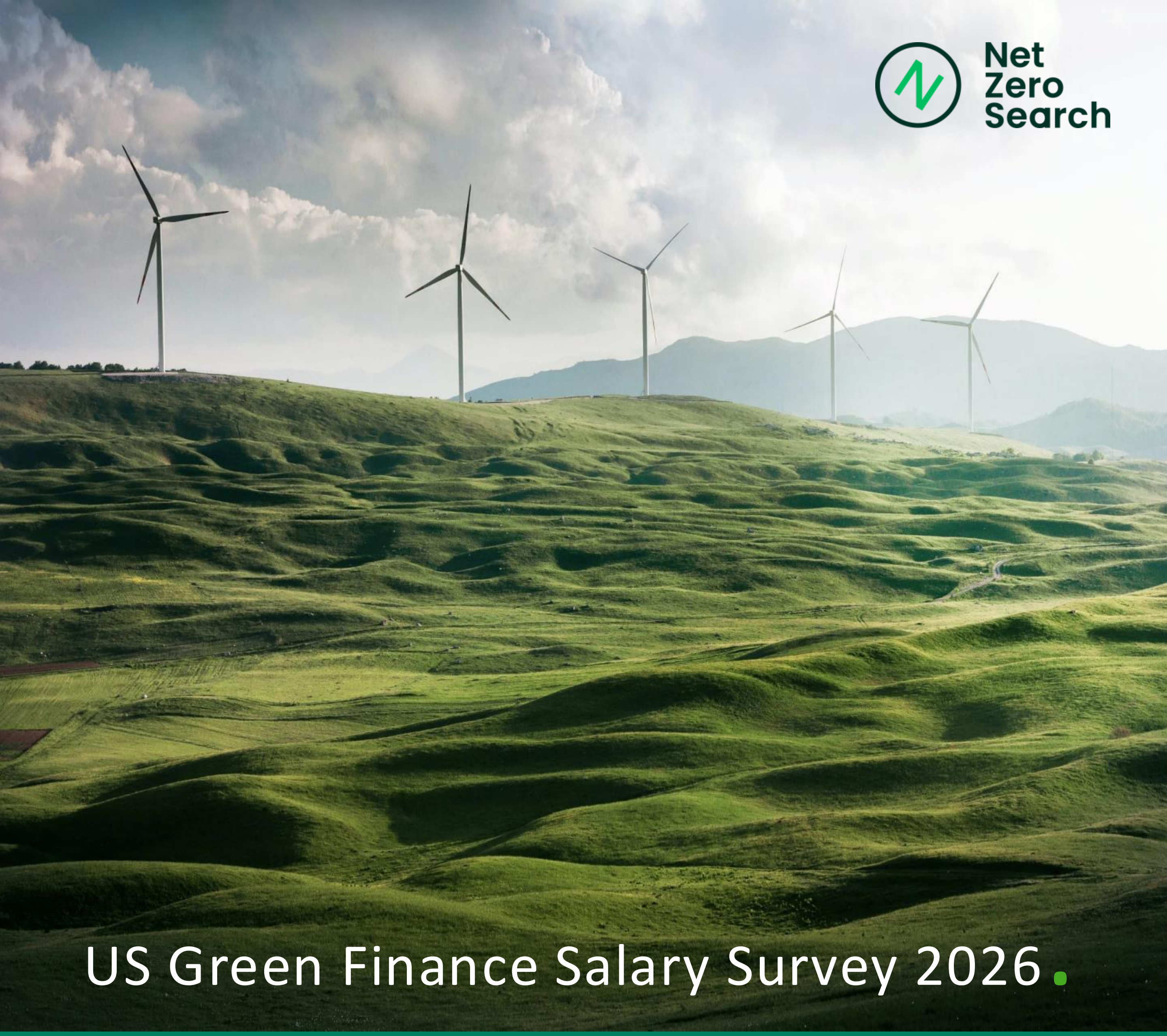
