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US Solar & Storage Salary Survey 2026 •

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Welcome

The US Solar Energy and Energy Storage sector is a rapidly growing industry that is vital to the nation's transition towards a more sustainable energy future. The solar energy and energy storage industries are closely intertwined and are driving innovation and job creation across the country. As the industry continues to grow, there is a need 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 US 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 US 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.

Who we are

Net Zero Search

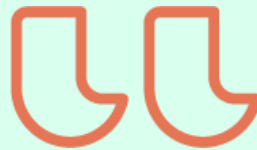
Net Zero Search is a truly unique executive and contingent search expert with highly experienced talent partners servicing the key verticals of the green economy.

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 US Solar Industry

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

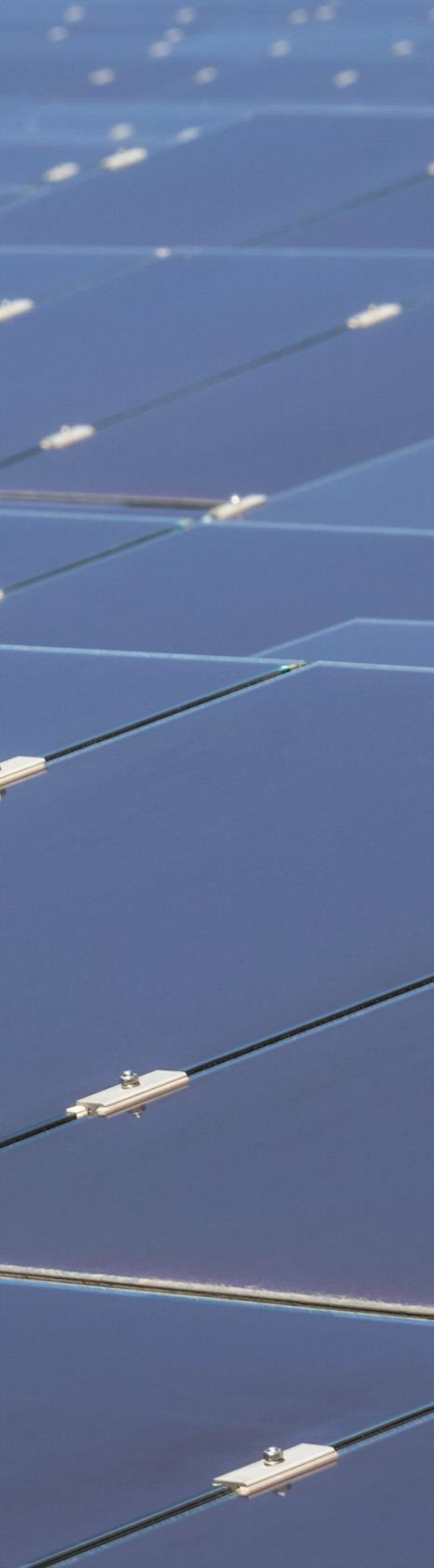
One of the key drivers of growth in the US solar industry is the decreasing costs of solar technology. The cost of solar panels has fallen dramatically in recent years, making solar energy more cost-competitive with traditional energy sources. This has led to a surge in demand for solar energy, particularly in states with high solar potential, such as California, Arizona, and Texas.

In addition, there is increasing demand for clean energy from consumers and businesses alike. Many 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.

Finally, there is strong government support for the US solar industry. Many states have implemented policies to support the development of solar energy, such as renewable portfolio standards and net metering policies. In addition, the federal government offers tax credits for solar installations and other renewable energy projects. Recent policies include:

1. **Investment Tax Credit (ITC):** The ITC provides a tax credit for businesses and individuals that invest in solar energy projects. The credit can be claimed for up to 26% of the total cost of the project and has been a significant driver of investment in the solar industry.
2. **Solar Energy Technologies Office (SETO):** The SETO is a division of the US Department of Energy that supports the research and development of solar energy technologies, including photovoltaics and concentrated solar power.
3. **State-level policies:** Many states have implemented policies to support the growth of the solar industry, including renewable portfolio standards, net metering, and tax incentives. These policies vary by state but have been a significant driver of solar energy deployment in the US.
4. **Federal procurement:** The federal government has implemented policies to promote the deployment of solar energy on federal buildings and facilities, including the Federal Energy Management Program and the Green Button Initiative.
5. **International Solar Alliance (ISA):** The US is a member of the ISA, which is a global alliance of countries that are working to promote the growth of solar energy. The ISA promotes research and development, capacity building, and financing for solar energy projects.

Overall, the outlook for the US solar industry is very positive, with decreasing 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 US Energy Storage

Energy Storage continues to benefit from the rise of renewable energy technology, representing the solution to intermittent energy supply and the need for greater stability.

There is strong government support for the utility-scale energy storage industry. The Federal Energy Regulatory Commission (FERC) has implemented policies to promote the development of energy storage systems, such as Order 841, which requires regional grid operators to allow energy storage systems to participate in wholesale electricity markets. Many states have also implemented policies to support the development of energy storage, such as energy storage mandates and incentive programs.

Broadly there are four key trends influencing energy storage in the US today:

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. **Increasing deployment of large-scale projects:** There is a growing trend towards the deployment of large-scale energy storage projects, particularly in states with high renewable energy targets. These projects help to balance the intermittency of renewable energy sources and ensure a reliable and stable power supply.
3. **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.
4. **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.



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	\$208,000	\$323,500	\$289,000	\$92,400
Senior PDM	\$105,000	\$277,000	\$231,000	\$69,300
Project Development Manager	\$127,000	\$254,000	\$208,000	\$69,300
Project Developer	\$92,500	\$208,000	\$173,000	\$46,200
Project Engineer	\$104,000	\$173,000	\$127,000	\$29,000
Project Manager	\$104,000	\$208,000	\$150,000	\$29,000
Civil Engineer	\$75,000	\$148,000	\$102,000	\$12,000
Mechanical Engineer	\$81,000	\$148,000	\$102,000	\$19,000
Electrical Engineer	\$86,600	\$173,000	\$111,100.00	\$23,000



What are the most in demand skills?

The US 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 the federal, state, 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 U.S. Solar and Energy Storage industry has made notable progress in diversity, equity, and inclusion (DEI), yet challenges persist. As of 2023, women represented **17%** of new jobs added in the energy sector, a decrease from previous years, highlighting the need for continued efforts to attract and retain female talent.

In terms of ethnic diversity, **Latino and Hispanic workers** held nearly one-third of the new energy jobs created in 2023, reflecting significant growth and a positive trend toward inclusivity. **Veterans** also accounted for **9%** of the U.S. energy workforce, surpassing their representation in the overall U.S. workforce, which stands at **5%**.

The industry is attracting a younger demographic, with **18-29-year-olds** comprising nearly one-third of the solar workforce, a higher percentage than in the overall workforce. This indicates that **Gen Z workers** are seizing the growing career opportunities in the solar and storage sectors.

Union representation within the solar industry has also seen an increase. In 2023, **13.4%** of solar workers were unionized, a three-percentage-point rise from 2022, nearly doubling the unionization rate of the private sector overall.

Despite these advancements, the energy sector remains predominantly male, with men holding **73%** of energy jobs in 2023. This underscores the ongoing need for targeted initiatives to enhance gender diversity within the industry.

In summary, while strides have been made in diversifying the U.S. Solar and Energy Storage workforce, continued efforts are essential to ensure the sector reflects the diversity of the communities it serves and addresses systemic disparities.

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 Asia. 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.

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