



**GREEN  
RECRUITMENT  
COMPANY**

# **EAST COAST SALARY SURVEY**

**2018**





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# MESSAGE FROM OUR EXECUTIVE DIRECTORS



**The Green Recruitment Company was founded in London in 2010 with the sole vision of becoming the leading specialist provider of global recruitment solutions to the Green Energy**

With an initial focus on Renewable Energy and Energy Management the company quickly expanded in line with the wider Green Energy sector. As technology continues to transform the sector our business has similarly adapted. International Offices have been created and new divisions arisen to meet the needs of markets such as E-Mobility, IoT, Connected Cities, Storage and DSR.

We are still headquartered in London but now have key international hubs located in Europe, North America, Middle East, Australasia, Latin America and Asia. Our consultants have both a technological and geographic focus which allows us to provide our clients and candidates with expert support no matter the location or expertise. Our client base covers the full Green Energy Lifecycle from Finance Houses, Developers and EPCs through to Manufacturers, Utilities and Energy Consultancies. We offer a full suite of recruitment services from Executive

Search to Global Contactor Mobilisation through to Managed Service Provision.

We'd like to welcome you to our latest piece of market research; a renewable energy salary survey for the U.S. East Coast. Our focus in this report is on three key areas of renewable energy; solar, onshore wind and energy storage. In just over the next decade, cumulative installed capacity will double for onshore wind, whilst Solar PV is expected to quadruple. This will also see a corresponding growth in storage and transmission capacity. This will drive skills shortages in the talent pool making it vital that firms remain aware of the latest salary trends.

A stylized, handwritten signature in black ink, likely belonging to Matt Churchward.

**Matt Churchward**  
CEO

A stylized, handwritten signature in black ink, likely belonging to Patrick Wall.

**Patrick Wall**  
COO





# OVERVIEW & METHODOLOGY

The Green Recruitment Company operates on a global basis. Operating in a market that experiences skills shortages across the world, we look to give our clients access to the latest salary information. Our aim is to help our clients benchmark their compensation strategy.

To enable our clients to get the maximum benefit from this report we wanted to take a moment to explain how we have generated the report and what the results mean.

The report focuses on the East Coast and we have used the US Census Bureau regions as the basis for our reporting. We have aggregated our results and reported them into three regions:

## North East

•Division 1: New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont).

•Division 2: Mid-Atlantic (New Jersey, New York, and Pennsylvania)

## South

•Division 5: South Atlantic (Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, District of Columbia, and West Virginia)

This aids ease of comparison. We appreciate that some clients may wish to focus more closely on a specific state. If that is the case, please get in touch and we can share our insight at a much more granular level.

The salary levels we're presenting are a) averages b) basic salaries only. This is in the interest of creating reliable data. In some categories we were only able to secure sample sizes of under 100 respondents on that basis we felt an average salary was more helpful than a salary range in which it would be harder to identify anomalous results. The decision to look at basic

salaries was a response to the need to aggregate different states with different compensation norms into larger groupings. Again if this is of interest please contact us for more specific data.

The next decision was which parts of the renewable energy sector we should consider for the salary survey. We decided to focus on four key areas:

- 1.A generic overview of senior hires and finance positions – this overview looked at these roles across all sub sectors and aggregated the results for all into one average salary.
- 2.Solar energy roles
- 3.Onshore wind roles
- 4.Energy storage roles.

We were able to secure reasonable sample sizes for the above sectors, allowing us to have confidence in the results.

Overall the results show that there is a relative degree of parity in salary levels across the East Coast. No one region has a monopoly on the highest salary levels. However amongst those surveyed there was an expectation that salary increases are expected in the near future, driven by increased demand for specific skill sets.



## SOLAR

Solar is experiencing increasing levels of optimism amongst installers across the US. With high targets for capacity and significant projects in the North East over the next 3-5 years there is strong pressure on salaries.

**Average basic salaries for each sector across the East Coast**



65,199.10

## WIND

Onshore wind is the dominant form of renewable energy in terms of national capacity. It will continue to grow but at a slower annual rate than solar. We expect modest pressures on salaries, with pay stability becoming an increasing trend for the sector.



69,598.96

## ENERGY STORAGE

Energy storage is seeing significant salary inflation. Many industry analysts see emerging technologies and increased interest in new locations e.g. Florida driving sector growth and salaries.