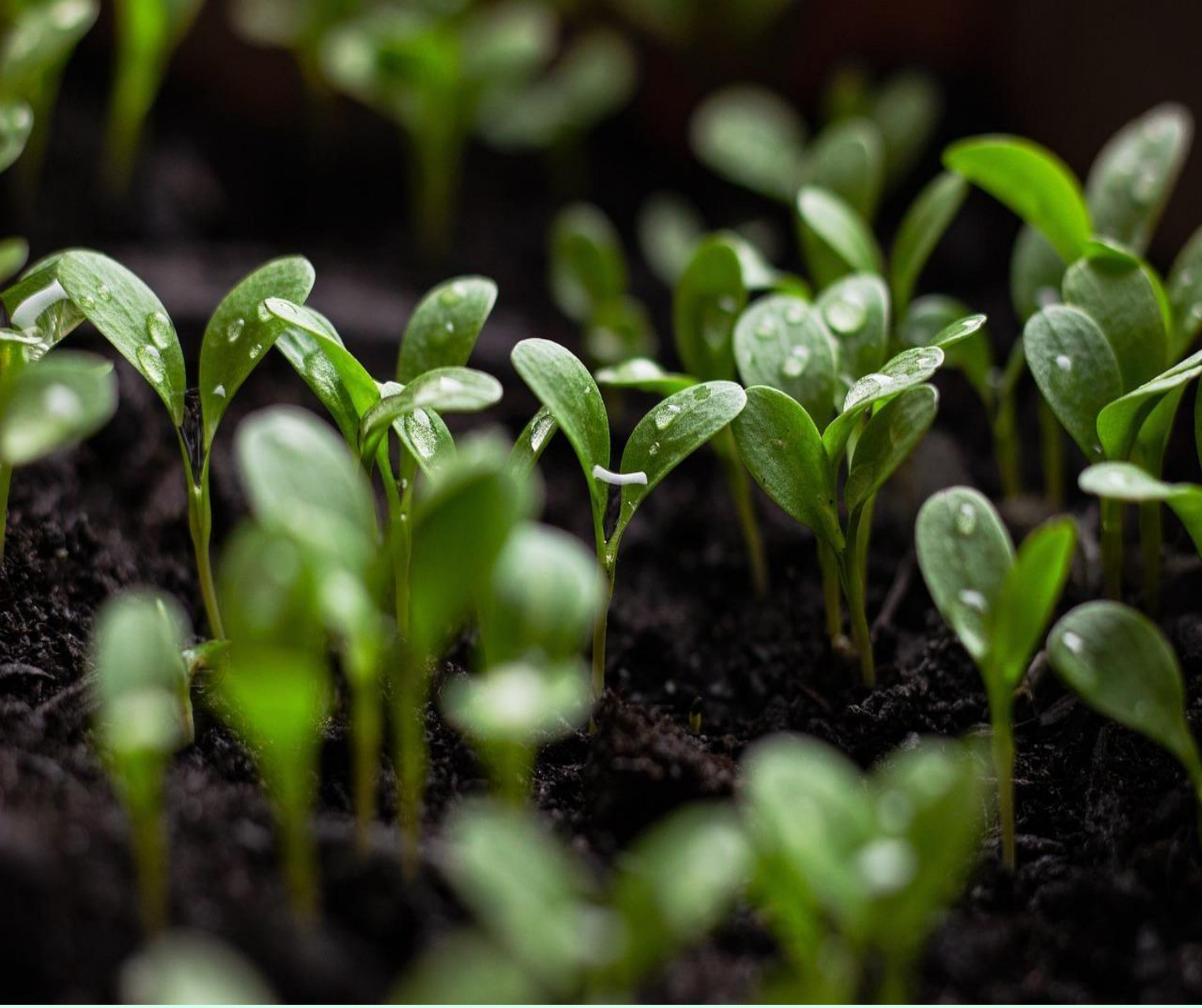


