

SALARY GUIDE

# ENERGY & INFRASTRUCTURE



**Salary & Insights Report**  
2025-2026

#BuildingTrust

**DB** DESIGN  
& BUILD  
part of SEARCH4

# SUMMARY

1. <a href="#">Introduction</a> .....	3
2. <a href="#">Workforce Demographics and Tenure</a> .....	4
3. <a href="#">Pay, Progression, and Performance Recognition</a> .....	6
4. <a href="#">Flexibility, Work Models, and Site Dynamics</a> .....	8
5. <a href="#">Career Mobility and Talent Retention</a> .....	9
6. <a href="#">Work-Life Satisfaction and Future Expectations</a> .....	10
7. <a href="#">Benefits: Gaps and Expectations</a> .....	11
8. <a href="#">Conclusions</a> .....	12
9. <a href="#">Salary Ranges</a> .....	13
10. <a href="#">Development &amp; Investment</a> .....	13
11. <a href="#">Design &amp; Engineering</a> .....	14
12. <a href="#">Commercial &amp; Project Controls</a> .....	15
13. <a href="#">Construction &amp; Commissioning</a> .....	16
14. <a href="#">Health, Safety, Environment, Quality</a> .....	17



# Introduction

Australia's Energy & Infrastructure sector sits at the heart of the nation's transition toward a more sustainable, connected, and resilient future. From power systems and renewables to transport, water, and critical infrastructure, the sector continues to grow in complexity and demand, and so does the need for skilled professionals who can deliver.

To better understand the current landscape of salaries, work arrangements, benefits, and sentiment within this industry, we surveyed professionals from across the country. Drawing on this data and the input from our specialised team, the 2025–26 Salary Guide reveals valuable insights into workforce demographics, pay satisfaction, career mobility, and emerging expectations around flexibility, recognition, and retention.

Whether you're an employer looking to attract and retain top-tier talent or a professional planning your next move, this guide provides a comprehensive benchmark of what's happening now and where the sector is heading.

Our focus on quality assurance ensures the accuracy and reliability of our findings. While the Salary Guide serves as a general reference, please remember that individual factors and market dynamics may influence compensation. For personalised consultations, please contact our expert team.

