

Relocation Survey 2025

ENERGY TRANSITION DATA

Presented By
Net Zero Search

Would You Relocate for the Right Opportunity?

1,600 senior Energy Transition professionals responded. Here are the results:

Age Distribution of Results

90% are aged 35–64: prime leadership territory.

These aren't "aspirational movers", they're experienced, stable, and often embedded in their current geographies.

Yet many are open to relocation, which suggests:

- Discontent with current regional opportunities.
- A readiness to follow meaningful mandates across borders.
- A desire to apply mature leadership to globally significant challenges.

Age Group	Responses	% of Total
Under 25	0	0%
25–34	50	3%
35–44	450	28%
45–54	620	39%
55–64	360	23%
65+	120	8%

Geographic Spread

Region	Responses	% of Total
UK	680	43%
US	600	38%
EU (ex-UK)	250	16%
Other	70	3%

UK (43%), US (38%), and EU (16%) made up the majority of respondents.

These are traditionally destination markets, yet leaders within them expressed a strong appetite to relocate internationally.

This indicates a shift in executive mindset:

- Mobility is mission-driven.
- Geography is less a constraint, more a variable.
- The right opportunity can unlock movement, even from the most established markets.

For employers and search partners:

The assumption that senior talent in core regions is immobile no longer holds.

Global hiring strategies should reflect this growing flexibility, and ensure the roles on offer are compelling enough to warrant the move.

Relocation Appetite

Willingness to Relocate	Responses	% of Total
No	280	18%
Yes (domestically)	250	16%
Yes (internationally)	1070	67%

Despite the seniority of respondents (with over 90% aged 35–64), a significant majority are open to relocation, including across borders.

Traditionally, relocation willingness declines with age, seniority, and complexity of personal circumstances.

Here, the opposite trend appears. The more established the leader, the more open they are, provided the opportunity is meaningful.

This suggests a clear shift:

Relocation is no longer just about compensation or career progression. It reflects a deeper desire to contribute to high-impact work, often in emerging or fast-scaling regions of the energy transition economy.

Strategic Implications for Employers & Search Partners

The data doesn't tell us why these leaders are willing to move, but at this level, relocation is rarely driven by marginal benefits. It typically reflects a desire for meaningful leadership opportunities.

What this means in practice:

- The right mandate will move experienced leaders, even from markets they'd typically be hired into.
- Many employers still assume senior talent won't relocate. That assumption now risks missing serious candidates.
- At this level, relocation is about more than logistics. Offer clear integration plans, family support, and long-term vision.
- If your search mandate is constrained by borders, you're likely self-selecting out of a high-potential leadership pool.
- Unlocking this mobility requires access, credibility, and trusted relationships with senior global talent.

We've spent 15 years building the global energy transition talent network.

When leaders are ready to move, we already know where and why.



For access to global talent:

info@netzero-search.com
www.netzero-search.com