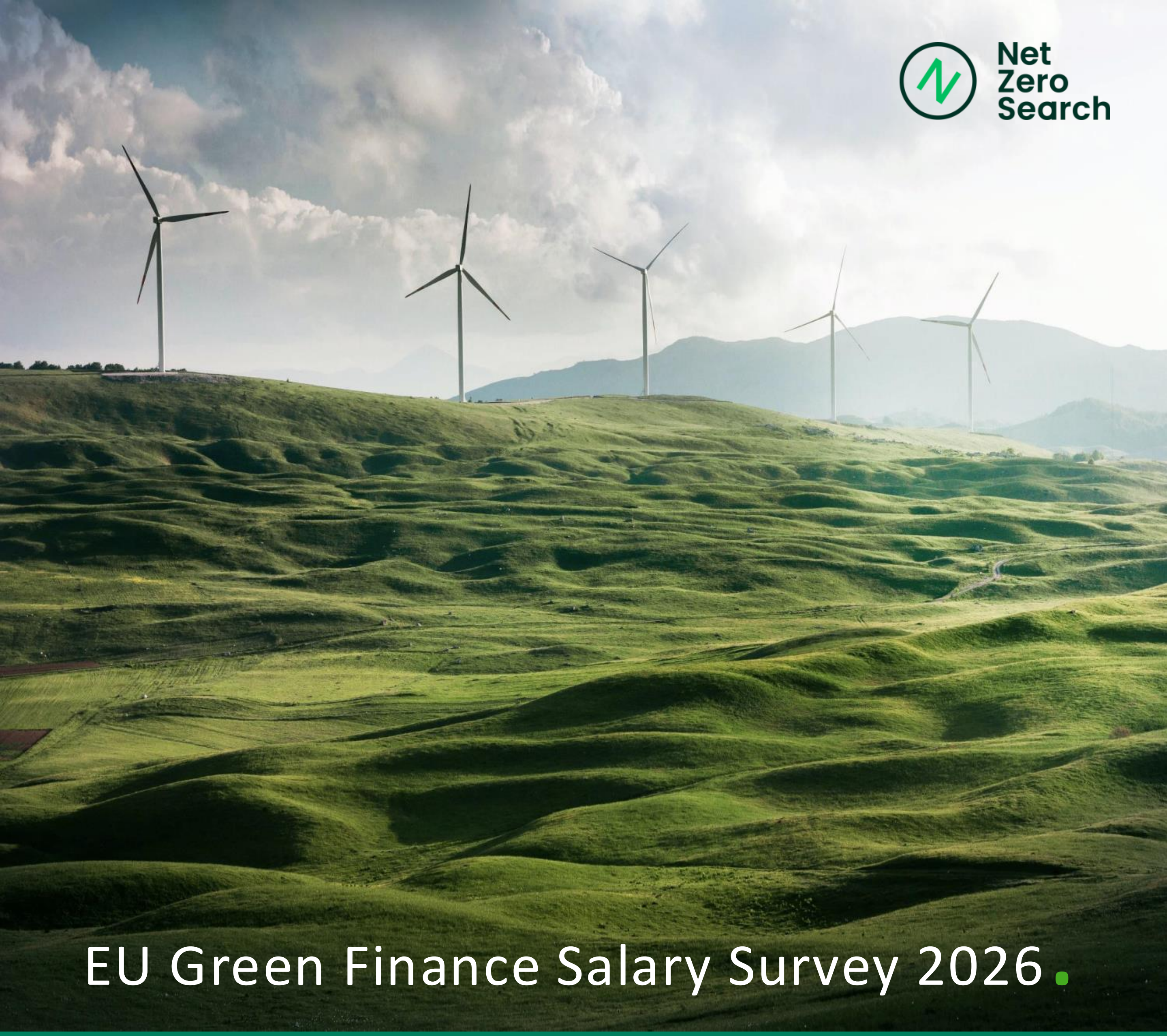