65,798.28

# SENIOR HIRES & FINANCE

The demand for senior talent remains stable. Most respondents in this sector felt that wage growth would remain modest. There is however an increasing battle for finance talent in the renewable energy sector.

Job Titles/Region	New England	Mid-Atlantic	South Atlantic
Business Development Director	\$119,350.00	\$115,943.00	\$106,682.00
Product Director	\$136,441.50	\$149,271.33	\$133,733.83
Senior Product Director	\$164,578.00	N/A	N/A
Marketing Director	\$112,815.00	\$106,887.00	\$75,711.40
Project Director	\$74,900.00	\$82,114.00	\$80,450.00
Operations Director	\$102,770.00	\$95,572.00	\$87,796.33
Head of Project Management	\$143,644.00	\$120,014.00	\$110,746.75
Finance Director	\$99,147.75	\$122,640.50	\$96,370.80
Project Analyst	\$68,143.00	\$63,031.33	\$58,988.60
Financial Analyst	\$69,282.00	\$67,510.00	\$66,302.80
Cost Analyst	\$72,476.50	\$67,305.67	\$70,162.80



# SOLAR ENERGY

Nationally in 2017 Solar was only second to Natural Gas in new energy generation. Market growth has shifted from residential to non-residential solar with the North East being a major contributor to capacity increases.

Job Titles/Region	New England	Mid-Atlantic	South Atlantic
Energy Consultant	\$81,745.00	\$76,103.00	\$74,902.00
Solar Installer	\$54,591.50	\$60,579.50	\$42,290.00
Sales Consultant	\$61,886.40	\$62,223.00	\$57,121.00
Sales Representative	\$70,511.60	\$60,203.00	\$57,266.00
Outside Sales Rep	\$71,370.40	\$67,262.00	\$66,033.00
Project Manager	\$82,195.00	\$83,869.00	\$76,054.00
Field Technician	\$47,821.20	\$50,402.00	\$45,359.00
BD Manager	\$73,040.00	\$79,871.00	\$69,099.00
Sales Specialist	\$60,167.40	\$62,399.00	\$59,949.00
Electrician	\$56,128.00	\$50,587.00	\$47,120.00
Surveyor	\$55,000.00	\$56,389.00	\$48,929.00
Developer	\$88,460.42	\$94,971.00	\$85,000.00
Electrical Engineer	\$82,234.80	\$81,209.00	\$81,966.00
Canvasser	\$57,371.75	\$42,581.00	\$51,107.00
Senior Sales Consultant	\$92,709.00	\$93,020.00	\$61,106.00
Journeyman Electrician	\$58,364.25	\$53,362.00	\$50,441.00
Energy Manager	\$56,863.00	\$66,849.00	\$59,073.00

# ONSHORE WIND

Onshore wind is benefiting from strong levels of R&D spending. It is the cheapest alternative energy generation source in the US. The main demand for candidates is currently coming from states such as Texas and Oklahoma.

Job Titles/Region	New England	Mid-Atlantic	South Atlantic
Wind Turbine Technician	\$58,254.67	\$55,000.00	\$68,283.00
Service Technician	\$38,627.43	\$33,872.00	\$34,305.00
Field Technician	\$40,546.29	\$49,671.00	\$46,616.00
Site Manager	\$57,815.00	\$65,808.50	\$50,780.00
Project Manager	\$83,907.75	\$87,241.00	\$77,314.00
Energy Engineer	\$82,131.00	\$78,621.00	\$50,273.00
Senior Field Technician	\$57,829.50	\$62,839.00	\$77,318.00
Project Engineer	\$79,394.50	\$79,434.00	\$31,737.00
Electrical Engineer	\$86,712.25	\$81,231.33	\$88,005.00
Test Engineer	\$79,700.00	\$85,666.50	\$74,002.00
Energy Consultant	\$79,959.80	\$76,058.00	\$68,000.00
BD Manager	\$75,586.50	\$79,869.00	\$69,259.40





# ENERGY STORAGE

Energy storage is an industry with aggressive growth projections. The need to upgrade to two-way digitally enabled intelligent grid architecture from the current one-way system, is driving up worker demand and salaries.

Job Titles/Region	New England	Mid-Atlantic	South Atlantic
Storage Engineer	\$99,008.00	\$124,600.57	\$106,537.88
Storage Manager	\$32,391.14	\$29,846.57	\$43,303.86
Scheduler	\$29,200.00	\$31,848.86	\$38,142.52
Energy Engineer	\$82,131.00	\$86,416.00	\$86,153.00





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