



Salary Survey Energy Solutions (Consultancies) 2018-2019

Welcome



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Welcome to our 2018-2019 Salary Survey for Energy Solutions Consultancies.

This report is a brief overview of salaries and benefits and benefits in the sector and has been compiled through a survey made available to our talent pool and online advertising.

The report will give an overview of respondents and then go on to discuss sector salaries and feedback on benefits.

If you'd like to discuss the report further please get in touch:

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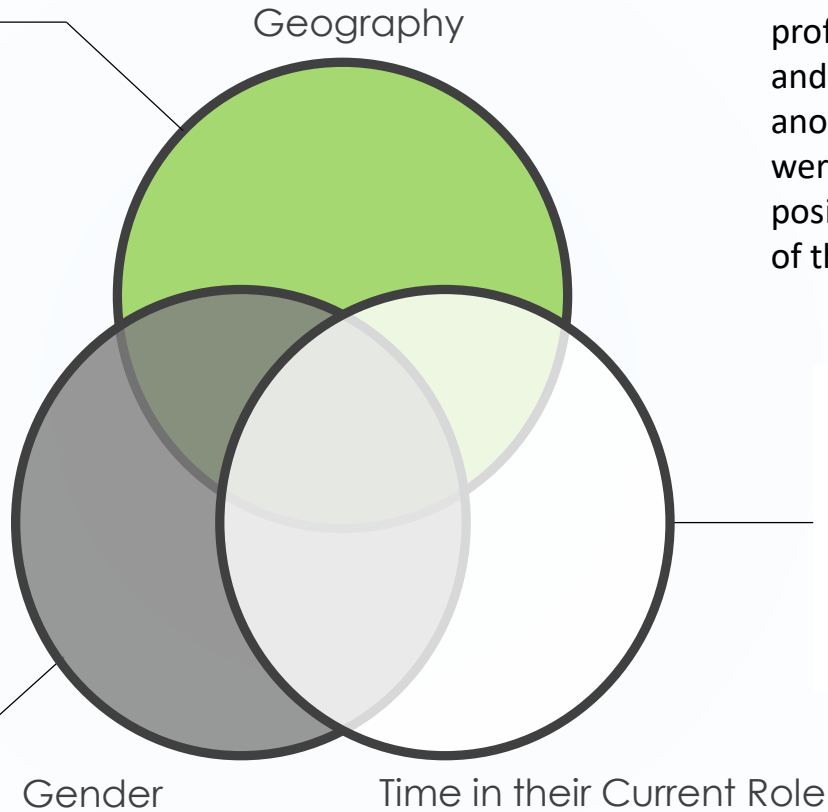
info@greenrecruitmentcompany.com

Who were our respondents?

Our Population of Interest.

Respondent Location	Percentage
North West England	25.00%
Greater London	17.19%
South East England	17.19%
West Midlands	12.50%
Yorkshire and the Humber	6.25%
East Midlands	6.25%
Other (please specify)	4.69%
Scotland	3.13%
Wales	3.13%
North East England	3.13%
South West England	1.56%
Northern Ireland	0.00%
East of England	0.00%

Gender	Percentage
Male	57.14%
Female	41.27%
Other	1.59%



The survey captured a good range of sector professionals in terms of experience, geography and gender. All data was provided on the basis of anonymity for respondents. The respondents were all highly enthusiastic providing detailed and positive feedback in the open comment sections of the survey.

Time in Current Role	Percentage
Less than six months	22.22%
Between six months and a year	14.29%
One year to two years	17.46%
Two years to three years	15.87%
Three years to five years	12.70%
More than five years	17.46%

Sales

- | | |
|----------------------------------|---------------------|
| • Business Development Executive | £25,000 to £35,000 |
| • Business Development Manager | £40,000 to £65,000 |
| • Head of Sales | £65,000 to £80,000 |
| • Business Development Director | £75,000 to £145,000 |

Account Management

- | | |
|-------------------------------|--------------------|
| • Account Executive | £24,000 to £35,000 |
| • Account Manager | £40,000 to £60,000 |
| • Client Relationship Manager | £40,000 to £60,000 |
| • Account Director | £55,000 to £65,000 |
| • Key Account Manager | £55,000 to £65,000 |
| • Head of Account Management | £55,000 to £80,000 |

