



# 2024

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# Q4 Market REPORT

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# Q4 OVERVIEW

As the renewable energy sector continues its meteoric rise in Australia, a surge in demand for talent is reshaping the landscape of renewable energy careers in 2024. The current move to Wind Energy, Solar Energy and BESS has created a highly competitive talent shortage in Australia specifically in Development, Power Systems, Construction and Engineering.

This shift is not only pivotal in the fight against climate change but is also becoming a significant force in the nation's economy, ushering in a new era of clean energy jobs and developments. The significance of careers in renewable energy cannot be understated, as they are at the core of enabling a sustainable future while offering robust economic prospects.

This report aims to provide a comprehensive overview of the current market trends from Q4 2024 in the renewable energy industry across Australia highlighting the current challenges faced when recruiting, to skill sets in demand across the market. The report will also cover insights to how you can attract and retain talent.

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## Current Market Trends in Renewable Energy

### GROWTH IN RENEWABLE ENERGY PROJECTS

The renewable energy sector in Australia has shown significant growth, with renewables accounting for 39.4% of Australia's electrical supply. There has been substantial growth across the industry over the past 12 months, with over 5.9GW of new renewable generation capacity and 2.8GW of new large scale renewable generation capacity completed construction and was added to the grid.

## Job Creation and Economic Impact

### PROJECTED EMPLOYMENT GROWTH

The renewable energy sector in Australia is poised for significant employment growth, driven by ambitious government targets and increasing demand for clean energy. By 2030, achieving 50% renewable electricity could result in nearly 50% more employment in electricity generation compared to business-as-usual scenarios. This growth is not just limited to direct employment in renewable energy projects; it also includes substantial increases in construction employment.

## ECONOMIC BENEFITS OF RENEWABLE ENERGY

The transition to renewable energy not only promises significant job creation but also offers substantial economic benefits.

- By 2030, the renewable energy sector could contribute to one-third of all job growth in Australia, with an estimated 450,000 jobs in the construction of clean energy generation and transmission infrastructure.
- This sector's expansion is expected to drive a 2.8% increase in real GDP, equating to a \$2000 increase per capita and a \$30 billion saving in energy expenditures.
- Additionally, renewable energy advancements are enhancing Australia's potential as a leader in renewable technology, paving the way for lucrative export opportunities and long-term savings on energy costs.

These economic incentives are crucial for attracting further investment and supporting the nation's transition to a low-carbon economy.

## Challenges in Renewable Energy Recruitment

### SKILLS SHORTAGES

The renewable energy sector in Australia faces significant challenges due to existing and worsening skills shortages. These shortages are influenced by multiple factors, including the sector's novelty, which leaves many Australians unaware of the opportunities and requirements for clean energy jobs. The remote location of many roles limits the pool of interested candidates. Additionally, with the market being so attractive there has been a substantial increase of new businesses entering the market which leads to multiple roles for the same requirement.

### SKILLS IN DEMAND:

- Grid Connection Managers
- Wind Engineers
- Power Systems Engineers
- Renewable Construction Managers
- Project Development Managers

## Strategies for Effective Hiring

### MAKE YOUR BUSINESS STAND OUT

Long gone are the days of just putting up a job advert and having ten perfect candidates apply for the role. Hiring the right people in a talent short market takes finesse.

What can you do to make your business stand out?

1. Have a well-defined job description
2. Sell your business to the candidate
3. Come to the table with growth opportunities
4. Be clear and transparent with candidates
5. Meet the candidate face to face for an interview

## Understand Market Salaries and be Competitive

Is your business up to date with the current market rates? Before going to market with a requirement spend some time doing background research and speaking with the market to understand the market demand and the current packages on offer as this will help you save time when it comes down to the recruitment process.

## Time to Fill



We have all been in the recruitment process which takes 4-8 weeks from start to finish, from the first interview the candidate is engaged and interested and by the end of the process the candidate has accepted another offer which was a quicker process. When going to market understanding timelines is essential to candidate experience.