US Green Finance Salary Survey 2026.

Net Zero Search

Today's Talent.
Protecting our tomorrow

www.netzero-search.com



Welcome

As the world's focus shifts towards sustainable and responsible business practices, professionals with green finance skills are ever more sought after. Green finance involves investing in environmentally friendly projects and companies, as well as incorporating environmental, social, and governance (ESG) factors into investment decisions.

In the United States, the green finance industry is expanding rapidly, and there is a need for qualified and skilled professionals. Getting clear information about the current state of green finance salaries can be challenging due to the cross-sector distribution to talent. To address this gap, we have conducted a comprehensive Green Finance Salary Survey for the US.

This survey aims to provide an accurate and up-to-date analysis of the compensation and benefits packages of green finance professionals across the US.

We believe that this survey will provide valuable insights into the green finance 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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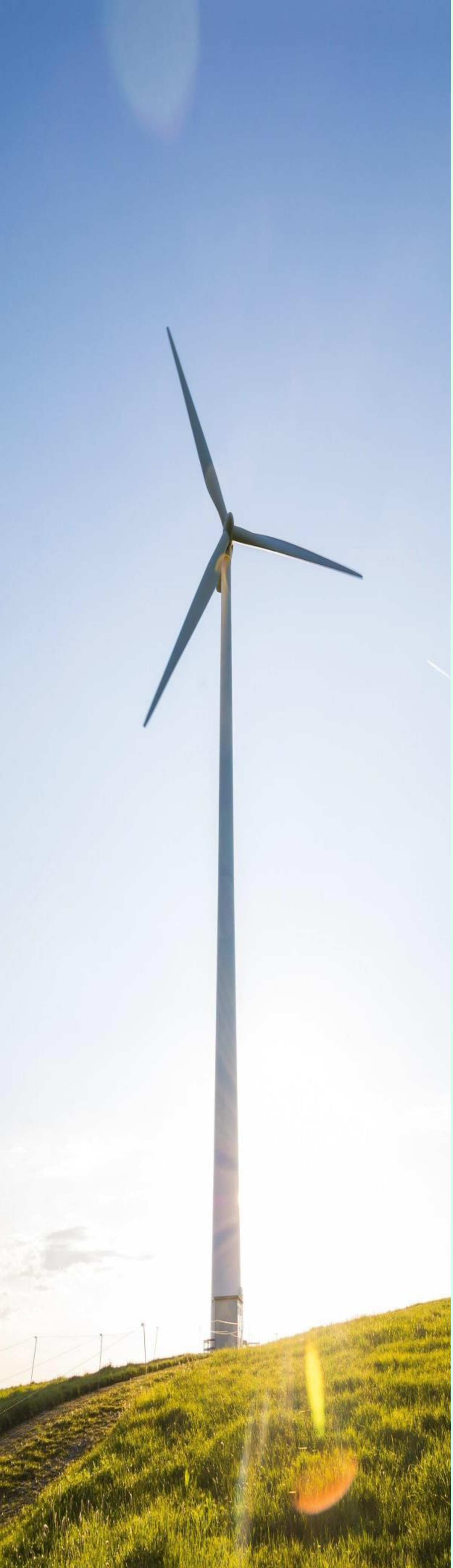


