



**UK ENERGY SOLUTIONS (CONSULTANCIES)
SALARY SURVEY 2020**

Welcome


Welcome to our 2020 Salary Survey for Energy Solutions Consultancies.

This report is a brief overview of salaries 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 responses and then go on to discuss salaries and feedback on benefits.

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

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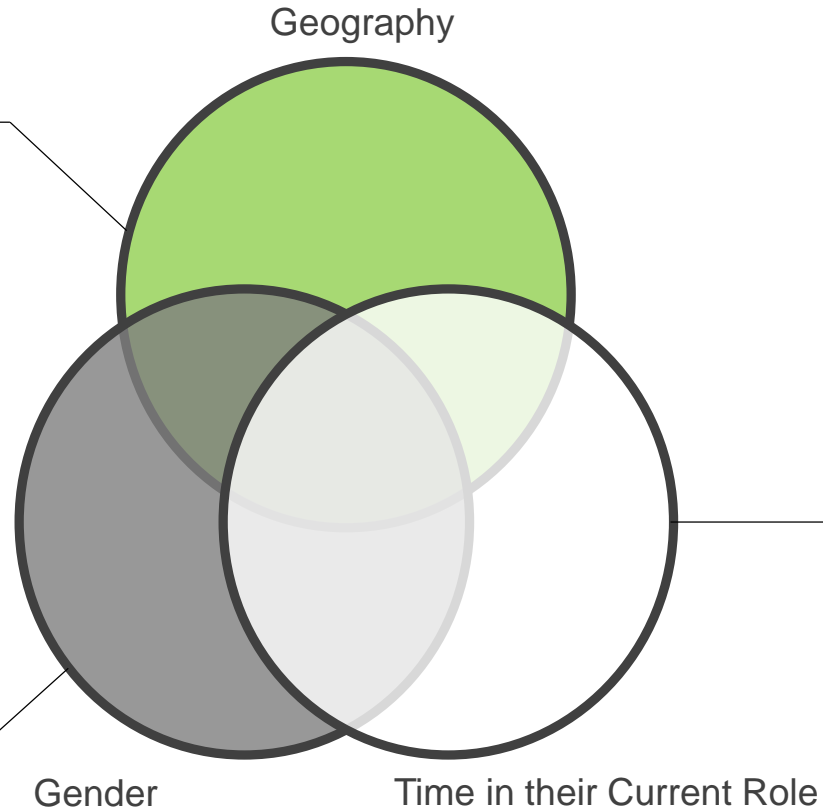


Tom Brookes
Lead Consultant, Energy Solutions
The Green Recruitment Company

Who were our respondents?



Location	Percentage
Greater London	21.95%
South West England	7.32%
North West England	31.71%
West Midlands	6.10%
East Midlands	2.44%
South East England	10.98%
Yorkshire and the Humber	1.22%
Scotland	2.44%
North East England	2.44%
Wales	4.88%
East of England	3.66%
Other	4.88%
Northern Ireland	0%



Gender	Percentage
Male	69%
Female	31%
Other	0%
Prefer not to say	0%

Time in Role	Percentage
One year to two years	28.05%
Three years to five years	15.85%
Two years to three years	15.85%
Between six months and a year	23.17%
More than five years	7.32%
Less than six months	9.75%
Prefer not to say	0%

Account Management Salaries

Job Title	Lower Salary Range	Higher Salary Range
Account Executive	£18,000.00	£27,000.00
Account Manager	£40,000.00	£65,000.00
Client Relationship Manager	£45,000.00	£70,000.00
Senior Account Manager	£55,000.00	£75,000.00
Account Director	£50,000.00	£80,000.00
Key Account Manager	£40,000.00	£60,000.00
Head of Account Management	£65,000.00	£90,000.00

Back Office Salaries

Job Title	Lower Salary Range	Higher Salary Range
Commercial Manager	£33,000.00	£40,000.00
Energy Analyst	£30,000.00	£50,000.00
Energy Modeller	£45,000.00	£50,000.00
Procurement Manager	£35,000.00	£55,000.00
Senior Procurement Manager	£40,000.00	£65,000.00
Procurement Analyst	£25,000.00	£35,000.00

Executive Salaries

Job Title	Lower Salary Range	Higher Salary Range
Commercial Director	£75,000.00	£100,000.00
Operations Director	£110,000.00	£155,000.00
CMO	£90,000.00+	
CEO	£120,000.00+	
CCO	£105,000.00	£140,000.00
CFO	£95,000.00	£135,000.00

