EnableGreen
ESG & SUSTAINABLE RECRUITMENT

2026 EDITION · DEFINITIVE COMPENSATION INDEX

Global Green & ESG Salary Guide 2026

The most comprehensive compensation benchmark for ESG, renewable energy, climate finance and sustainable-careers professionals — 5 regions, 12 role families and 207 specialist positions, built from real placement data.

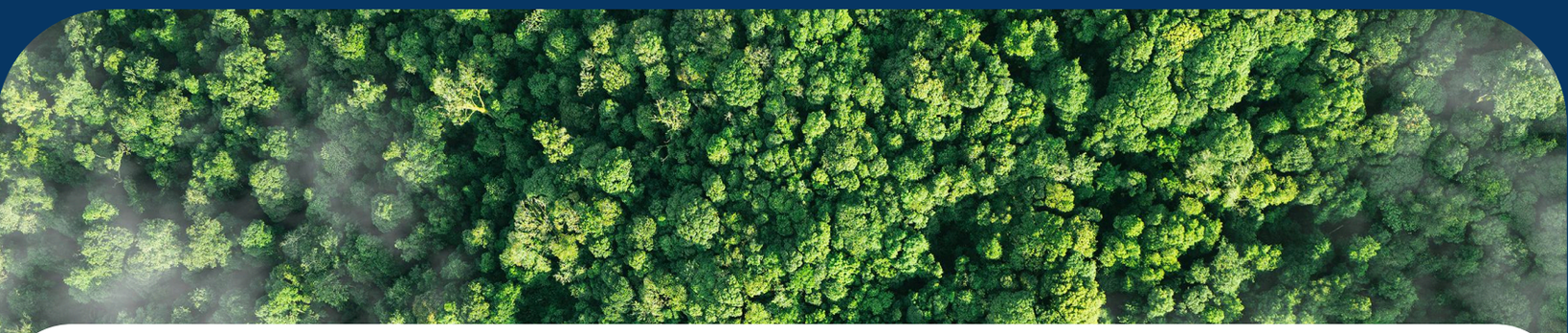
Download the full eBook (PDF)

207 Roles benchmarked

12 Role families

5 Global regions

5 Seniority levels



FOREWORD

Why EnableGreen exists

Hayatte Loukili
Managing Partner & Co-Founder

With over two decades of experience in finance, strategy, sustainability and risk management, Hayatte has collaborated with Deloitte and Accenture and held senior investment advisory roles at Engie and Cubico Sustainable Investments. Her passion lies in advancing sustainability, promoting diversity, and supporting businesses in achieving their ESG goals.

Morgan Richez
Co-Founder, EnableGreen

Morgan is a seasoned entrepreneur with a successful track record across multiple industries, including recruitment. Featured in Forbes Magazine, he has led top-tier recruitment agencies and job platforms across Europe, the US and the Middle East. His expertise has been instrumental in establishing EnableGreen as a prominent player in sustainability recruitment.

The energy transition is the defining industrial story of our generation. And yet the professionals driving it forward, BESS engineers, grid specialists, carbon market experts and sustainable finance leaders, have historically been underserved by the recruitment industry that is supposed to support them.

That is why EnableGreen exists.

We built this firm because the sustainability and energy transition talent market deserved something genuinely different. Not a generalist agency that adds renewable energy to a list of practice areas, a specialist firm where every consultant understands what a grid connection lead actually does, why a carbon markets mandate requires a very specific commercial profile, and what it means to place a senior BESS engineer into a market with fewer than a few hundred truly qualified candidates across the whole of Europe.

We are recruiters who care, and we believe that is a competitive advantage, not just a value statement.

Candidates come to EnableGreen because they know what they will get: honesty about the market and their options, genuine respect throughout the process, and the kind of care that recognises a career move is one of the most significant decisions a professional makes. Clients come to us for the same reasons. When EnableGreen presents a shortlist, it reflects rigorous assessment and real market knowledge, not a keyword search. We will tell clients when a brief is too narrow, a timeline unrealistic, or a compensation offer below what the market requires to close. That directness is the foundation of every relationship we build.

This salary survey is part of that commitment: accurate, transparent data, with a consistent methodology applied across every geography, so that every hiring conversation starts from the right place.

