



A Report by

**acona**



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# Foreword

by Achim Steiner

UN Under-Secretary  
General and Executive  
Director United Nations  
Environment Programme



A transition to a low carbon, resource-efficient, global green economy is the challenge but also the opportunity for this generation - those multiple benefits include combating climate change, the development of innovative carbon-management and greenhouse gas-cutting industries, and new kinds of green, sustainable jobs.

The Carbon Salary Survey underlines that this transition is underway across a range of professions and livelihoods as part of an employment revolution - one that will undoubtedly accelerate if governments at the crucial UN climate convention meeting in Copenhagen, in just over 180 days time, seal the deal on a scientifically defensible, economically sound and equitable agreement.

This will bring certainty to and an expansion of the carbon markets, and catalyze further investment in the \$155 billion renewables markets. Indeed UNEP, the International Labour Organization, trade unions and employers groups estimate that employment may rise to 2.1 million in wind, 6.3 million in solar photovoltaics and 12 million in biomass-related industries by 2030.

It may also open the door to new kinds of jobs in natural resource enterprises and ecosystem management and especially in developing economies.

Copenhagen is likely to agree arrangements for Reduced Emissions from Deforestation and forest Degradation (REDD), reflecting the reality that up to 20 per cent of greenhouse gas emissions are linked with tropical forest loss.

The opportunity for the multi-billion dollar 'biosequestration' sector does not end there - indeed on World Environment Day, 5 June, UNEP will publish an assessment on the carbon capture and storage potential of forests but also peatlands, grasslands, drylands and farmlands up to mangroves and coastal waters.

Communities in western Kenya and China are also now piloting a precise method for calculating the levels of carbon stored under different land management schemes under a multi-million dollar Global Environment Facility project.

Together these developments are likely to trigger more carbon-linked jobs in more countries including Africa, Asia and Latin America from the level of the local farmer and conservation manager up to traders, insurance professionals and remote-sensing specialists.

A deal in Copenhagen is also likely to catalyze future employment in the engineering and project-based industries as a wider range of renewables are fast-tracked to commercial viability, from wave to second-generation biofuels.

I welcome the Carbon Salary Survey - a report that only ten years or 15 years ago would have been unimaginable; one that underlines how the world of work is evolving in the direction of sustainable, green business.

# Introduction

The Carbon Salary Survey is a collaborative project between the consultancy firm Acona, green recruitment consultancy Acre Resources and global news and information provider Thomson Reuters. This global survey is aimed at professionals working in the climate change and emissions trading markets to gain understanding into their roles in this quickly evolving field.

There is growing consensus that the world requires an urgent, coordinated response from business to avert the looming threat of global warming, which scientists say will cause widespread flood, drought, famine and disease. Many believe that the only way to avoid dramatic increases in global temperatures is to curb the world's addiction to fossil fuels which, when burned, release harmful greenhouse gases like carbon dioxide.

In December 2009, the world's governments will convene in Copenhagen to develop the successor treaty to the Kyoto Protocol climate pact, which expires in 2012. Many countries are also taking unilateral measures like setting hard targets for reducing carbon emissions, installing cleaner renewable energy, or implementing market-based mechanisms as ways of combating climate change. Estimated by the World Bank to be worth \$126 billion last year, the global market for trading carbon emissions has grown 12-fold over the past three years and analysts forecast that it could be worth over \$1 trillion by 2020.

As a vast area, with a wide range of professionals, defining the climate change space has been a challenge.

For the purpose of this inaugural survey, we targeted people and organisations working in the following areas:

- Renewable Energy
- Clean Technology and Energy Efficiency
- Carbon Finance/Brokering
- Carbon/Climate Change Law, Policy or Regulation
- The Project-based Emissions Market under the Kyoto Protocol (CDM & JI)
- The Voluntary Offset Market
- Climate Change Science

The survey was distributed online and via email to the professional networks of the three research partners, and participants were encouraged to pass it on to their contacts. Nearly 1,200 participants from around the world completed the survey throughout April 2009. The findings of this survey are presented in this report and have been supplemented with commentary from senior professionals within the industry.

There are a number of surprising results. 20% of the people surveyed considered themselves to be in management roles, which would be a significantly higher proportion than a sample of the wider workforce. Remuneration is good, with an average salary of \$76,000 and 3% earning more than \$200,000 – clearly the green banking jobs help the equation. The sector is surprisingly male dominated – over 75% are male, and men are paid considerably more than their female counterparts.

We hope to make The Carbon Salary Survey an annual piece of research, building on the data gathered and plotting the evolution of this space. We would therefore appreciate any feedback on ways to improve the survey or areas you feel we've overlooked. Please email your thoughts, comments and suggestions to [beth@acre-resources.co.uk](mailto:beth@acre-resources.co.uk)

To find out more about Acona, Acre Resources and Thomson Reuters, please see the final page of this report.

# Part 1

## The Sample

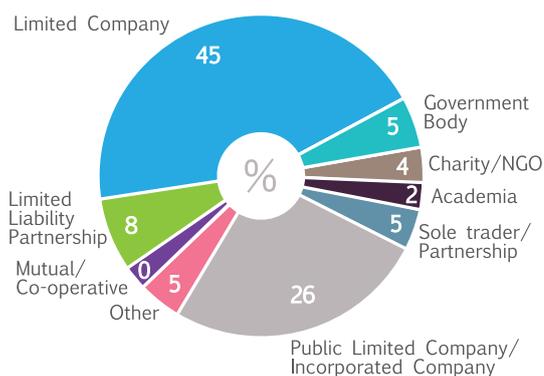
The survey was completed by 1,157 participants, of which over three quarters (76%) were male.

There was an almost even split between people working in consultancies (49%) and those working in-house (51%). We define ‘in-house’ positions as those working on climate change issues within their organisations, and ‘consultants’ as those consulting to other organisations from advisory firms.

