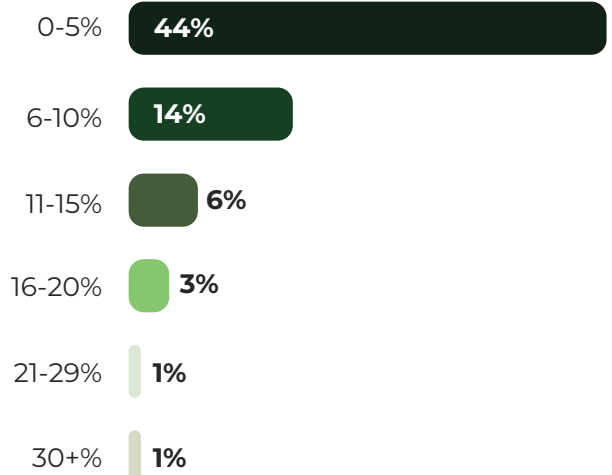
Base Salary Increases

69% of the Australian environmental sciences & management professionals we surveyed said they had received an increase to their base salary within the last 12 months. 44% gained a 0-5% raise, followed by 14% who received an increase worth 6-10% of their base salary.

Have you received a base salary increase in the last 12 months?



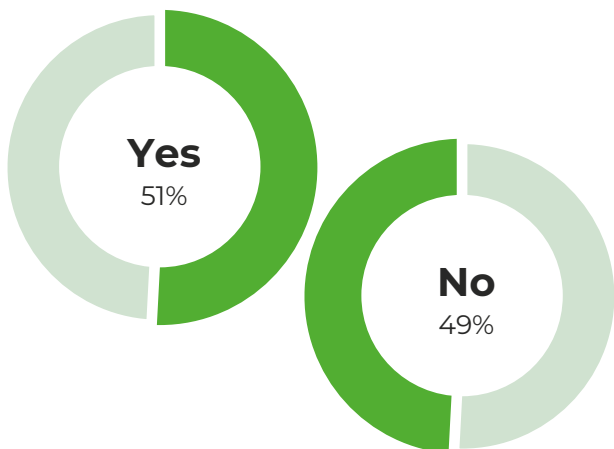
If yes, what percentage of your base salary did you receive?



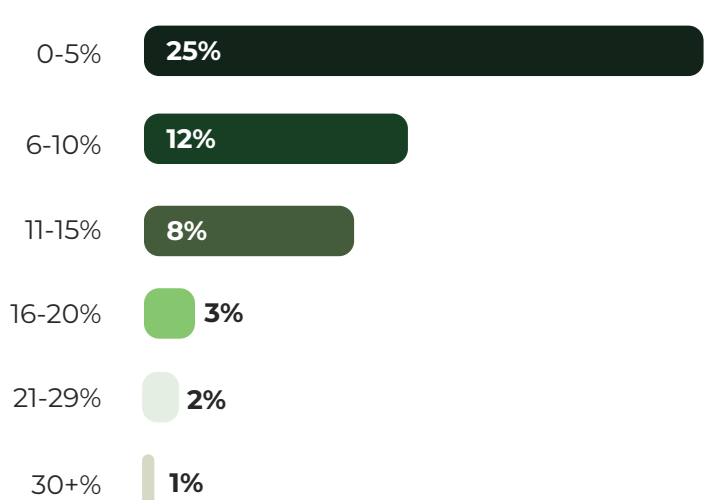
Bonuses

Just over half (51%) of surveyed environmental sciences & management professionals received a bonus in the last year, slightly above average compared to other environmental subsectors. While a quarter (25%) received a bonus equivalent to 0-5% of their base salary, 12% were awarded one worth 6-10%.

Have you received a bonus in the last 12 months?



If yes, what percentage of your base salary did you receive?