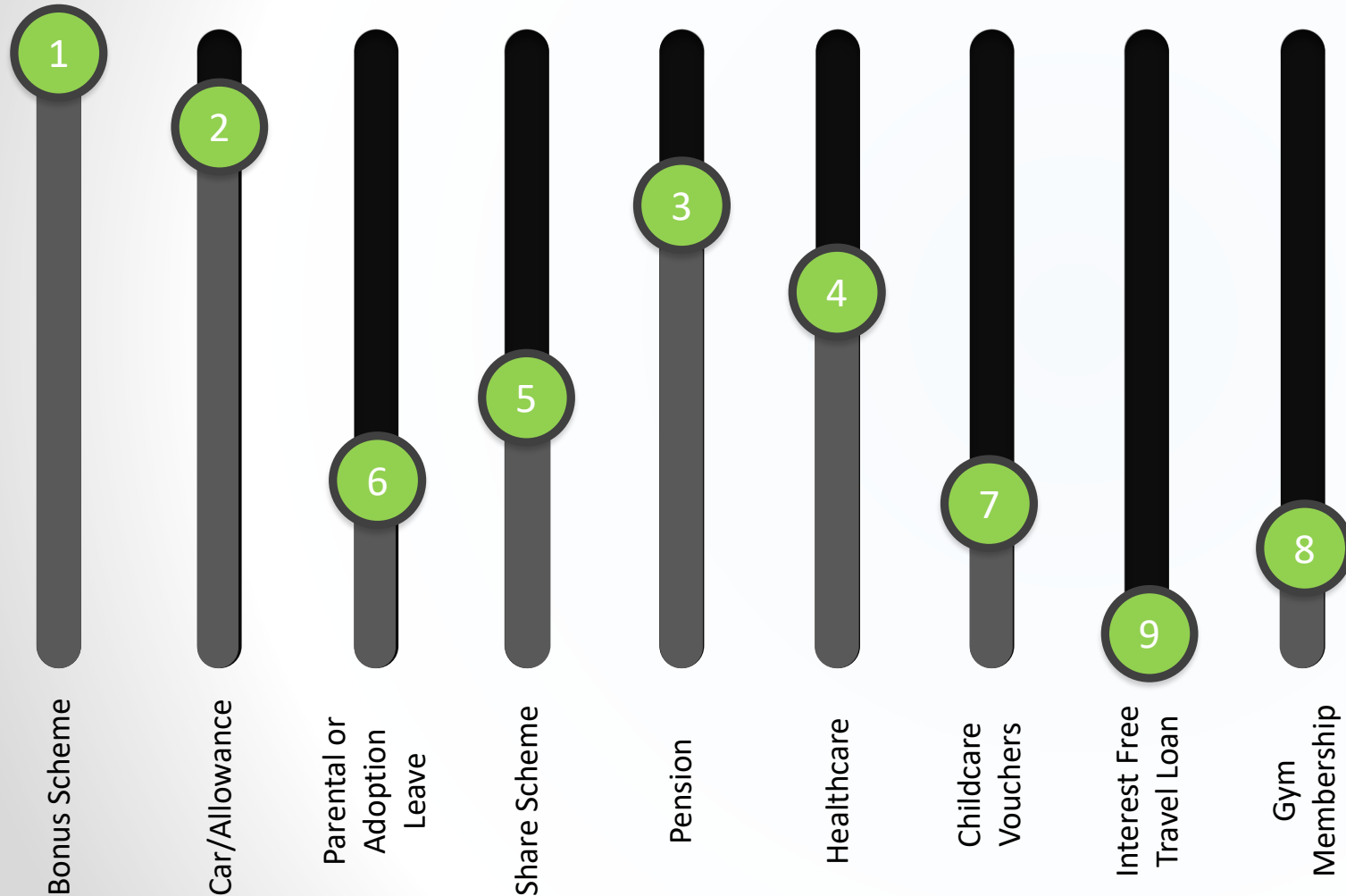
Risk & Trading

• Procurement Analyst	£25,000 to £35,000
• Junior Trader	£25,000 to £35,000
• Risk Manager	£35,000 to £40,000
• Trader	£40,000 to £50,000
• Senior Risk Manager	£42,000 to £60,000
• Senior Trader	£50,000 to £60,000
• Head of Risk	£60,000 to £80,000
• Head of Trading	£60,000 to £85,000