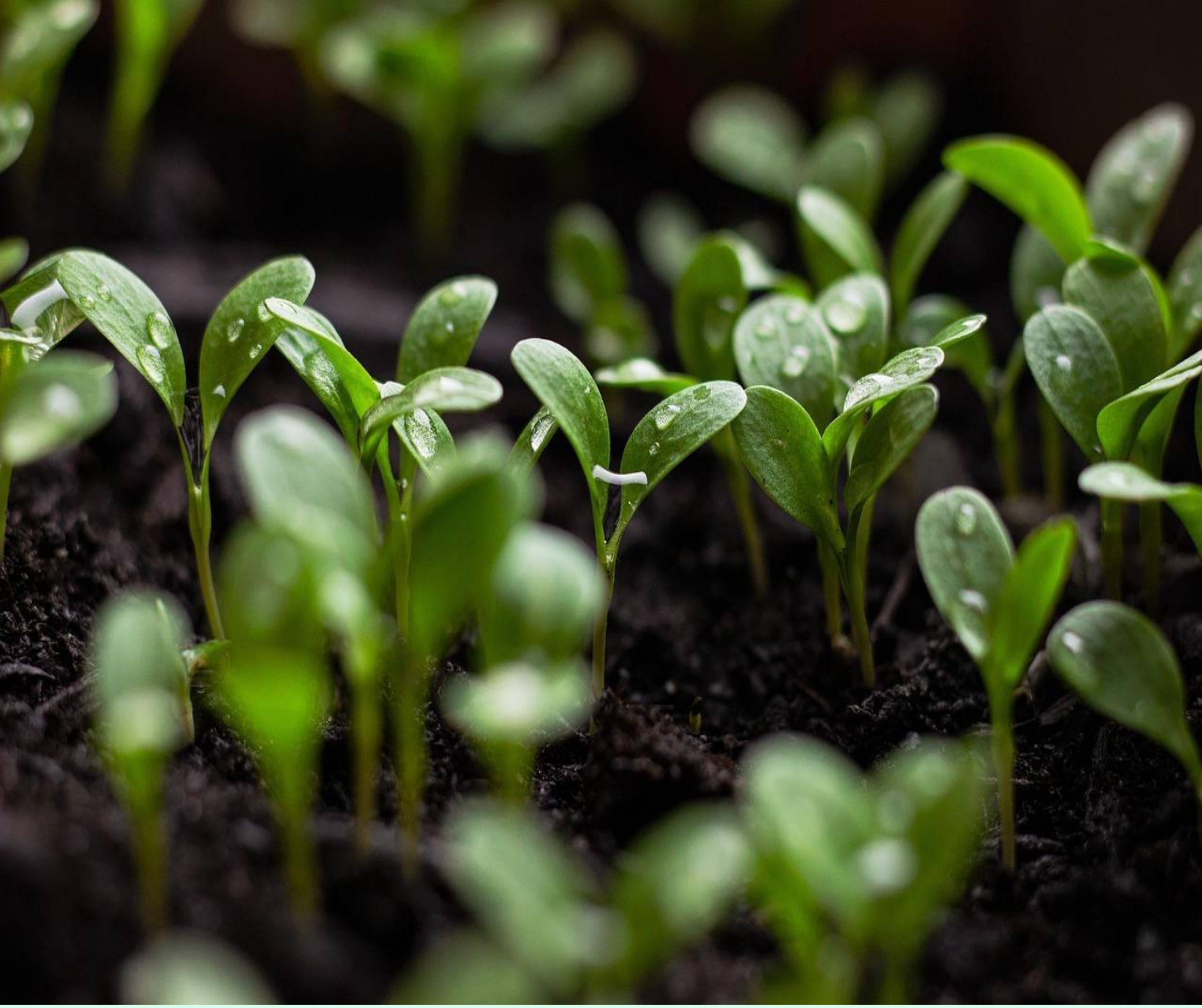