The technology that supports our consultants

EnableGreen combines specialist human expertise with AI-powered matching technology that identifies the right candidates for the right roles with a precision traditional recruitment cannot replicate. In a market where the difference between a successful BESS hire and a six-month vacancy often comes down to reaching the right candidate before two competing offers land on their desk, this matters. But technology is a tool, not a substitute for judgement. Our consultants bring deep, current market knowledge to every mandate, and it is the combination of both that makes us effective where generalist firms struggle.

The market you are operating in

The sustainability talent market remains firmly a candidate's market, nowhere more so than in the specialist niches this survey covers. BESS professionals, grid engineers and carbon specialists are rare, in high demand, and fielding multiple approaches at any given moment. In this environment, the quality of your compensation data is a direct determinant of whether you secure the talent you need or lose it to a faster-moving competitor.

We hope this report serves you well. If you have questions about the data or how EnableGreen can support your talent strategy, we would be glad to hear from you.

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THE 2026 MARKET IN ONE LINE

Sustainability is no longer a reputational function. It is a regulated, financially material and operationally critical discipline, and compensation is catching up accordingly.

01

METHODOLOGY · SECTION 01

Methodology & data sources

How the 2026 benchmark was built

The EnableGreen 2026 Salary Report integrates compensation intelligence gathered through five primary channels, each weighted to reflect market representativeness and recency.

01
Executive Search Placements
Active mandates from 2024–2026 across all five regions and 12 role families.

02
Signed Offer Intelligence
Candidate placement records with verified accepted compensation packages.

03
Employer Compensation Grids
Internal pay structures shared under non-disclosure protocols from 60+ organisations.

04
Negotiation Logs
Candidate negotiation outcomes across five regions capturing market-ceiling data.

05
Retention Benchmarking
Renewal and retention packages from existing clients benchmarked against new-hire data.

06
Hiring Manager Feedback
Recruiter interviews and hiring-manager commentary on compensation expectations.

All figures represent annual gross base salary in local currency for the 2026 hiring cycle, and are presented across three bands, minimum, average and maximum, aligned to five seniority levels: Analyst / Specialist, Manager / Lead, Senior Manager / Programme Manager, Director / Head / VP, and C-Level.

All salary ranges reflect fixed base compensation only. Variable pay, bonus structures and equity packages are available upon request for specific role families. Currency conversion rates reflect Q1 2026 averages. Middle East figures are quoted in AED (UAE Dirhams); Asian figures in SGD (Singapore Dollars).

Coverage: 207 roles · 12 role families · 5 regions (USA · UK · Continental Europe · Middle East UAE/KSA · Asia Singapore) · seniority ladder Analyst → Manager → Senior Manager → Director / VP → C-Level.

02

REGIONAL ANALYSIS · SECTION 02

Regional market analysis

Five global markets benchmarked

Regional compensation dynamics are shaped by regulatory environment, capital availability, talent supply, cost of living and industry maturity. Each of the five markets presents a distinct structural profile.

United States — **$280K**
C-Level avg · USD
IRA-driven demand · New York · San Francisco · Houston

UAE / KSA — **AED 750K**
C-Level avg · Tax-free
Vision 2030 · UAE Net Zero 2050 · sovereign hiring

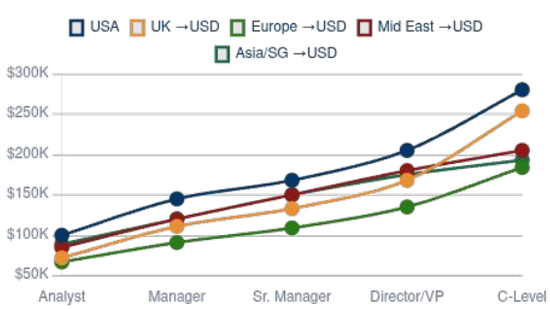
Singapore — **SGD 260K**
C-Level avg · SGD
Carbon markets hub · MAS climate mandate

United Kingdom — **£200K**
C-Level avg · GBP
TCFD mandatory · London sustainable-finance hub