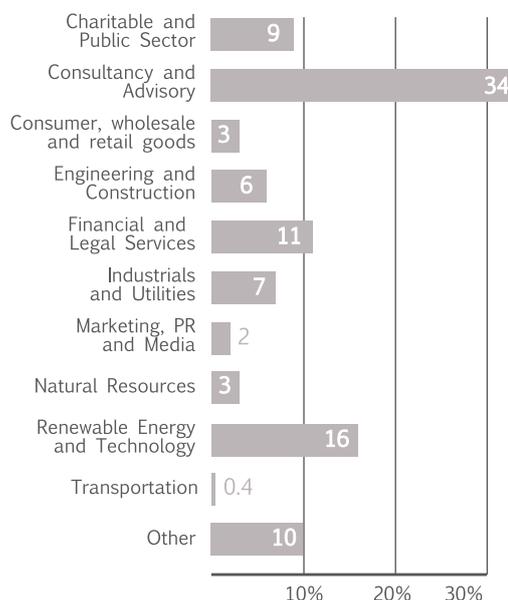
Nearly 45% of participants worked for a limited company and 26% for a public limited/ incorporated company.

Overall, the highest proportion of participants worked within the consultancy and advisory sector (34%), which is not surprising given that this is a growth area and many organisations are still seeking external expertise to help them understand and manage the impacts of climate change. The renewable energy and technology (16%) and the financial and legal services (11%) sectors also account for a high proportion of respondents.

Participants by organisation type



Participants by sector



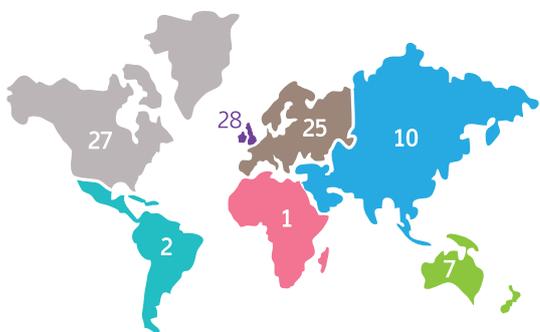
# Part 2

## Geography

We wanted to identify where in the world climate change professionals were working, and how salaries and job focus varied with location.

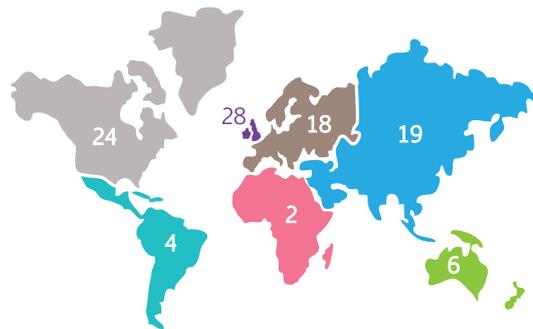
It was no surprise to see that the highest percentage of headquarters of organisations employing people in climate change, were based in the UK (28%), North America (27%) and the rest of Europe (25%).

**Geographical location of organisations' headquarters (%)**



However, despite 80% of organisations' headquarters being based in these locations, only 68% of respondents were actually based in these regions. On the other hand, while only 10% of headquarters were based in Asia, 19% of respondents worked there.

**Geographical location of participants (%)**



Nearly 20% of all respondents were British with another 18% of American nationality. This relatively high proportion could be because the survey was conducted in English and online and was therefore more likely to be completed by professionals in the UK and North America. Equally, it could be evidence that UK and US nationals are filling a disproportionate number of the jobs in this evolving field.

Interestingly, over a third (37%) of those working in climate change in the UK were not UK citizens, with 17% being either EEA or Swiss nationals (with a right to live/work in the UK) and the remaining 20% coming from countries outside Europe. Conversely, only a fifth of those working in North America and Asia were expats.

The difference between the expat figures for the UK and North America and Asia may possibly be a result of differing immigration policies, or skills shortages in specific sectors in certain regions.

Where possible, we also looked at the percentage of respondents working in each sector and how this varied across regions..

Geographical location of participants by sector (%)

	Africa	Asia	Australasia	North America	Rest of Europe	South/Latin America	UK
Charitable and Public Sector	19	6	11	11	6	4	10
Consultancy and Advisory	37	52	37	24	32	41	29
Consumer, Wholesale and Retail goods	13	2	0	2	4	0	3
Engineering and Construction	6	3	4	7	5	4	9
Financial and Legal Services	13	5	12	16	11	7	11
Industrials and Utilities	0	6	12	6	11	5	6
Marketing, PR and Media	6	1	4	1	1	0	2
Natural Resources	0	1	5	4	6	2	3
Renewable Energy and Technology	0	14	11	18	14	23	16
Transportation	0	0	0	1	0	0	1
Other	6	10	4	10	10	14	10

It was not a surprise to see that for every region, the majority of respondents were working in the consultancy and advisory sector.

Renewable energy and technology also accounted for a high percentage of respondents in all locations except Africa. Comparatively, in Africa the second highest percentage of respondents were working in the charity and public sector. Transportation was unrepresented in all regions except the UK and North America.

## Commentary

Rob Ashdown

Climate Change Principal Consultant  
Merchantec Capital, Johannesburg

The climate change industry in Africa has become increasingly diverse in the past two years and the maturity of the market is starting to show not only in the renewable energy project pipeline, but in the area of clean energy and carbon emissions consultancy as well. There have been noticeable increases in activity in South Africa, Nigeria and Mozambique. I would therefore anticipate that in future surveys we will see a higher representation from the African continent in these sectors.

# Part 3

## Job Function

### What do people do?

One of the most common questions relating to climate change jobs is “what do people do?”

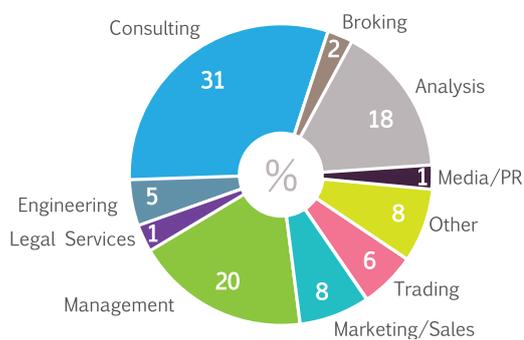
There is no simple answer to this, and it is difficult to break down, as many positions deal with more than one function and involve a variety of skills.

