



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

Welcome

Welcome to our 2020 Salary Survey for Energy Solutions Suppliers.

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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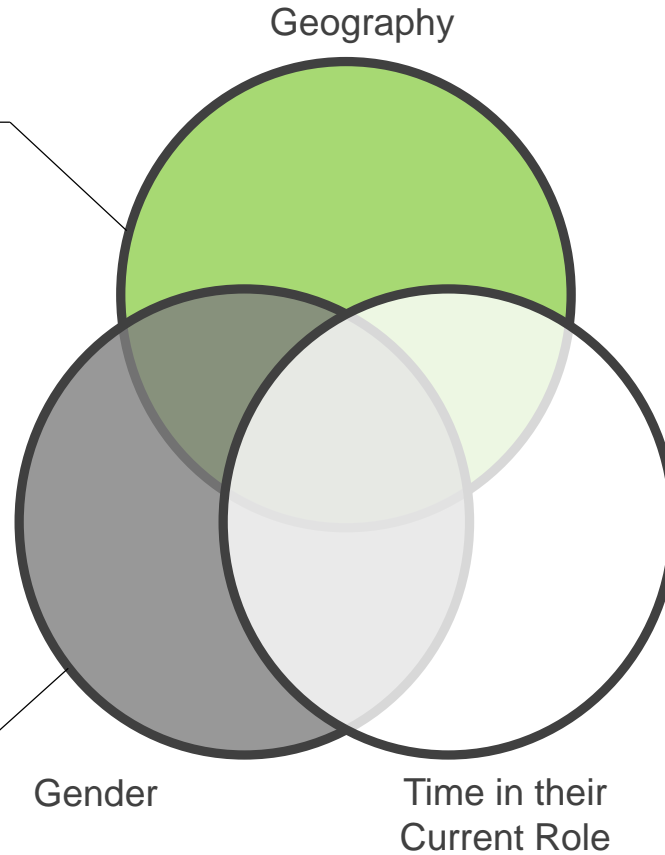


Andrew Green
Head of Energy Solutions
The Green Recruitment Company

Who were our respondents?



Location	Percentage
Greater London	28%
South West England	10%
North West England	7%
West Midlands	12%
East Midlands	2%
South East England	22%
Yorkshire and the Humber	5%
Scotland	2%
North East England	2%
Wales	0%
East of England	8%
Other	2%
Northern Ireland	0%



Gender	Percentage
Male	70%
Female	30%
Other	0%
Prefer not to say	0%

Time in Role	Percentage
One year to two years	27%
Three years to five years	23%
Two years to three years	20%
Between six months and a year	12%
More than five years	10%
Less than six months	7%
Prefer not to say	0%

Account Management Salaries

Job Title	Lower Salary Range	Higher Salary Range
Account Manager	£35,000.00	£75,000.00
Client Portfolio Manager	£35,000.00	£50,000.00
Client Relationship Manager	£40,000.00	£50,000.00
Key Account Manager	£55,000.00	£75,000.00
Head of Account Management	£75,000.00	£110,000.00
TPI Account Manager	£28,000.00	£60,000.00

Back Office Salaries

Job Title	Lower Salary Range	Higher Salary Range
Business Analyst	£35,000.00	£45,000.00
Head of IT	£58,000.00	£112,000.00
Head of Pricing	£70,000.00	£90,000.00
Insight Analyst	£35,000.00	£40,000.00
Analytics Manager	£60,000.00	£100,000.00
Pricing Analyst	£27,000.00	£33,000.00
Procurement Manager	£35,000.00	£40,000.00
Product Manager	£55,000.00	£75,000.00
Margin Analyst	£33,000.00	£43,000.00
Senior Pricing Analyst	£45,000.00	£65,000.00
Settlements Manager	£32,000.00	£50,000.00

Executive Salaries

Job Title	Lower Salary Range	Higher Salary Range
Commercial Director	£120,000.00	£160,000.00
COO	£125,000.00	£180,000.00
Operations Director	£120,000.00	£160,000.00
CEO	£200,000.00+	
CCO	£180,000.00	£250,000.00
CFO	£140,000.00	£180,000.00

