UK Solar & Storage Salary Survey 2026.

Net Zero Search

Today's Talent.
Protecting our tomorrow

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Welcome

The UK Solar Energy and Energy Storage sector is a rapidly growing industry that is playing a critical role in the country'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 UK 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 UK 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 UK Solar Energy and Energy Storage industry, its compensation practices, and the skills and experience required to succeed in this field.

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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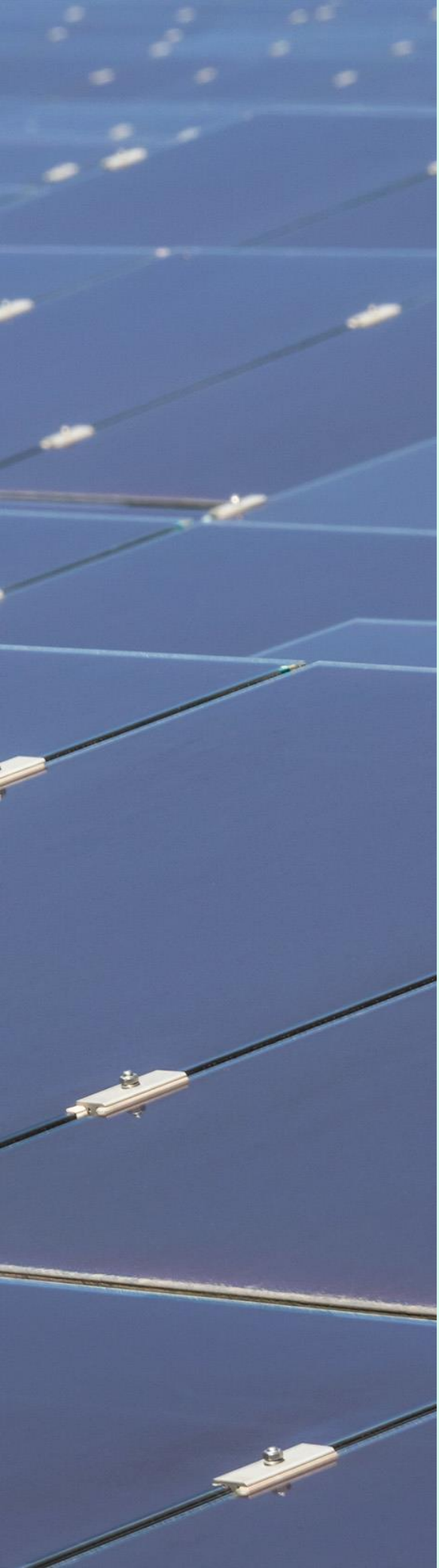
Outlook for the UK Solar Industry

Several factors are expected to influence the UK solar industry in 2024, including:

1. Government policies: The UK government's policies and regulations related to renewable energy and climate change will have a significant impact on the solar industry in 2024. The government has set ambitious targets for renewable energy generation, including a target of achieving net-zero carbon emissions by 2050. This is expected to drive significant investment in the solar industry and create new job opportunities. Recent policies include:
    1. Smart Export Guarantee (SEG): The SEG, introduced in 2019, requires energy suppliers to pay customers for any excess solar energy they generate and export to the grid. This has helped to incentivize solar energy generation and promote the growth of the industry.
    2. Contracts for Difference (CfD): The CfD scheme is a government-backed scheme that supports low-carbon electricity generation projects, including solar, by providing long-term contracts that guarantee a fixed price for energy. This has helped to encourage investment in large-scale solar projects and create a stable market for solar energy.
    3. Boiler Upgrade Scheme: This replaced the RHI - a government scheme that provides financial incentives to individuals and businesses that install renewable heating systems, including solar thermal panels. This has helped to promote the use of solar energy for heating purposes and encourage the growth of the solar thermal industry.
    4. Clean Heat Market Mechanism (CHMM):Introduced in 2024, the Clean Heat Market Mechanism is a UK government policy designed to accelerate the transition to low-carbon heating systems. The mechanism places an obligation on boiler manufacturers to sell a minimum proportion of heat pumps or other low-carbon heating technologies alongside traditional gas boilers. Manufacturers who do not meet their quota may face financial penalties or be required to purchase compliance credits from those exceeding their targets. The CHMM is expected to drive significant investment in renewable heating solutions, including solar thermal systems, by increasing demand for low-carbon heating technologies. Solar technology advancements: The solar industry is continuously evolving, with ongoing advancements in solar technology, including more efficient solar panels and energy storage systems. These advancements are expected to continue in 2024, which will further drive down costs and increase the competitiveness of solar energy.
2. Energy storage integration: Energy storage systems are becoming increasingly important in the solar industry, as they can help to balance the intermittent nature of solar energy and provide a more reliable and stable power supply. In 2024, it is expected that the integration of energy storage systems with solar energy will continue to grow, driving demand for professionals with expertise in both solar energy and energy storage.
3. Financing and investment: Access to financing and investment is critical for the growth of the solar industry. In 2024, it is expected that there will be a growing focus on sustainable finance, with investors increasingly seeking out opportunities in the solar industry.
4. Market competition: As the solar industry continues to grow, competition between solar companies is expected to intensify in 2024. This may lead to further consolidation within the industry and increased pressure to lower costs and improve efficiencies.

Overall, the UK solar industry is expected to continue to grow in 2024, driven by government policies, advancements in solar technology and energy storage, access to financing and investment, and increasing market competition.



Outlook for UK Energy Storage

There are several key trends that are shaping the growth and development of the industry. Some of the key trends in the UK 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 the UK, particularly in support of renewable energy sources. 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 the UK, with policies aimed at promoting the development of energy storage systems, such as energy storage mandates, incentive programs, and regulatory reforms.

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	£92,400	£173,300	£150,100	£57,800
Senior PDM	£69,300	£127,000	£98,200	£34,700
Project Development Manager	£52,000	£104,000	£80,800	£23,100
Project Developer	£52,000	£80,850	£69,300	£20,800
Head / Director of Grid	£115,500	£173,300	£138,600	£46,200
Project Manager	£57,750	£99,300	£75,100	£17,300
Civil Engineer	£57,750	£98,200	£80,100	£17,300
Mechanical Engineer	£46,200	£69,300	£60,100	£11,500
Electrical Engineer	£46,200	£69,300	£58,000	£11,500

What are the most in demand skills?

The UK 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 analysed 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 national, and local levels. Professionals with expertise in policy and regulatory affairs are in high demand.
6. 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 UK Solar and Energy Storage industry has made strides in diversity, equity, and inclusion (DEI), yet challenges persist. As of 2023, women constitute approximately 30.1% of the energy and utilities sector workforce, up from 26.1% in 2022. However, this still falls short of the UK workforce average, where women represent48%.

Leadership representation shows mixed progress. In 2024, seven Energy Leaders' Coalition (ELC) member companies achieved the FTSE target of 40% women on boards, and three companies reached 40% female leadership. Nevertheless, advancement at the middle-management level remains sluggish, with some organizations experiencing stagnation or decline.

Ethnic diversity also requires attention. In the fiscal year 2024, 18.6% of National Grid employees identified as ethnic minorities, reflecting a gradual increase over previous years. However, comprehensive data on ethnic minority representation across the broader solar and energy storage industry is limited, indicating a need for more detailed reporting. To address these disparities, industry initiatives are underway. The Energy Leaders' Coalition emphasizes aligning gender diversity targets with POWERful Women's goal of 40% female representation by 2030, alongside regular progress monitoring. Additionally, there is a growing focus on integrating social and environmental justice into sustainability efforts, aiming to tackle systemic racial and economic injustices linked to environmental challenges.

While there has been measurable progress in promoting diversity within the UK Solar and Energy Storage industry, ongoing efforts are essential to ensure the sector reflects the diversity of the communities it serves and effectively addresses underlying systemic issues.

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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