We have attempted as far as possible to highlight the key functions and activities of participants in the survey, but as with all questionnaires, the interpretations of the individuals participating will vary.

Thus, what follows must be treated with a degree of caution, as one respondent’s perception of the focus of his or her role may not necessarily correspond to someone else performing the same or similar job.

Nonetheless, it seems clear that nearly a third (31%) of respondents view themselves as consultants and 20% see their role as primarily managerial. A further 18% regard themselves as analysts.

Percentage of participants working in each function



Respondents were also asked to identify the activities they focused on. Out of a possible 30 choices the top 10 activities are listed here.

Table of top 10 activities for participants

1	Energy Efficiency
2	CDM/JI Consulting
3	CDM/JI Project Development
4	Biomass
5	Wind
6	Power Generation
7	Solar
8	Combined Heat and Power
9	VER Consulting
10	VER Project Development

We also observed some differences in job activities depending on the location of the participant. While energy efficiency and CDM/JI project development featured highly for each geographical region, renewable energy (particularly solar and wind) were most prevalent in North America and the UK.

**Top 5 Activities in each geographical region**

**Africa**

- 1 Energy Efficiency
- 2 CDM/JI Consulting
- 3 CDM/JI Project Development
- 4 Development
- 5 Waste Management

**Asia**

- 1 CDM/JI Project Development
- 2 CDM/JI Consulting
- 3 Energy Efficiency
- 4 VER Project Development
- 5 VER Consulting

**Australasia**

- 1 Energy Efficiency
- 2 Power Generation
- 3 Project Development/Marketing
- 4 Forestry
- 5 Trading (Compliance/Proprietary)

**North America**

- 1 Energy Efficiency
- 2 Solar
- 3 Wind
- 4 Power Generation
- 5 Biomass

**Rest of Europe**

- 1 CDM/JI Project Development
- 2 CDM/JI Consulting
- 3 Energy Efficiency
- 4 Biomass
- 5 VER Consulting

**South/Latin America**

- 1 CDM/JI Project Development
- 2 CDM/JI Consulting
- 3 Biomass
- 4 VER Consulting
- 5 VER Project Development

**UK**

- 1 Energy Efficiency
- 2 Biomass
- 3 Combined Heat and Power
- 4 Wind
- 5 Solar

One of the primary objectives of this survey was to try to establish what duties people were undertaking on a day to day basis. The climate change space has pulled in professionals from a broad range of directions and many types of role have existed in significant numbers for only a few years. Below we include a job summary of individuals working within the top 10 activity areas. We hope that this begins to define what some of the key roles in climate change look like. The descriptions are illustrative rather than definitive.

## 1. Energy Efficiency

**Name:** Ian Gould

**Company:** PowerPerfector Plc

**Position:** Public Sector Manager

**Job Description:** I have worked at PowerPerfector for two and a half years and have assisted in the growth and development of the company, through my work with Defra (The UK Department for Environment, Food and Rural Affairs) and the highly successful rollout of our energy efficiency technology. I manage a team of eight dedicated account managers who specialise in working with local and central government, higher and further education bodies and the UK National Health Service to make significant energy, cost and carbon savings. Our aim is to deliver best practice and to become fundamental to the built environment efficiency drive.

## 2. CDM/JI Consulting

**Name:** Jon Kornik

**Company:** South Pole Carbon Asset Management Ltd

**Position:** Principal for South Africa

**Job Overview:** I am responsible for the management of South Pole Carbon's sub-Saharan operations, based out of Johannesburg, South Africa. My major responsibilities include business development and project origination across the region, both in emission reduction projects and climate change consulting, as well as overseeing the implementation of our pipeline.

## 3. CDM/JI Project Development

**Name:** Rituparna Kumar

**Company:** AES/Agcert International

**Position:** Regulatory Project Manager

**Job Overview:** My main responsibility is to structure and identify business opportunities in respect to CDM/JI projects. This would usually begin with either putting together an in-house team to structure the project or by engaging external consultants. I oversee the collection of data and writing of the Project Design Document, ensuring they match the quality standards set by the CDM-Executive Board. I am responsible for obtaining project approval from the country's designated national authority and ensuring it is validated as per procedure. I manage the project through the validation process and submit for registration; followed by subsequent monitoring and verification. My project cycle is completed at the issuance of Certified Emission Reductions.

## 4. Biomass

**Name:** William Partanen

**Company:** Partanen & Daughters, Inc. (PDI)

**Position:** President & General Manager

**Job Overview:** PDI is a consulting engineering firm specializing in energy conservation and green energy projects. Working closely with the client to clearly define their energy requirements is key to being able to make accurate recommendations related to energy conservation measures or alternative energy systems.

Most recent work has included using waste materials or under utilized biomass to produce both thermal and electrical energy. Utilizing fats, oils and grease from restaurant grease traps to produce bio-boiler fuel and biodiesel is one example how an environmental pollution problem that threatens our valuable clean water resources can become a source of valuable green energy.

Producing energy from sewage sludge is another application that is gaining in practical applications. These examples illustrate how thinking "outside the box" can result in innovative and cost effective energy solutions that can help to improve our quality of life, reduce our carbon footprint and reduce our dependence on costly fossil fuels.

## 5. Wind

**Name:** Andy Riley

**Company:** BT plc

**Position:** Head of Partnership Development/BT Wind for Change

**Job Overview:** BT's Wind for Change programme intends to develop 250 MW of onshore wind capacity across the UK by 2016. My role is to ensure the full range of stakeholder views (external, internal, specialist and non-specialist) is taken into account as we develop projects. I speak with landowners, planners, politicians, local communities, technical experts and staff as projects go through the planning process and beyond. I'm also involved in identifying suitable development partners, who may bring finance, construction or operational expertise to the programme.

## 6. Power Generation

**Name:** Bruce Rising

**Company:** Siemens Energy, Inc.

**Position:** Strategic Business Manager - Power Generation

**Job Overview:** I am responsible for market analysis in the production and conversion of energy (fossil, renewables, nuclear). I conduct a market analysis to identify technology trends and match specific technology needs to regional requirements. I also perform economic assessment of technology impacts on the markets (timing, cost to consumer, resource limitations).