Outlook

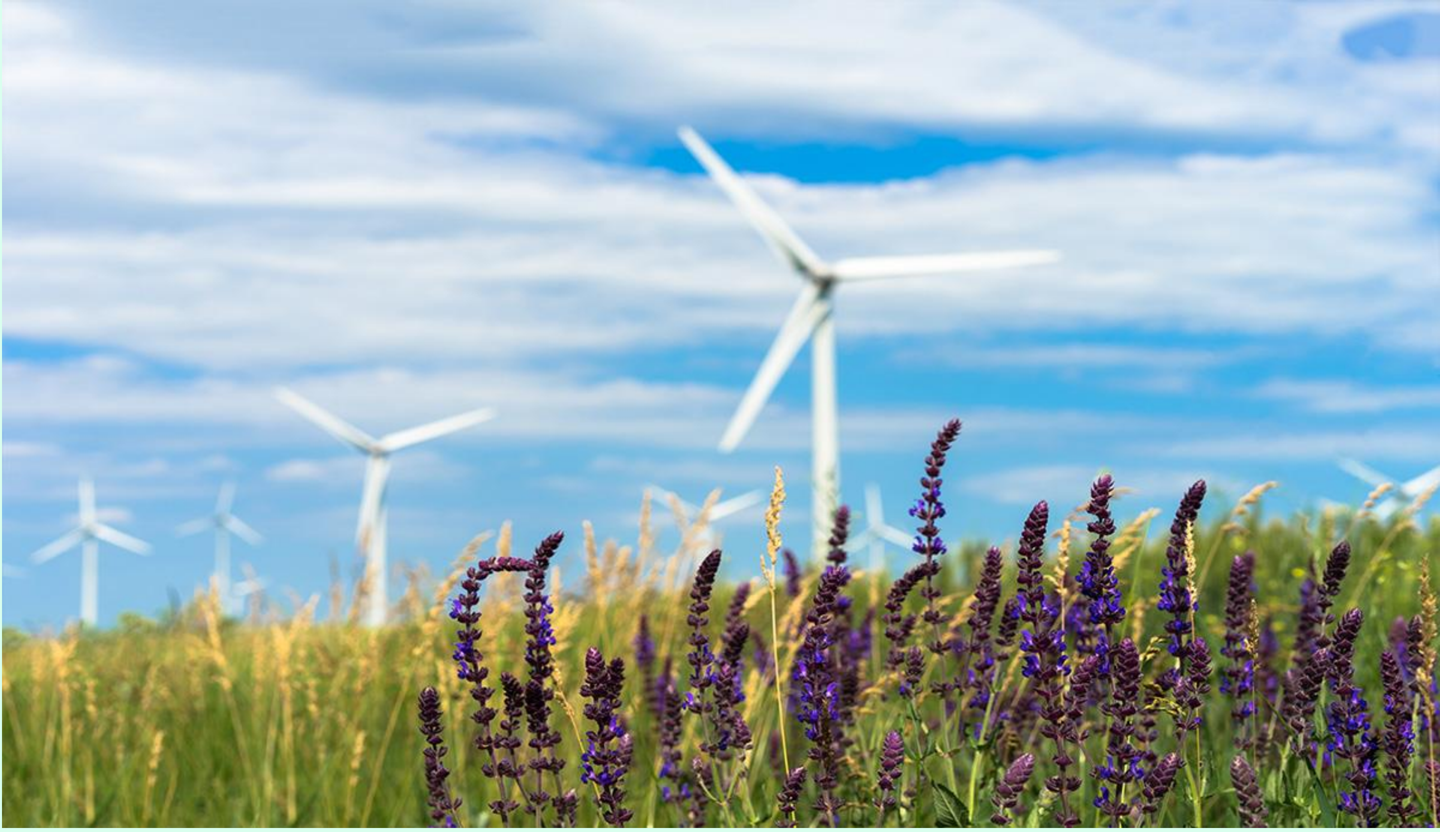
The demand for green finance talent in the US has been steadily increasing in recent years, as the industry continues to grow and mature. The focus on sustainable and responsible business practices has led to an increasing number of companies and organizations incorporating environmental, social, and governance (ESG) factors into their investment decisions. This has created a need for professionals with expertise in green finance, including roles such as sustainable investment analysts, ESG strategists, and finance/asset management professionals with green credentials.

In addition, the Biden administration's commitment to addressing climate change has further fueled the demand for green finance talent. The administration's proposed infrastructure and clean energy plans are expected to create millions of new jobs in the green finance sector, as investments in renewable energy, electric vehicles, and green infrastructure increase.

Overall, the hiring demand for green finance talent in the US is expected to continue to grow, as more companies and organizations prioritize sustainability and ESG factors in their business practices, and as the government invests in clean energy and infrastructure. This presents a significant opportunity for job seekers looking to enter the green finance field or for professionals looking to transition into a career focused on sustainability.

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:** Federal, state, and local government agencies 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 bonus % average:

Job Role	Low Range Salary	High Range Salary	Average Salary	Bonus %
CFO	$174,000	$345,300	$231,500	50%
Chief Investment Officer	$347,300	$577,500	$461,000	Variable
SVP – Project Finance/Investment	$102,200	$273,000	$166,800	80%-120%
VP – Project Finance/Investment	$208,600	$346,500	$289,400	60%-120%
Director	$290,000	$405,000	$350,000	80%-120%
Senior Manager	$162,700	$254,300	$208,000	Variable
Manager	$90,200	$160,000	$119,600	Variable
Analyst	$88,000	$151,000	$128,000	Variable
Senior Associate	$140,000	$210,000	$151,300	Variable
Associate	$70,000	$176,000	$104,500	Variable

Observations on Salary Data:

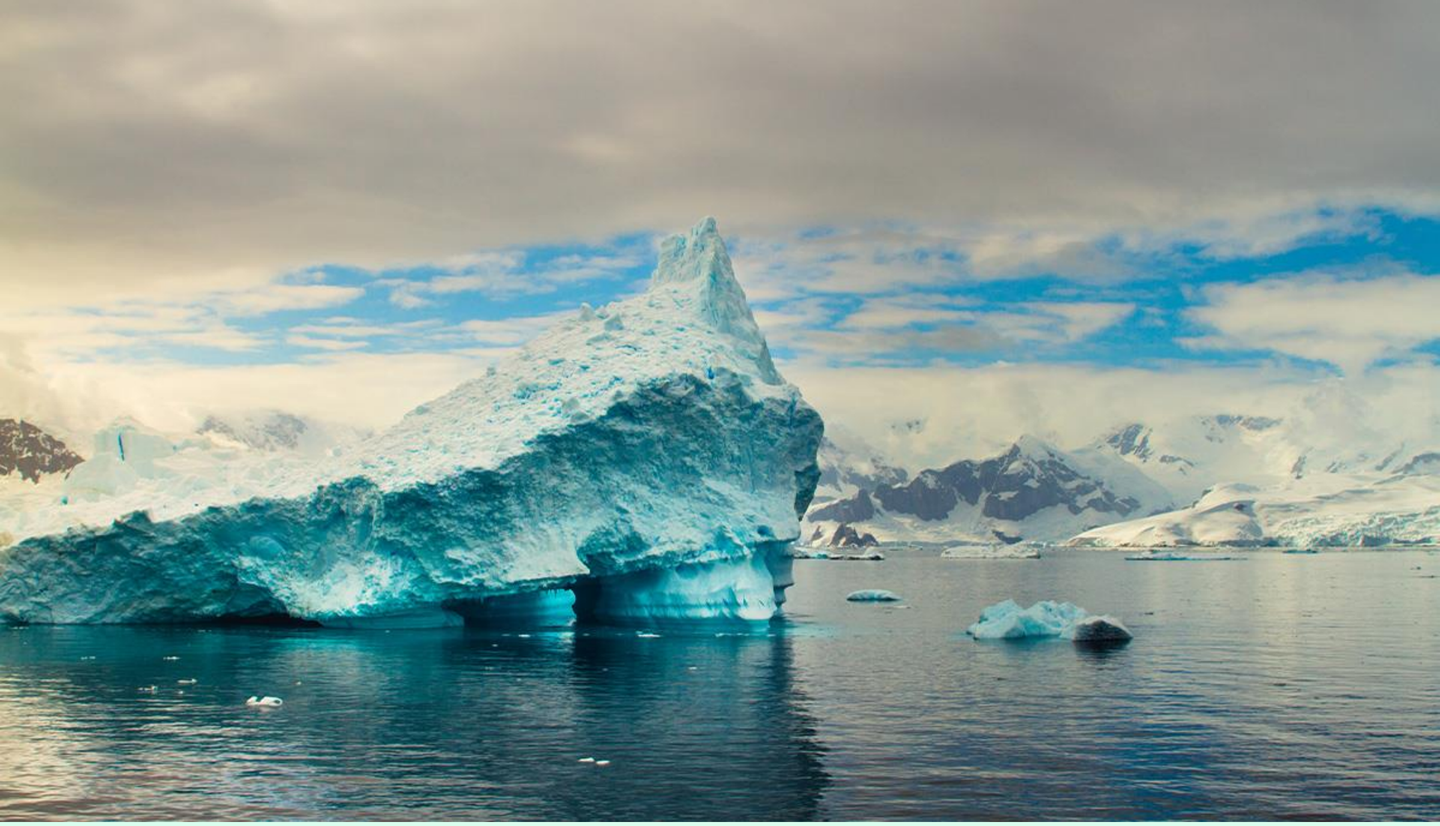
- For the more senior roles there is a West Coast Premium. San Francisco, Los Angeles and San Diego pay 10% more than their closest East Coast Rivals e.g. New York and Washington and nearly 40% more than their weakest performing East Coast Rivals such as Charlotte, NC.
- The above situation is reversed for junior to mid-level seniority roles where the East Coast pays significantly more for talent.
- CFO salaries come through very close to SVP and VP salaries. This is typically a reflection of the talent pools. Larger companies have equally large pools of well remunerated VPs and SVPs that drag the salary levels for these roles up. Conversely most firms have a CFO and there is a large population of CFOs at smaller employers that drag the remuneration figures down for these roles.