EU / EEA — **€170K**
C-Level avg · EUR
CSRD rollout · Germany · France

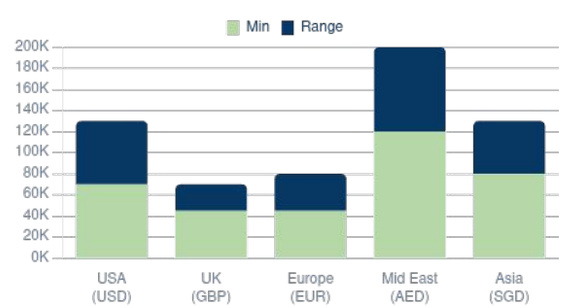
Cross-Region Seniority Ladder

Converted to USD K equivalent



Analyst-Level by Region

Entry-band comparison · local currency K



03

EXECUTIVE SUMMARY · SECTION 03

Key findings for 2026

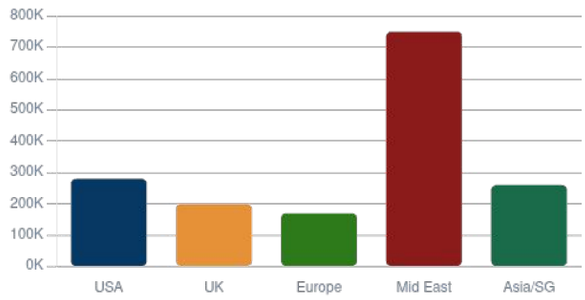
Three dominant narratives for 2026

Across all twelve role families, three dominant narratives emerge: the continued salary premium of the Middle East sovereign hiring market, the regulatory-driven acceleration of ESG reporting roles, and the global convergence of renewable engineering compensation toward energy-sector parity.

USA	MIDDLE EAST	ASIA, SINGAPORE	UNITED KINGDOM	EUROPE
$280K	**AED 750K**	**SGD 260K**	**£200K**	**€170K**
Chief Sustainability Officer	Highest globally · Tax-free	Carbon markets hub	TCFD / ISSB regulation	CSRD-driven demand

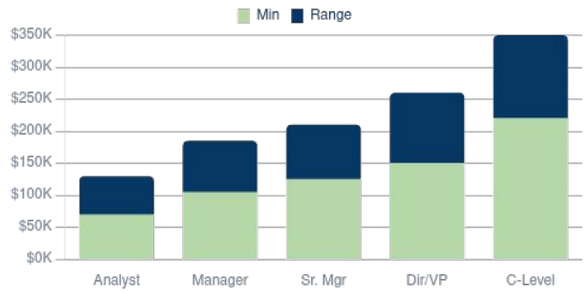
C-Level Average by Region

Sustainability / ESG · local currency K



US Seniority Ladder

Salary range by level · USD K



150–220%

KEY FINDING · REGIONAL NET PREMIUM

On a tax-adjusted, net-take-home basis, Middle East C-Level packages run 150–220% above Continental European equivalents at senior level. The UAE levies no personal income tax while European executives face 35–45% marginal rates, driving measurable talent migration toward the Gulf in 2025–2026.

ROLE FAMILY · SECTION 04.1

04.1 ESG, Sustainability & Corporate Responsibility

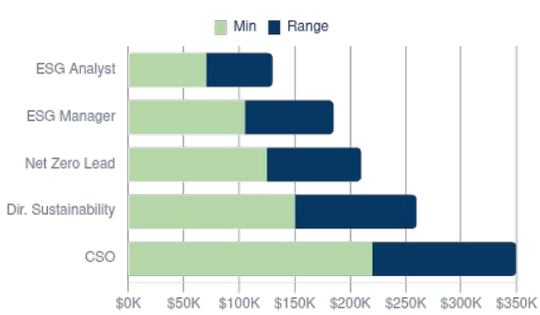
26 roles benchmarked

The ESG and Corporate Sustainability function has undergone perhaps the most structural transformation of any professional discipline over the past five years. What was once a hybrid of communications, philanthropy and voluntary reporting has matured into a technically demanding, board-level accountability function governed by mandatory disclosure frameworks, ISSB, CSRD, the SEC Climate Rule and the UK's Sustainability Disclosure Standards.

Compensation reflects this transformation. The Chief Sustainability Officer now commands packages comparable to other C-suite executives, with average base salaries reaching USD 280,000 in the United States, AED 750,000 in the Middle East and SGD 260,000 in Singapore. ESG Data Analysts and ESG Consultants remain among the most actively recruited profiles globally, reflecting the insatiable demand created by mandatory reporting workflows.