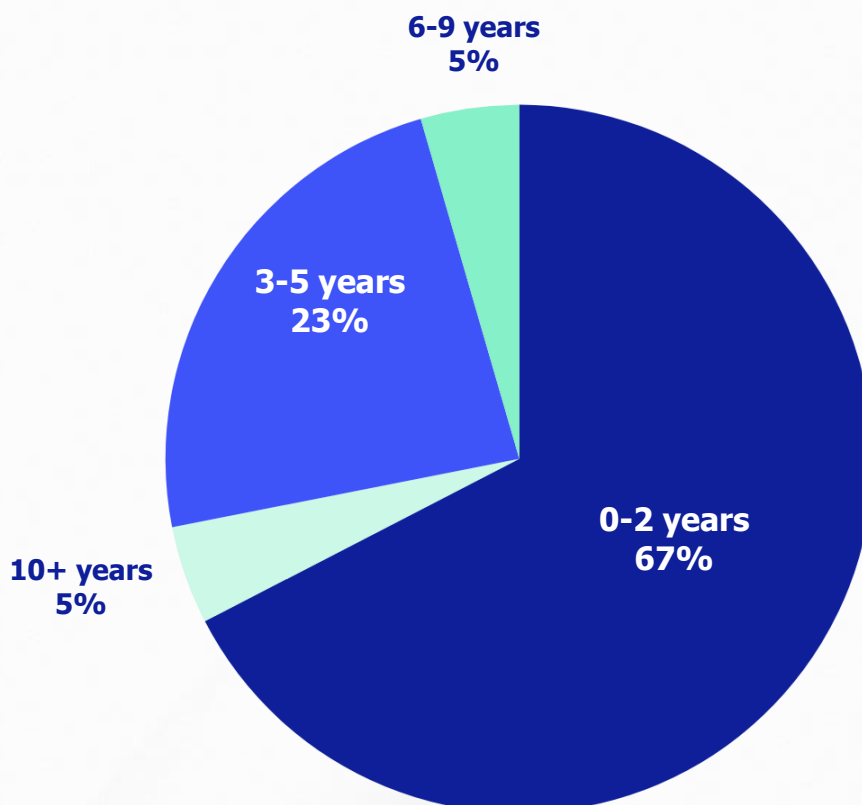


# Workforce Demographics and Tenure

The Energy & Infrastructure workforce in Australia is characterised by deep experience and a steady ageing trend. The age spread across respondents is relatively balanced, but there's a pronounced tilt toward senior professionals, with more than a quarter aged 55 and over. This reinforces the presence of seasoned professionals who have seen several industry cycles and project phases. Complementing this, over two-thirds of the workforce has more than 11 years of career experience, and nearly a third have exceeded the 20-year mark.

Yet, despite this longevity in the sector, job tenure tells a different story. A significant **67%** of professionals have been with their current employer for two years or less. This suggests a workforce that is not only highly skilled but also increasingly mobile. Whether driven by better offers, industry demand, or lack of internal progression, this short tenure pattern flags a retention challenge for employers, especially when so many of these professionals are sitting at senior or specialist levels.

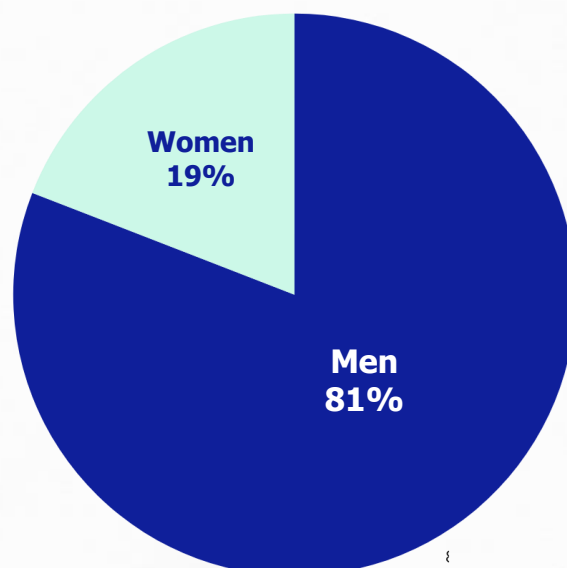
## How long have you been at your current company?



Job seniority further confirms this maturity, with nearly **60%** of respondents in roles ranging from Senior Specialist to Department Head. Meanwhile, there's a thinner pipeline of junior professionals, hinting at succession concerns in the years ahead unless early-career attraction and mentoring become strategic priorities.

Gender diversity remains a significant challenge within the Energy & Infrastructure sector. Survey data shows that over **80%** of respondents identify as men, with women making up just **20%** of the workforce. This imbalance is a long-standing trend in technical and project delivery roles across engineering, energy, and infrastructure environments. While efforts around equity, inclusion, and STEM engagement are underway across the industry, these figures highlight the continued need for targeted strategies to attract, support, and retain women in both entry-level and leadership positions.

For employers, improving gender representation is not just about meeting diversity targets, but it's also key to strengthening team performance, innovation, and long-term sustainability. Organisations looking to take action can explore third-party initiatives and resources, such as the Clean Energy Council's Diversity in Renewables program, for example: <https://cleanenergycouncil.org.au/working-in-clean-energy/diversity-in-renewables>.

