



# Global Partners in Engineering Talent Solutions

Salary Benchmark 2025







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As we reflect on the energy sector in the UK leading into 2025, it is clear that we are at a pivotal moment. The government's recent budget announcement, with its focus on sustainability and green energy initiatives, underscores a significant commitment to transitioning towards a low-carbon economy. This shift not only highlights the importance of investment in renewable energy projects but also emphasizes the need for a skilled workforce equipped to meet these new demands.

Our salary benchmarking report is designed to provide you with essential insights into the current compensation trends within the energy sector. This year, we have seen an increased demand for skilled professionals in areas such as wind, solar, and energy efficiency, driven by ambitious government targets and corporate sustainability goals. As organizations strive to attract top talent in this competitive landscape, understanding market compensation is more crucial than ever.

In addition to salary trends, our analysis addresses the challenges and opportunities that have emerged in light of recent budgetary commitments. With increased funding for renewable projects, the competition for skilled engineers, technicians, and project managers is intensifying. Companies are recognizing that to secure the talent needed for successful project execution and innovation, they must offer competitive compensation packages that go beyond base salary, incorporating benefits, flexibility, and career development opportunities.

We invite you to leverage this report as a strategic resource in your recruitment and retention efforts. At Rise Technical Recruitment, our team is dedicated to supporting your organization's growth in this dynamic market. We encourage you to stay connected with us for insights, guidance, and tailored recruitment solutions that align with your unique needs.

**Thank you for your trust in us as we work together to build a stronger future for the industry.**





# London

## Salary Benchmark



Job Title	Permanent	Contract
Acquisition Managers	£50,000 -£70,000	£300 -£500
Asset Managers	£70,000 -£100,000	£450 -£700
Business Development Managers	£50,000 -£80,000	£300 -£500
C&I Engineers	£40,000 -£60,000	£220 -£350
CHP Engineers	£45,000 -£65,000	£240 -£400
Commissioning Engineers -HV	£80,000 -£100,000	£600 -£800
Commissioning Land Surveyors	£40,000 -£60,000	£220 -£350
Contracts Manager	£60,000 -£80,000	£350 -£550
Drilling Engineers	£50,000 -£75,000	£300 -£500
Engineering Geologists	£45,000 -£65,000	£240 -£400
Environmental Engineers	£40,000 -£60,000	£220 -£350
EPC Managers	£70,000 -£90,000	£400 -£600
Graduates	£25,000 -£35,000	£130 -£200
Grid Connection Managers	£90,000 -£120,000	£650 -£850
Grid Connections Engineers	£70,000 -£90,000	£500 -£700
Heat Pump Engineers	£40,000 -£60,000	£220 -£350
LNG/Petrochemical Specialists	£50,000 -£75,000	£300 -£500
LV Design Engineers	£45,000 -£65,000	£240 -£400
LV Maintenance Engineers	£45,000 -£65,000	£240 -£400
HV Design Engineers	£70,000 -£100,000	£550 -£800
HV Maintenance Engineer	£50,000 -£70,000	£300 -£500
M&E Project Engineers	£50,000 -£70,000	£300 -£500
Multi Utility Project Engineers	£50,000 -£70,000	£300 -£500

Job Title	Permanent	Contract
Nuclear Engineers	£60,000 -£80,000	£350 -£550
O&M Managers/Engineers	£50,000 -£70,000	£300 -£500
Onshore Engineer	£50,000 -£75,000	£300 -£500
Offshore Engineers*	£50,000 -£75,000	£300 -£500
Petroleum Engineers	£60,000 -£80,000	£350 -£550
Planning Engineers	£40,000 -£60,000	£220 -£350
Plumbing and Heating Engineers	£45,000 -£60,000	£250 -£350
Power Plant Operators	£45,000 -£65,000	£240 -£400
Power Systems Planners	£40,000 -£60,000	£220 -£350
Process Engineers	£40,000 -£60,000	£220 -£350
Project Developers	£50,000 -£70,000	£300 -£500
Project Managers ICP/DNO/IDNO	£60,000 -£80,000	£350 -£550
Proposals Engineers	£40,000 -£60,000	£220 -£350
Research and Development	£40,000 -£60,000	£220 -£350
Senior Authorised Persons	£80,000 -£100,000	£700 -£900
Site Managers	£50,000 -£70,000	£300 -£500
Solar Project Managers	£50,000 -£70,000	£300 -£500
Solar/EV Electricians	£45,000 -£60,000	£250 -£350
Technical Sales Construction	£45,000 -£65,000	£240 -£400
Transmission & Distribution Managers	£60,000 -£80,000	£350 -£550
Water Treatment Engineers	£40,000 -£60,000	£220 -£350
Wind Turbine Technicians	£35,000 -£55,000	£200 -£320

\*dependent on stay away allowance etc.





