

EXECUTIVE SUMMARY

Welcome to the first Talent Nation Environment and Sustainability Remuneration Report.

There is an information gap that exists in the provision of meaningful remuneration data for Environment and Sustainability professionals. The data and insights contained in this report provides the market with insights around how salaries are structured across roles at different levels, split by industry, region, and gender. Knowing the offer on the table is competitive and comparable with the market, the focus can remain on securing talent that is fully aligned with the organisation so the Environment and Sustainability agenda can be effectively embedded and executed.

Key Findings

The report provides data on fixed remuneration, incentives, total potential package (as outlined in the employment contract) and total remuneration paid based on performance, a summary of which we have included below:

Average Total Remuneration - Australia

Sustainability Advisor	\$97,226
Senior Sustainability Advisor	\$153,544
Sustainability Manager	\$180,856
Head of Sustainability	\$314,159
Environment Advisor	\$103,068
Senior Environment Advisor	\$151,999
Environment Manager	\$186,662
Head of Environment	\$255,317

The report goes into further detail for each role based on gender, region, Industry Sector, company structure (ASX listing) with the following key highlights:

Gender

Overall, there is a slight skew towards females (55%) across both sectors. Within Sustainability the percentage of females is greater (65%) than males (35%). Within Environment the ratio is relatively even with slightly more males (52%) than females (48%).

Males holding the Environment Manager, Sustainability Manager and Head of Environment roles earn more than their female counterparts however, in every other role surveyed females command a higher salary. This is an encouraging sign that the sector is working towards closing the gender pay gap.

Industry Sector

Respondents in the Mining and Metals sector are earning the highest salaries across all roles, followed by Financials (these two sectors also have the highest paid incentives). The Mining and Metals sector remunerates higher as organisations require these roles as part of their licence to operate. Financials are playing an increasingly influential role in the advancement of Sustainability into the mainstream, and with investors paying increased attention to Environmental, Social and Governance (ESG) performance, the salaries are a reflection of this. The lowest paid roles come under Government, Education and NFP which traditionally pay less.

ASX v Non-ASX

ASX listed entities generally pay higher salary packages than non-listed entities, driven by the fact that the lower paying sectors, Government, Education and NFPs, are not listed. Across all roles ASX listed entities pay 8% higher than their non-listed counterparts.

Region

Looking at the Environment and Sustainability sector, salaries were relatively even across all states (other than Tasmania and South Australia which were well below but due to the small sample size were not highlighted in the report). Queensland and Western Australia paid the highest salaries in the Environment sector. In Sustainability, New South Wales dominated the salaries followed by Victoria which is generally influenced by the fact that senior roles are based in Head Offices which are predominated located in these two cities.

New Zealand

The Environment and Sustainability sector in New Zealand is heavily weighted towards females, making up 77% of the respondents surveyed. Anecdotally, the salary gap between Australia and New Zealand has closed over the last 5 years however, the results from the survey indicate that salaries in New Zealand are still well below those of their Australian counterparts.

Average Total Remuneration – NZ

Environment/Sustainability Advisor	\$84,666
Senior Environment/Sustainability Advisor	\$119,895
Environment/Sustainability Manager	\$147,737
Head of Environment/Sustainability	\$197,818