Operations Salaries

Job Title	Lower Salary Range	Higher Salary Range
Meterworks Operator	£20,000.00	£34,000.00
Billing Analyst	£20,000.00	£30,000.00
Senior Billing Analyst	£28,000.00	£45,000.00
Billing Manager	£45,000.00	£55,000.00
Head of Operations	£50,000.00	£65,000.00
Operations Manager	£35,000.00	£50,000.00

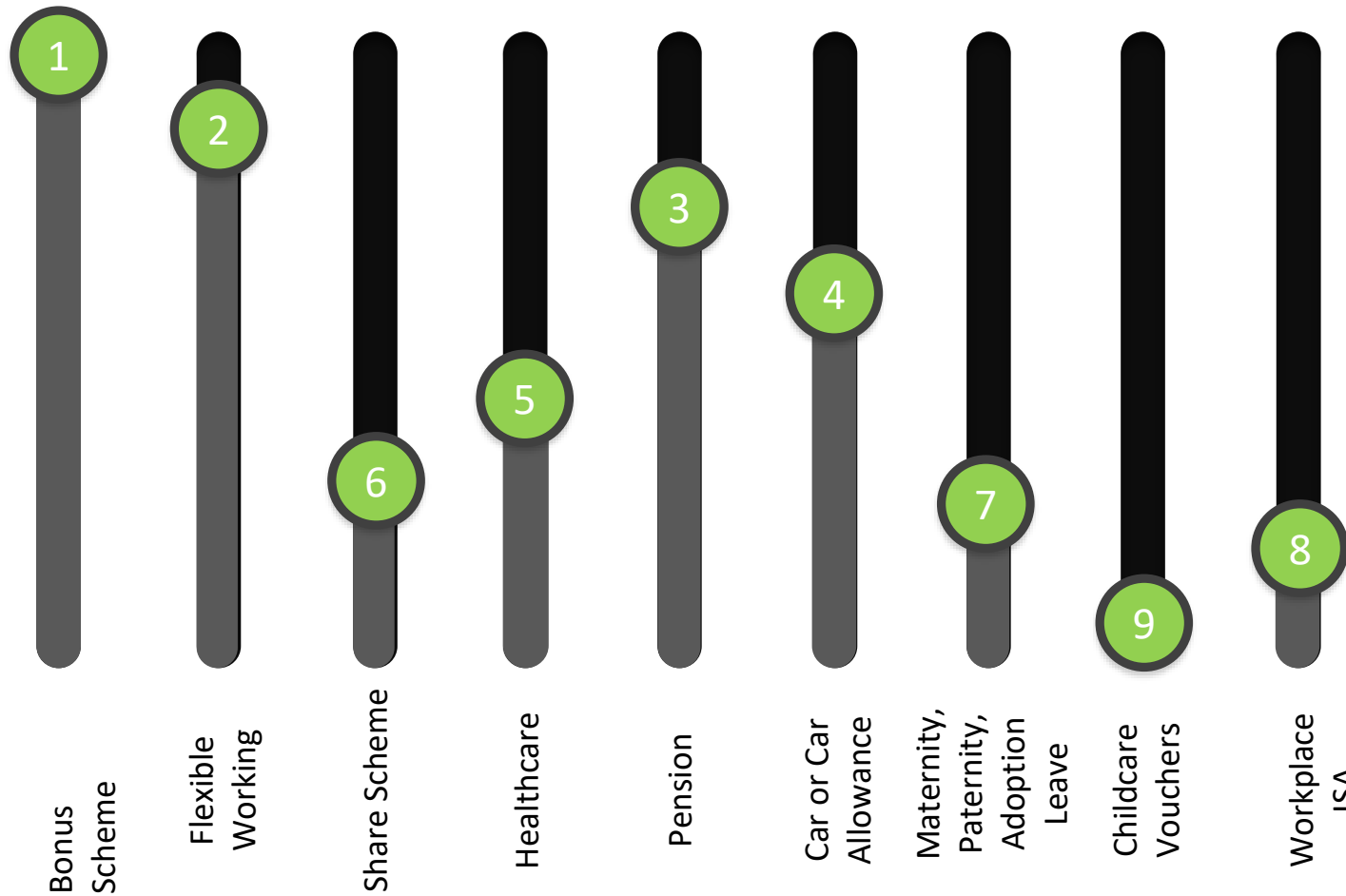
Risk & Trading Salaries

Job Title	Lower Salary Range	Higher Salary Range
Project and Systems Manager	£30,000.00	£60,000.00
Junior Trader	£18,000.00	£30,000.00
Risk Manager	£27,000.00	£40,000.00
Trader	£40,000.00	£85,000.00
Senior Risk Manager	£50,000.00	£73,000.00
Senior Trader	£55,000.00	£90,000.00
Head of Risk	£65,000.00	£100,000.00
Head of Trading	£65,000.00	£110,000.00