Operations

- | | |
|-----------------------------|--------------------|
| • Junior Billing Analyst | £22,000 to £26,000 |
| • Meterworks Operator | £24,000 to £28,000 |
| • Senior Billing Analyst | £29,000 to £35,000 |
| • Operations Manager | £30,000 to £38,000 |
| • Senior Operations Manager | £37,000 to £45,000 |
| • Head of Operations | £45,000 to £60,000 |

Where Benefits Ranked



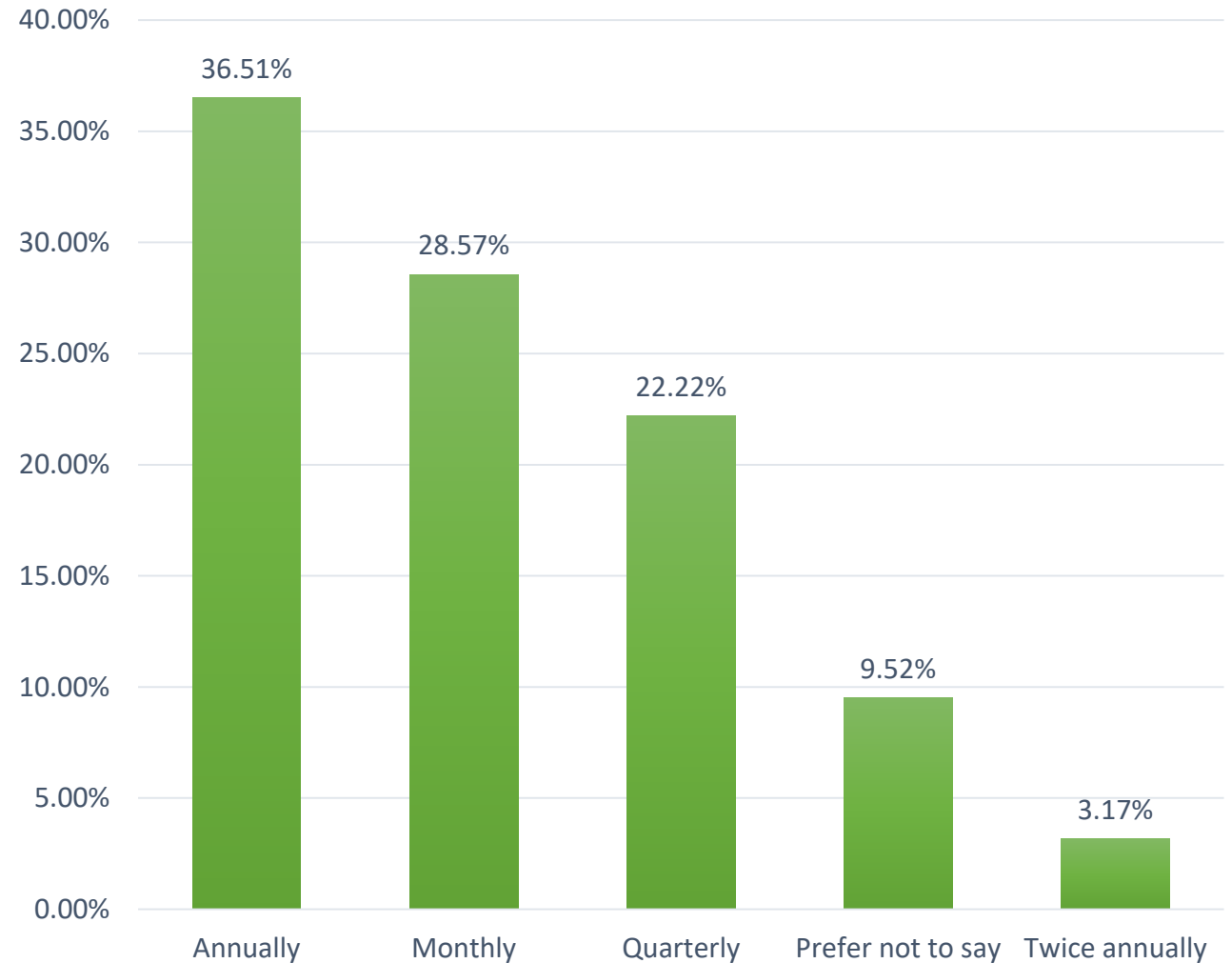
Respondents tended to have the more traditional benefits such as bonuses, car or car allowance and pensions.

The selection of benefits available to be ranked was chosen through an earlier pilot study – surprisingly very few respondents were interested in either flexible working or holiday levels.