Operations Salaries

Job Title	Lower Salary Range	Higher Salary Range
Head of Operations	£50,000.00	£80,000.00
Senior Operations Analyst	£32,000.00	£45,000.00
SMART Implementation	£30,000.00	£40,000.00
Operations Manager	£30,000.00	£50,000.00

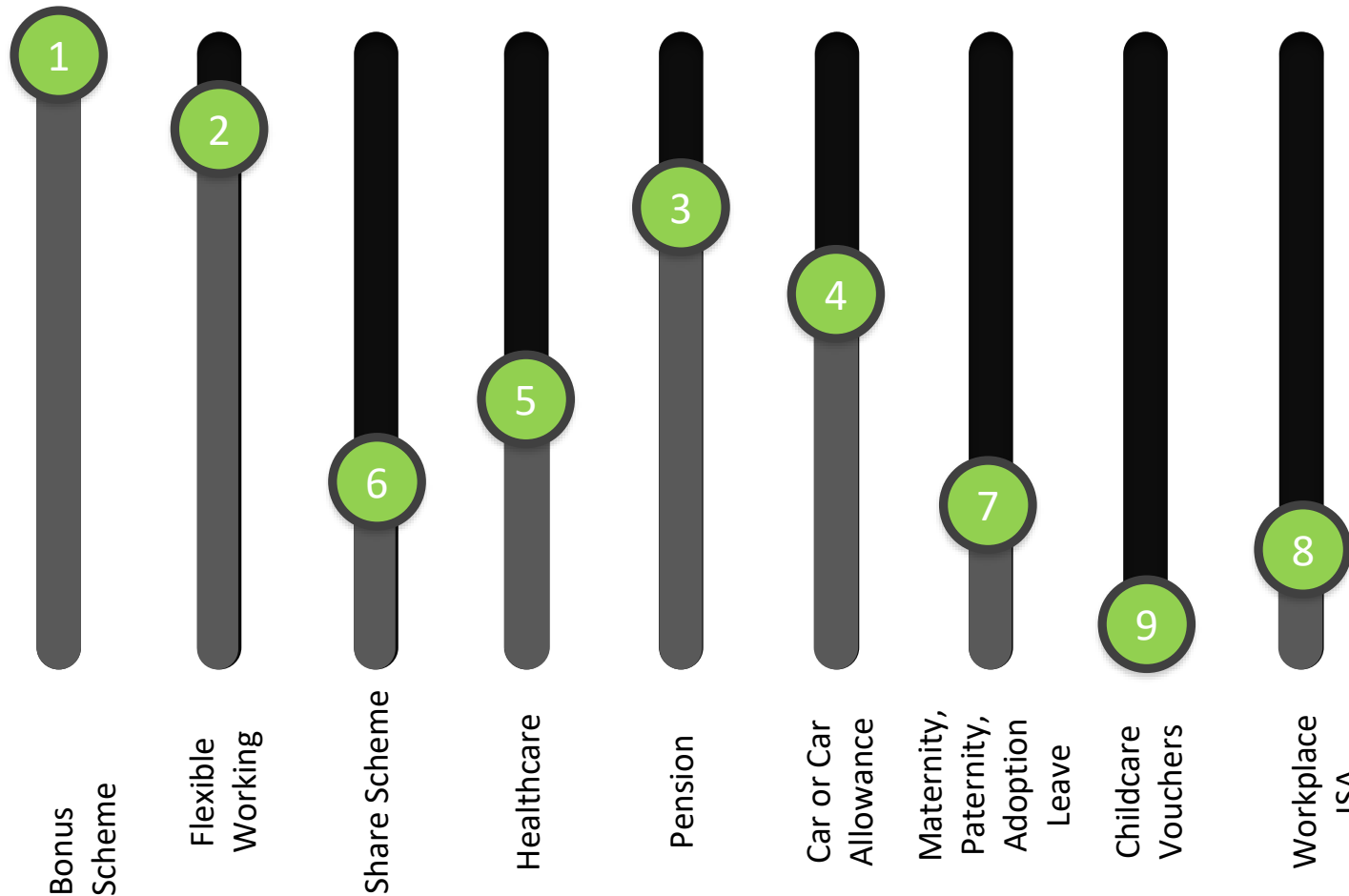
Risk & Trading Salaries

Job Title	Lower Salary Range	Higher Salary Range
Head of Risk	£70,000.00	£125,000.00
Risk Analyst	£29,000.00	£56,000.00
Risk Manager	£42,000.00	£65,000.00
Trader	£50,000.00	£80,000.00
Senior Trader	£70,000.00	£110,000.00
Head of Trading	£120,000.00	£160,000.00