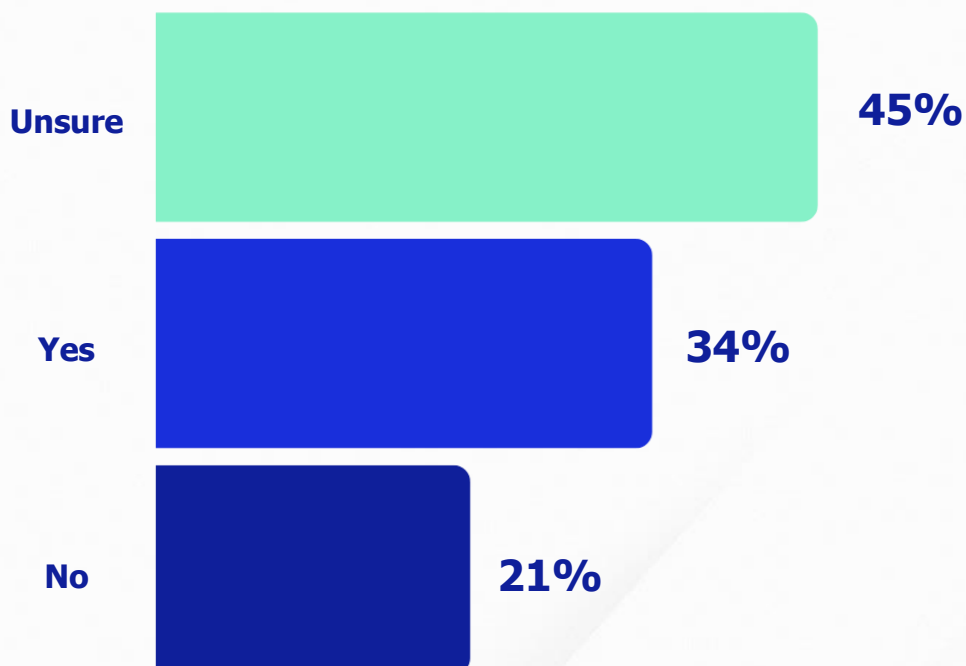


## Pay, Progression, and Performance Recognition

Perceptions of pay in the Energy & Infrastructure sector reflect cautious optimism. Nearly half of the professionals surveyed believe they are being paid at market rate, a relatively positive outcome. However, the remaining half are either unsure or do not feel their pay is competitive, which may indicate a lack of transparency or benchmarking within organisations.

When it comes to actual pay progression, almost half of the professionals received a salary increase within the last 12 months. This is a promising figure and suggests that many employers are adjusting for inflation, market pressure, or performance. However, the flip side remains that nearly as many (**47%**) did not receive a raise and **5%** chose not to say. In such a high-demand industry, this silence or stagnation could lead to disengagement or quiet job-hunting.

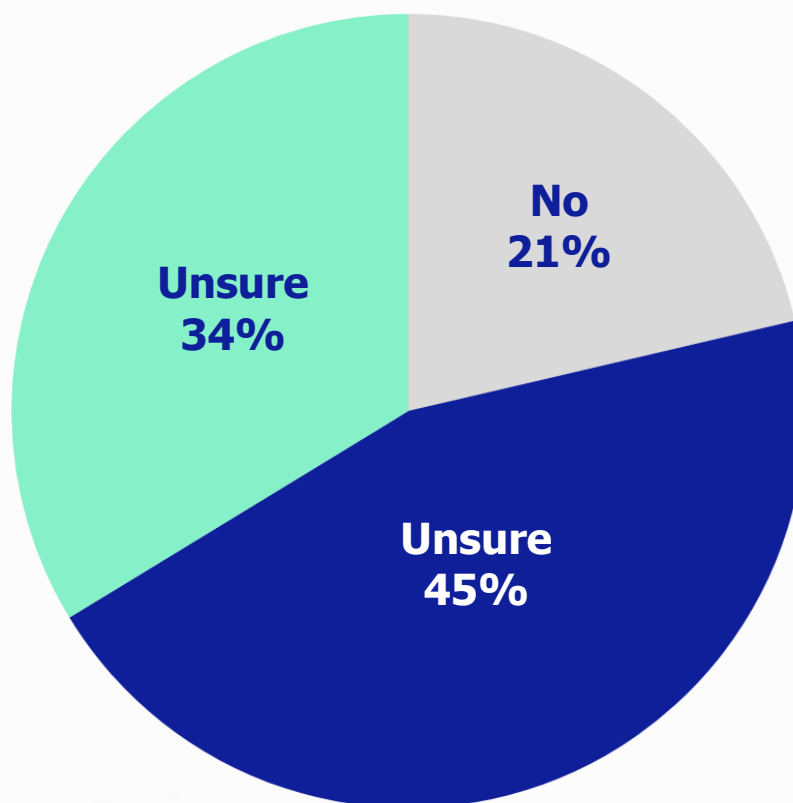
### Are you expecting a pay rise this year?