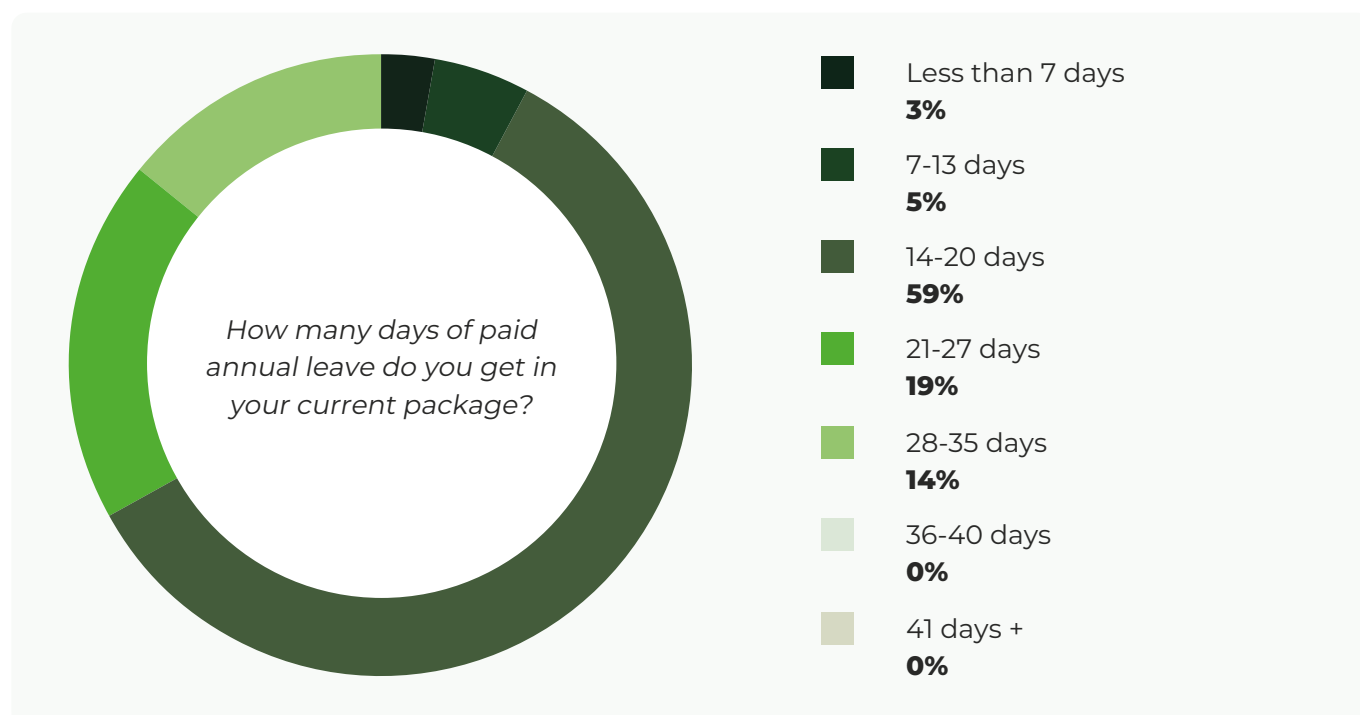
Benefits

The benefits most often received by our surveyed environmental sciences & management professionals were an additional pension, extra holiday in addition to their annual leave, and a travel allowance.



Annual & Parental Leave

A significant majority of environmental sciences & management professionals in Australia received between 14-20 days of paid leave per year in their current compensation package (59%), and 61% received paid parental leave.



Do you get maternity/paternity leave at your current company?