EU Green Finance Salary Survey 2026.

Net Zero Search

Today's Talent.
Protecting our tomorrow

www.netzero-search.com



Welcome

As the world transitions towards a more sustainable and responsible approach to business, the field of green finance is gaining significant attention. Green finance involves investing in environmentally friendly projects and companies, and incorporating environmental, social, and governance (ESG) factors into investment decisions. The result is an increasing demand for professionals with expertise in green finance.

In Europe, the green finance industry is expanding rapidly. However, with so many local many local talent markets he can be hard to get clarity around green finance salaries in the region. To address this gap, we have conducted a comprehensive Green Finance Salary Survey for Europe. This survey aims to provide an accurate and up-to-date analysis of the compensation and benefits packages of green finance professionals across Europe.

We believe that this survey will provide valuable insights into the green finance space in Europe, its compensation practices, and the skills and experience required to succeed in this field. We hope that the results of this survey will benefit both employers and employees, and contribute to the growth of green finance in Europe.

Who we are

Net Zero Search

Net Zero Search is a truly unique executive and contingent search expert with highly experienced talent partners servicing the key verticals of the green economy.

We work with and represent the top 1% C-Suite, VP and Director level talent ensuring that the green sector has the exceptional leadership required to keep up with the pace our world is changing.

Our CEO is one of the foremost leaders in the green talent space. His experience of founding, scaling and exiting one of the leading international contingent recruitment agencies led to the formation of Net Zero Search.

"Working in the green talent space since 2010 there has always been a lack of a clearly identifiable pure Executive Search brand that solely services the key vertical sectors of the Net Zero economy. Net Zero Search was founded to respond to this need and provides this service through a network of highly experienced talent partners."

We are passionate advocates of the clean economy, and our aim is to deliver triple bottom line results through the talent we place and the internal processes and standards we set.

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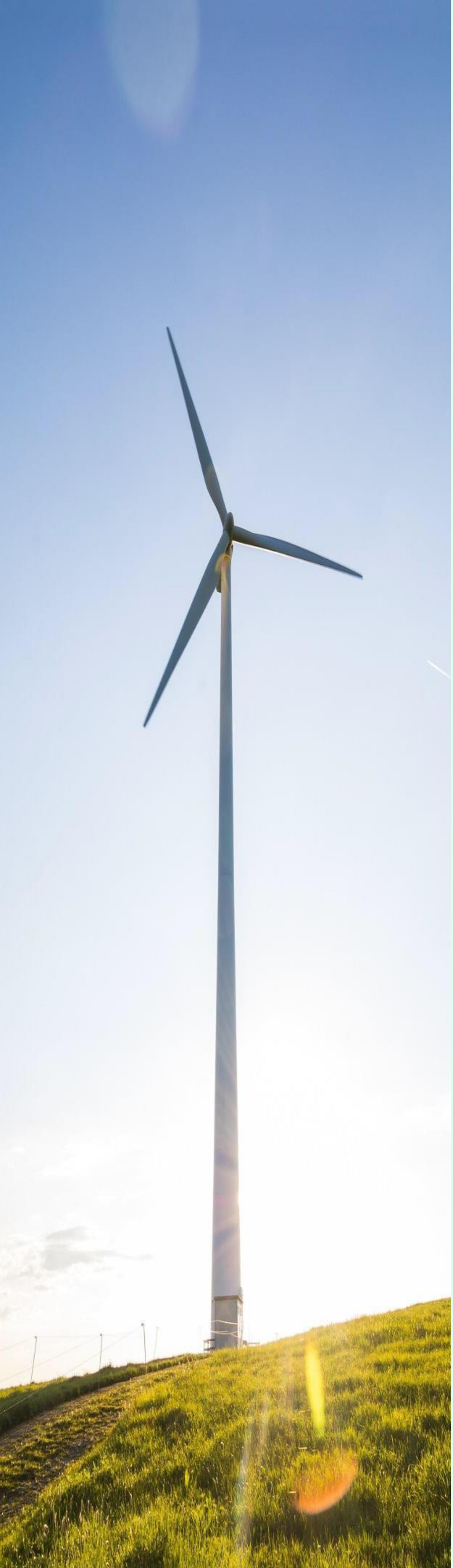


Outlook

The outlook for the European Green Finance sector is optimistic, as the industry continues to grow and mature. There are several factors driving this growth, including increasing investor demand for sustainable and responsible investment options, the implementation of the European Green Deal, and the region's commitment to achieving carbon neutrality by 2050.