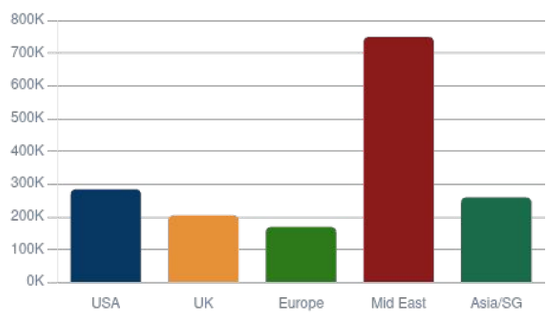
ESG Roles, Salary Range by Level (USA)

Annual gross base · USD thousands



CSO Average Salary, All Regions

Local currency, thousands



ESG & SUSTAINABILITY, SALARY REFERENCE (ANNUAL GROSS BASE, LOCAL CURRENCY)

ROLE TITLE	SENIORITY	USA	UK	EUROPE	UAE	ASIA / SG
Chief Sustainability Officer (CSO)	C-Level	$220K – $350K	£150K – £260K	€120K – €220K	AED 600K – 900K	SGD 220K – 320K
VP / Director of Sustainability	Director/VP	$150K – $260K	£95K – £170K	€90K – €160K	AED 400K – 650K	SGD 175K – 260K
Head of ESG	Director/VP	$150K – $260K	£95K – £170K	€90K – €160K	AED 400K – 650K	SGD 175K – 260K

Net Zero Strategy Lead	Sr. Manager	$125K – $210K	£80K – £130K	€75K – €130K	AED 320K – 520K	SGD 150K – 220K
ESG Lead / ESG Manager	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
ESG Reporting Manager	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
Sustainability Strategy Manager	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
Circular Economy Manager	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
Sustainable Supply Chain Manager	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
ESG Analyst / Senior ESG Analyst	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
ESG Data Analyst	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K

Figures are annual gross base salary only. ★ marks battery-storage (BESS) roles. UAE salaries are tax-free, materially raising net take-home versus the headline figure.

ROLE FAMILY · SECTION 04.2

04.2 Climate, Carbon & Net Zero

20 roles benchmarked · fastest-growing segment

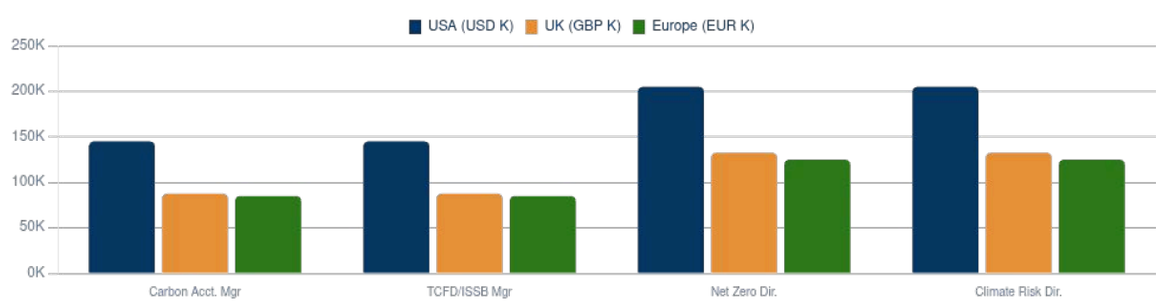
Climate, Carbon and Net Zero roles represent the fastest-growing compensation segment within the EnableGreen coverage universe, driven by the convergence of voluntary carbon markets, mandatory TCFD and ISSB reporting, and the rapid institutionalisation of transition risk as a core corporate governance concern.

Carbon accountants, climate scenario-modelling specialists and TCFD reporting managers have all seen meaningful upward salary revisions over the 2024–2025 cycle. The Chief Climate Officer, an emerging title reflecting the elevation of climate strategy to its own C-suite function, commands packages equivalent to or exceeding those of the Chief Sustainability Officer in markets where climate risk has become a primary regulatory exposure.

At the specialist level, Carbon Markets professionals benefit from the cross-sectoral applicability of their skills, competing in the same hiring pool as commodity traders and financial analysts. Climate Scenario Modelling Specialists, a profile that barely existed five years ago, now command mid-market packages in all five regions.