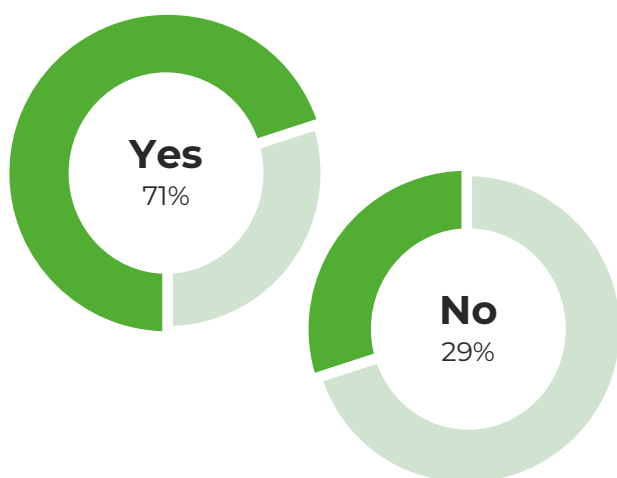




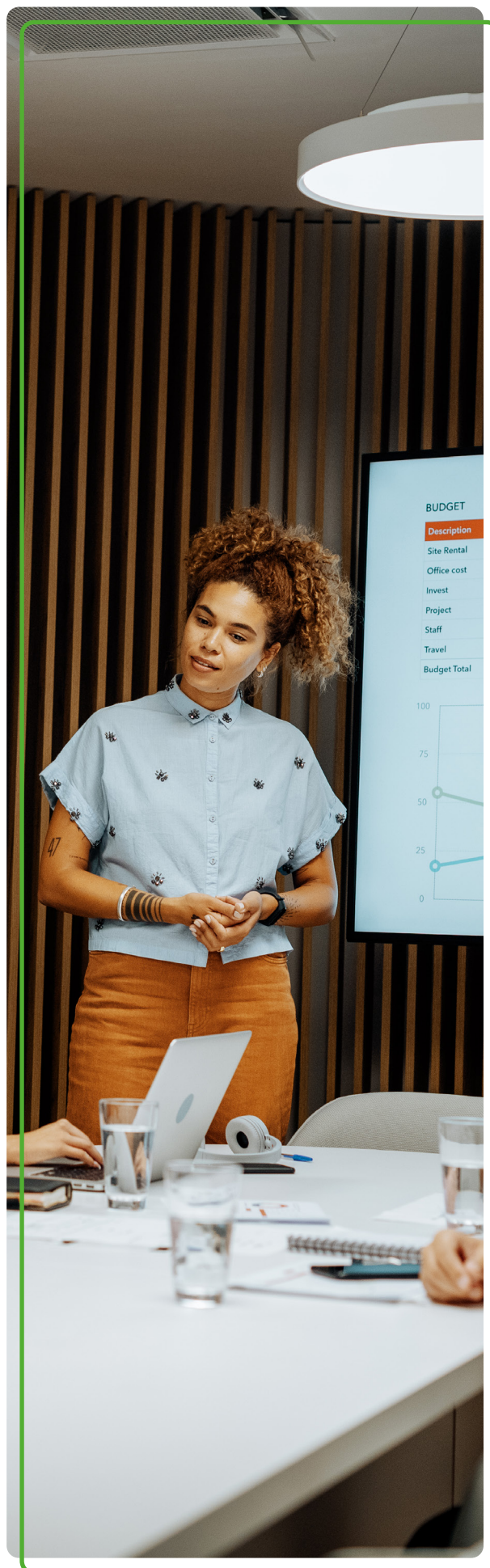
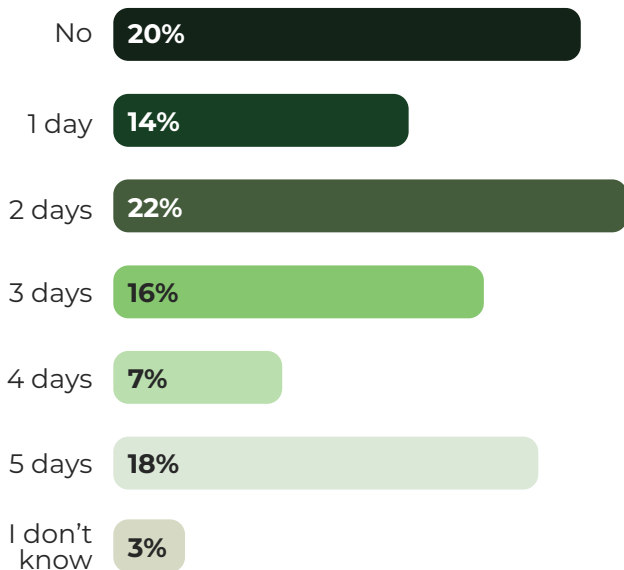
Flexibility

Australian environmental sciences & management professionals were slightly less likely to have flexible working compared to our other surveyed environmental subsectors. 71% had flexible working hours, and 80% could work remotely, with a small majority working 2 days a week from home on average (22%).

Are your working hours flexible in your current role?



Do you have flexibility to work remotely in your current role? If yes, how many days per week can you work remotely on average?





Career Motivations



Push factors

The top three motivations for leaving a company according to the environmental sciences & management professionals we surveyed were:

- ◆ Work-life imbalance
- ◆ Changes to their role, manager, or company
- ◆ Feeling unchallenged



Pull factors

The top three motivations that would attract our surveyed professionals to join a new company were:

- ◆ Higher base salary
- ◆ Flexible working/work from home policies
- ◆ Better company reputation/brand

Salary Motivations

33%

of environmental sciences & management professionals in Australia said they are looking for a 11-15% pay rise in their next role. 3% would be happy with a flat move.