# South East Salary Benchmark





Job Title	Permanent	Contract
Acquisition Managers	£45,000 - £65,000	£250 - £400
Asset Managers	£65,000 - £90,000	£400 - £650
Business Development Managers	£45,000 - £70,000	£250 - £400
C&I Engineers	£35,000 - £55,000	£200 - £320
CHP Engineers	£40,000 - £60,000	£220 - £350
Commissioning Engineers - HV	£80,000 - £100,000	£600 - £800
Commissioning Land Surveyors	£35,000 - £55,000	£200 - £320
Contracts Manager	£55,000 - £75,000	£300 - £500
Drilling Engineers	£45,000 - £70,000	£250 - £400
Engineering Geologists	£40,000 - £60,000	£220 - £350
Environmental Engineers	£35,000 - £55,000	£200 - £320
EPC Managers	£70,000 - £90,000	£400 - £600
Graduates	£22,000 - £30,000	£120 - £180
Grid Connection Managers	£80,000 - £110,000	£600 - £800
Grid Connections Engineers	£70,000 - £90,000	£500 - £700
Heat Pump Engineers	£35,000 - £55,000	£200 - £320
LNG/Petrochemical Specialists	£45,000 - £70,000	£250 - £400
LV Design Engineers	£40,000 - £60,000	£220 - £350
LV Maintenance Engineers	£40,000 - £60,000	£220 - £350
HV Design Engineers	£65,000 - £90,000	£500 - £750
HV Maintenance Engineer	£45,000 - £65,000	£250 - £400
M&E Project Engineers	£45,000 - £65,000	£250 - £400
Multi Utility Project Engineers	£45,000 - £65,000	£250 - £400

Job Title	Permanent	Contract
Nuclear Engineers	£55,000 - £75,000	£300 - £500
O&M Managers/Engineers	£45,000 - £65,000	£250 - £400
Onshore Engineer	£55,000 - £70,000	£250 - £400
Offshore Engineers*	£45,000 - £70,000	£250 - £400
Petroleum Engineers	£55,000 - £75,000	£300 - £500
Planning Engineers	£35,000 - £55,000	£200 - £320
Plumbing and Heating Engineers	£40,000 - £55,000	£250 - £350
Power Plant Operators	£40,000 - £60,000	£220 - £350
Power Systems Planners	£35,000 - £55,000	£200 - £320
Process Engineers	£35,000 - £55,000	£200 - £320
Project Developers	£45,000 - £65,000	£250 - £400
Project Managers ICP/DNO/IDNO	£55,000 - £75,000	£300 - £500
Proposals Engineers	£35,000 - £55,000	£200 - £320
Research and Development	£35,000 - £55,000	£200 - £320
Senior Authorised Persons	£70,000 - £90,000	£650 - £850
Site Managers	£45,000 - £65,000	£250 - £400
Solar Project Managers	£45,000 - £65,000	£250 - £400
Solar/EV Electricians	£40,000 - £55,000	£220 - £320
Technical Sales Construction	£40,000 - £60,000	£220 - £350
Transmission & Distribution Managers	£55,000 - £75,000	£300 - £500
Water Treatment Engineers	£35,000 - £55,000	£200 - £320
Wind Turbine Technicians	£30,000 - £50,000	£170 - £280

\*dependent on stay away allowance etc.