I have extensive experience in emissions control technologies (including mitigation of CO<sub>2</sub>), and energy supply and was formerly chair of The Gas Turbine Association Environmental Affairs Committee.

## 7. Solar

**Name:** Hamid Arshadi

**Company:** Stirling Energy Systems/  
Tessera Solar

**Position:** Manager of Land  
Development

**Job Overview:** I am responsible for identifying and screening potential solar energy project development sites, performing due diligence, negotiating options for land purchase / lease and option agreements, and evaluating project viability for utility-scale solar energy generation. Other responsibilities include my involvement during various stages of the permitting and certification processes of solar energy projects, which will also require projects compliance with the California Environmental Quality Act (CEQA) and National Environmental Policy Act (NEPA). I am also involved in negotiations for the execution of various agreements, including development, intergovernmental, and engineering contract agreements during various phases of development projects.

international companies to source and develop bespoke system components to meet the development targets.

## 9. VER Consulting

**Name:** Philippe Le Gall

**Company:** First Climate

**Position:** Senior Consultant Carbon  
Management

**Job Overview:** I lead the consulting services for the voluntary carbon market at First Climate. My job is to support corporate clients in addressing their climate change challenges and engaging in the low-carbon economy. I guide them through all the steps to become climate-neutral, from assessing their carbon footprint, developing a broad climate strategy and reducing emissions, to designing an offsetting strategy and implementing a communication plan to engage with their stakeholders. This helps them integrate carbon into their business decisions.

## 8. Combined Heat and Power

**Name:** Mr S. Gataora

**Company:** Gledhill Building Products  
Ltd

**Position:** Technical Director

**Job Overview:** I am responsible for the development of thermal energy stores and control systems for use with Stirling engine-based micro Combined Heat and Power systems for domestic dwellings. I am also responsible for developing a complete micro Combined Heat and Power appliance based on a CFC fuel cell for a major utility company, and the Beta version of this appliance will be delivered by the end of this year. I work with external consultants, utilities, house developers and

## 10. VER Project Development

**Name:** Susan E. Wood

**Company:** SCC Americas (a Sindicatum  
Carbon Capital company)

**Position:** Chief Executive Officer

**Job Overview:** I manage a team of people that specialize in developing VER projects in the US. This team is composed of business developers who have expertise in their specific project area (e.g., landfills, agriculture, coal), finance personnel to run financial models on the projects, technology experts to evaluate project technology, legal teams to negotiate contracts and project managers to manage the construction and implementation of the projects.

# Part 4 Remuneration

For consistency we have decided to report all salaries and bonuses in US \$ because this remains the prevalent currency in international commerce.

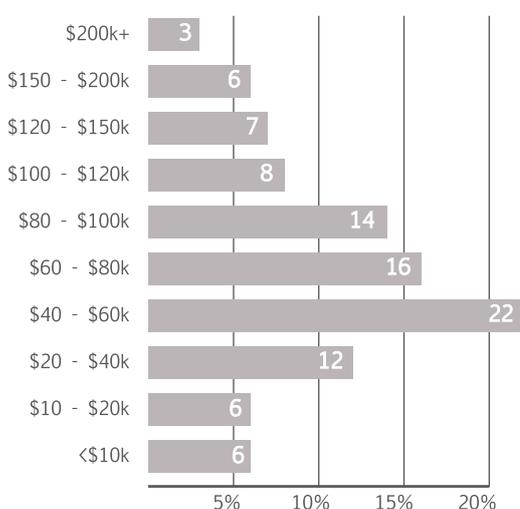
## Salaries

The average salary across the sample was \$75,901 (interestingly, the median salary was considerably less at \$63,849) and over half of the respondents earned between \$40,000 - \$100,000.

The highest average salary was in North America (\$99,995) closely followed by Australasia (\$92,812). Respondents from the UK earned an average of \$77,291 whilst the rest of Europe earned a slightly higher average of \$78,059.

The average salary in Africa was \$56,609 and at the lowest end of global average salaries were South/Latin America with \$55,240 and Asia with \$41,595.

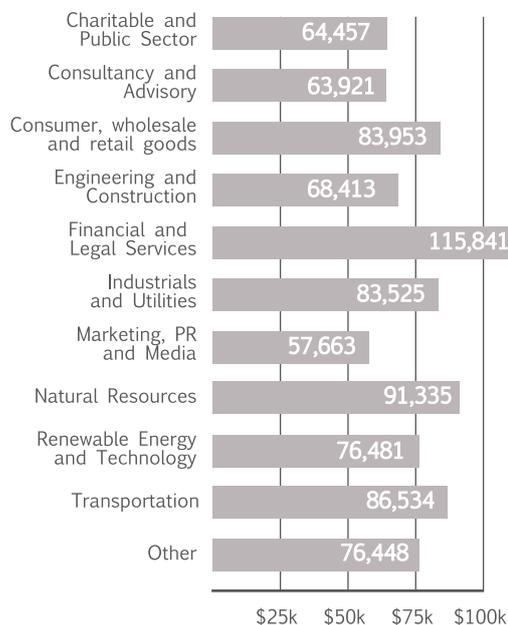
Overall salary distribution



Those working in in-house roles had a higher average salary (\$80,015) – compared to those identifying themselves as consultants (\$71,544). This correlates with other surveys conducted within the 'green' space such as The CSR Salary Survey<sup>1</sup> which also highlighted consultants receiving a lower average salary than those working in-house.

The highest average salaries were found in the financial and legal services sector (\$115,841) and the lowest were found in marketing, PR and media (\$57,663).