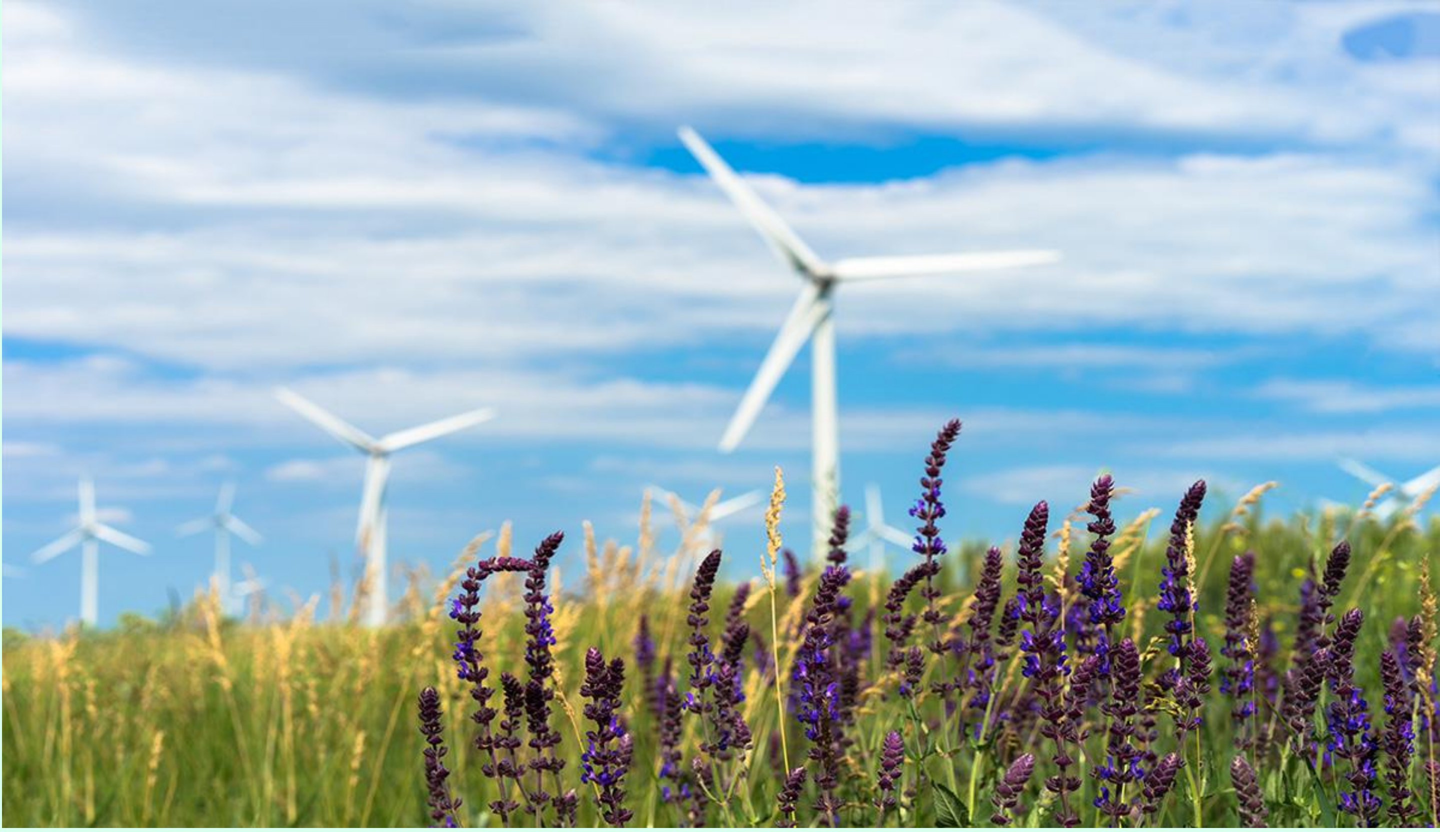
One of the key drivers of growth in the European Green Finance sector is the increasing investor demand for sustainable and responsible investment options. In recent years, investors have become more conscious of the environmental and social impacts of their investments and are seeking out green investment opportunities. This has led to an increasing number of sustainable and responsible investment products being offered by financial institutions in Europe.

In addition, the European Green Deal, which aims to make Europe climate-neutral by 2050, has led to a range of policy initiatives and incentives that are driving investment in sustainable infrastructure and technologies. This is expected to create significant job opportunities in the green finance sector, particularly in areas such as renewable energy, sustainable transport, and green buildings.