# South West Salary Benchmark





Job Title	Permanent	Contract
Acquisition Managers	£45,000 - £65,000	£250 - £400
Asset Managers	£65,000 - £90,000	£400 - £650
Business Development Managers	£45,000 - £70,000	£250 - £400
C&I Engineers	£35,000 - £55,000	£200 - £320
CHP Engineers	£40,000 - £60,000	£220 - £350
Commissioning Engineers - HV	£70,000 - £90,000	£550 - £750
Commissioning Land Surveyors	£35,000 - £55,000	£200 - £320
Contracts Manager	£55,000 - £75,000	£300 - £500
Drilling Engineers	£45,000 - £70,000	£250 - £400
Engineering Geologists	£40,000 - £60,000	£220 - £350
Environmental Engineers	£35,000 - £55,000	£200 - £320
EPC Managers	£65,000 - £85,000	£350 - £550
Graduates	£22,000 - £30,000	£120 - £180
Grid Connection Managers	£80,000 - £110,000	£600 - £800
Grid Connections Engineers	£65,000 - £85,000	£450 - £650
Heat Pump Engineers	£35,000 - £55,000	£200 - £320
LNG/Petrochemical Specialists	£45,000 - £70,000	£250 - £400
LV Design Engineers	£40,000 - £60,000	£220 - £350
LV Maintenance Engineers	£40,000 - £60,000	£220 - £350
HV Design Engineers	£65,000 - £90,000	£500 - £750
HV Maintenance Engineer	£45,000 - £65,000	£250 - £400
M&E Project Engineers	£45,000 - £65,000	£250 - £400
Multi Utility Project Engineers	£45,000 - £65,000	£250 - £400

Job Title	Permanent	Contract
Nuclear Engineers	£55,000 - £75,000	£300 - £500
O&M Managers/Engineers	£45,000 - £65,000	£250 - £400
Onshore Engineer	£45,000 - £70,000	£250 - £400
Offshore Engineers*	£45,000 - £70,000	£250 - £400
Petroleum Engineers	£55,000 - £75,000	£300 - £500
Planning Engineers	£35,000 - £55,000	£200 - £320
Plumbing and Heating Engineers	£40,000 - £55,000	£250 - £350
Power Plant Operators	£40,000 - £60,000	£220 - £350
Power Systems Planners	£35,000 - £55,000	£200 - £320
Process Engineers	£35,000 - £55,000	£200 - £320
Project Developers	£45,000 - £65,000	£250 - £400
Project Managers ICP/DNO/IDNO	£55,000 - £75,000	£300 - £500
Proposals Engineers	£35,000 - £55,000	£200 - £320
Research and Development	£35,000 - £55,000	£200 - £320
Senior Authorised Persons	£70,000 - £90,000	£650 - £850
Site Managers	£45,000 - £65,000	£250 - £400
Solar Project Managers	£45,000 - £65,000	£250 - £400
Solar/EV Electricians	£40,000 - £55,000	£220 - £320
Technical Sales Construction	£40,000 - £60,000	£220 - £350
Transmission & Distribution Managers	£55,000 - £75,000	£300 - £500
Water Treatment Engineers	£35,000 - £55,000	£200 - £320
Wind Turbine Technicians	£30,000 - £50,000	£170 - £280

\*dependent on stay away allowance etc.





# Midlands

## Salary Benchmark





Job Title	Permanent	Contract
Acquisition Managers	£40,000 -£60,000	£220 -£350
Asset Managers	£65,000 -£90,000	£400 -£650
Business Development Managers	£40,000 -£65,000	£220 -£350
C&I Engineers	£30,000 -£50,000	£180 -£280
CHP Engineers	£35,000 -£55,000	£200 -£320
Commissioning Engineers -HV	£70,000 -£90,000	£550 -£750
Commissioning Land Surveyors	£30,000 -£50,000	£180 -£280
Contracts Manager	£50,000 -£70,000	£250 -£400
Drilling Engineers	£40,000 -£60,000	£220 -£350
Engineering Geologists	£35,000 -£55,000	£200 -£320
Environmental Engineers	£30,000 -£50,000	£180 -£280
EPC Managers	£60,000 -£80,000	£350 -£550
Graduates	£22,000 -£30,000	£120 -£180
Grid Connection Managers	£80,000 -£110,000	£600 -£800
Grid Connections Engineers	£65,000 -£85,000	£450 -£650
Heat Pump Engineers	£30,000 -£50,000	£180 -£280
LNG/Petrochemical Specialists	£40,000 -£60,000	£220 -£350
LV Design Engineers	£35,000 -£55,000	£200 -£320
LV Maintenance Engineers	£35,000 -£55,000	£200 -£320
HV Design Engineers	£65,000 -£90,000	£500 -£750
HV Maintenance Engineer	£40,000 -£60,000	£220 -£350
M&E Project Engineers	£40,000 -£60,000	£220 -£350
Multi Utility Project Engineers	£40,000 -£60,000	£220 -£350