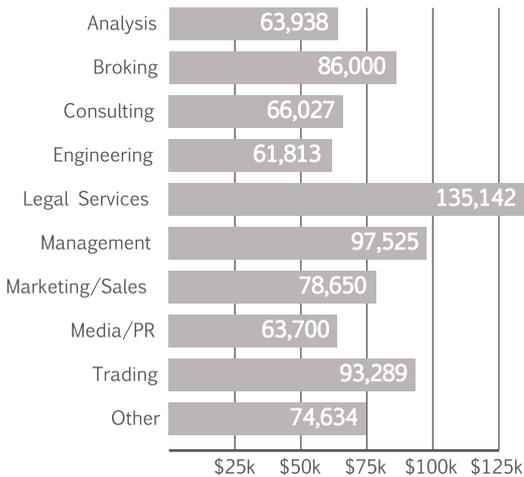
Average salary by sector



<sup>1</sup> The full CSR Salary Survey report can be found at [www.csrsalarysurvey.com](http://www.csrsalarysurvey.com)

In terms of job function, the highest average salaries were found amongst those working on legal functions of climate change and the carbon economy (\$135,142). They earned more than twice as much, on average, as engineers (\$61,813)

**Average salary by job function**



Sufficient data was not available to make accurate averages of the salaries of professionals working in every job function against every location. This was particularly true for Africa which has not included in the table below. We hope in future surveys to increase the level of response from those areas where data was in short supply.

The cost of living should be taken into consideration when comparing these salaries. Further, there are significant differences in the cost of living not only between but also within regions.

We intend to factor the cost of living into future reports in order to provide more meaningful comparisons but for the time being we believe the table below does, at least, provide some guidance as to what individuals in these regions/job functions are currently being paid.

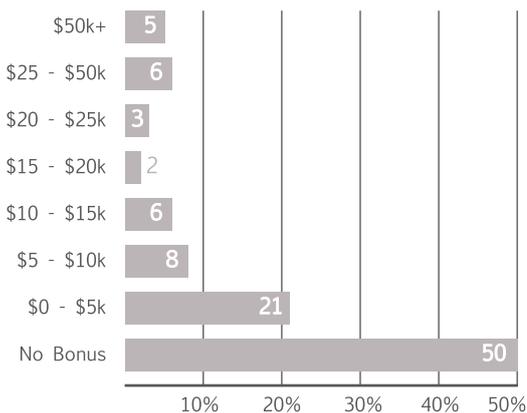
**Average salary by job function and location (in US \$)**

	Asia	Australasia	North America	Rest of Europe	South/Latin America	UK
Analysis	36,335		86,097	58,869		64,688
Consulting	31,091	99,828	89,268	78,645		67,350
Engineering			85,274	57,885		63,918
Management	60,999	96,473	125,518	102,260	65,564	98,995
Marketing/Sales	49,159		104,510	65,235		67,810
Trading			105,667	81,945		105,665
Other	45,776		92,650			79,718

# Bonuses

Half of all respondents received no bonus and the overall average bonus was \$10,900. This may be a result of the economic climate and it will be interesting to see whether the number of individuals receiving bonuses increases over the next few years.

Overall bonus distribution



The following charts and figures have been calculated using only the data collected from those respondents who received a bonus.

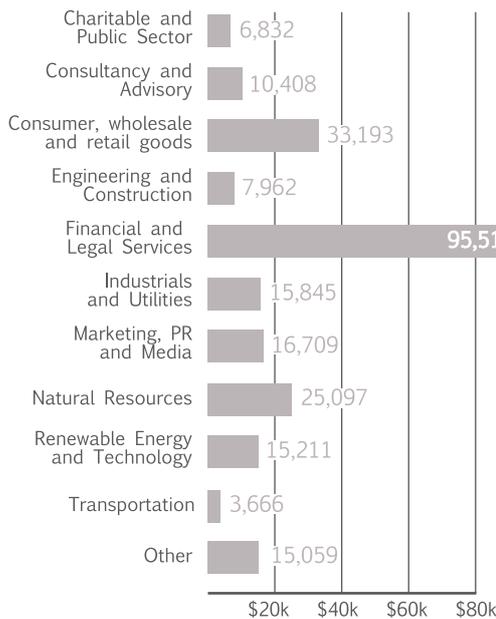
Looking at the average bonuses by location, the highest average bonus was in the UK (\$31,461) closely followed by Australasia (\$30,453). Comparatively, the average bonus in North America was \$27,180 and for those working in the rest of Europe it was \$19,173.

Those in South/Latin America received average bonuses of \$12,936 compared to \$14,009 in Africa. For those working in Asia, in addition to having the lowest average salaries, they also received the lowest average bonuses at \$7,681.

Consultants received a lower average bonus (\$15,482) than those working in-house (\$26,383).

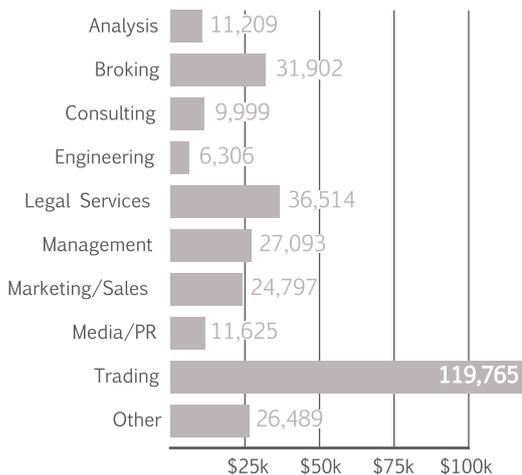
In addition to paying the largest average salaries, the financial and legal sector also paid the highest average bonuses (\$95,515).

Average bonus by sector



We also looked at average bonus by job function. Results suggest that whilst those working in legal services command the highest salaries (\$135,142) their average bonus (\$36,514) is considerably lower than those attained by professionals working within a trading function (\$119,765).

Average bonus by job function



For those working in an engineering function, it would appear that in addition to receiving the lowest average salary (\$61,813) they also receive the lowest average bonus (\$6,306).

## Commentary

### Sharon Kelly

HR Director  
Mitsubishi Power Systems Europe Ltd.

With the adoption of the Renewable Energy Directive in the UK this year, and a shortage of engineers in the power and renewable energy industries, one would expect to see an increase in salaries for engineers and technical specialists going forward.

It has been estimated that a further 5000 engineers will be needed to upgrade the national grid in the UK alone, thus enabling renewable generators, such as wind farms, to connect.