Finally the Russian invasion of Ukraine, has created serious long term concerns about European energy security, accelerating demand for renewable energy projects and green hydrogen schemes. This has brought short term pressures to the labour market alongside longer term hiring demands.

6 Key Employers using Green Finance Talent

1. **Investment Management Firms**: Investment management firms are some of the largest employers of green finance talent in Europe. These firms offer a range of sustainable and responsible investment products and require a team of professionals with expertise in areas such as ESG analysis, impact investing, and climate risk assessment.
2. **Financial Institutions:** Banks, credit unions, and other financial institutions are increasingly integrating ESG factors into their lending and investment decisions. This has created a need for professionals with expertise in green lending, sustainable finance, and climate risk management.
3. **Renewable Energy Companies:** Companies that develop, own, or operate renewable energy projects, such as wind and solar farms, are major employers of green finance talent. Professionals with expertise in project finance, tax equity, and power purchase agreements are in high demand in this sector.
4. **Nonprofit and Advocacy Organizations:** Nonprofit organizations and advocacy groups play a critical role in shaping public policy and driving change in the green finance sector. These organizations require professionals with expertise in areas such as policy analysis, advocacy, and community engagement.
5. **Government Agencies:** The European Union, as well as national and local governments across Europe, are increasingly focusing on sustainability and climate change. These agencies require professionals with expertise in areas such as climate policy, environmental regulation, and renewable energy development.
6. **Consulting Firms:** Consulting firms that specialize in sustainability, climate change, and ESG issues are growing in number and require professionals with expertise in areas such as sustainability reporting, carbon accounting, and supply chain management.



Salary Data.

The table below provides a breakdown of salaries based on ranges and average data, where we had sufficient data we have also indicated a typical bonus payment:

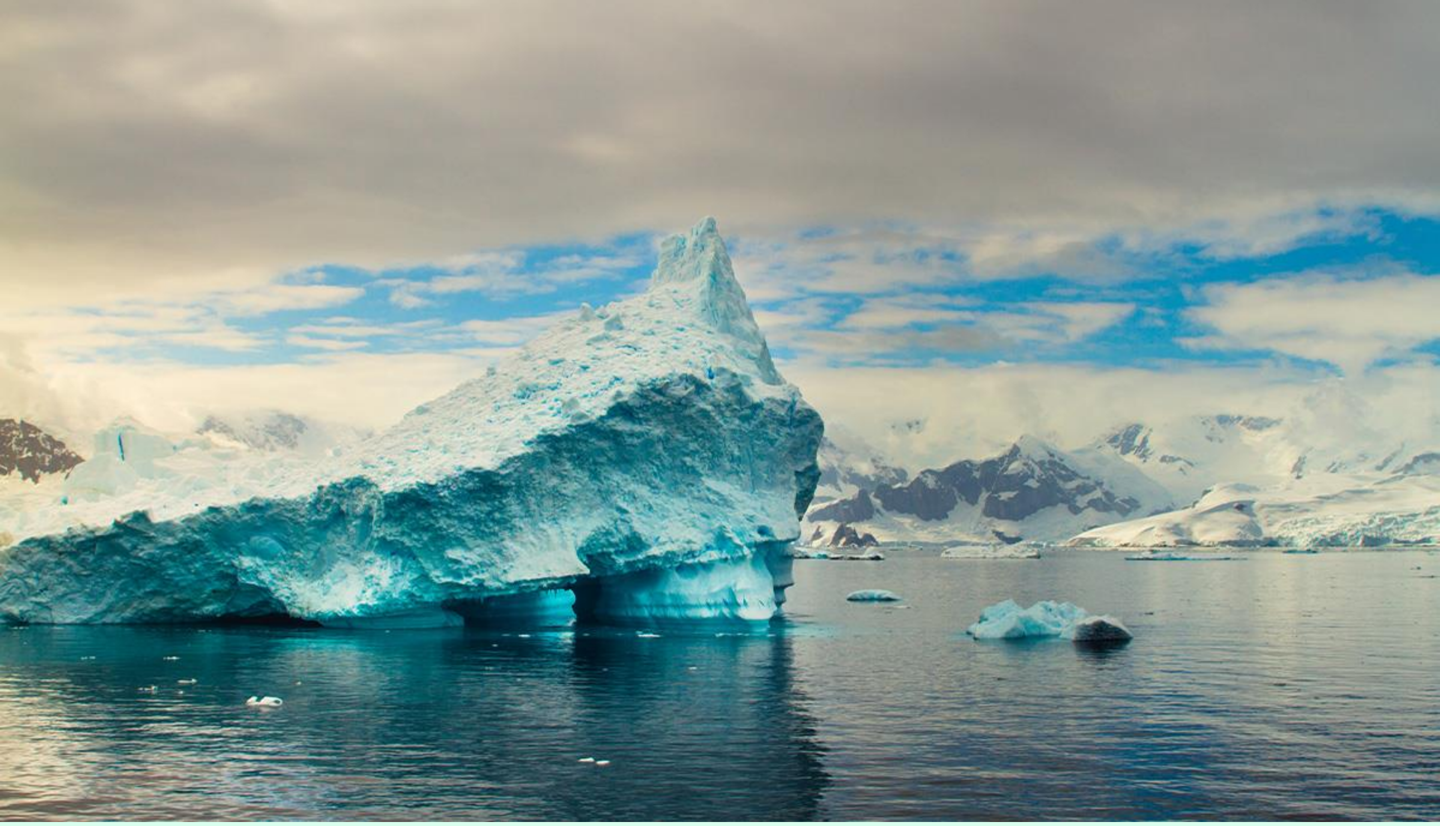
Job Role	Low Range Salary	High Range Salary	Average Salary	Bonus Potential
CFO	167,500 €	288,750 €	228,150 €	Variable
Chief Investment Officer	190,575 €	277,200 €	233,900 €	Variable
SVP – Project Finance/Investment	173,250 €	231,000 €	202,125 €	Variable
VP – Project Finance/Investment	115,500 €	220,00 €	167,475 €	Variable
Director	101,600 €	185,000 €	149,000 €	23,100 €
Senior Manager	72,600. €	145,200 €	108,600. €	17,325 €
Manager	56,600 €	121,275 €	84,300 €	11,550 €
Analyst	44,000 €	69,300 €	86,500 €	7,000 €
Senior Associate	57,750 €	97,000 €	76,200 €	14,000 €
Associate	35,800 €	67,000 €	56,600 €	8,100 €

