

VINOVA MARKET REPORT

Q3 FY2026

L7, 68 Pitt Street,
Sydney, NSW, 2000



INTRODUCTION

A message from
Partner,
Richard Shaw.



It's an exciting time to be working across energy and infrastructure in Australia. In Q3, this has arguably become even more clear than it was in Q2. 2026 has started busier than ever. Our business has achieved its most successful quarter, having operated in the Australian market for over 20 years. This has reinforced that Australia's energy and infrastructure market is no longer being defined by ambition alone, but by the ability to execute.

This report aims to provide a comprehensive overview of the energy infrastructure market for Q3 (January – March) 2026. We aim to provide insights based on real conversations, data and information from reputable online sources including the Clean Energy Council. This report draws upon conversations we have with our connections to share highlights, lowlights and the common challenges we see and hear. We provide a comprehensive remuneration guide using data that comes from the recruitment searches, processes and placements undertaken on behalf of our clients.

- *Precision Groups strongest quarter in 20 years*
- *Project Development demand on the rise*
- *Execution is a major focus across Australia*

KEY HIGHLIGHTS FROM Q3:

- Vinova/Precision Group's most successful quarter in 20 years based on margin and placements.
- 4 executive appointments across the sector showing significant investment in leadership roles.
- Significant shifts and increased demand from energy markets, developers and software clients looking for more talent with deep NEM knowledge.
- Energy project development requirements have had a strong quarter after a significantly slow year in 2025.
- Execution is a significant focus for developers; we have seen quarter on quarter growth for site-based delivery and construction resources.

Contents

Market Overview	1-2
Project Milestones	3
Hiring Strategies	4-5
Roles in Demand for Q3	6
Remuneration Guide	7-12
Energy in The Room Podcast	13
The Team	14



Market Overview

Energy Transition Overview:

Australia continues to grow its efforts across the energy transition in Australia and it feels there has been acceleration through Q3. Execution, delivery and capital discipline are prevailing and things like policy direction are giving more wins to the energy transition. From a project development perspective, this is a pivotal time for many players who have spent years developing projects and are now on the cusp of bringing the vision into reality. For many businesses, having projects in construction or having operational assets in Australia (track record and runs on the board!) is bolstering team and portfolio growth. We are seeing numerous players across Australia who are in this very position - driving their flagship project through financial close and into construction. With all these FID's and projects coming to fruition, growth will be on the cards across the board. The backlog of projects needing a reputable EPC gets bigger and the demand for certain skill sets continue to rise.

In a snapshot, Australia reached a major milestone in late 2025, with renewable energy supplying over 51% of electricity in the NEM for the first time over a full quarter. Milestones like this reinforce the commitment to clean energy in Australia. However, challenges around stability, firming and grid capacity are still present.

Transmission and grid infrastructure remain the single most critical enabler for the energy transition. Whilst progress does continue across major projects, the focus and concern is around cost, delivery risk, and investment models. Increasing pressures on network returns and rising costs are now a central discussion point - infrastructure investment requirements are driving higher energy prices and sparking more conversation on how the transition will be funded. The need for a more mature market and affordability of energy is becoming a key topic of debate.

Significant advances we have seen include HumeLink moving further into active construction; TransGrid reporting tower erection, steel deliveries, access works and site establishment. Marinus Link also took a major step forward, announcing that the independent regulator had made its final decision on Project Marinus helping push planning into delivery.

- *Renewable Energy supplied 51% of electricity for a full quarter in late 2025*
- *Significant advances across major projects including HumeLink and Marinus Link*



Market Overview

Energy Transition Overview:

Energy storage has remained one of the biggest and consistently growing areas. Utility scale battery investment dominates new commitments compared to solar and wind. This would make sense as we need to overcome grid challenges and to stabilise the grid.

The storage focus is proven with new platforms entering the market who have a significant focus on batteries. This does mean the competition rises across the country. We have seen other players exit the market – there seems to be a correlation between overseas owned companies and those who are exiting or consolidating.

While Q3's investment figures are yet to be released, general market data indicates that investment activity has remained steady but uneven. Less solar and wind projects are hitting financial close. Capital has a big part to play in this and we are seeing late-stage and de-risked projects being prioritised over greenfield developments. Capital deployed very selectively.

Project Milestones

- CleanPeak Energy acquisition of 5 solar & BESS development sites expanding their pipeline capacity
- Australian Energy Market Operator continued progression of the 2026 Integrated System Plan which will shape where billions of capital will go next
- Marinus Link reaching final regulatory approval enabling progression to construction valued up to \$3.5bn
- CIS Tender 5 adds 1.6GW of renewable generation capacity to Western Australian pipeline, several tenders submitted and under assessment
- HumeLink Transmission Project in NSW ramped up coming into March.
- Swanbank BESS with CS Energy energised and entered commissioning in February.
- Energy Australia's Hallett Battery in SA reached financial close
- Fortescue's 133MW Nullagine Wind Farm began construction



Hiring Strategies

As execution and delivery continues to dominate the market focus, hiring strategies come up in conversation frequently. We work with businesses to ensure our customers are getting the best possible outcomes and hire in the most effective way possible.