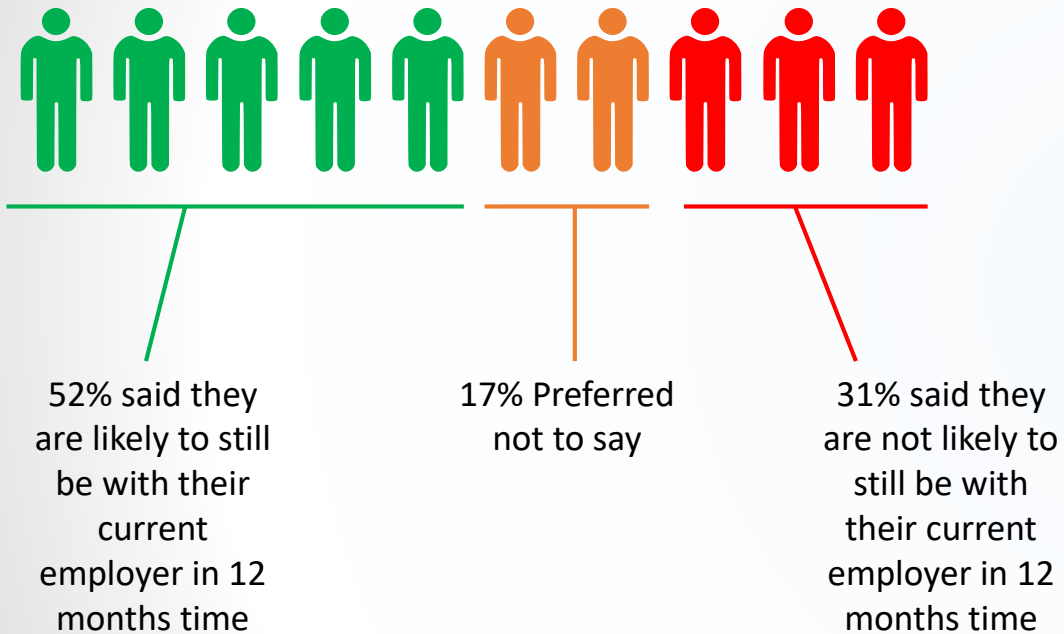
Bonuses

- The mean bonus was £17,584
- The median bonus was £7,100
- The mode bonus was £5,000
- The largest bonuses were in sales focused roles where bonus values could exceed 100% of basic salary. Outside of these roles, bonuses typically ranged up to 50% of basic salary.

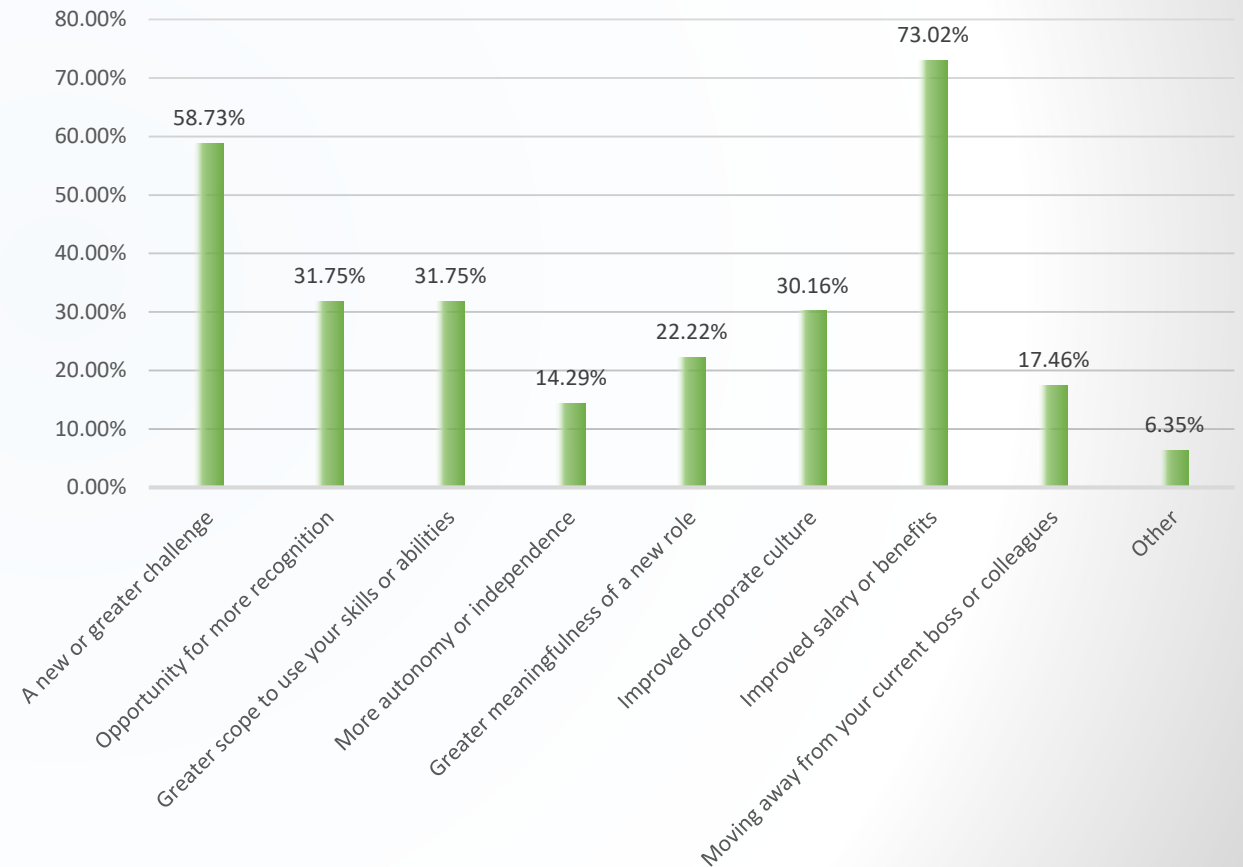
How frequently is your bonus paid?