Carbon & Climate, Average Salary by Region

Manager-level roles · Local currency K



CLIMATE & CARBON, SALARY REFERENCE (ANNUAL GROSS BASE, LOCAL CURRENCY)

ROLE TITLE	SENIORITY	USA	UK	EUROPE	UAE	ASIA / SG
Chief Climate Officer	C-Level	$220K – $350K	£150K – £260K	€120K – €220K	AED 600K – 900K	SGD 220K – 320K
Director of Climate Strategy	Director/VP	$150K – $260K	£95K – £170K	€90K – €160K	AED 400K – 650K	SGD 175K – 260K
Climate Risk Director	Director/VP	$150K – $260K	£95K – £170K	€90K – €160K	AED 400K – 650K	SGD 175K – 260K
Head of Net Zero / Programme Director	Director/VP	$150K – $260K	£95K – £170K	€90K – €160K	AED 400K – 650K	SGD 175K – 260K
Climate Analytics Lead	Sr. Manager	$125K – $210K	£80K – £130K	€75K – €130K	AED 320K – 520K	SGD 150K – 220K
Carbon Management Lead	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K

TCFD / ISSB Reporting Manager	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
Carbon Markets Specialist	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
GHG Emissions Specialist	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Transition Risk Analyst	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K

Figures are annual gross base salary only. ★ marks battery-storage (BESS) roles. UAE salaries are tax-free, materially raising net take-home versus the headline figure.

ROLE FAMILY · SECTION 04.3

04.3 Sustainable & Impact Finance

14 roles benchmarked · 15–25% finance premium

Sustainable and Impact Finance professionals occupy the intersection of two of the world's most compensated industries, finance and sustainability, and their remuneration reflects this positioning. In all five regions, finance-linked ESG roles command a premium of 15–25% above equivalent corporate sustainability positions.

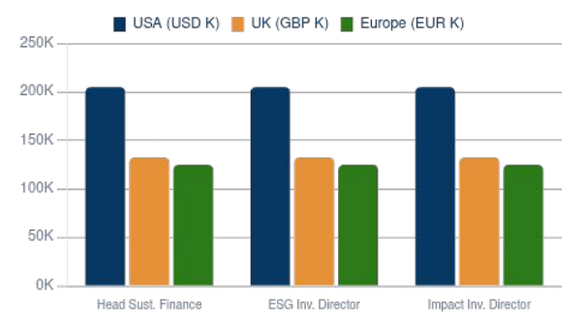
The green-bonds market, which exceeded $600 billion in annual issuance by 2025, has created distinct and underserved demand for Green Bonds Specialists and Sustainability-Linked Loan practitioners. ESG Portfolio Managers and Impact Fund Managers are among the most actively searched profiles in Singapore and Dubai, while London retains its position as Europe's primary hub for sustainable-finance talent.

Finance Premium, ESG Finance vs. Corporate (USA)

Average salary by seniority band · USD K

Sustainable Finance, Director Level by Region

Average salary · Local currency K



SUSTAINABLE FINANCE, SALARY REFERENCE (ANNUAL GROSS BASE, LOCAL CURRENCY)

ROLE TITLE	SENIORITY	USA	UK	EUROPE	UAE	ASIA / SG
Head of Sustainable Finance	Director/VP	$150K – $260K	£95K – £170K	€90K – €160K	AED 400K – 650K	SGD 175K – 260K
ESG Investment Director	Director/VP	$150K – $260K	£95K – £170K	€90K – €160K	AED 400K – 650K	SGD 175K – 260K
Impact Investing Director	Director/VP	$150K – $260K	£95K – £170K	€90K – €160K	AED 400K – 650K	SGD 175K – 260K
ESG Portfolio Manager	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
Impact Fund Manager	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
ESG Equity Analyst	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Green Bonds Specialist	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Climate Finance Specialist	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K

Figures are annual gross base salary only. ★ marks battery-storage (BESS) roles. UAE salaries are tax-free, materially raising net take-home versus the headline figure.