The reality is, we are here to be an extension of your business; you don't always need our help directly recruiting for you; sometimes you just need a partner that can advise and consult, adding value in a form other than CV sending and active searches. Working with customers across the country, our team has exposure to all kinds of strategies and encounter new challenges and solutions that we use to advise our partners.

Q2 saw increased hiring across design engineering and delivery. This has shifted from a sole focus on delivery hiring. We had a significant increase in requirements across energy markets, legal, project development roles (particularly environmental approvals and planning roles as well as project development managers with late-stage, pre-construction experience). The project development hiring is a positive sign across development, which was a slow area in 2025.

Hiring Strategies

What's working for our clients?

Preparation and planning of the hiring strategy.

With 2026 expected to be a big year for projects hitting FID, we strongly advise that you discuss the project hiring strategy early. We see clients rush to hire after hitting FID, which leaves them with short deadlines to meet before projects break ground. This forces people to compromise on talent and skillsets – is it worth this risk and overall cost to the business?

Decide which recruiter you want to leverage and create a partnership.

Go to your trusted partner and find out about the current market and how to position yourself as an attractive employer. Be firm with recruiters to avoid damaging your reputation in the market. If you are not ready, say so. If you don't want that recruiter going to market and representing you, say so. We see it time and time again where potential candidates are approached by multiple firms about the same role which (rightly or wrongly so) portrays an image that the business is 'struggling to hire'.

Align on compensation early.

Salary misalignment remains one of the biggest causes of dropouts. Use your recruitment partner for this. Make sure you are positioned well in the market.

Sell the opportunity, not just the role.

The balance of power has shifted towards candidates, with every candidate having multiple opportunities offered to them. The question we get asked is ... how can we differentiate ourselves? Think about selling growth opportunities, project pipeline, long-term vision for the business and how you lead the team. Another tip: the best way to achieve this and have good candidates buy into wanting to be part of your team is by meeting them face to face.

Timelines are important.

Organisations that do well in this hiring market have a well-planned and efficient hiring process. The standard timeline that we find works best is 4 weeks, 1-2 weeks for delivery, 2-3 weeks for interviews and offer management. Whether you can move this quickly or not, at least have a think about how long hiring typically takes for you and think about what you can do to streamline the process and set expectations with candidates/recruiters.



Nothing major has changed across the industry when it comes to strategy. What will never change is that one size does not fit all. Strategy needs to be bespoke. If you are looking for some time with a recruiter to understand how you can improve or just a simple sanity-check, then please reach out.

What was in demand in Q3?

PROJECT DEVELOPMENT:

- Senior Development Managers: Late-stage development experience, technical skillsets, commercial backgrounds
- Environmental Planners
- Stakeholder and Community Engagement

COMMERCIAL:

- Investment Analysts
- Energy Market Analysts
- Energy Traders
- Origination

CONSTRUCTION & DELIVERY:

- Senior Project Manager (BESS & Solar)
- Site Managers (BESS & Solar)
- Project Engineers
- HSE Managers/Advisors

LEGAL:

- Private practice Lawyers
- Senior Legal Counsel
- General Counsel

ENGINEERING:

- Substation Design Engineers & Managers
- Transmission Design Engineers & Managers

Remuneration Guide Q3 FY26

VINOVA

Leadership Roles	Low	Medium	High	STI(%)
Head of Asset Management	\$210k	\$300k	\$400k	20-30%
Head of Construction	\$220k	\$300k	\$370k	15-30%
Head of Project Finance	\$200k	\$250k	\$320k	20-30%
Head of Origination	\$210k	\$280k	\$375k	20-40%
Head of Business Development	\$250k	\$325k	\$400k	15-30%
Head of O&M	\$270k	\$350k	\$400k	15-30%
Head of Technical	\$200k	\$275k	\$350k	15-30%
Head of Project Development	\$250k	\$350k	\$400k	20-60%
Head of Community Engagement	\$220k	\$250k	\$320k	15-30%
Head of Land Acquisition	\$250k	\$350k	\$400k	20-60%
Head of Grid	\$220k	\$270k	\$320k	15-30%
Head of Commercial	\$220k	\$280k	\$370k	20-40%
Head of Procurement	\$170k	\$220k	\$270k	15-30%

Remuneration Guide Q3 FY26

VINOVA

Development Roles	Low	Medium	High	STI(%)
Project Development Manager	\$140k	\$200k	\$300k	0-30%
Development Engineer	\$100k	\$150k	\$180k	0-30%
Land Acquisition Manager	\$140k	\$180k	\$220k	0-30%
Community Engagement Manager	\$120k	\$150k	\$220k	0-30%
Planning & Approvals Manager	\$120k	\$150k	\$220k	0-30%
Environmental Manager	\$130k	\$150k	\$200k	0-30%