33%

of respondents said they would accept a lower base salary for more shares/equity

Flexible Working Motivations

82%

said that flexible working is very important or important when considering a new opportunity

54%

would accept a new role if it was based in an office full time, however 46% would not



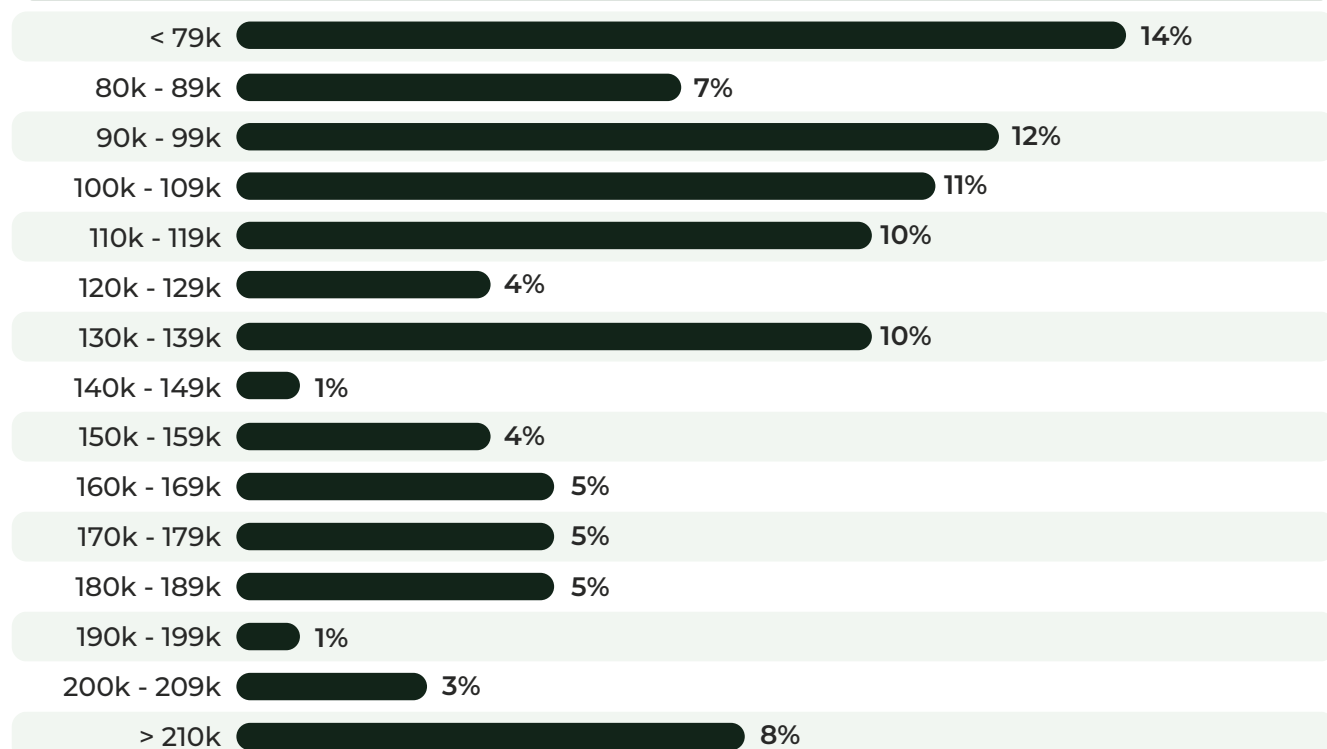
Ecology & Biodiversity



Base Salaries

A vast range of base salaries were reported by our surveyed ecology & biodiversity professionals, all taking expertise, seniority level, and previous experience into account, but just under half (47%) collectively fell in the range of AUD 90k – AUD 139k.