### WHAT CAN YOU DO TO IMPROVE THIS?

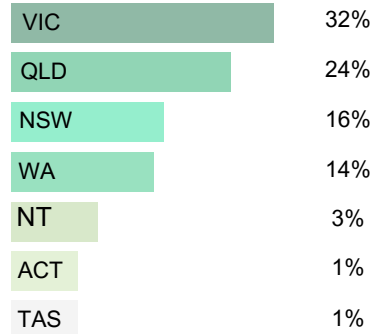
1. Be clear from the first interview the expected timeline and how many stages there will be
2. Prearrange interviews internally and be prepared
3. Be dynamic, if a candidate you like has multiple other opportunities – prioritize them

## Market Insights

### ROLE: POWER SYSTEMS

- 459 candidates in Australia
- 177 changed roles in the last 12 month
- 37% moved roles
- 91 job openings

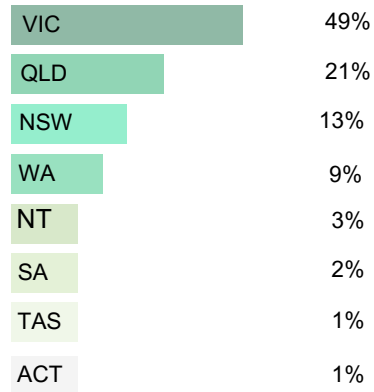
### TOP LOCATIONS PROFESSIONALS



### ROLE: GRID CONNECTION MANAGEMENT

- 114 candidates
- 40 changes roles
- 35% changed roles last 12 months
- 19 job posts

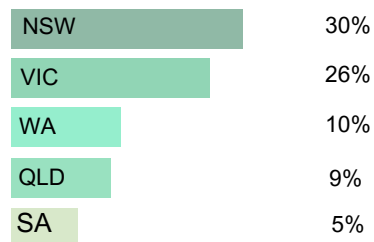
### TOP LOCATIONS PROFESSIONALS



### ROLE: PROJECT MANAGEMENT/DEVELOPMENT

- 463 candidates
- 132 changes roles in 12 months
- 39 job openings
- 28% changed jobs in last 12 months

### TOP LOCATIONS PROFESSIONALS



## Market Insights

### REMUNERATION REPORT DEVELOPMENT

Job Title	Base Salary
Power System Engineer	\$140K - \$165K
Senior Power System Engineer	\$165K - \$200K
Grid Connection Engineer	\$160K - \$200K
Senior Grid Connection Engineer	\$180K - \$210K
Grid Connection Manager	\$200K - \$240K
Head of Grid	\$250K+
Project Developer	\$150K - \$180K
Project Development Manager	\$180K - \$220K
Senior Project Development Manager	\$220K - \$250K
Head of Development	\$250K - \$320K+
Land Acquisition Manager	\$180K - \$220K
Business Development Manager	\$180K - \$220K
Environmental Manager	\$170K - \$200K

### CONSTRUCTION

Job Title	Base Salary
Project Admin	\$110K - \$140K
Senior Planner	\$150K - \$180K
Contracts Manager	\$210K - \$240K
HSE Manager	\$180K - \$200K
Site Manager	\$180K - \$220K
Logistics Manager	\$130K - \$150K
Commissioning Manager	\$180K - \$220K
Cost Controller	\$130K - \$150K
Construction Manager	\$220K - \$350K
Site Supervisor	\$140K - \$170K
Civil Engineer	\$160K - \$200K
Electrical Engineer	\$160K - \$200K
Project Manager	\$180K - \$250K



## Conclusion

As the analysis of Australia's renewable energy sector in Q4 reveals, there is a pivotal shift towards sustainable energy solutions, underscored by significant growth in renewable energy projects, government support, and the creation of new job opportunities.

The emphasis on addressing the challenges of recruitment and skills shortages, coupled with strategic hiring practices, underpins the ongoing effort to sustain this growth and ensure that the workforce is ready to meet the sector's evolving demands.

Looking ahead, the task is twofold: to maintain momentum in the expansion of renewable energy capabilities while strategically addressing the barriers to employment within the sector. The significance of the renewable energy industry's contribution to Australia's economy and environmental goals cannot be overstated, offering a roadmap for continued development and innovation. By fostering a skilled workforce and overcoming current challenges, Australia can solidify its leadership position in the global renewable energy landscape, delivering not only on economic growth but also on the promise of a sustainable future.



Thank you for taking the time to review the Vinova Q4 Market Report. Please feel free to reach out with any questions, comments, or feedback. Your input is invaluable as we strive to enhance our resources for the Renewable Energy industry.



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