Remuneration Guide Q3 FY26

VINOVA

Finance & Commercial Roles	Low	Medium	High	STI(%)
Commercial Manager	\$150k	\$180k	\$240k	20-35%
Commercial Analyst	\$100k	\$120k	\$145k	20-35%
Procurement Manager	\$130k	\$150k	\$190k	20-35%
Investment Manager	\$160k	\$180k	\$250k	20-35%
Investment Analyst	\$100k	\$120k	\$150k	20-35%
M&A Analyst	\$100k	\$130k	\$150k	20-35%
Project Finance Manager	\$160k	\$180k	\$230k	20-35%
Project Finance Analyst	\$100k	\$120k	\$140k	20-35%
Corporate Development Manager	\$150k	\$180k	\$220k	20-35%

Remuneration Guide Q3 FY26

Construction Roles	Low	Medium	High	STI(%)
Electrical Construction Manager	\$180k	\$210k	\$270k	0-20%
Civil Construction Manager	\$170k	\$200k	\$250k	0-20%
Site Manager	\$170k	\$200k	\$230k	0-20%
Electrical Supervisor	\$140k	\$180k	\$220k	0-20%
Civil Supervisor	\$130k	\$170k	\$210k	0-20%
Superintendent	\$170k	\$200k	\$240k	0-20%
Commissioning Manager	\$180k	\$200k	\$240k	0-20%
Project Director	\$280k	\$350k	\$450k	0-30%
Project Manager	\$180k	\$230k	\$300k	0-20%
Site Project Engineer	\$130k	\$170k	\$200k	0-20%
Civil Engineer	\$130k	\$170k	\$200k	0-20%
HSE Manager	\$180k	\$200k	\$230k	0-20%
Cost Controller	\$180k	\$200k	\$240k	0-20%

Remuneration Guide Q3 FY26

VINOVA

Engineering Roles	Low	Medium	High	STI(%)
Electrical Engineer	\$130k	\$170k	\$250k	0-20%
Primary Electrical Engineer	\$170k	\$220k	\$270k	0-20%
Secondary Electrical Engineer	\$160k	\$220k	\$230k	0-20%
Project Engineer	\$140k	\$160k	\$220k	0-20%
Design Engineer	\$110k	\$170k	\$220k	0-20%
Design Manager	\$140k	\$210k	\$300k	0-20%
Transmission Line Engineer	\$120k	\$190k	\$270k	0-20%
Distribution Engineer	\$130k	\$170k	\$250k	0-20%
Structural Engineer	\$130k	\$180k	\$240k	0-20%
Civil Engineer	\$130k	\$150k	\$220k	0-20%
Engineering Manager	\$180k	\$220k	\$270k	0-20%
Wind Engineer	\$140k	\$180k	\$240k	0-20%
PV Engineer	\$120k	\$150k	\$180k	0-20%
BESS Engineer	\$120k	\$170k	\$240k	0-20%

Remuneration Guide Q3 FY26

VINOVA

Grid Connection Roles	Low	Medium	High	STI(%)
Power System Engineer	\$110k	\$125k	\$150k	0-30%
Senior Power System Engineer	\$150k	\$180k	\$210k	0-30%
Principal Power System Engineer	\$190k	\$220k	\$270k	0-30%
Grid Connection Manager	\$180k	\$250k	\$320k	0-30%
Grid Connection Engineer	\$140k	\$180k	\$220k	0-30%

*Please note that the figures listed above are a guide: niche skills demand higher rates & salaries.

ENERGY *IN THE* ROOM

PODCAST

The 'Energy in the Room' podcast was created to give back to the market and provide real value to those shaping Australia's energy future. Hosted by [Katie Nickless](#), every conversation is as real as the people driving the energy transition.

Each episode brings you face to face with the changemakers, sharing stories, tackling challenges, and offering insights you won't hear anywhere else. Our goal is simple: feature some of the most influential leaders across the energy transition in Australia and help them share their experiences with peers and emerging leaders who want to be part of this transformation.

Join us as we explore what it really takes to power change.

Scan or [click here](#)
to tune in



Meet the Team

Thank you for taking time to review the Vinova FY26 Q3 Market Report. Please feel free to reach out with any questions, comments, or feedback. Your feedback is valuable as we strive to enhance our knowledge and resources across the energy transition in Australia. Contact us today to discuss how we can support your hiring or career goals and help you succeed across a fast developing industry.



Richard Shaw
Partner, Head of Vinova
☎ +61 488 994 853
✉ richard@vinova.com.au



Katie Nickless
Principal Consultant
☎ +61 401 733 923
✉ katie@vinova.com.au



Oliver Morris
Senior Associate
☎ +61 473 481 064
✉ oliver@vinova.com.au



Tommy Winstone
Senior Associate
☎ +61 423 380 837
✉ tommy@vinova.com.au



Bryce Cazaly
Associate
☎ +61 481 252 975
✉ bryce@vinova.com.au