AUD

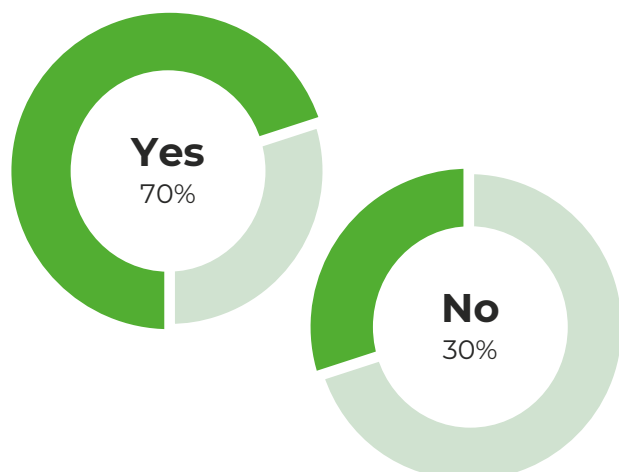




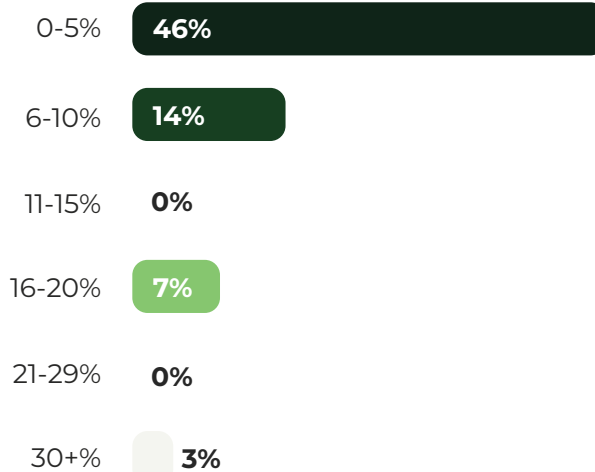
Base Salary Increases

70% of ecology & biodiversity professionals in Australia received a base salary increase within the past year, according to our survey. Just under half (46%) received a raise worth between 0-5% of their salary, but it is also worth noting that a combined 10% were awarded a pay rise of at least 16%.

Have you received a base salary increase in the last 12 months?



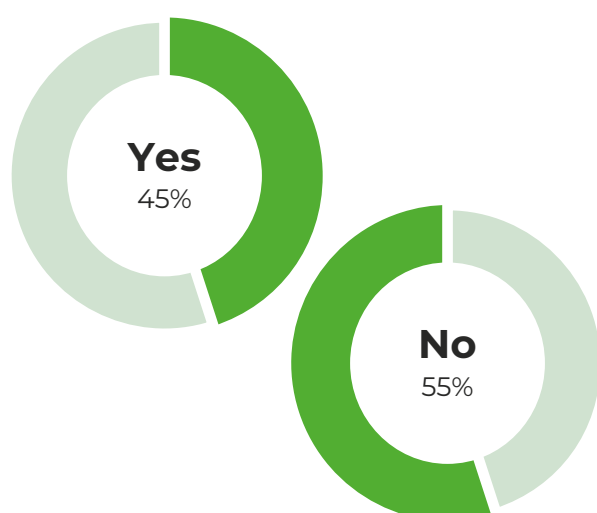
If yes, what percentage of your base salary did you receive?



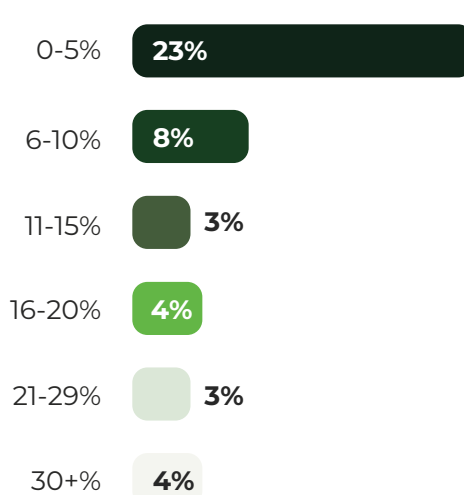
Bonuses

Whereas most ecology & biodiversity respondents received a pay rise in the last 12 months, only 45% received a bonus. The values awarded were significant in some cases, meaning that bonus payouts could be a key deciding factor for professionals in the field when moving roles.

Have you received a bonus in the last 12 months?



If yes, what percentage of your base salary did you receive?





