

FY22

ENVIRONMENT AND SUSTAINABILITY

Remuneration Report



Contents

About Talent Nation	3
Introduction	4
Executive Summary	5
The Sample	8
Sustainability	9
Sustainability Advisor	10
Senior Sustainability Advisor	11
Sustainability Manager	12
Head of Sustainability	13
Environment	14
Environment Advisor	15
Senior Environment Advisor	16
Environment Manager	17
Head of Environment	18
Consultants	19
Consultant	20
Senior Consultant	21
Principal Consultant	22
Director	23
Definitions of Industry Sectors	24
Contact	27

We acknowledge the Traditional Custodians of the land on which we work and live, and recognise their continuing connection to land, water and community. We pay respect to Elders past, present and emerging.

About Talent Nation



Talent Nation is an Executive Search and Recruitment Agency providing specialised recruitment services for environmental, energy and renewables, social responsibility, supply chain and HSE functions, as well as specialist consultancies throughout Australia and New Zealand.

As recruitment specialists, we are engaged by our clients for the simple reason that we understand the market and know the individuals that have demonstrated success in their roles. We devote a great deal of our time to establishing long-term relationships with our stakeholders so that when an opportunity arises, we know where to look, including beyond just the candidates actively seeking work, to find the right person for our clients.

Our extensive networks, which are supported by robust research, ensure that we can engage with a larger pool of talent than our competitors. These networks allow us to assess individuals not only on their technical capabilities but also on their cultural compatibility with an organisation in order to increase engagement and reduce the risk of turnover.

We are proud to be one of the founding Australian companies to become a registered BCorp™ and believe every individual can have a real impact on the world around them. We have always been committed to meeting a higher standard of accountability to our planet. To further support this, we have made a commitment to give 1% of our gross sales each year to approved non-profit partners dedicated to the restoration and preservation of our world.

Researchers from all around the world agree that improving access to quality education for girls is one of the most powerful yet underused strategies to tackle climate change. As a One Girl Business Changemaker, we support young women in education and skills development, giving them the tools to create a better future for themselves – and for the planet. For every person we help into a job in Australia and New Zealand, a girl in Sierra Leone or Uganda is given access to a full education for one year.



Introduction

Welcome to the Talent Nation Environment and Sustainability Remuneration Report for FY22. In this second edition of the report, we continue to focus on providing a benchmark for employers and staff working in the Environment and Sustainability sector. We appreciate that this is an area that has been underserved in the past, and are delighted to be able to offer our clients and candidates this essential information to guide their decision making.

In this edition, we build on the data collected in FY20 to highlight emerging trends. As our surveys continue to expand on our existing data, we will only grow in our ability to provide deeper insights.

Following feedback from our previous report, we have expanded the scope even further to include consultancy roles.

We would be remiss not to acknowledge the tumultuous few years the sector, and workforce in general, has experienced due to COVID-19. Not only has it impacted the way employers reward their employees, but also the priorities and challenges faced by organisations.

We thank everyone who has participated in the survey this year and look forward to continuing the provision of insightful data for the Environment and Sustainability workforce.



Richard Evans

Managing Director
Talent Nation

Executive Summary

This survey was conducted to provide the Environment and Sustainability sector with robust and accurate remuneration data. These findings can be used to inform salary structures across different role types and regions, while insights gleaned from the survey demonstrate differences that exist between gender and industries.

Key Findings

Remuneration data compiled in this report is broken down into fixed remuneration, long term and short term incentives, total potential package as stipulated in the employment contract, and total remuneration actually paid. The report goes into further detail for each role based on gender, region, industry section, and company structure with some of the key insights highlighted below:

Gender

Disparity in pay between the genders continues to be a disappointing theme with women being paid, on average, 8% less fixed remuneration than their male counterparts across the entire sample.

Short Term Incentives (STI) were just as likely to be paid out regardless of gender with 43% of survey participants paid an average bonus of \$7,420 for women and \$7,660 for men.

However, in a trend carrying on from FY20, in stand out roles such as Head of Environment, it is encouraging to see female professionals being paid equally and, in some cases, higher than their male counterparts.

In terms of representation, women were more likely to hold junior positions such as Sustainability Advisor (63%) and Consultant (60%) while men dominated senior positions such as Director (Consulting) (68%) and Head of Environment (71%).

Despite participation in the survey being equal between the genders, the basis of employment shows that women are more than twice as likely to hold permanent part-time roles (11.4% compared with 4.8%). Meanwhile, men are also more likely to be self-employed and work in fixed-term contracts.