Sales Salaries

Job Title	Lower Salary Range	Higher Salary Range
Consultant	£27,000.00	£40,000.00
International Sales Manager	£55,000.00	£110,000.00
Senior Consultant	£45,000.00	£65,000.00
Business Development Executive	£25,000.00	£32,000.00
Business Development Manager	£30,000.00	£86,000.00
Head of Sales	£65,000.00	£90,000.00
Business Development Director	£60,000.00	£80,000.00

Benefits



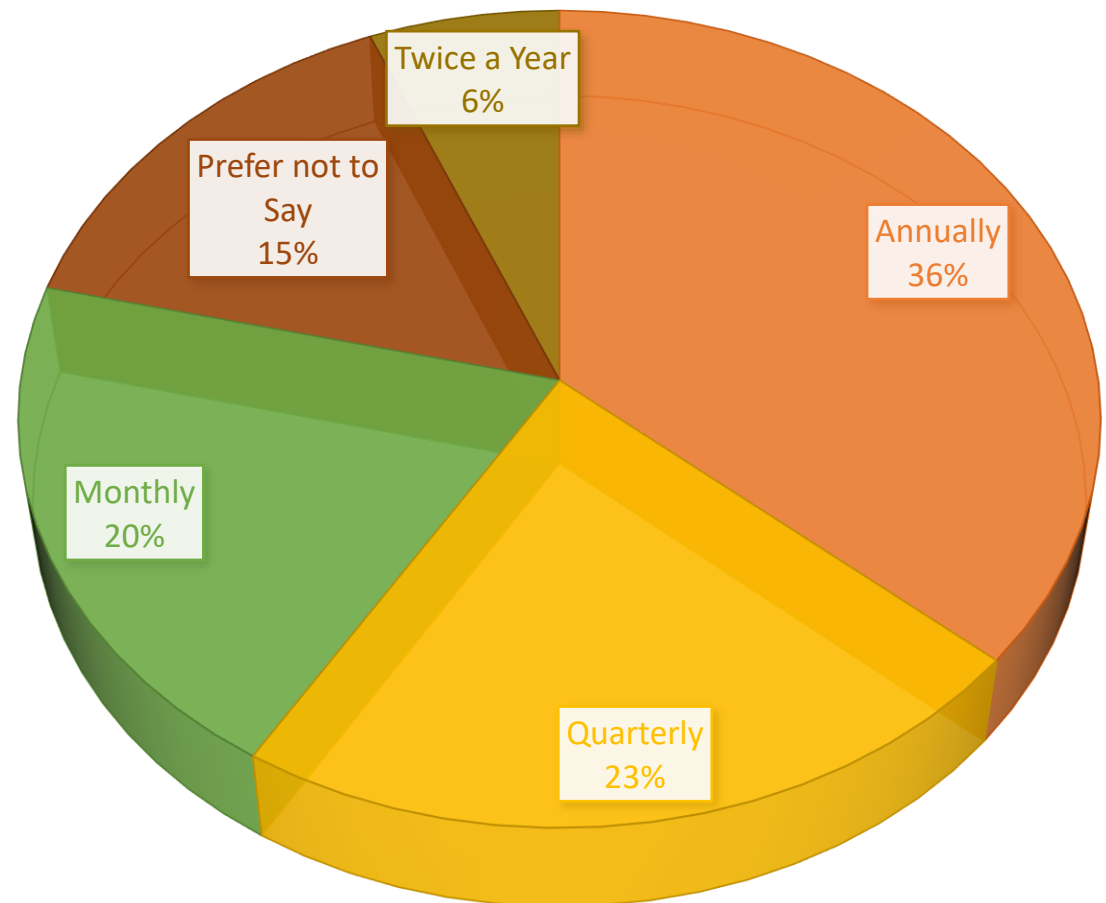
The benefits study found a significant change in respondent attitudes to benefits.

Last year there was limited interest in flexible working, whereas this year it is the second most sought after benefit.

The other benefits were relatively stable in their ranking. Season ticket loans dropped out of people's interests probably as a direct consequence of increased interest in flexible working.