ROLE FAMILY · SECTION 04.4

04.4 Renewable Energy, Development, Engineering & Operations

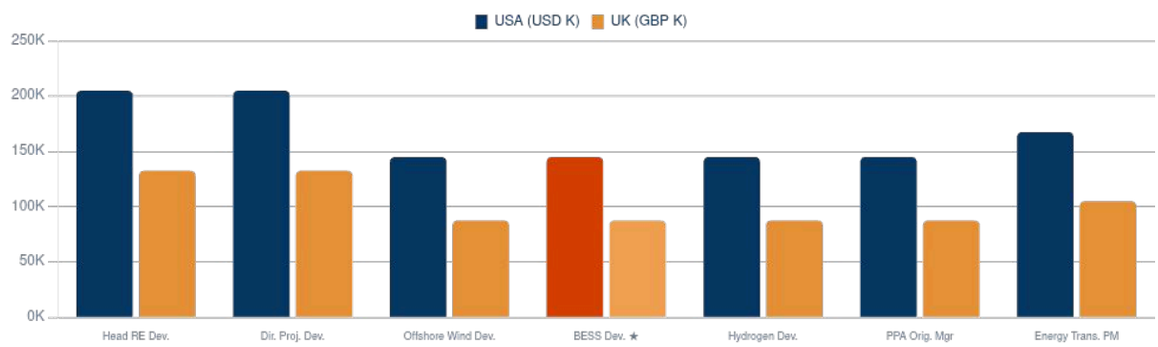
45 roles benchmarked · offshore wind · hydrogen

Renewable Energy Development and Origination professionals sit at the commercial and technical frontier of the energy transition. Offshore Wind Project Developers and BESS Project Developers command particular market attention in 2026, as both technology segments move beyond pilot-scale deployment to portfolio-level execution.

In the Middle East, where sovereign programmes including Saudi Arabia's NEOM and the UAE's renewable expansion mandate large-scale pipelines, Heads of Renewables Development attract packages reflecting both the scale of ambition and the scarcity of experienced developers. Hydrogen Project Developers represent an emerging category converging toward BESS and offshore-wind developer benchmarks.

Renewable Energy Development, Average Salary by Role & Region

Manager and Director/VP bands · Local currency averages



DEVELOPMENT & ORIGINATION, KEY ROLE REFERENCES

ROLE TITLE	SENIORITY	USA	UK	EUROPE	UAE	ASIA / SG
Head of Renewables Development	Director/VP	$150K – $260K	£95K – £170K	€90K – €160K	AED 400K – 650K	SGD 175K – 260K
Director of Project Development	Director/VP	$150K – $260K	£95K – £170K	€90K – €160K	AED 400K – 650K	SGD 175K – 260K
Energy Transition Project Manager	Sr. Manager	$125K – $210K	£80K – £130K	€75K – €130K	AED 320K – 520K	SGD 150K – 220K
Offshore Wind Project Developer	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
BESS Project Developer ★ BESS	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
Hydrogen Project Developer	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
PPA Origination Manager	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
Solar PV Project Developer	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K

ENGINEERING, CONSTRUCTION & OPERATIONS, KEY ROLE REFERENCES

ROLE TITLE	SENIORITY	USA	UK	EUROPE	UAE	ASIA / SG
Offshore Wind Installation Manager	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
BESS / Commissioning Engineer ★ BESS	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Energy Storage Engineer ★ BESS	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
SCADA Engineer (Wind / Solar)	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Grid Connection Engineer	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Offshore Cable Engineer	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Solar PV Engineer	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Wind Energy Engineer	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K

Figures are annual gross base salary only. ★ marks battery-storage (BESS) roles. UAE salaries are tax-free, materially raising net take-home versus the headline figure.

ROLE FAMILY · SECTION 04.5

04.5 Battery Energy Storage Systems (BESS)

Special focus · fastest-growing sub-segment

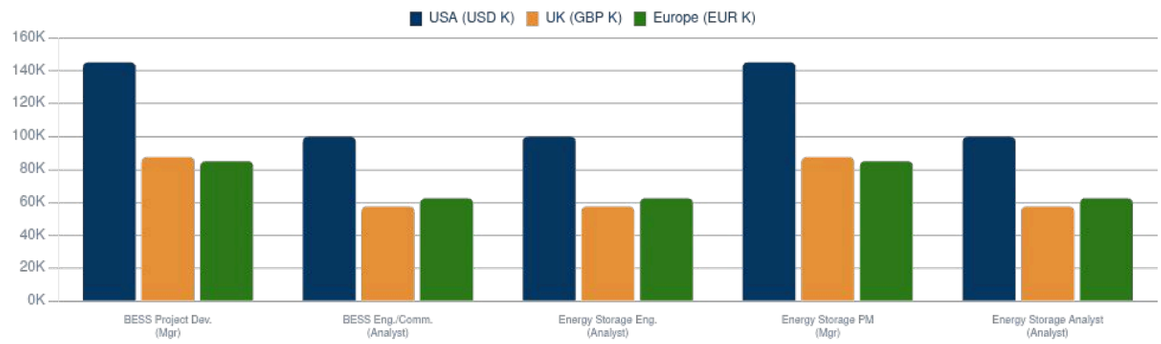
Battery Energy Storage Systems represent one of the most strategically significant and fastest-growing hiring categories within the renewable energy talent market, characterised by three structural features that distinguish it from broader renewable hiring.