What are the most in demand skills?

As the field of green finance continues to expand, employers are seeking professionals with a range of skills and expertise to address the complex challenges and opportunities presented by sustainable and responsible investing. Some of the most in-demand skills for green finance include:

1. Environmental, Social, and Governance (ESG) Knowledge: ESG considerations are a critical component of green finance. Professionals who can integrate ESG factors into investment analysis and decision-making are highly sought after.
2. Financial Analysis: Strong financial analysis skills, including experience with financial modeling, valuation, and risk assessment, are essential for success in green finance.
3. Industry-Specific Expertise: As the green finance industry grows, there is an increasing need for professionals with specialized knowledge in areas such as renewable energy, sustainable agriculture, and green infrastructure.
4. Communication Skills: The ability to communicate complex financial and ESG concepts to a range of stakeholders, from investors to policymakers, is essential in green finance.
5. Project Management: Professionals with experience in managing sustainability-focused projects, such as renewable energy or energy efficiency upgrades, are highly valued.
6. Regulatory and Policy Expertise: Understanding the regulatory and policy landscape around sustainability and climate change is becoming increasingly important, particularly in light of both EU and national policies addressing climate change.

Overall, the most in-demand skills for green finance combine a strong financial and analytical foundation with specialized knowledge and expertise in sustainability and ESG factors. Professionals who can effectively integrate these skills are well-positioned to succeed in the rapidly growing field of green finance.



How inclusive is the EU Green Finance Space?

The European Green Finance sector has historically faced challenges in diversity and inclusion, but recent data indicates both progress and areas needing improvement.

Gender Representation

- **Overall Workforce**: Women constitute approximately 24% of the EU's energy sector workforce, an increase from 19% in 2010. However, this sector remains one of the most male-dominated in the EU economy.
- **Renewable Energy**: Women represent about 32% of the renewable energy workforce globally, which is higher than in the conventional energy sector but still indicates a significant gender gap.
- **Solar Sector**: The solar industry stands out with women making up 40% of its workforce, making it the most gender-balanced among renewable energy technologies.