Engineers are going to be absolutely fundamental to new technology such as CCS (Carbon Capture and Storage), which is part of the EU's 2020 climate change package, and I anticipate attractive remuneration packages to those involved in the successful commercial deployment of CCS.

Engineers will also play a leading role in the design, installation and maintenance of energy efficiency systems, of which much of the technology is new and emerging. Indeed, as energy efficiency and renewables become more important for companies from a compliance and cost-saving point of view, I anticipate an increase in the top-level salaries that we are likely to see.

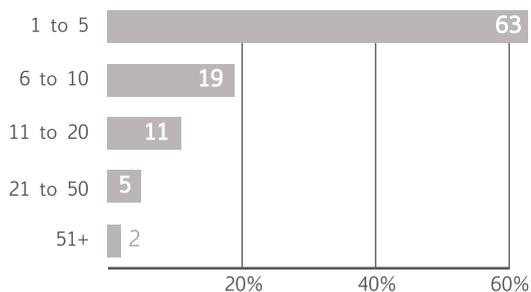
# Part 5

## Team Structure

To help ascertain the scope of the climate change space, we felt it was important to understand the average size of teams of people working within organisations.

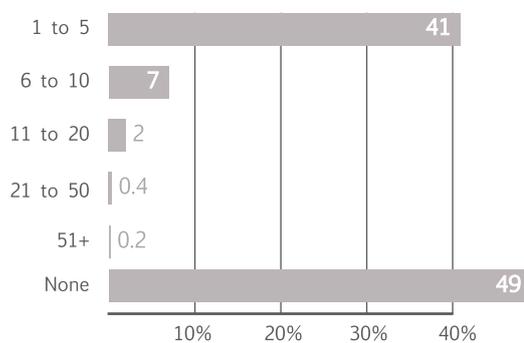
From the results of our survey we can see that over 80% of respondents work in teams of 10 people or less, with little difference in team size between sectors.

Average team size



Half of respondents had no direct reports and another 40% had between one and five individuals reporting directly into them. This could suggest that participants in the survey were in less senior positions, however looking at the job titles of respondents, this does not appear to be the case. Therefore, this is potentially further evidence that professionals within climate change are working in smaller teams – or even alone – with no direct reports.

Average number of people reporting into respondents



The natural resources and engineering and construction sectors have the highest proportion of participants with no direct reports. In comparison, the transportation sector appears to have the largest teams, with the highest proportion of respondents with six to 20 direct reports.

# Part 6 Education, Qualification & Career History

It may also be explained by the fact that climate change-specific degrees have existed for a relatively short period of time, therefore it follows that those holding these qualifications may be at a more junior level.

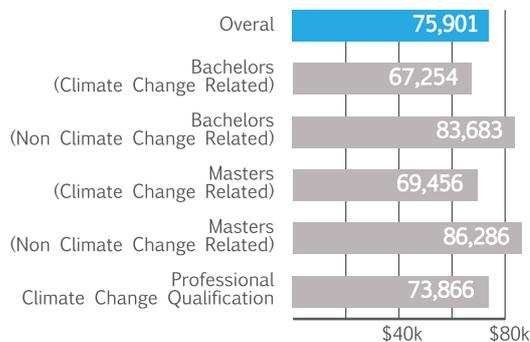
As a relatively new and rapidly evolving area, we wanted to understand the education and career backgrounds of the individuals working in the climate change field.

In general, respondents to the survey were highly qualified, with 96% having a first and/or second degree of one sort or another.

23% had a bachelor's degree in a climate change-related subject and 44% in a non-related subject. Over two thirds (67%) had second degrees (Masters/PhD/MPhil/MBA etc) with an even split between those that were climate change-related (32%) and those that weren't (35%). Only 7% had a professional climate change qualification.

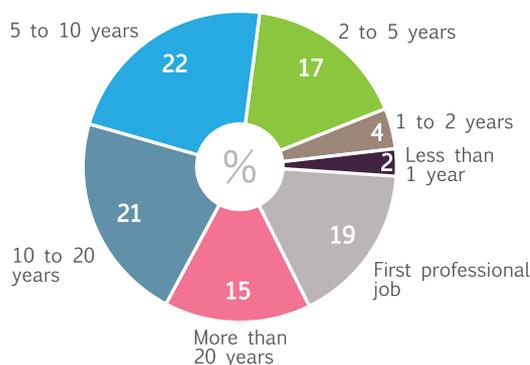
Notably, on average those whose first and second degrees were in climate change-related subjects were less well-paid than those who studied a non-climate change-related subject. We suspect that part of the difference may be explained by the fact that high salaries are often awarded to commercial and business specialists who are likely to have a business-related education. Therefore whilst they are employed within the field of climate change, they may have been hired for their business acumen as opposed to a technical or scientific understanding of climate change.

Average salary by qualification



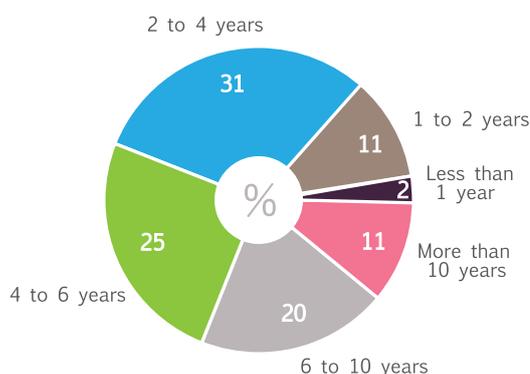
Whilst it is interesting to note that 19% of our respondents classed their current position as their first full time job, of the other respondents 45% had under 10 years experience in full-time employment and 36% had over 10 years. This suggests that despite the relative youth of climate change, the space is attracting both junior and senior professionals.