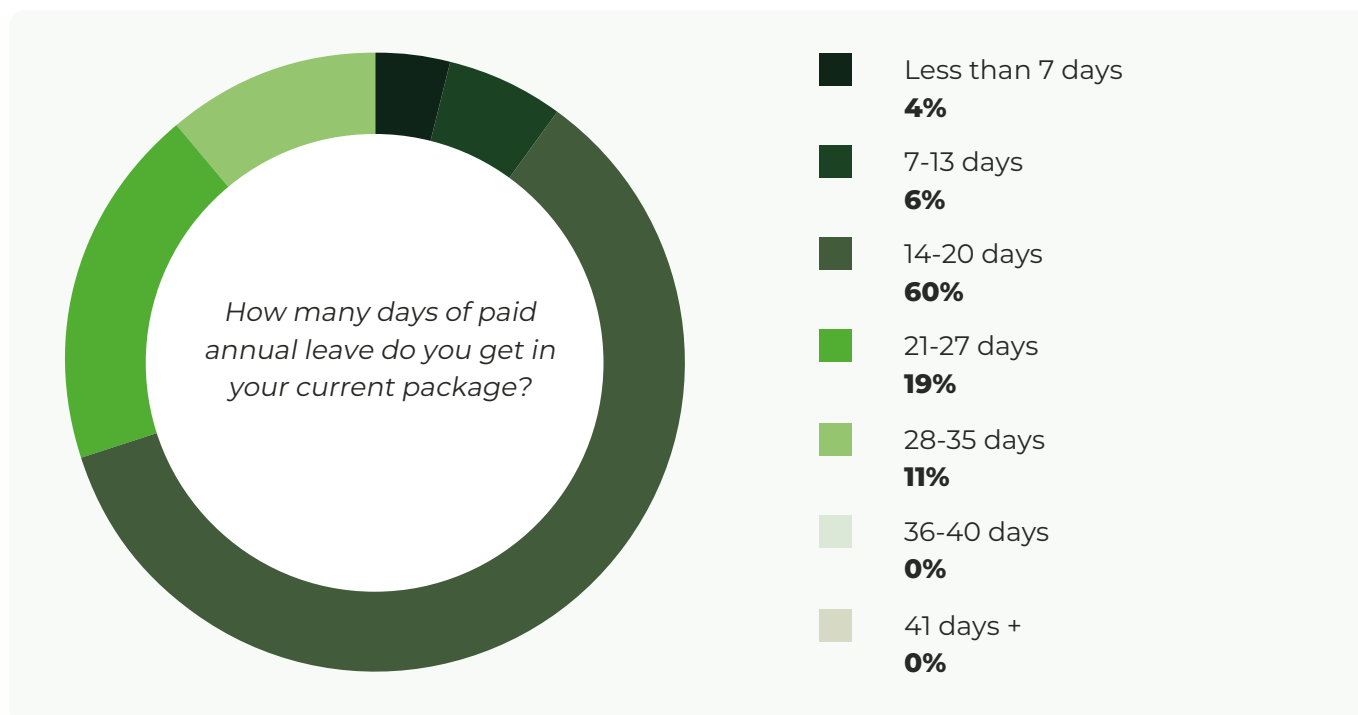
Benefits

The most common benefit awarded to our surveyed ecology & biodiversity professionals was an additional pension, received by over a third of respondents (36%). Extra holiday on top of annual leave and a travel allowance came in second and third, respectively.



Annual & Parental Leave

The vast majority (60%) of surveyed Australian ecology & biodiversity professionals said they received between 14-20 days of paid annual leave, resulting in fewer receiving over 21 days when compared to other environmental subsectors. 55% reported receiving paid maternity or paternity leave as part of their current package.



Do you get maternity/paternity leave at your current company?

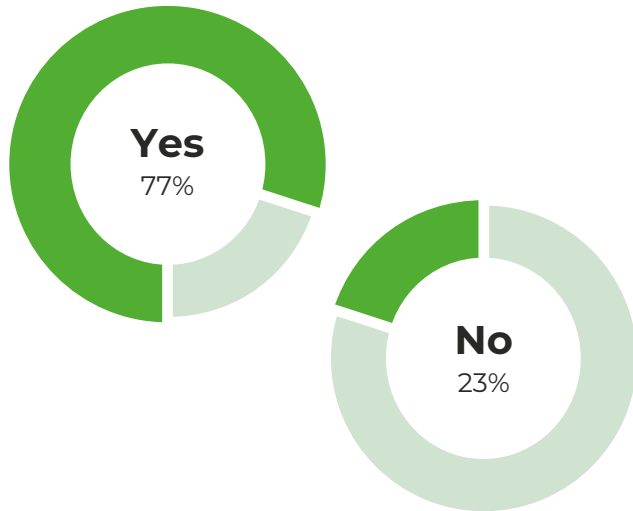




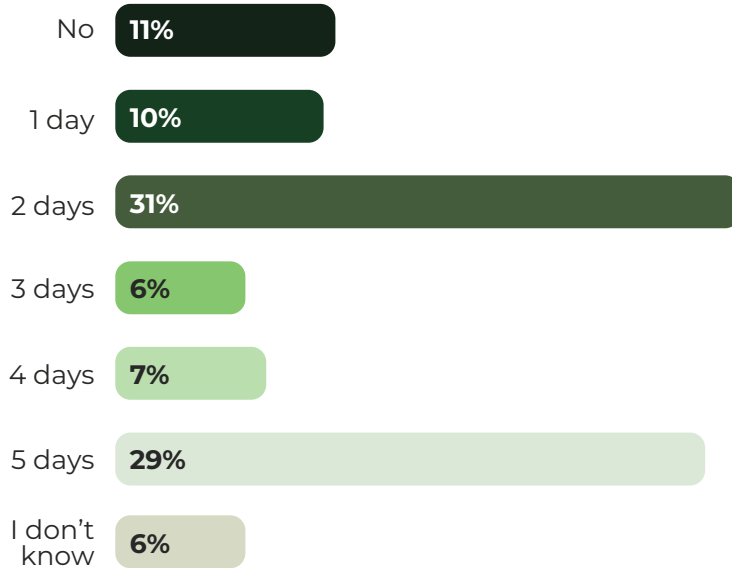
Flexibility

77% of ecology & biodiversity professionals in our survey said they had flexible working hours at their current company, and 89% had some level of flexibility with remote working. Most either worked 2 days (31%) or 5+ days (29%) remotely on average.

