



Net
Zero
Search



EU Solar & Storage Salary Survey 2026 •

Net Zero Search

Today's Talent.
Protecting our tomorrow

www.netzero-search.com



Welcome

The European Solar Energy and Energy Storage sector is a rapidly growing industry that is playing a critical role in the region's transition towards a more sustainable energy future. With increasing deployment of solar and energy storage projects, there is a growing demand for qualified and skilled professionals with expertise in these areas.

However, following the great resignation and a period of high inflation it can be difficult to know the current state of salaries in the European Solar Energy and Energy Storage sector. To address this gap, we have conducted a comprehensive salary survey for this industry.

This survey aims to provide an accurate and up-to-date analysis of the compensation and benefits packages of professionals working in the European Solar Energy and Energy Storage sector. The results of this survey will help employers benchmark their compensation packages against industry standards and assist job seekers in negotiating salaries and benefits that reflect their skills and experience.

We believe that this survey will provide valuable insights into the European Solar Energy and Energy Storage industry, 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 the Solar Energy and Energy Storage sector in Europe.

Who we are

Net Zero Search

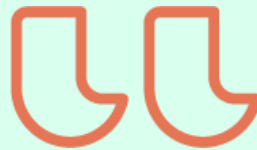
Net Zero Search is a truly unique executive and contingent search expert with highly experienced talent partners servicing the key verticals of the green economy.

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.



Today's Talent.
Protecting our tomorrow

Outlook for the EU Solar Industry

The outlook for the European solar industry is positive, as the industry continues to grow and mature. There are several factors driving this growth, including declining costs of solar technology, increasing demand for renewable energy, and supportive government policies.

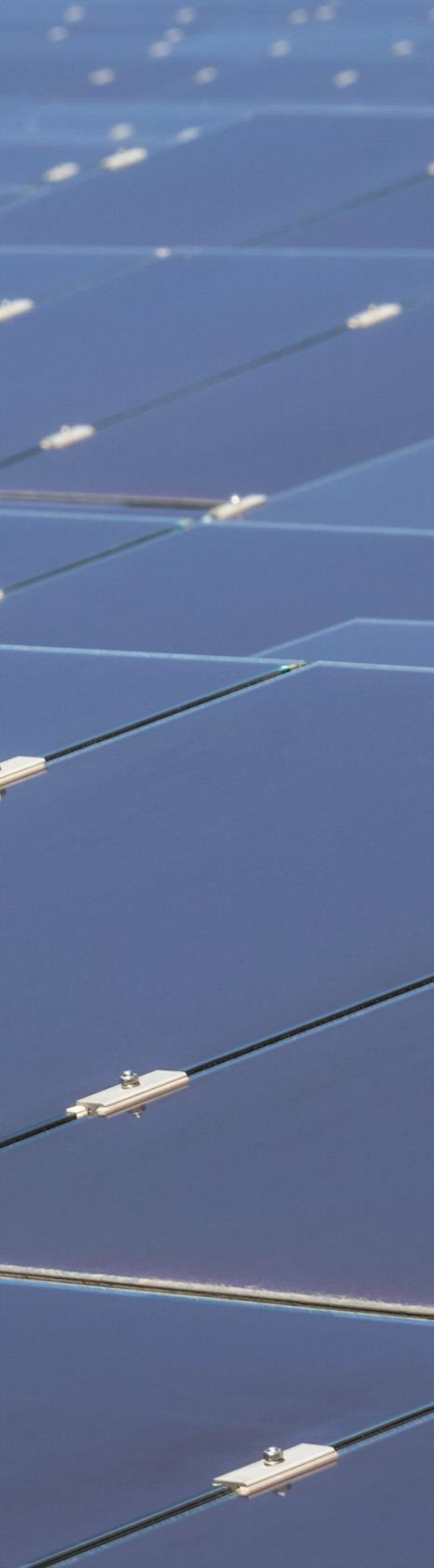
One of the key drivers of growth in the European solar industry is the declining costs of solar technology. The cost of solar panels has fallen dramatically in recent years, making solar energy more cost-competitive with traditional energy sources. This has led to a surge in demand for solar energy, particularly in countries with high solar potential, such as Spain, Italy, and Germany.

In addition, there is increasing demand for renewable energy from consumers and businesses alike. Many European companies are setting ambitious renewable energy goals as part of their sustainability strategies, and consumers are becoming more aware of the environmental impacts of their energy use. This is driving demand for solar energy and other forms of clean energy.

Furthermore, there is strong government support for the European solar industry. Many countries in the European Union have implemented policies to support the development of solar energy, such as feed-in tariffs and renewable energy targets. The European Union also has a goal of achieving carbon neutrality by 2050, which is expected to drive significant investment in clean energy and solar energy in particular. Recent policies include:

1. **Clean Energy Package:** In 2019, the EU introduced the Clean Energy Package, which includes several measures to support renewable energy, including solar energy. This package includes a renewable energy target of 32% by 2030 and measures to promote the deployment of renewable energy technologies, including solar panels.
2. **Horizon 2021-2027:** Horizon 2021-2027 is the EU's largest research and innovation program, which includes funding for research and development in renewable energy technologies, including solar energy.
3. **European Investment Bank (EIB) funding:** The EIB provides financing for renewable energy projects, including solar energy. In 2020, the EIB pledged to invest 1 trillion euros in climate action and environmental sustainability projects over the next decade, which will include funding for solar energy projects.
4. **Market design and governance regulations:** The EU has implemented regulations to promote the integration of renewable energy into the energy market and ensure a level playing field for renewable energy technologies, including solar energy. These regulations include the Electricity Market Design Regulation and the Governance of the Energy Union Regulation.
5. **EU Taxonomy:** The EU has developed a taxonomy to classify economic activities that are environmentally sustainable. This includes criteria for determining the sustainability of solar energy projects, which can help to promote the growth of the solar industry.