GENDER	Male	Female
Total Fixed Remuneration	\$192,740	\$177,780
Short Term Incentive	\$7,660	\$7,420
Long Term Incentive	\$2,580	\$1,280
Total Remuneration	\$202,980	\$186,480

Industry Sector

As in FY20, Mining and Materials is the highest paid sector and offered not only the highest Total Fixed Remuneration but also the most lucrative bonus schemes in both categories. Financial Services also broke the \$200,000 average base salary barrier but offered proportionately lower STIs and LTIs (\$10,100 and \$1,080 respectively). In comparison, those in Real Estate earned \$182,870 Total Fixed Remuneration but paid out average STIs of \$10,810 and LTIs of \$3,540.

The lowest paid industry sectors are Government, Education, Healthcare and NFP which was in line with FY20 findings and the market as a whole.

Consumer Discretionary & Staples	\$179,870
Financial and Banking	\$217,520
Government, Education, Healthcare and NFP	\$167,120
Industrials and Materials	\$191,990
Information Technology/Telco	\$181,000
Mining and Metals	\$259,560
Real Estate	\$197,220
Utilities and Energy	\$190,410

Region

Regional breakdown shows relatively consistent remuneration across the states, particularly for New South Wales and Victoria who can rely on their metropolitan hubs and Queensland with their contribution from the Mining and Energy sectors.

At the top end, Western Australia has the highest overall salary (\$212,170) and was the only region to break the \$200,000 threshold, with the obvious explanation being that 50% of participants work in the Mining and Metals sector.

On the other end of the scale, ACT had the lowest overall salary and, like Tasmania, none of the respondents were offered incentives as part of their remuneration package.

STATE	ACT	NSW	QLD	SA	TAS	VIC	WA
Total Fixed Remuneration	\$149,510	\$188,940	\$187,110	\$168,670	\$172,220	\$180,400	\$196,410
Short Term Incentive	N/A	\$7,500	\$9,500	\$2,650	N/A	\$7,110	\$12,460
Long Term Incentive	N/A	\$2,150	\$3,170	N/A	N/A	\$1,440	\$3,300
Total Remuneration	\$149,510	\$198,590	\$199,780	\$171,320	\$172,220	\$188,950	\$212,170

Priorities, Challenges, and Opportunities

Climate change is overwhelmingly the main sustainability and environment priority for organisations with agreement from nearly three-quarters (72.4%) of respondents. A third of respondents further highlighted modern slavery and human rights as a priority for their organisation.

Meanwhile priorities focused on business operations included customer engagement and product offering (35.3%) and compliance obligations (33.4%).



COVID-19

COVID-19 has had a major impact in the way all businesses operated in FY20 and FY22. Understanding how these changes forced by the pandemic have affected the Sustainability and Environment sectors is essential to this report.

Interestingly, while findings show that organisations have somewhat increased their support of sustainability and environment initiatives during the pandemic, these initiatives are perhaps not being prioritised given other, more pressing challenges facing the business.

When asked to think about the biggest challenges faced over the past 12 months, organisations stated that hiring staff has become a more difficult task. This can be attributed to the war on talent which sees candidates in high demand and holding the advantage during employment negotiations. To combat this, employers have the opportunity to look outside the environment and sustainability sector and encourage specialists in other fields to join this burgeoning industry.

The survey also shows that capacity to deliver initiatives is less challenging overall and that the ability to maintain and create partnerships is unaffected despite the impacts of COVID-19.

The Sample

We collected information from over 200 companies with 517 distinct data sets provided across twelve different roles, extending from the eight roles in the FY20 report to including Consulting due to the growing demand from our candidates in clients in the sector. This data has come from a variety of industries and locations across Australia. Industry Sector definitions are contained in Appendix 1.

Split by Role



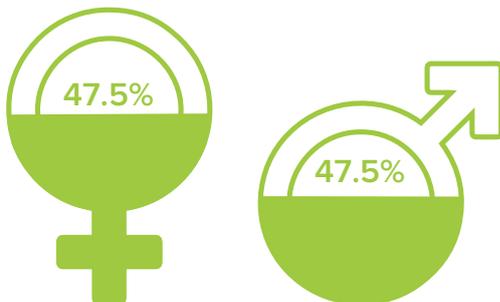
● Sustainability Advisor	6.57%	● Head of Environment	4.44%
● Senior Sustainability Advisor	11.6%	● Consultant	4.83%
● Sustainability Manager	21.08%	● Senior Consultant	7.35%
● Head of Sustainability	11.6%	● Principal Consultant	8.31%
● Environment Advisor	3.86%	● Director Consultant	3.67%
● Senior Environment Advisor	5.6%	● Other	3.47%
● Environment Manager	7.54%		