Bonuses

BONUS FREQUENCY



- The average annual bonus was £4,149.
- The median annual bonus was £2,000.
- Annual bonus levels by quartile:
 - 4th: £4,950+
 - 3rd: £2,000-£4,950
 - 2nd: £1,125-£2,000
 - 1st: £0-£1,125

Retention & Motivation

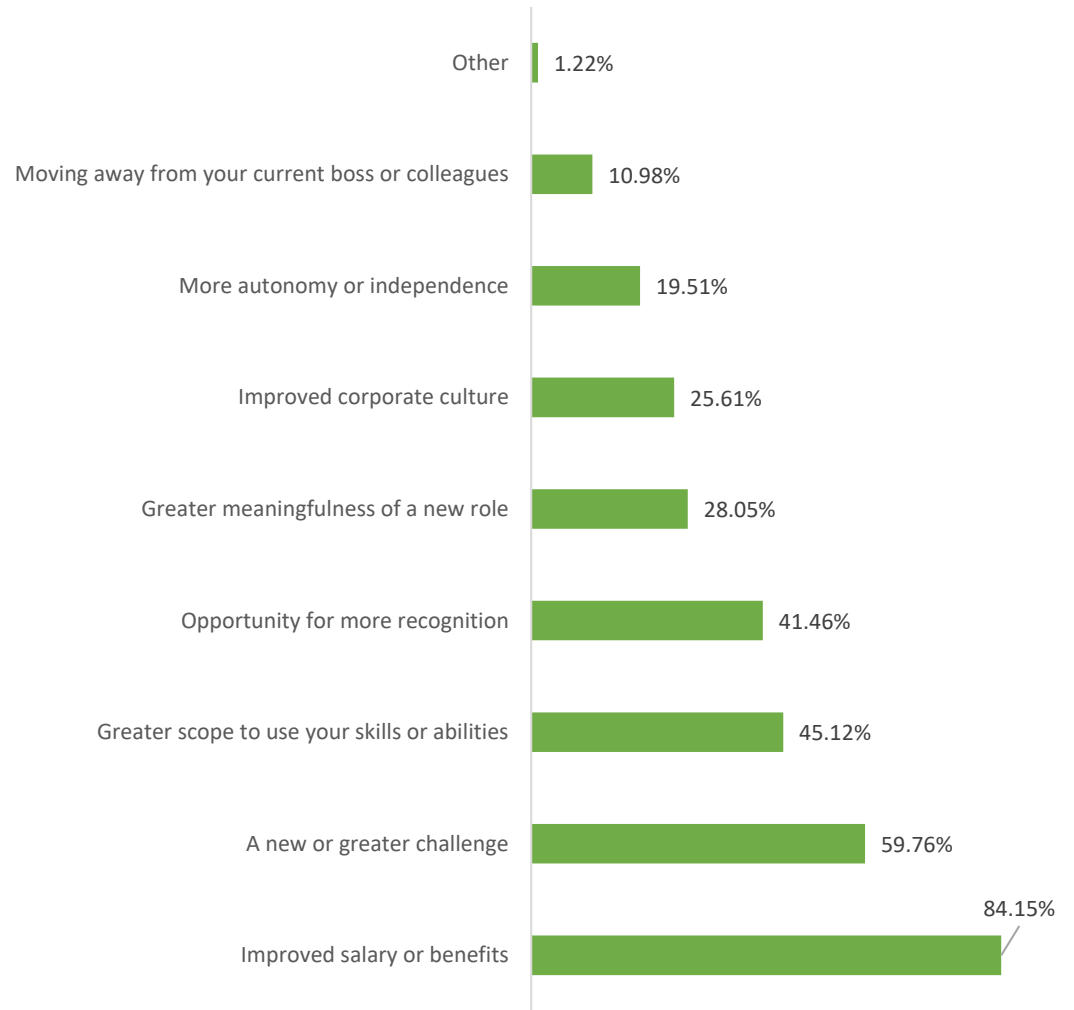
55% of respondents stated they were not looking to change roles in the next 12 months. Only 23% were expecting to look for a new role in the next year.

Salary is the dominant factor across all candidates.

Interestingly the number of people looking to move away from their boss or colleagues has dropped from 17.46% in 2018 to just 10.98% in 2019.

There has been a 50% uplift in people wanting greater scope to use their skills and abilities in the last year.

Reasons for Changing Role



THANKS FOR READING!



For more information please get in touch:

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