Leadership Positions

Despite some progress, women remain underrepresented in leadership roles within the energy sector. For instance, only 12.5% of portfolio managers in the investment management industry are women, a figure that has stagnated over the past decade.

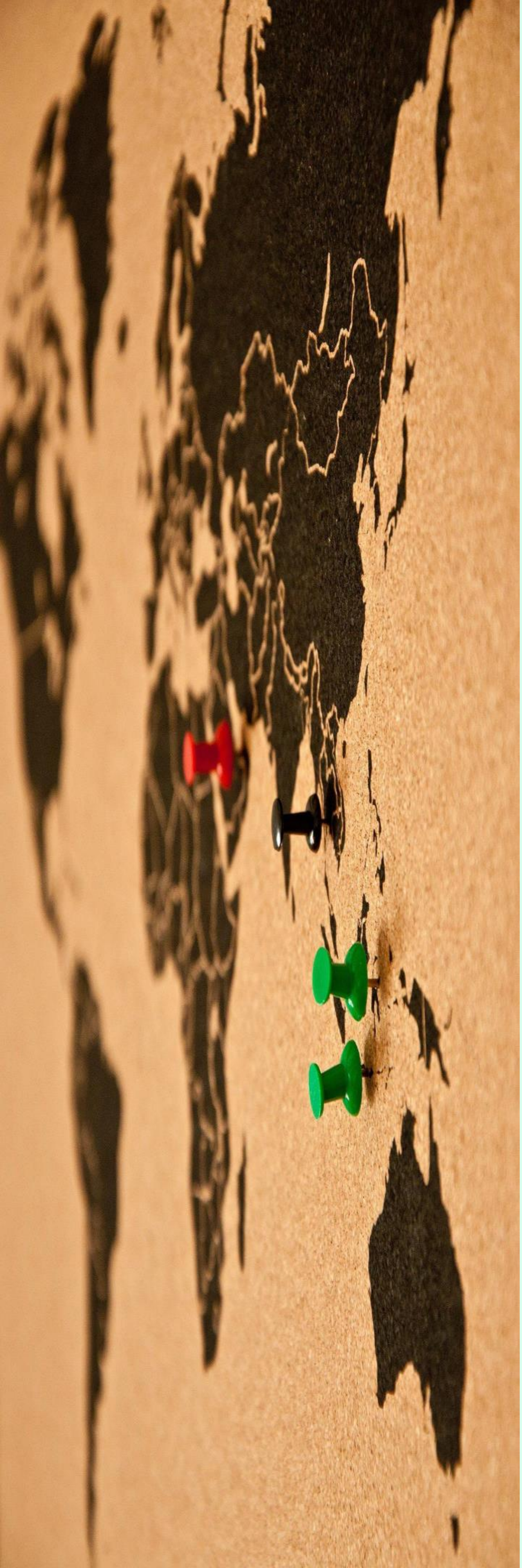
Representation of Minority Groups

Data on the representation of individuals from minority backgrounds in the European Green Finance sector is limited. However, broader analyses indicate underrepresentation, particularly in technical and leadership roles. This gap underscores the need for more comprehensive data collection and targeted initiatives to promote inclusivity.

Current Initiatives and Challenges

The European Commission has launched the Equality Platform for the Energy Sector to address these disparities, aiming to promote gender equality and inclusivity. Despite these efforts, challenges persist. Recent reports highlight that only 7% of European companies are actively building an inclusive culture, indicating that significant work remains to achieve genuine diversity and inclusion in the sector.

In summary, while there have been positive steps toward improving diversity and inclusion in the European Green Finance sector, substantial efforts are still required to achieve equitable representation across all demographics.



Where we Operate…

Our Talent Partners have extensive experience hiring globally.

With our investment clients we are focussed on the key international financial hubs, for our project based clients we work with them as they expand into new geographies.

We have a presence in North America (New York), UK&I (London), Europe (Munich) and Asia (Singapore).

From these hubs we also service Latin / South America, Africa and Australasia.

Your Contact.

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