Promotions appear even less common than pay rises. **28%** of respondents report receiving a promotion within the past year, with **66%** stating they had not been promoted at their current company. This could be due to flat organisational structures or a lack of internal career mapping, but either way, it adds to the retention risk, especially when many professionals see vertical mobility as a motivator to stay.

Bonus schemes remain a hit-or-miss component of compensation. Over half of the workforce receives no bonus at all. Among those who do, most bonuses are either tied to company-wide performance or a mix of company and individual metrics. Notably, only a small portion is rewarded based solely on individual performance, a missed opportunity for incentivising high achievers.

### Do you think you are being paid the current market rate?

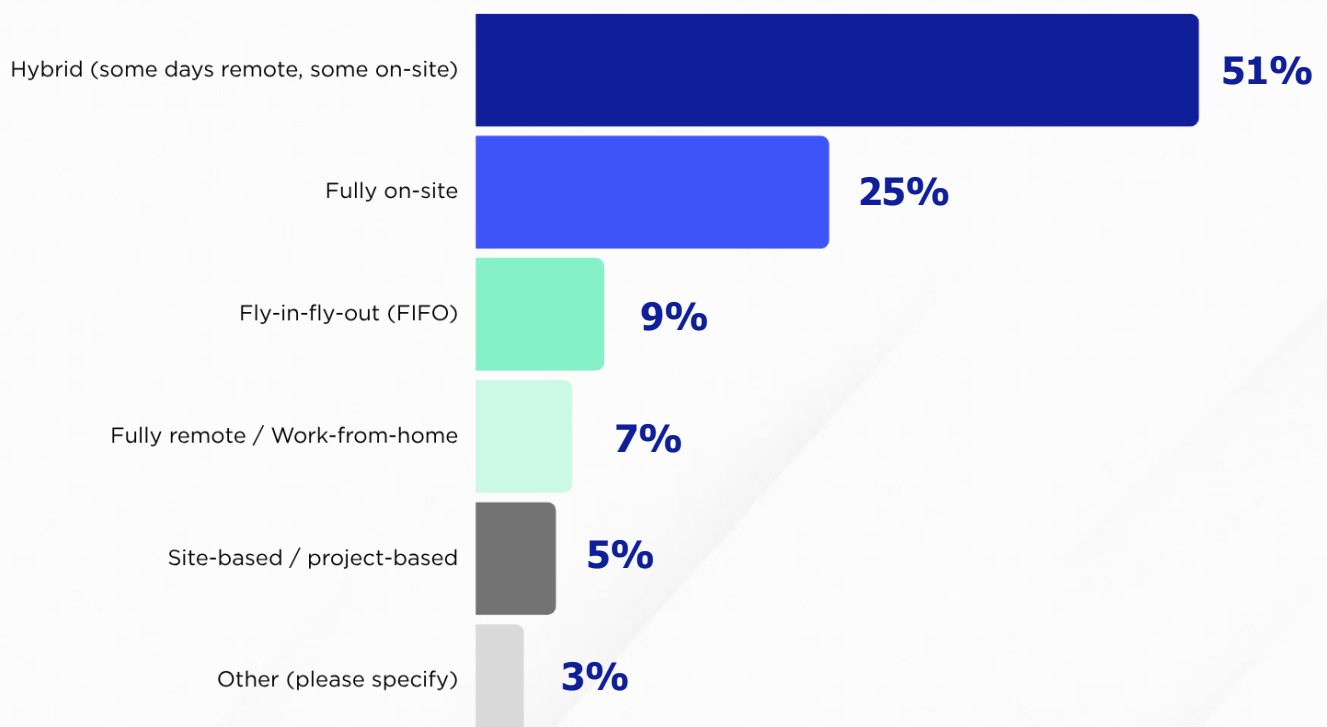


## Flexibility, Work Models, and Site Dynamics

While Energy & Infrastructure work has long been associated with physical presence and site-based delivery, the shift toward hybrid arrangements is clearly taking hold. Over half of the workforce is now engaged in hybrid roles, balancing remote work with on-site requirements. This is particularly significant for a traditionally site-bound sector and suggests employers are adapting to broader workforce expectations around flexibility.