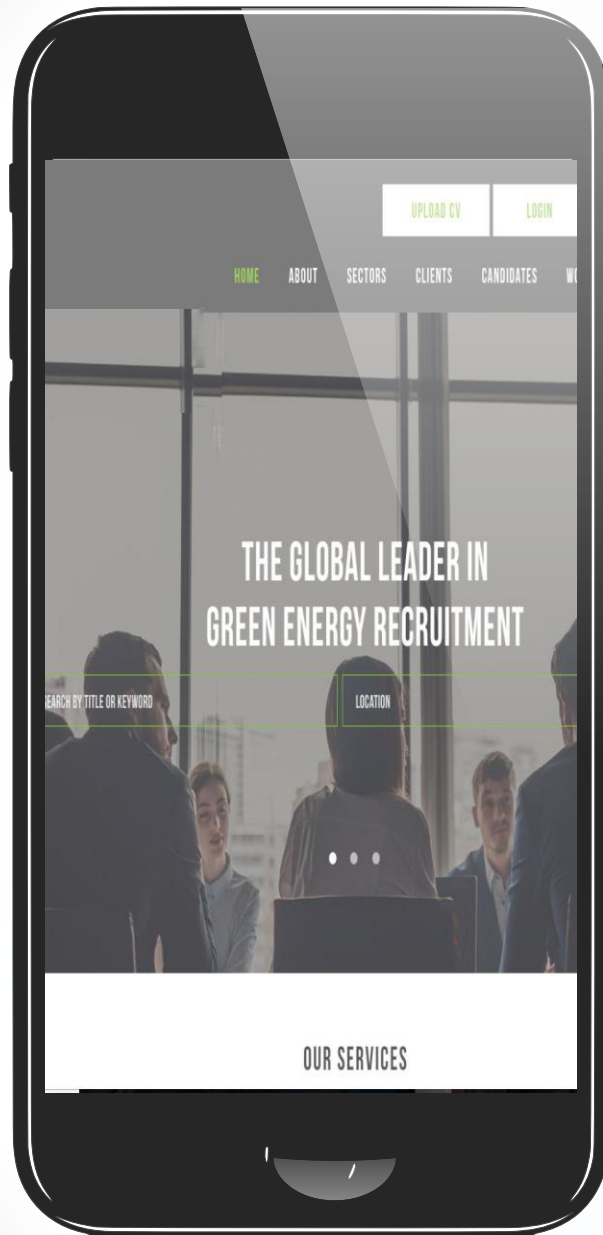
Retention & Motivation



WHAT WOULD MOTIVATE THEM TO CHANGE ROLE?



Contact Us



Thank you for taking the time to read our Salary Survey. We regularly create reports on the Green Energy space so if you're interested in seeing other reports or want to discuss our services then please get in touch:

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