Split by Industry Sector



● Consumer Discretionary and Staples	9%	● Information Technology	2%
● Financial and Banking	14%	● Mining and Metals	7%
● Government, Education, Healthcare and NFP	15%	● Real Estate	11%
● Industrials and Materials	32%	● Utilities and Energy	10%

Split by Gender



*5% another gender/prefer not to say

Note: In formulating the report the priority has been to protect the privacy of all respondents. For all roles we have endeavoured to provide a breakdown of location and industry. In cases where the sample size has been too limited we have omitted the data as it would potentially skew the results; and compromise the privacy of respondents.



Sustainability



Sustainability Advisor

The average Total Remuneration (TR) for a Sustainability Advisor for FY22 was \$105,150, an increase of more than 8% from FY20.

This includes average Total Fixed Remuneration (TFR) of \$103,920 (up from \$93,644 in FY20). However, Potential and Actual Short Term Incentives (STI) and Long Term Incentives (LTI) have dropped in FY22.

More than 60% of the participants surveyed were female. On average, they are earning 6% less than their male colleagues. This is contrast to FY20 when women earned, on average, 7.2% higher salaries than their male counterparts.

In FY20, Sustainability Advisors in Consumer Discretionary & Staples were being paid 17% lower than average. In this year's survey, the gap has closed to within 4%. Sustainability Advisors in the Real Estate industry reported the highest average salaries this year.

	FY20 Actual	FY22 Actual	FY20 Potential	FY22 Potential
Total Fixed Remuneration	\$93,644	\$103,920	\$93,644	\$103,920
Short Term Incentive (STI)	\$3,582	\$1,230	\$6,488	\$2,410
Long Term Incentive (LTI)	N/A	N/A	N/A	\$910
Total Remuneration	\$97,226	\$105,150	\$100,132	\$107,240

Gender	FY20 Total Remuneration	FY22 Total Remuneration
Male	\$92,690	\$110,950
Female	\$99,342	\$104,250

Industry Sector	FY22 Total Remuneration
Consumer Discretionary & Staples	\$101,550
Government, Education, Healthcare and NFP	\$104,970
Real Estate	\$111,060

State	FY22 Total Remuneration	Company Type	FY22 Total Remuneration
NSW	\$111,330	Listed	\$108,800
VIC	\$108,490	Other	\$108,730
		Private	\$100,340
		Public	\$102,130

Senior Sustainability Advisor

The average Total Remuneration (TR) for a Senior Sustainability Advisor for FY22 was \$156,780 (FY20: \$153,544).

More than 60% of respondents were female and have seen their salaries plateau compared to their male colleagues. Male respondents saw an average 6% pay increase from FY20 and are now paid 4% more than women, on average, for the same role.

Actual Short Term Incentives (STIs) have halved in the past two years, with lower potential STIs on offer compared with FY20.

As in FY20, the Mining and Metals industry offers significantly higher salaries than other industry sectors. TR reported this year was an average of \$220,500 ahead of Utilities and Energy at \$176,440.

Industrials and Materials has seen a slight decrease in salary for the period, going from a TR of \$156,344 in FY20 to \$153,610 in FY22.

	FY20 Actual	FY22 Actual	FY20 Potential	FY22 Potential
Total Fixed Remuneration	\$142,688	\$150,380	\$142,688	\$150,380
Short Term Incentive (STI)	\$10,856	\$5,260	\$14,781	\$10,530
Long Term Incentive (LTI)	N/A	\$1,140	N/A	\$2,560
Total Remuneration	\$153,544	\$156,780	\$157,469	\$163,470

Gender	FY20 Total Remuneration	FY22 Total Remuneration
Male	\$151,498	\$160,890
Female	\$154,454	\$154,360

Industry Sector	FY22 Total Remuneration
Consumer Discretionary & Staples	\$154,540
Financial and Banking	\$142,900
Government, Education, Healthcare and NFP	\$141,500
Industrials and Materials	\$153,610
Information Technology/Telco	\$145,910
Mining and Metals	\$220,500
Real Estate	\$158,230
Utilities and Energy	\$176,440

State	FY22 Total Remuneration
NSW	\$153,730
QLD	\$164,040
SA	\$135,060
VIC	\$158,760

Company Type	FY22 Total Remuneration
Listed	\$161,130
NFP	\$140,800
Other	\$157,640
Private	\$152,140
Public	\$148,520

Sustainability Manager

The average Total Remuneration (TR) for a Sustainability Manager for FY22 was \$214,170 (FY20: \$180,202).