Length of time in full time employment



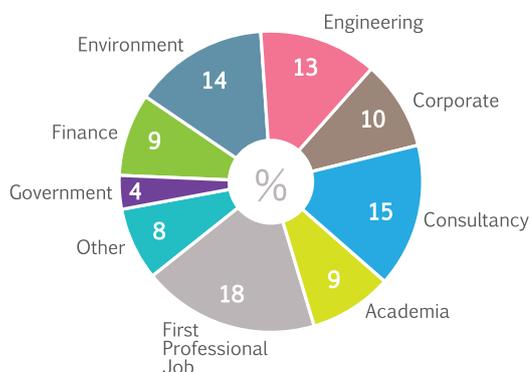
In designing the survey, we were keen to understand the extent to which climate change professionals had moved into the field from other sectors. The results show that 58% of respondents for whom this was not their first professional job, had not worked in climate change prior to their current position. This suggests that the field is dominated by professionals who have ‘switched’ from other areas of business.

Length of time working in climate change



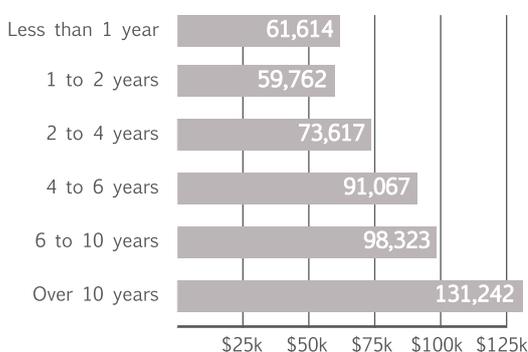
Those participants who had switched careers into climate change came from a diverse range of backgrounds with no one area predominating.

Background of respondents



The length of time people have worked in the field of climate change also directly impacts their salary levels, with those with over 10 years experience commanding salaries of more than double those with two or fewer years experience.

Average salary against time working in climate change



## Commentary

### Sam Fankhauser

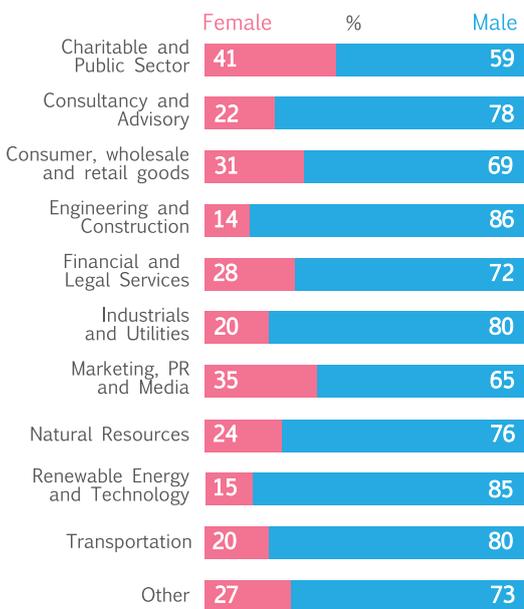
Principal Research Fellow  
Grantham Research Institute  
London School of Economics

It is reassuring, although not surprising, to see the high level of education among carbon professionals. The results confirm what we experience at LSE on a daily basis: there is growing demand in the market for carbon-related skills, and the challenge is to provide these skills, both through carbon market-specific courses and by integrating relevant information into generalist courses.

# Part 7 Gender

As mentioned earlier in the report, less than a quarter of respondents were female. In every sector there was a higher percentage of men than women with the biggest gaps, perhaps not surprisingly, in engineering and construction and renewable energy and technology.

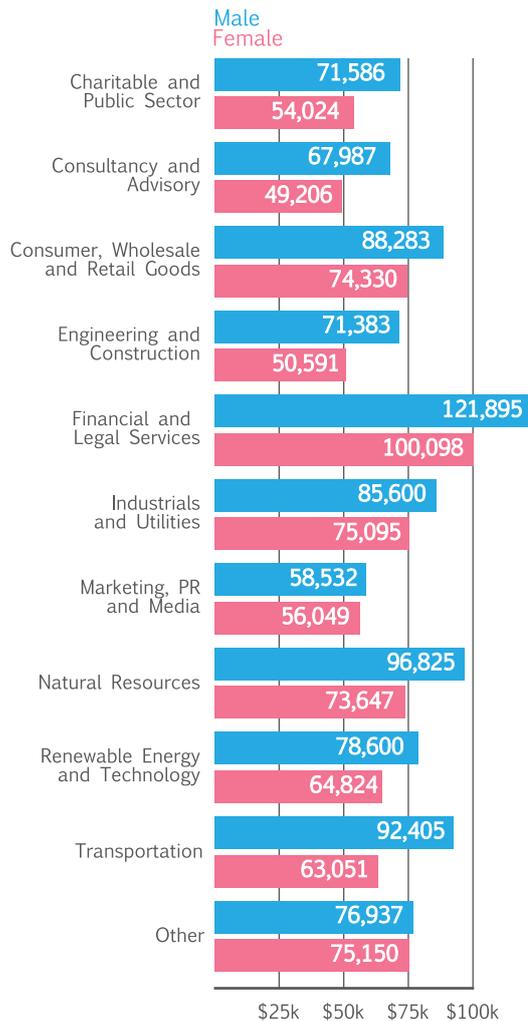
Percentage of women to men working in each sector



If women were fewer in number then they were also, on average, less well-paid than men. Overall, the average male salary was 23% higher than female salaries at \$79,379 compared to \$64,582.

The disparity was more apparent in certain sectors than others and, notwithstanding our comments above, the gap between male and female salaries was narrower in marketing, PR and media, industrial and utilities and consumer wholesale and retail goods. Conversely the pay gap was larger in the engineering and construction and consultancy and advisory sectors.

Average male and female salaries by sector



Men also dominated all levels of climate change jobs, accounting for 75% of respondents employed in the climate change space for up to four years and 81% of respondents working in climate change for over four years.

## Commentary

### Lucy Mortimer

Global Manager  
CDM & JI Business - TFS Green

In 2001, 90% of my clients and people you'd meet at conferences were male and predominantly from an engineering or power trading background. At my first conference, there were only a handful of women in attendance. The market has changed considerably since then – half my team is female, and most broking firms and banks in carbon have women working for or leading the teams. At a recent “Women in Carbon” event, there were over 150 women in attendance, with an invitee list far higher.

# Part 8

## Job satisfaction and job security

77% of respondents to the survey reported being satisfied with their jobs, with the highest levels of job satisfaction being in industrials and utilities (81%). This high level of satisfaction reflects anecdotal observations from those working in climate change, and is a positive sign both for those in the space, and people looking to move into it.