That said, one in four professionals are still fully on-site, and **9%** are operating under fly-in-fly-out (FIFO) models — indicating that location-based constraints remain very real for a significant subset of the industry. Fully remote roles are rare, at just **7%**, likely due to the hands-on nature of infrastructure delivery, asset management, and technical coordination.

These findings highlight that while full flexibility may not be achievable across all job types, partial flexibility, through hybrid working, has become the norm. Employers who resist this trend risk limiting their talent pool unnecessarily, especially for roles that can support remote collaboration or scheduling.





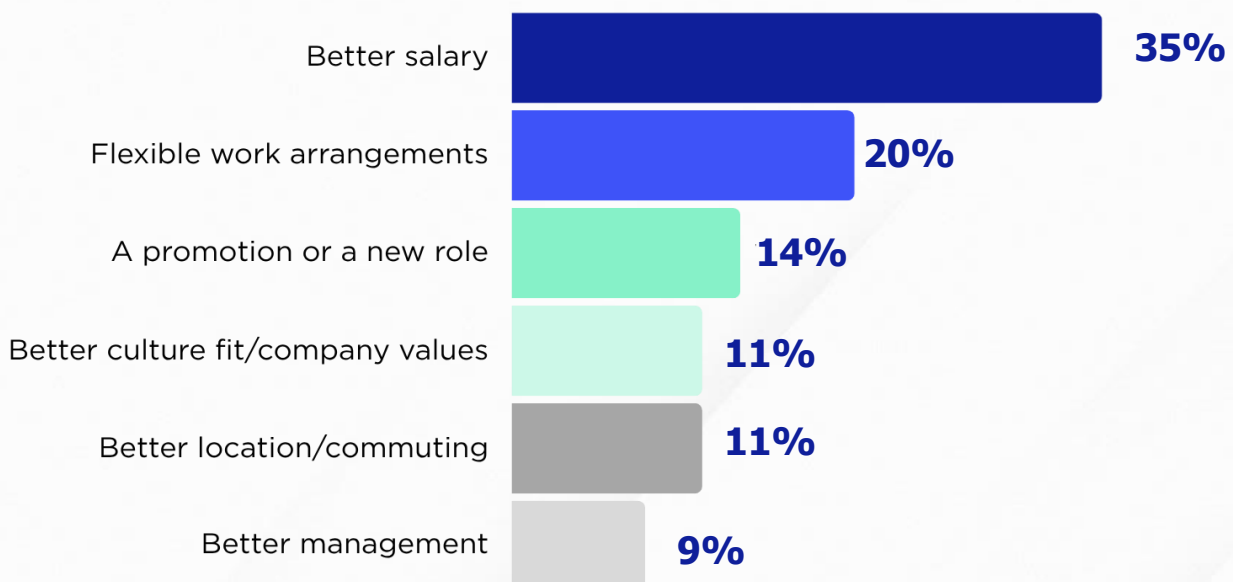
## Career Mobility and Talent Retention

The Energy & Infrastructure sector shows high levels of openness to career movement. While only 20% of professionals are actively job seeking, another **64%** say they are open to offers, meaning that 84% of the workforce is potentially available to move. This reinforces the importance of proactive retention measures and the need for ongoing engagement, not just during recruitment or onboarding.

The top motivator to consider a new job is a better salary, selected by **35%** of respondents. However, flexible work arrangements, opportunities for advancement, and alignment with company culture are also common drivers. This underlines that salary, while essential, is not the only lever for retention. Professionals are increasingly seeking holistic packages that include flexibility, recognition, and personal alignment with company values.