First, the skills required, combining power electronics, grid-code compliance, battery management systems and safety-critical operations, are not easily substitutable with broader electrical engineering backgrounds. Second, the rapid scaling of deployment timelines creates simultaneous demand at both project-development and commissioning levels, compressing recruitment cycles across all five regions. Third, BESS roles increasingly sit at the interface of the energy and technology sectors, competing in both hiring pools and creating structural upward salary pressure.

In the Middle East, Saudi Arabia's Vision 2030 energy-storage targets and the UAE's grid-modernisation programme are driving active recruitment of BESS specialists with packages reflecting both strategic priority and the relative scarcity of candidates with regional track records.

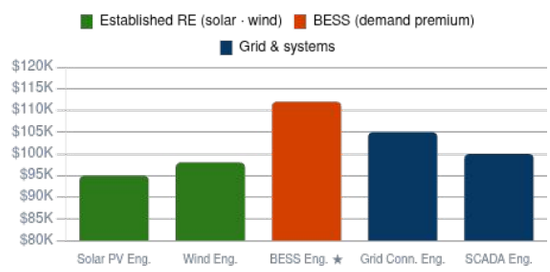
BESS & Battery Storage Roles, Average Salary Comparison by Region

Average of Min–Max range · Local currency K



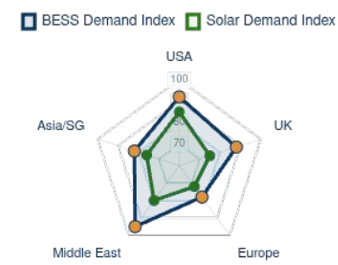
BESS vs. Other RE Technologies, USA

Analyst-level average comparison · USD K



BESS Demand Index by Region

Relative recruitment demand pressure · Indexed 100 = baseline



BATTERY STORAGE, SALARY REFERENCE (ANNUAL GROSS BASE, LOCAL CURRENCY)

ROLE TITLE	SENIORITY	USA	UK	EUROPE	UAE	ASIA / SG
Head of Energy Storage ★ BESS	Director/VP	$150K – $260K	£95K – £170K	€90K – €160K	AED 400K – 650K	SGD 175K – 260K
Energy Storage Project Manager ★ BESS	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
BESS Project Developer ★ BESS	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
VPP Operations Manager ★ BESS	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
BESS / Commissioning Engineer ★ BESS	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Energy Storage Engineer ★ BESS	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K

Grid Integration Engineer (BESS) ★ BESS	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Energy Storage Analyst ★ BESS	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Flexibility Analyst / Manager ★ BESS	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Demand Response Manager ★ BESS	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K

Figures are annual gross base salary only. ★ marks battery-storage (BESS) roles. UAE salaries are tax-free, materially raising net take-home versus the headline figure.

ROLE FAMILY · SECTION 04.6

04.6 Grid, Power Systems & Cleantech

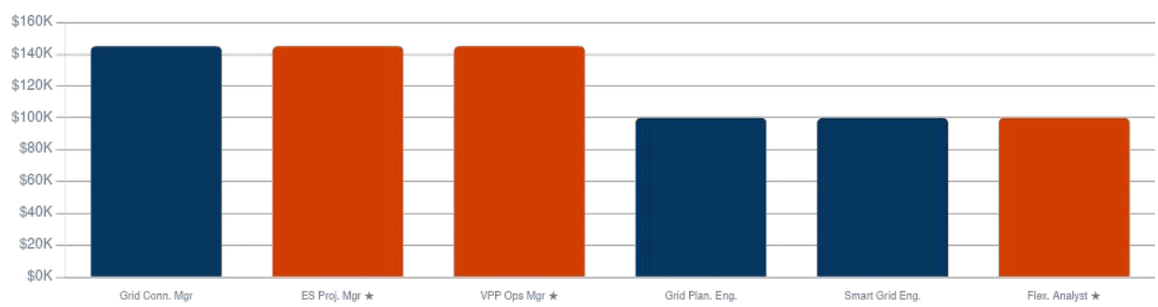
25 roles combined · grid · climate data

Grid, Power Systems and Flexibility professionals operate at the most technically demanding intersection of the energy transition. Grid Planning Engineers, Smart Grid Specialists and Virtual Power Plant Operations Managers face the sharpest demand–supply imbalance in the global engineering talent market, as grid-infrastructure investment accelerates ahead of workforce-development pipelines.