Base salaries have increased by nearly \$40,000 since FY20. However, Short Term Incentives have reduced by a third which has led to an overall TR increase of \$33,000.

Sustainability Managers in Mining and Metals continue to be the highest paid this year (TR average: \$271,770). Salaries in the sector have increased 32% on average and there has also been a 29% increase on average for those in Consumer Discretionary & Staples.

Respondents in the Financial and Banking industry reported a smaller increase in total salary on average compared to other industries, from \$213,683 in FY20 to \$220,370 in FY22.

Sustainability Managers in Queensland and Western Australia commanded the highest salaries – with most participants working in the Mining and Metals sector.

	FY20 Actual	FY22 Actual	FY20 Potential	FY22 Potential
Total Fixed Remuneration	\$163,526	\$202,310	\$163,526	\$202,310
Short Term Incentive (STI)	\$16,676	\$10,680	\$25,870	\$27,940
Long Term Incentive (LTI)	N/A	\$1,180	N/A	\$3,480
Total Remuneration	\$180,202	\$214,170	\$189,396	\$233,730

Gender	FY20 Total Remuneration	FY22 Total Remuneration
Male	\$184,122	\$209,890
Female	\$179,179	\$218,730

Industry Sector	FY22 Total Remuneration
Consumer Discretionary & Staples	\$221,690
Financial and Banking	\$220,370
Government, Education, Healthcare and NFP	\$193,640
Industrials and Materials	\$200,030
Information Technology/ Telco	\$174,150
Mining and Metals	\$271,770
Real Estate	\$197,370
Utilities and Energy	\$225,910

State	FY22 Total Remuneration
NSW	\$213,310
QLD	\$265,400
SA	\$179,090
TAS	\$184,280
VIC	\$210,880
WA	\$270,920

Company Type	FY22 Total Remuneration
Listed	\$217,850
NFP	\$197,150
Other	\$171,260
Private	\$192,250
Public	\$216,470

Head of Sustainability

The average Total Remuneration (TR) for Heads of Sustainability for FY22 was \$309,990 (FY20: \$314,159).

While that represents a slight reduction in TR, the salary structure in FY22 offers higher potential Long Term Incentives (LTIs). Actual Short Term Incentives (STIs) paid has reduced from \$48,779 in FY20 to \$16,720 in FY22.

Men in this role are being paid more than women, whose TR has reduced in the past two years from \$316,003 in FY20 to \$311,190 in FY22. Male workers on the other hand experienced a 3.4% increase.

Salaries for those in the Financials and Banking industry have dropped significantly, from \$373,778 in FY20 to \$306,780 in FY22.

Utilities and Energy is the only sector where TR exceeds \$400,000 on average. Those in the Information Technology sector, on the other hand, are being paid 18% less than average (\$253,000).

Salaries for those based in South Australia are significantly lower than all other states and nearly 30% less than the overall average.

	FY20 Actual	FY22 Actual	FY20 Potential	FY22 Potential
Total Fixed Remuneration	\$253,890	\$285,690	\$253,890	\$285,690
Short Term Incentive (STI)	\$48,779	\$16,720	\$69,020	\$53,280
Long Term Incentive (LTI)	\$11,490	\$7,580	\$13,281	\$27,280
Total Remuneration	\$314,159	\$309,990	\$336,191	\$366,250

Gender	FY20 Total Remuneration	FY22 Total Remuneration
Male	\$308,887	\$319,380
Female	\$316,003	\$311,190
Prefer not to say	N/A	\$268,270

Industry Sector	FY22 Total Remuneration
Consumer Discretionary & Staples	\$303,800
Financial and Banking	\$306,780
Government, Education, Healthcare and NFP	\$292,320
Industrials and Materials	\$290,100
Information Technology/Telco	\$253,000
Mining and Metals	\$361,330
Real Estate	\$338,390
Utilities and Energy	\$410,000

State	FY22 Total Remuneration
NSW	\$322,510
SA	\$222,900
VIC	\$313,570

Company Type	FY22 Total Remuneration
Listed	\$316,750
NFP	\$263,320
Private	\$289,940
Public	\$310,400

Environment

talent nation
sustainable recruitment



Environment Advisor

The average Total Remuneration (TR) for an Environment Advisor for FY22 was \$107,540 (FY20: \$103,068).