Commercial Salaries

Job Title	Lower Salary Range	Higher Salary Range
Business Development Manager	£45,000.00	£75,000.00
Commercial Manager	£45,000.00	£60,000.00
Head of Sales	£75,000.00	£110,000.00
PPA Originator	£55,000.00	£120,000.00
Head of Origination	£110,000.00	£160,000.00

Benefits



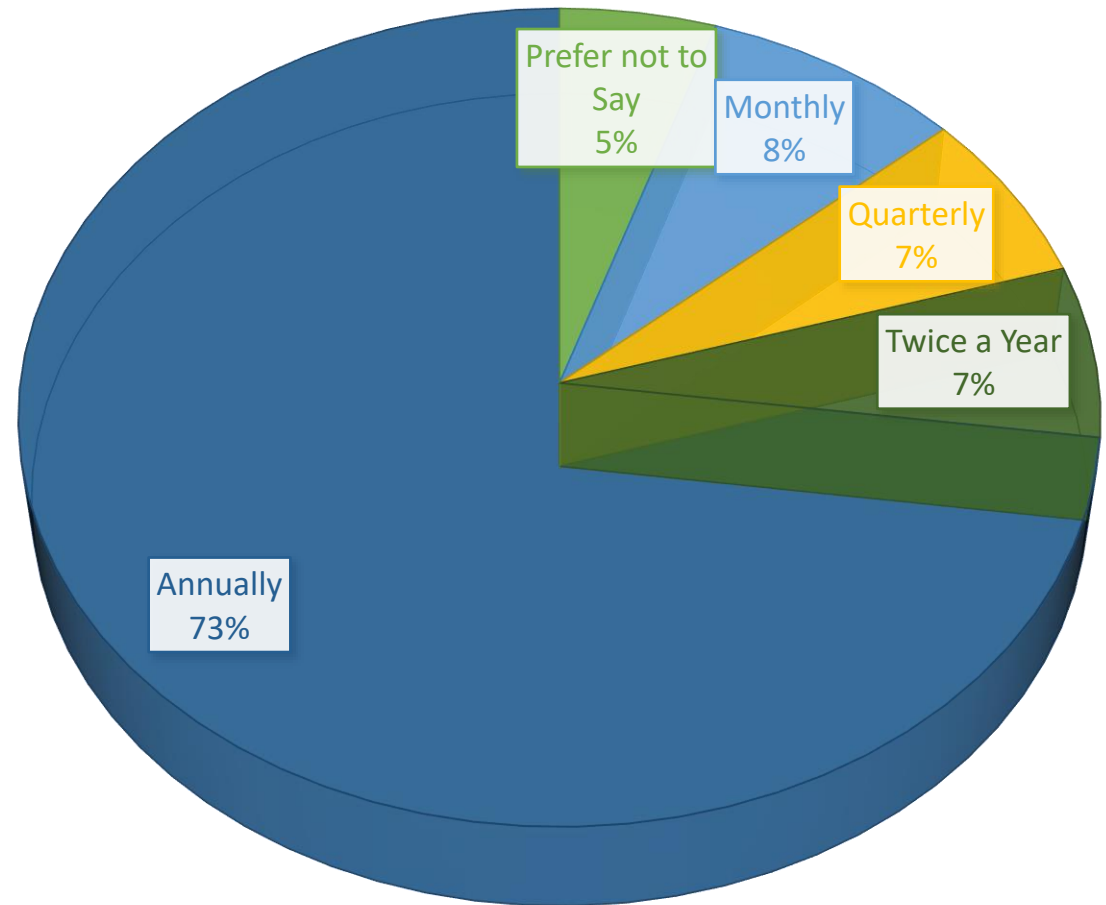
The benefits study found a significant change in respondent attitudes to benefits.