Respondents based in Australasia were more satisfied within their roles (86%) than their counterparts in other regions, closely followed by respondents in South/Latin America (82%). This may be a result of several factors; for instance local employment legislation, regional work culture or even differing job functions.

High levels of job satisfaction may also simply be a result of a higher standard of living which again will vary according to location.

Job satisfaction map



It is encouraging to report that despite the credit crunch and global recession, 68% of climate change professionals believe that job security is unchanged or better than it was 12 months ago.

Job security levels by geographical region

	Africa	Asia	Australasia	North America	Rest of Europe	South/Latin America	UK
Less Secure	17	24	30	31	28	25	39
As Secure	56	47	36	43	45	34	44
More Secure	28	29	34	25	27	41	16

It is probably no coincidence that job satisfaction closely mirrors job security in all regions. The highest percentages of climate change professionals who felt secure in their position were working in Australasia and South/Latin America, which were also the locations where people felt most satisfied with their jobs.

At the bottom end of the spectrum, those working within climate change in the UK were both the least satisfied within their roles, and felt the least secure. It is worth mentioning however that the percentages are still relatively high.

Whilst the scores for job security and satisfaction are high given the current economic climate, even more remarkable was the fact that 93% of respondents working in the space would recommend a career in climate change to others.

## Commentary

### Martin Blake

Director of Sustainability  
Royal Mail Group

Despite the global financial crisis, one constant is the strong community concern about climate change and the need for companies to demonstrate their sustainability credentials.

It is perhaps not too surprising therefore to see that the people who are at the cutting edge of delivering these important programmes are reporting high levels of satisfaction in their roles as climate change practitioners.

I firmly believe the ideas of job satisfaction and job security are intrinsically linked; one cannot happen without the other and those who choose to work in climate change are actively making a difference environmentally, socially and commercially. It is no wonder we are a satisfied bunch.

I am encouraged to see that Australasia placed highly for both job satisfaction and security. Whilst, like the rest of the world, the region has a long way to come, this reflects the commitment that the Australian government in particular has placed in developing a world-leading sustainability policy and legislative program.

# Conclusions

## Views of the Authors

### Andy Cartland

Managing Director, Acre Resources  
andy@acre-resources.co.uk

### Paul Burke

Senior Partner, Acona  
Paul.burke@acona.com

This is the first time in history that this number of climate change professionals has been surveyed in relation to the carbon job market, and the high response rate is yet another indication that this is an exciting and topical field. Acre has been recruiting 'green' professionals since 2003 and in that time we've learned just how broad the climate change space really is.

Throughout the report we have avoided referring to climate change as a 'sector' because it's much bigger than that – indeed carbon related jobs have begun to transcend all sectors of the economy which makes this a remarkable space. This is a trend that we have noticed in increasing measures over the past few years.

Two years ago, a climate change specialist was usually a technically minded individual who had specifically studied an environmental subject. However, at Acre, we are experiencing more and more requests for fund managers, HR personnel and lawyers who, whilst it's not their primary function, require a firm understanding of sustainability and climate change. We call this the 'pale green' market, as opposed to the more traditional 'deep green' job market.

The ultimate example of the emerging pale green job market is the demand we're seeing for top level professionals, such as CEOs, who understand the commercial opportunities that are emerging both through legislation and stakeholder risk. It is interesting that 20% of the survey respondents consider themselves to be in 'management' roles – proof that the mainstream economy is greening. Considering the scale of the challenge ahead, this shouldn't come as a surprise, and we're proud of the role we're playing in supplying these skills.

Given that this is the first year of what we hope will be an annual survey, it may seem a little premature to draw any firm conclusions from the results. However, I would make three comments.

First, whilst the majority of participants were from Europe and North America, the presence of significant numbers of respondents from other regions demonstrates that efforts to address the challenges posed by climate change are not the sole preserve of the industrialized West.

Secondly, while salary levels appear reasonable when set against regional averages, many of those working in the sector may be able to find equally well – if not better – remunerated jobs elsewhere. That they continue to work in the sector and give of their best suggests a considerable degree of personal commitment to and interest in the subject matter. This is also confirmed, I suspect, by the consistently high scores for job satisfaction and willingness to recommend a career in the sector to others.

Finally, it will be interesting to see next year what impact the global recession has on both salary levels and the type and focus of roles – for example, faced by a desire to minimize costs will companies place more emphasis on eco-efficiency at the expense of other activities?

## About the Authors

### Acona CMG

Acona is an independent employee owned CSR consultancy and part of Acona CMG risk consultancy. Acona has broad expertise and advises large, mainly corporate clients on the full range of social, environmental and ethical matters, from tentative first steps through to day to day management, strategic planning, measuring performance and corporate reporting.

### Acre Resources Ltd

Acre is one of the leading recruitment firms specialising in the areas of climate change, energy and sustainability. Acre recruits specialist professionals around the world for a variety of organisations. Since its formation in 2003, the company has recruited many global climate change leaders, and has offices in London and Chicago.

### Thomson Reuters Carbon Market Community

Thomson Reuters is the world's leading source of intelligent information for business and professionals. The Thomson Reuters Carbon Market Community has a membership of over 16,000 green professionals around the world. As the premier online portal in this space, the Carbon Market Community aims to provide members with the latest environmental jobs, carbon market news, research and analysis.

## What we would do differently next time

This is the first Carbon Salary Survey, and we hope the results provide some real insight into a sector that poses significant challenges when it comes to profiling accurately. Since collecting our data, we have identified a number of areas where we can improve the survey for next year. Some examples are:

- Look at alternative survey methods which would allow us to reach a wider sample globally
- Break down the regions further to establish more accurately the differences in salaries and job functions across the globe
- Use calculations to take costs of living into account in our salary results

We would like to thank all of the 1157 climate change professionals who responded to our survey as well as those who have given commentary. To offer any feedback or to make suggestions for areas that you feel we've missed please email [beth@acre-resources.co.uk](mailto:beth@acre-resources.co.uk).