Interestingly, only **8%** of respondents were internally promoted into their current role, whereas **30%** applied directly, and nearly **25%** were placed through a recruitment agency. This reflects a high reliance on external hiring and highlights the value of partnering with specialist recruiters who understand the niche demands of the sector and can connect employers with high-calibre, industry-aligned talent.

### What would make you consider a new offer?

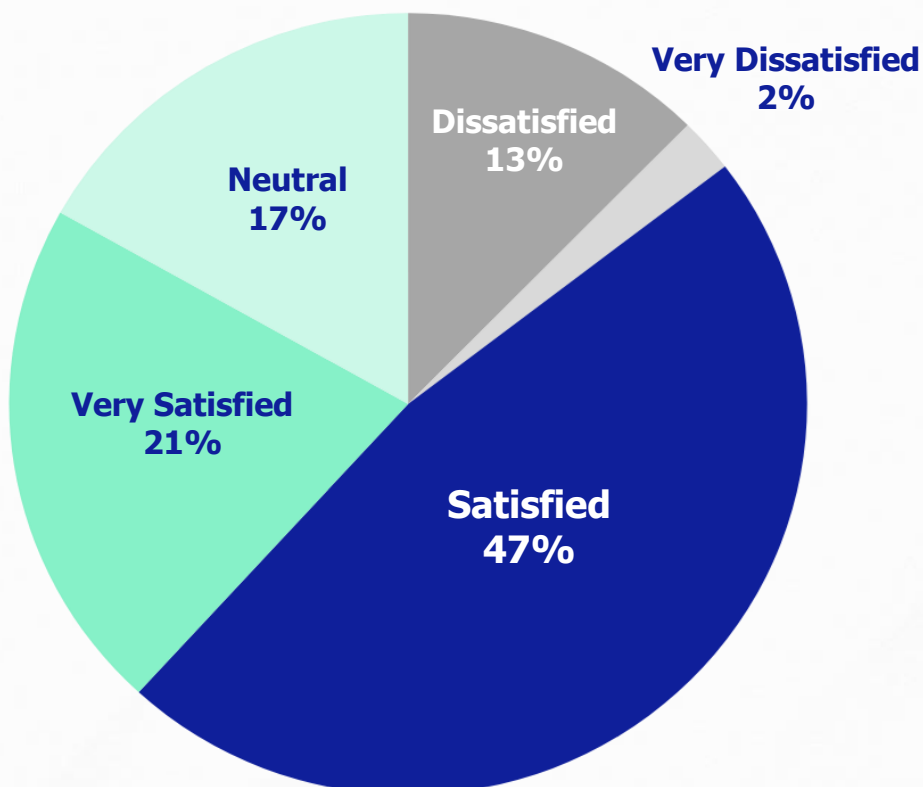


## Work-Life Satisfaction and Future Expectations

Work-life balance in the sector paints a mostly positive picture. Nearly **70%** of respondents report being either satisfied or very satisfied with their balance. Only **15%** expressed dissatisfaction. Given the complexity and intensity of projects in this space, often involving long timelines, asset-heavy responsibilities, and regulatory oversight, this is a positive sign. It suggests that hybrid work, clearer boundaries, or resourcing improvements may be taking hold.

Overall job satisfaction trends favourably, with professionals rating their roles an average of **6.6 out of 10**. While this suggests moderate contentment across the workforce, it leaves room for improvement, particularly in areas like recognition, progression, and pay transparency. In a competitive sector where demand for talent remains high, even modest boosts in job satisfaction can be a powerful lever for engagement and retention.