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

- The average annual bonus was £14,150. This figure is skewed by larger bonuses in senior roles.
- The median annual bonus was £6,000.
- Annual bonus levels by quartile:
 - 4th: £12,500+
 - 3rd: £6,000-£12,500
 - 2nd: £2,950-£6,000
 - 1st: £0-£2,950



Retention & Motivation

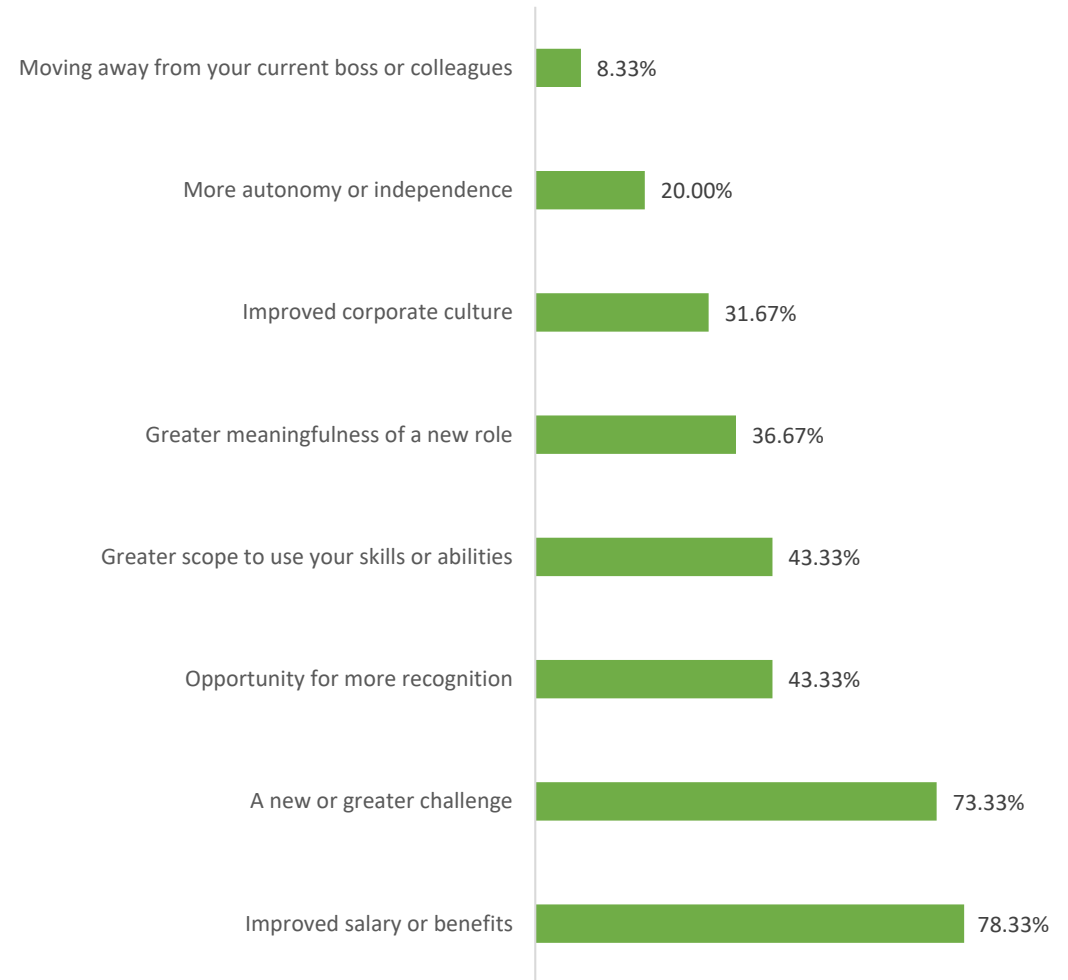
45% of respondents stated they were looking to change roles in the next 12 months.

Salary has become a more significant feature for most respondents.

Interestingly the number of people looking to move away from their boss or colleagues has dropped from 23.4% in 2018 to just 8.33% in 2019.

The other trend apparent is a desire for more recognition in roles. This has moved from 6th place to 3rd place in a year.

Reasons for Changing Role



THANKS FOR READING!



For more information please get in touch:

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