Overall, the outlook for the European solar industry is positive, with declining costs, increasing demand, and supportive government policies driving growth in the industry. These factors are expected to continue to drive growth in the industry and create significant job opportunities for professionals with expertise in solar energy and related fields.



Outlook for EU Energy Storage

There are several key trends that are shaping the industry's growth and development. Some of the key trends in the European Energy Storage sector include:

1. **Declining costs:** The cost of energy storage technology has been declining rapidly in recent years, driven by improvements in manufacturing processes, economies of scale, and increasing competition. This is making energy storage increasingly cost-competitive with traditional power generation technologies and driving demand for energy storage systems.
2. **Increase in renewable energy integration:** There is a growing trend towards the integration of renewable energy sources, such as wind and solar, into the power grid. Energy storage systems are being deployed to balance the intermittency of renewable energy sources and ensure a reliable and stable power supply.
3. **Development of large-scale projects:** There is a trend towards the deployment of large-scale energy storage projects in Europe, particularly in countries with high renewable energy targets, such as Germany and Spain. These projects help to balance the power grid and ensure a stable and reliable power supply.
4. **Growth of distributed energy storage:** There is also a growing trend towards the deployment of distributed energy storage systems, which are installed at the customer's site and can help to reduce peak demand and lower energy bills. This trend is driven by improvements in battery technology and the increasing availability of financing options for energy storage projects.
5. **Advances in battery technology:** The energy storage industry is rapidly evolving, with ongoing advances in battery technology. New chemistries and materials are being developed that offer improved performance, longer life, and lower costs, which is driving the growth of the energy storage market.
6. **Supportive government policies:** There is strong government support for the energy storage industry in Europe, with policies aimed at promoting the development of energy storage systems, such as energy storage mandates, incentive programs, and regulatory reforms.

Overall, the European Energy Storage sector is a rapidly growing industry that is poised for significant growth in the coming years. Declining costs, increased integration of renewable energy, development of large-scale and distributed projects, advances in battery technology, and supportive government policies are all driving growth in the industry and creating significant job opportunities for professionals with expertise in energy storage and related fields.



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
Project Development Director	110,900 €	162,000€	139,000 €	23,000 €
Senior PDM	65,800 €	144,400 €	93,500 €	16,200 €
Project Development Manager	56,600 €	136,300 €	87,800 €	12,700 €
Project Developer	56,600 €	134,600 €	70,500 €	Variable
Project Engineer	54,300 €	90,000 €	69,300 €	4,000 €
Project Manager	33,500 €	122,400 €	75,000 €	9,200 €
Civil Engineer	56,600 €	100,500 €	71,600 €	10,400 €
Mechanical Engineer	53,100 €	104,000 €	70,500 €	5,400 €
Electrical Engineer	50,800 €	101,600 €	70,500 €	6,300 €



What are the most in demand skills?

The European Solar and Energy Storage industry is a rapidly growing industry that requires a wide range of skills and expertise. Some of the most in-demand skills in the industry include:

1. **Project management:** With the increasing deployment of solar and energy storage projects, there is a growing demand for professionals with project management skills. This includes skills in project planning, budgeting, and execution.
2. **Engineering and design:** The solar and energy storage industry requires a wide range of engineering and design skills, including electrical, mechanical, and civil engineering. Professionals with skills in the design and optimization of solar and energy storage systems are in high demand.
3. **Data analytics:** The solar and energy storage industry generates large amounts of data, which must be analyzed and interpreted to optimize system performance. Professionals with skills in data analytics and machine learning are in high demand.
4. **Sales and marketing:** The solar and energy storage industry requires professionals with sales and marketing skills to promote the adoption of solar and energy storage solutions. This includes skills in market analysis, customer engagement, and sales strategy.
5. **Policy and regulatory expertise:** The solar and energy storage industry is heavily influenced by policy and regulatory frameworks at EU, national, and local levels. Professionals with expertise in policy and regulatory affairs are in high demand.

Energy storage system integration: As the deployment of energy storage systems continues to grow, there is an increasing demand for professionals with expertise in energy storage system integration. This includes skills in system design, optimization, and testing.



How successful is the industry at promoting diversity and inclusion?

The European Solar and Energy Storage industry has made progress in diversity, equity, and inclusion (DEI), but challenges remain. Women now represent **40% of the solar workforce**, making it one of the most gender-diverse energy sectors, compared to **32% in renewables overall** and **22% in the broader energy industry**.

Initiatives like the **Solar Diversity Champion Awards** highlight companies driving inclusivity, with **Sonneditx** recognized in 2024 for its leadership in DEI. However, there is still **limited data on ethnic minority and disability representation**, underscoring the need for further action.

To foster inclusivity, companies are expanding recruitment pipelines, implementing training programs, and integrating **social and environmental justice** into sustainability efforts. While gender diversity has improved, **a broader and sustained commitment** is needed to ensure that the industry reflects the communities it serves and continues to drive innovation through a truly inclusive workforce.

A vertical image on the left side of the page shows a world map drawn on a corkboard. The map is dark, and the continents are outlined. Several pushpins are pinned to the map: a red one in North America, a black one in Europe, and two green ones in South America. The background of the image is a light, textured surface.

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.

For more information please contact Matt Churchward

e: matt@netzero-search.com

m: +44 7856 419 990

www.netzero-search.com