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 the Biden administration's 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.



Is Green Finance delivering on Social Justice?

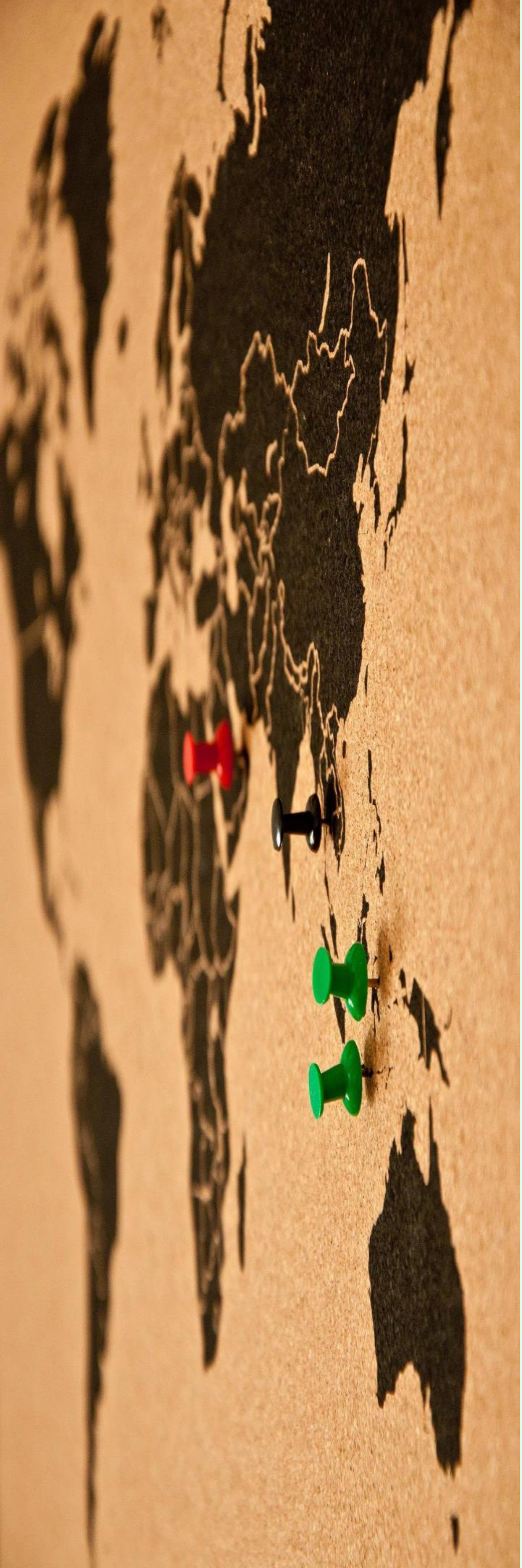
The U.S. Green Finance sector has historically faced challenges in diversity and inclusion. Recent data indicates that women hold approximately 12.5% of portfolio manager positions in the investment management industry, a figure that has stagnated over the past decade.

To address these disparities and promote social justice, several initiatives have been implemented:

- **Greenhouse Gas Reduction Fund (GGRF)**: Established under the Inflation Reduction Act, the GGRF allocated $27 billion to community climate and clean energy projects across the United States. This fund aims to accelerate local solar installations, residential energy efficiency improvements, and more, particularly targeting low-income and underserved communities.
- **Expansion of Green Banks**: The number of green banks in the U.S. has tripled since 2019, supported by federal funding and initiatives like the Inflation Reduction Act. These banks focus on environmental initiatives such as enhancing building energy efficiency and offering loans for electric vehicles, emphasizing support for local entities, including school districts, tribes, and low-income families.

Despite these efforts, challenges persist. For instance, recent actions by the Environmental Protection Agency (EPA) have led to the freezing of funds for certain environmental justice initiatives, resulting in layoffs and halted projects. Additionally, the new EPA chief has announced intentions to revoke $20 billion in clean-energy grants awarded under the previous administration, citing concerns over potential waste and abuse.

Overall, while progress has been made in promoting diversity and social justice within the U.S. Green Finance sector, ongoing efforts are required to ensure that the sector reflects the diversity of the communities it serves and addresses systemic issues of racial and economic injustice that underpin many environmental challenges.



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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