Job Title	Permanent	Contract
Nuclear Engineers	£50,000 -£70,000	£250 -£400
O&M Managers/Engineers	£40,000 -£60,000	£220 -£350
Onshore Engineer	£40,000 -£60,000	£220 -£350
Offshore Engineers*	£40,000 -£60,000	£220 -£350
Petroleum Engineers	£50,000 -£70,000	£250 -£400
Planning Engineers	£30,000 -£50,000	£180 -£280
Plumbing and Heating Engineers	£40,000 -£55,000	£250 -£350
Power Plant Operators	£35,000 -£55,000	£200 -£320
Power Systems Planners	£30,000 -£50,000	£180 -£280
Process Engineers	£30,000 -£50,000	£180 -£280
Project Developers	£40,000 -£60,000	£220 -£350
Project Managers ICP/DNO/IDNO	£50,000 -£70,000	£250 -£400
Proposals Engineers	£30,000 -£50,000	£180 -£280
Research and Development	£30,000 -£50,000	£180 -£280
Senior Authorised Persons	£70,000 -£90,000	£650 -£850
Site Managers	£40,000 -£60,000	£220 -£350
Solar Project Managers	£40,000 -£60,000	£220 -£350
Solar/EV Electricians	£40,000 -£55,000	£220 -£320
Technical Sales Construction	£35,000 -£55,000	£200 -£320
Transmission & Distribution Managers	£50,000 -£70,000	£250 -£400
Water Treatment Engineers	£30,000 -£50,000	£180 -£280
Wind Turbine Technicians	£30,000 -£50,000	£180 -£280

\*dependent on stay away allowance etc.





# North

## Salary Benchmark





Job Title	Permanent	Contract
Acquisition Managers	£40,000 -£60,000	£220 -£350
Asset Managers	£65,000 -£90,000	£400 -£650
Business Development Managers	£40,000 -£65,000	£220 -£350
C&I Engineers	£30,000 -£50,000	£180 -£280
CHP Engineers	£35,000 -£55,000	£200 -£320
Commissioning Engineers -HV	£70,000 -£90,000	£550 -£750
Commissioning Land Surveyors	£30,000 -£50,000	£180 -£280
Contracts Manager	£50,000 -£70,000	£250 -£400
Drilling Engineers	£40,000 -£60,000	£220 -£350
Engineering Geologists	£35,000 -£55,000	£200 -£320
Environmental Engineers	£30,000 -£50,000	£180 -£280
EPC Managers	£60,000 -£80,000	£350 -£550
Graduates	£22,000 -£30,000	£120 -£180
Grid Connection Managers	£80,000 -£110,000	£600 -£800
Grid Connections Engineers	£65,000 -£85,000	£450 -£650
Heat Pump Engineers	£30,000 -£50,000	£180 -£280
LNG/Petrochemical Specialists	£40,000 -£60,000	£220 -£350
LV Design Engineers	£35,000 -£55,000	£200 -£320
LV Maintenance Engineers	£35,000 -£55,000	£200 -£320
HV Design Engineers	£65,000 -£90,000	£500 -£750
HV Maintenance Engineer	£40,000 -£60,000	£220 -£350
M&E Project Engineers	£40,000 -£60,000	£220 -£350
Multi Utility Project Engineers	£40,000 -£60,000	£220 -£350

