UK Green Finance Salary Survey 2026.

Net Zero Search

Today's Talent.
Protecting our tomorrow

www.netzero-search.com

Welcome

As the UK 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. With growing interest in this area, there is an increasing demand for professionals with expertise in green finance.

In the UK, the Green Finance industry is expanding rapidly, and there is a need for qualified and skilled professionals. However, there is a lack of clear data on salaries in the space. To address this gap, we have conducted a comprehensive Green Finance Salary Survey for the United Kingdom.
This survey aims to provide an accurate and up-to-date analysis of the compensation and benefits packages of Green Finance professionals across the UK. 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.

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 UK 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 UK's Green Industrial Revolution, and the country's commitment to achieving net-zero carbon emissions by 2050.

One of the key drivers of growth in the UK 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 the UK.

In addition, the UK's Green Industrial Revolution, which aims to create jobs and spur economic growth through green initiatives, 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.

Furthermore, the country's commitment to achieving net-zero carbon emissions by 2050 is driving significant investment in clean energy and other low-carbon technologies. This is expected to lead to the development of new Green Finance products and services and the expansion of existing ones.
Overall, the outlook for the UK Green Finance sector is positive, with a growing demand for sustainable and responsible investment options, strong policy support for Green Finance initiatives, and a commitment to achieving net-zero carbon emissions.

These factors are expected to drive continued growth in the industry and create significant job opportunities for professionals with expertise in Green Finance.

6 Key Employers using Green Finance Talent

1. **Investment Management Firms:** Investment management firms are some of the largest employers of green finance talent. 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:** Central and local government organisations are increasingly focusing on sustainability and climate change. These orgs 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	£94,700	£321,100	£207,900	£55,750+
Chief Investment Officer	£109,700	£396,200	£207,900	£115,500+
SVP – Project Finance/Investment	£91,250	£254,100	£173,250	£57,750+
VP – Project Finance/Investment	£89,000	£207,900	£28,900	Variable
Director	£83,200	£196,350	£128,200	£26,600
Senior Manager	£69,300	£130,500	£94,700	£16,200
Manager	£48,300	£104,000	£70,500	£8,700
Analyst	£34,700	£70,500	£49,000	£4,620
Senior Associate	£39,300	£98,200	£62,400	£12,700
Associate	£30,000	£91,400	£52,000	£6,350

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 UK and devolved government 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.

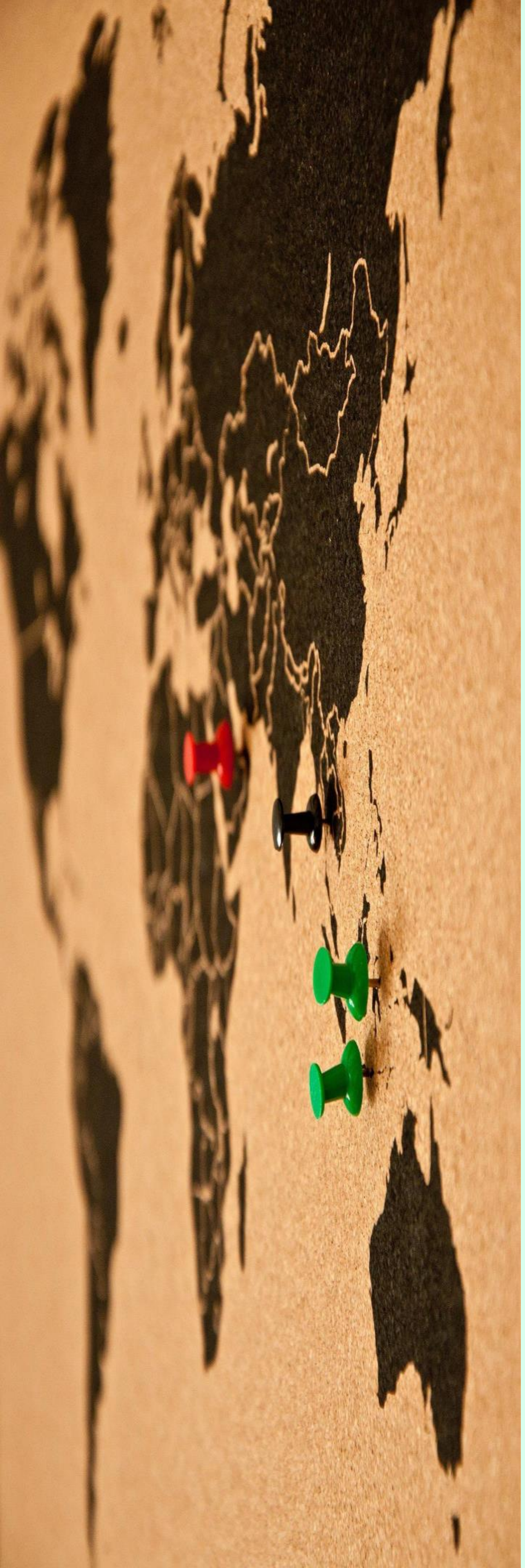
How inclusive is the UK Green Finance Space?

The UK Green Finance sector has made some progress in addressing diversity and inclusion challenges, but significant disparities remain.

Gender Representation and Pay Gap
Recent data indicates that women occupy 45% of executive leadership positions in UK investment management firms, an increase from 39% in the previous year. However, women constitute only 25% of the highest pay quartile, with a persistent gender pay gap of 23% in these roles.

Overall, the financial services sector continues to exhibit a substantial gender pay gap, with women earning approximately 28.8% less than their male counterparts. This disparity is particularly pronounced in senior positions, where female leaders in finance earn about 30% less than their male peers.

Diversity Initiatives
To enhance diversity and inclusion, some organizations have implemented training programs and are recruiting from a broader range of educational institutions. There is also a growing recognition of the importance of integrating social and environmental justice into sustainability and climate action efforts. However, the effectiveness of these initiatives varies, and challenges persist in achieving substantial improvements.
While there have been efforts to increase diversity, the pace of change has been slow, and significant disparities persist. Continued commitment and targeted actions are necessary to address these challenges effectively.



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.

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