### How happy are you with your current work-life balance?



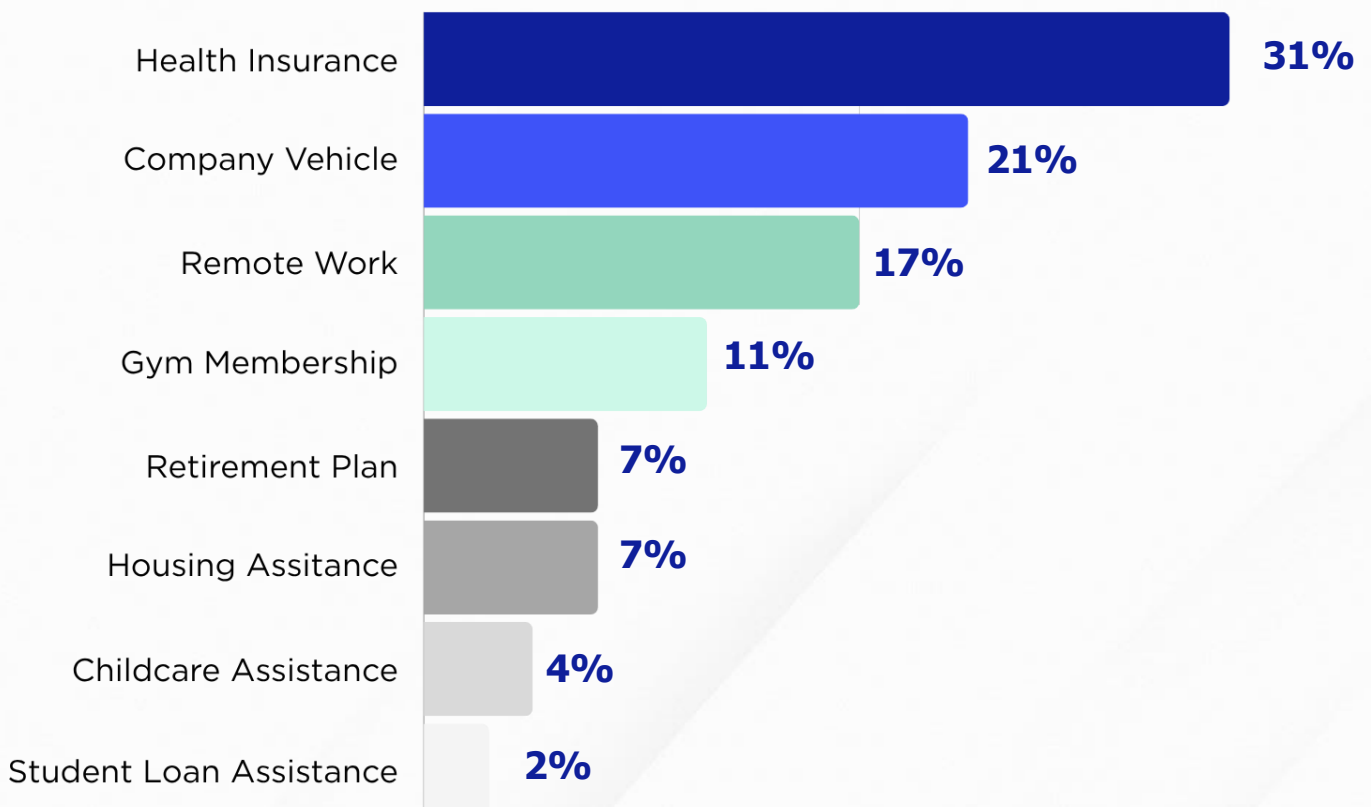
## Benefits: Gaps and Expectations

When it comes to non-salary benefits, Health insurance ranks as the most desired benefit, followed by company vehicles, remote work options, and gym memberships. Housing assistance and childcare support also appear on the radar, albeit with smaller numbers.

These preferences indicate that professionals are seeking lifestyle support and flexibility perks beyond pay. It's also worth noting that while hybrid work is common, **22%** cited "remote work options" as a desired benefit, suggesting some may want formal policies or more control over their schedules rather than ad hoc flexibility.

For employers, this is an opportunity. Providing even modest benefits aligned with these preferences, such as discounted gym access or a formalised remote work policy, could meaningfully differentiate a role in a highly competitive market.

### What benefits would you like the most?



## Conclusion

The Energy & Infrastructure workforce is skilled, mobile, and seeking more than just salary. While compensation satisfaction is middling to positive, and work-life balance appears strong, underlying themes of uncertainty, short job tenure, and lack of progression underscore the importance of early and continuous engagement.