Job Title	Permanent	Contract
Nuclear Engineers	£50,000 -£70,000	£250 -£400
O&M Managers/Engineers	£40,000 -£60,000	£220 -£350
Onshore Engineer	£40,000 -£60,000	£220 -£350
Offshore Engineers*	£40,000 -£60,000	£220 -£350
Petroleum Engineers	£50,000 -£70,000	£250 -£400
Planning Engineers	£30,000 -£50,000	£180 -£280
Plumbing and Heating Engineers	£40,000 -£55,000	£250 -£350
Power Plant Operators	£35,000 -£55,000	£200 -£320
Power Systems Planners	£30,000 -£50,000	£180 -£280
Process Engineers	£30,000 -£50,000	£180 -£280
Project Developers	£40,000 -£60,000	£220 -£350
Project Managers ICP/DNO/IDNO	£50,000 -£70,000	£250 -£400
Proposals Engineers	£30,000 -£50,000	£180 -£280
Research and Development	£30,000 -£50,000	£180 -£280
Senior Authorised Persons	£70,000 -£90,000	£650 -£850
Site Managers	£40,000 -£60,000	£220 -£350
Solar Project Managers	£40,000 -£60,000	£220 -£350
Solar/EV Electricians	£40,000 -£55,000	£220 -£320
Technical Sales Construction	£35,000 -£55,000	£200 -£320
Transmission & Distribution Managers	£50,000 -£70,000	£250 -£400
Water Treatment Engineers	£30,000 -£50,000	£180 -£280
Wind Turbine Technicians	£30,000 -£50,000	£180 -£280

\*dependent on stay away allowance etc.





# Scotland

## Salary Benchmark





Job Title	Permanent	Contract
Acquisition Managers	£40,000 -£60,000	£220 -£350
Asset Managers	£65,000 -£90,000	£400 -£650
Business Development Managers	£40,000 -£65,000	£220 -£350
C&I Engineers	£30,000 -£50,000	£180 -£280
CHP Engineers	£35,000 -£55,000	£200 -£320
Commissioning Engineers - HV	£70,000 -£90,000	£550 -£750
Commissioning Land Surveyors	£30,000 -£50,000	£180 -£280
Contracts Manager	£50,000 -£70,000	£250 -£400
Drilling Engineers	£40,000 -£60,000	£220 -£350
Engineering Geologists	£35,000 -£55,000	£200 -£320
Environmental Engineers	£30,000 -£50,000	£180 -£280
EPC Managers	£60,000 -£80,000	£350 -£550
Graduates	£22,000 -£30,000	£120 -£180
Grid Connection Managers	£80,000 -£110,000	£600 -£800
Grid Connections Engineers	£65,000 -£85,000	£450 -£650
Heat Pump Engineers	£30,000 -£50,000	£180 -£280
LNG/Petrochemical Specialists	£40,000 -£60,000	£220 -£350
LV Design Engineers	£35,000 -£55,000	£200 -£320
LV Maintenance Engineers	£35,000 -£55,000	£200 -£320
HV Design Engineers	£65,000 -£90,000	£500 -£750
HV Maintenance Engineer	£40,000 -£60,000	£220 -£350
M&E Project Engineers	£40,000 -£60,000	£220 -£350
Multi Utility Project Engineers	£40,000 -£60,000	£220 -£350

Job Title	Permanent	Contract
Nuclear Engineers	£50,000 -£70,000	£250 -£400
O&M Managers/Engineers	£40,000 -£60,000	£220 -£350
Onshore Engineer	£40,000 -£60,000	£220 -£350
Offshore Engineers*	£40,000 -£60,000	£220 -£350
Petroleum Engineers	£50,000 -£70,000	£250 -£400
Planning Engineers	£30,000 -£50,000	£180 -£280
Plumbing and Heating Engineers	£40,000 -£55,000	£250 -£350
Power Plant Operators	£35,000 -£55,000	£200 -£320
Power Systems Planners	£30,000 -£50,000	£180 -£280
Process Engineers	£30,000 -£50,000	£180 -£280
Project Developers	£40,000 -£60,000	£220 -£350
Project Managers ICP/DNO/IDNO	£50,000 -£70,000	£250 -£400
Proposals Engineers	£30,000 -£50,000	£180 -£280
Research and Development	£30,000 -£50,000	£180 -£280
Senior Authorised Persons	£70,000 -£90,000	£650 -£850
Site Managers	£40,000 -£60,000	£220 -£350
Solar Project Managers	£40,000 -£60,000	£220 -£350
Solar/EV Electricians	£40,000 -£55,000	£220 -£320
Technical Sales Construction	£35,000 -£55,000	£200 -£320
Transmission & Distribution Managers	£50,000 -£70,000	£250 -£400
Water Treatment Engineers	£30,000 -£50,000	£180 -£280
Wind Turbine Technicians	£30,000 -£50,000	£180 -£280

\*dependent on stay away allowance etc.