Are your working hours flexible in your current role?



Do you have flexibility to work remotely in your current role? If yes, how many days per week can you work remotely on average?





Career Motivations



Push factors

The top three motivations for leaving a company according to the ecology & biodiversity professionals we surveyed were:

- ◆ Work-life imbalance
- ◆ Changes to their role, manager, or company
- ◆ Low compensation/lack of bonus



Pull factors

The top three motivations that would attract our surveyed professionals to join a new company were:

- ◆ Higher base salary
- ◆ Flexible working/work from home policies
- ◆ Better company reputation/brand

Salary Motivations

25%

of ecology & biodiversity professionals in Australia said they are looking for a 16-25% pay rise in their next role. 8% would be happy with a flat move.

22%

of respondents said they would accept a lower base salary for more shares/equity

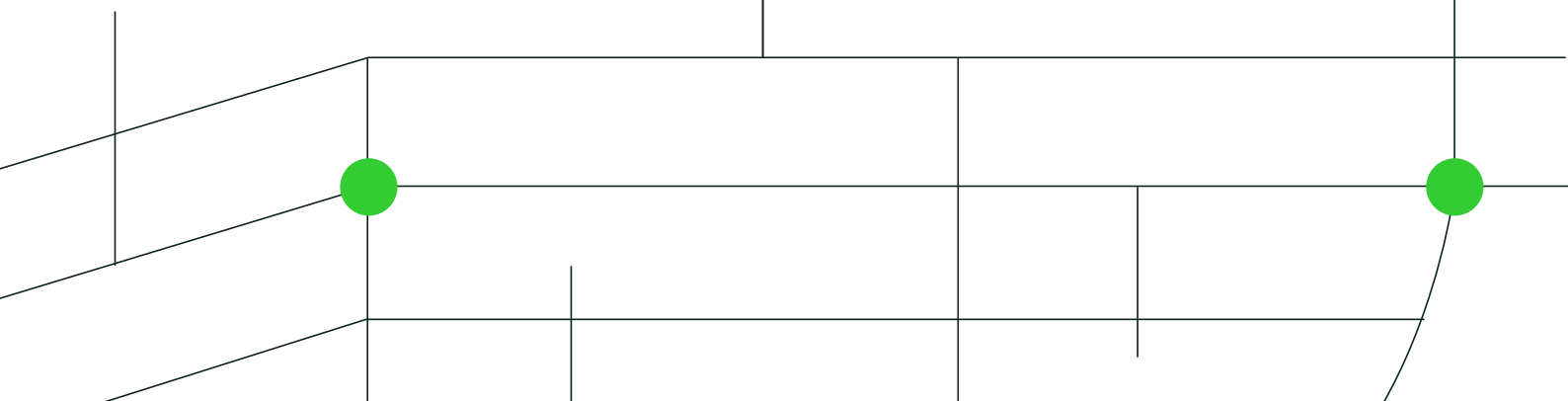
Flexible Working Motivations

85%

said that flexible working is very important or important when considering a new opportunity

55%

would accept a new role if it was based in an office full time, however 45% would not





Summary

As Australia works towards creating a greener, more sustainable future while balancing the infrastructure and urbanisation needed to support the country's growth, having the right expertise on board will be critical for ensuring the successful completion and running of projects, facilities, and services while protecting the environment.

Our survey results show that salary, work-life balance, flexibility, company reputation, and how challenged people feel in their role are all important factors for professionals considering their next career opportunity, which can make attracting and retaining the right people difficult.

“Working with a talent partner like LVI Associates can be instrumental for companies who are struggling to secure and keep hold of their talent, as beyond finding candidates and taking care of the hiring process, we can help firms understand the underlying reasons why people are leaving them or are uninterested in joining. It could be that salary increases are not enough to cover the inflation and interest rate rises their employees are dealing with, they don't have job security in their current project, or they feel they are not being upskilled, developed, and promoted,” explains **Laura Chan, Associate Vice President – Head of Water ANZ at LVI Associates**.