For candidates, the data suggests it's a good time to pay attention to recognition, flexibility, and benefits. For employers, the focus must be on retention from day one: clear progression paths, individual recognition, structured flexibility, and benefit alignment will all help build longer-term loyalty in an industry that can be significantly impacted if the turnover is high.



For more information and a personalised consultation with our expert team within the Energy & Infrastructure sector, visit our website by clicking below.

[designandbuild.com.au](https://designandbuild.com.au)



## SALARY GUIDE

### Development & Investment

AVERAGE BASE SALARY  
FOR 12 MONTHS  
AUD  
EXCLUDING SUPERANNUATION

Development & Investment	
Job Title	Salary Range
Development Manager	\$180,000 - \$220,000
Project Developer	\$120,000 - \$150,000
Senior Project Developer	\$160,000 - \$180,000
Head of Development	\$250,000 - \$300,000
Community & Stakeholder Relations Manager	\$150,000 - \$200,000
Investment Manager	\$220,000 - \$250,000

## SALARY GUIDE

### Design & Engineering

AVERAGE BASE SALARY

FOR 12  
MONTHS

AUD

EXCLUDING SUPERANNUATION

Design & Engineering	
Job Title	Salary Range
Power Systems Engineer	\$120,000 - \$150,000
Senior Power System Engineer	\$160,000 - \$190,000
Principal Power Systems Engineer	\$190,000 - \$250,000
Engineering Manager	\$180,000 - \$210,000
Transmission Engineer	\$160,000 - \$180,000
Primary Engineer	\$140,000 - \$170,000
HV Substation Engineer	\$120,000 - \$160,000
Grid Connection Engineer	\$120,000 - \$150,000
Grid Connection Manager	\$170,000 - \$250,000
Protection & Control Engineer	\$140,000 - \$170,000
Engineering Manager	\$180,000 - \$210,000
BESS Engineer	\$120,000 - \$150,000

## SALARY GUIDE

### Commercial & Project Controls

AVERAGE BASE SALARY  
FOR 12 MONTHS  
AUD  
EXCLUDING SUPERANNUATION

Commercial & Project Controls	
Job Title	Salary Range
Commercial Manager	\$220,000 - \$250,000
Contracts Administrator	\$120,000 - \$150,000
Senior Contracts Administrator	\$150,000 - \$180,000
Quantity Surveyor	\$150,000 - \$180,000
Cost Controller	\$120,000 - \$150,000
Project Planner	\$150,000 - \$180,000
Estimator	\$150,000 - \$200,000

## SALARY GUIDE

### Construction & Commissioning

AVERAGE BASE SALARY  
FOR 12 MONTHS  
AUD  
EXCLUDING SUPERANNUATION

Construction & Commissioning	
Job Title	Salary Range
Construction Manager	\$230,000 - \$280,000
Site Manager	\$180,000 - \$220,000
Supervisor	\$150,000 - \$180,000
Project Director	\$300,000 - \$400,000
Project Manager	\$220,000 - \$250,000
Project Engineer	\$110,000 - \$150,000
Senior Project Engineer	\$140,000 - \$180,000
Site Engineer	\$80,000 - \$110,000
Commissioning Engineer	\$140,000 - \$180,000
Commissioning Manager	\$220,000 - \$280,000



## SALARY GUIDE

HSEQ (Health, Safety, Environment, Quality)

AVERAGE BASE SALARY  
FOR 12 MONTHS  
AUD  
EXCLUDING SUPERANNUATION

HSEQ (Health, Safety, Environment, Quality)	
Job Title	Salary Range
HSE Advisor	\$110,000 - \$140,000
HSE Manager	\$180,000 - \$210,000
Senior HSEQ Advisor	\$140,000 - \$180,000
Sustainability Advisor	\$110,000 - \$140,000
Environmental Advisor	\$110,000 - \$140,000
Quality Advisor	\$130,000 - \$150,000