Within cleantech, Climate Data Scientists and ESG Data Scientists command the highest salaries in the analyst tier, with US packages reaching USD 130,000, competitive with technology-sector data science benchmarks. Product Managers for energy, grid and SaaS platforms have emerged as a critical hiring profile for the rapidly growing ecosystem of cleantech software providers.

Grid & Power, Average Salary by Role

Manager and Analyst bands · USD avg.



GRID, POWER SYSTEMS & FLEXIBILITY, KEY ROLE REFERENCES

ROLE TITLE	SENIORITY	USA	UK	EUROPE	UAE	ASIA / SG
Grid Connection Manager	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
Energy Storage Project Manager ★ BESS	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
VPP Operations Manager ★ BESS	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
Grid Planning Engineer	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Smart Grid Engineer	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Flexibility Analyst ★ BESS	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Energy Storage Analyst ★ BESS	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K

CLEANTECH, PRODUCT & DATA, KEY ROLE REFERENCES

ROLE TITLE	SENIORITY	USA	UK	EUROPE	UAE	ASIA / SG
Head of Product, Climate Tech	Director/VP	$150K – $260K	£95K – £170K	€90K – €160K	AED 400K – 650K	SGD 175K – 260K
Product Manager, Energy / Grid	Manager	$105K – $185K	£65K – £110K	€60K – €110K	AED 250K – 450K	SGD 120K – 190K
Climate Data Scientist	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
ESG Data Scientist	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K
Carbon Data Engineer	Analyst	$70K – $130K	£45K – £70K	€45K – €80K	AED 120K – 220K	SGD 80K – 130K

Figures are annual gross base salary only. ★ marks battery-storage (BESS) roles. UAE salaries are tax-free, materially raising net take-home versus the headline figure.

CONCLUSION · SECTION 05

05 Outlook for 2026–2027

Green talent is now a priced, regulated resource

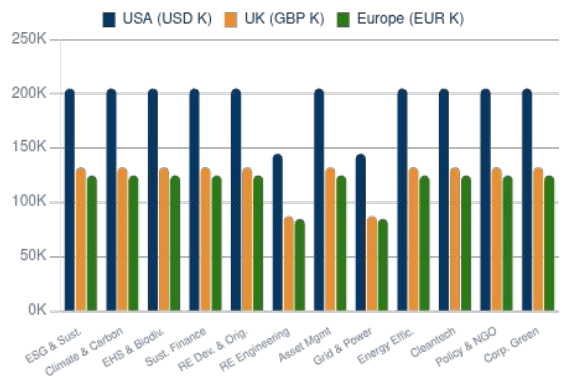
The compensation landscape mapped in this report tells a consistent story across all twelve role families and five regions: sustainability expertise has become a professionally priced, regulatory-mandated, internationally competed resource.

The days of sustainability professionals being systematically underpaid relative to equivalent functions in finance, engineering or product management are drawing to a close, and in several specialisms covered here, parity has already been achieved or exceeded. For employers, the cost of undervaluing sustainability talent is no longer merely a retention risk. It is a regulatory exposure.

For professionals, this report offers both reassurance and a compass. The career pathways it reveals, from London's sustainable-finance ecosystem to Singapore's carbon-markets hub, from Europe's offshore-wind engineering frontier to the UAE's sovereign transition architecture, are real, compensated and expanding. The green economy is not an aspiration. It is an industry. And it pays accordingly.

Average Comp by Role Family

Indexed across families



CLOSING PERSPECTIVE

The 2026 EnableGreen salary board confirms what ESG and renewable markets have long suspected: green talent is now a sovereign, regulated, internationally priced resource. Compensation aligns with transition risk. Data integrity drives remuneration for reporting roles. Grid and storage architects shape energy sovereignty.

Let's talk about your talent strategy.

EnableGreen is a specialist executive-search firm for the sustainability and energy-transition economy, combining deep market expertise with AI-powered candidate matching across ESG, renewable energy, climate finance, BESS and grid.

⭳ Download the full eBook (PDF)

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