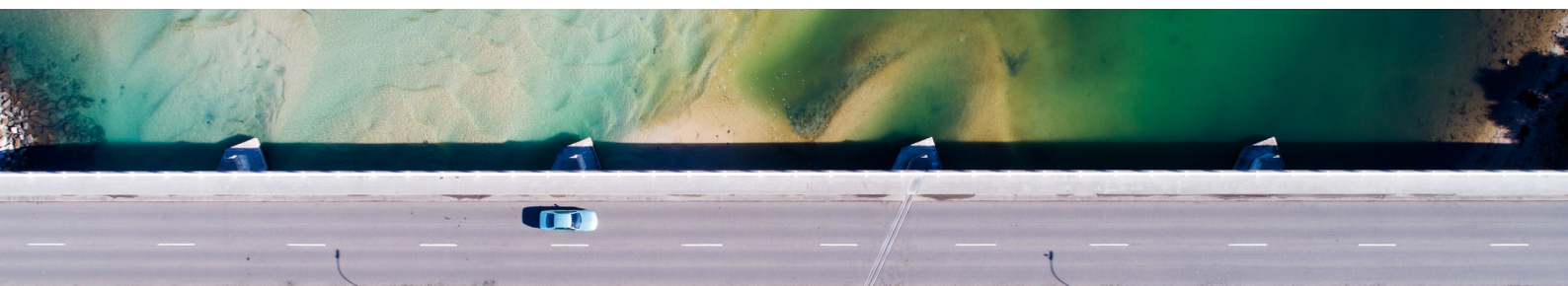
Providing further insights, **Laura** outlines the five main themes she is seeing from her conversations with professionals looking to move roles:

“Energy & infrastructure professionals are naturally particular about which projects they work on depending on their interests and expertise. They also care about career progression, not only in terms of salary, but also how their skills are developed. Participation in the industry is another driver, as people like the opportunity to show up and be the face of an organisation rather than just being behind a desk. Mobility is the fourth factor – are they allowed to move across business units, states, or functions to give them a better all-round experience? Lastly, benefits are important, with marketing those benefits to the public being crucial for firms to successfully attract people to their business.”

Once these points have been identified, **Milan Vidanovic, Vice President – Head of Environmental & Sustainability APAC at LVI Associates** adds that there are many ways to make your company stand out if offering higher monetary compensation isn't a feasible option: “Firms should explore different ways to attract talent beyond salaries, whether that's work from home flexibility, share and equity options, or a salary review following their probation.

“I have also seen candidates turn down offers due to poor parental leave, which in turn lead to those companies improving their parental leave policies even though it was too late to secure the individual, so be aware that your benefits and policies can make or break professionals' decisions just as much as salaries and bonuses.”

We hope this report has provided you with actionable takeaways to improve your hiring strategy or benchmark your current salary and benefits package. If you would like further information or advice, including bespoke salary benchmarking, please get in touch. Whether you need support attracting the best experts in your field, or are a professional looking for your next role at industry-leading firms, the team at LVI Associates is here to help.





About LVI Associates

LVI Associates is a leading talent partner in the energy & infrastructure industry 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 organizations get back to what matters – building a better world.

OUR SPECIALISMS

- ◆ Architecture
- ◆ Automation & Controls
- ◆ Building Diagnostics
- ◆ Building Services
- ◆ Civil
- ◆ Construction
- ◆ Data Centers
- ◆ Environmental
- ◆ Investigations & Disputes
- ◆ Power Delivery
- ◆ Renewable Energy
- ◆ Technology

Contact LVI Associates

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Associate Vice President – Head of Water ANZ

Contact Laura

Kayleigh Regan

Head of LVI Associates APAC

Contact Kayleigh





About Respondents

- ◆ 164 civil professionals and 301 environmental professionals in Australia took part in our survey.
- ◆ Within the civil sector, 74 respondents worked in transport and 94 worked in water.
- ◆ Within the environmental sector, 49 worked in ESG & sustainability, 178 worked in environmental sciences & management, and 74 worked in ecology & biodiversity.

References

¹ <https://oxfordeconomics.com.au/resource/engineering-construction-in-australia-executive-summary/>

² <https://www.infrastructureaustralia.gov.au/listing/media-release/infrastructure-market-capacity-2023>

³ <https://www.csiro.au/en/research/environmental-impacts/climate-change/climate-change-qa/sources-of-co2>

⁴ <https://icriforum.org/gbr-bleaching-2024/>

⁵ <https://carbonmarketinstitute.org/reports/>

Please note: Survey results are rounded to the nearest 1%.