Participants reported few incentive schemes being offered with only 15% of respondents receiving a Short Term Incentive (STI).

Female Environment Advisors continue to be paid more than their male counterparts with a 7% margin between base salaries. However, men were more likely to receive a STI, which closed the overall gap in TR.

The best-paid sector for Environment Advisors is Utilities and Energy, which pays nearly 8% above the average salary for the role but has actually experienced a drop from \$121,847 in FY20 to \$116,630 in FY22.

	FY20 Actual	FY22 Actual	FY20 Potential	FY22 Potential
Total Fixed Remuneration	\$100,713	\$105,770	\$100,713	\$105,770
Short Term Incentive (STI)	\$2,355	\$1,770	\$3,556	\$2,120
Long Term Incentive (LTI)	N/A	N/A	N/A	N/A
Total Remuneration	\$103,068	\$107,540	\$104,269	\$107,890

Gender	FY20 Total Remuneration	FY22 Total Remuneration
Male	\$100,401	\$105,420
Female	\$105,202	\$110,830
Prefer not to say	N/A	\$104,500

Industry Sector	FY22 Total Remuneration
Government, Education, Healthcare and NFP	\$95,880
Industrials and Materials	\$119,900
Utilities and Energy	\$116,630

State	FY22 Total Remuneration
NSW	\$93,880
VIC	\$111,170

Company Type	FY22 Total Remuneration
Listed	\$129,990
NFP	\$83,600
Private	\$109,700
Public	\$99,390

Senior Environment Advisor

The average Total Remuneration (TR) for a Senior Environment Advisor for FY22 was \$160,760 (FY20: \$151,705).

Female Senior Environment Advisors received salaries which were, on average, 4% higher than their male counterparts in FY20, a trend which has reversed in FY22. Of the respondents, men are now paid 16% more than women in this role.

Those working in Mining and Metals and Utilities and Energy are the highest earners, with an average TR of \$186,350 and \$185,170 respectively. Those in the Government sector reported the lowest average TR (\$131,340) but have experienced a 22% increase from FY20 (\$101,802).

For the second time in a row, Western Australia reports the highest TR (\$213,190), with participants working in diverse sectors.

	FY20 Actual	FY22 Actual	FY20 Potential	FY22 Potential
Total Fixed Remuneration	\$141,897	\$156,770	\$141,897	\$156,770
Short Term Incentive (STI)	\$9,808	\$3,990	\$13,447	\$6,650
Long Term Incentive (LTI)	N/A	N/A	N/A	N/A
Total Remuneration	\$151,705	\$160,760	\$155,344	\$163,420

Gender	FY20 Total Remuneration	FY22 Total Remuneration
Male	\$148,642	\$173,330
Female	\$154,526	\$145,600
Prefer not to say	N/A	\$170,620

Industry Sector	FY22 Total Remuneration
Government, Education, Healthcare and NFP	\$131,340
Industrials and Materials	\$149,110
Mining and Metals	\$186,350
Utilities and Energy	\$185,170

State	FY22 Total Remuneration
NSW	\$169,020
QLD	\$133,410
VIC	\$151,890
WA	\$213,190

Company Type	FY22 Total Remuneration
Listed	\$178,470
Private	\$152,400
Public	\$133,570

Environment Manager

The average Total Remuneration (TR) for an Environment Manager for FY22 was \$193,730 (FY20: \$186,662).

This is despite payment of Short Term Incentives (STIs) falling from \$12,926 in FY20 to \$6,210 in FY22. Nearly 50% of respondents were offered a potential STI but Long Term Incentives (LTIs) are still relatively rare.

Only one in four respondents were female in the most recent survey. Nearly twice as many women held this position in FY20, as per that year's report.

In line with findings from FY20, the Mining and Metals and Utilities and Energy sectors offer the highest salaries, \$238,220 and \$217,590 respectively. Government, Education, Healthcare and NFP has seen a \$10,000 drop in TR from \$162,886 in FY20 to \$152,130 in FY22.

	FY20 Actual	FY22 Actual	FY20 Potential	FY22 Potential
Total Fixed Remuneration	\$173,079	\$187,520	\$173,079	\$187,250
Short Term Incentive (STI)	\$12,926	\$6,210	\$18,537	\$19,580
Long Term Incentive (LTI)	N/A	N/A	N/A	N/A
Total Remuneration	\$186,005	\$193,730	\$191,616	\$206,830

Gender	FY20 Total Remuneration	FY22 Total Remuneration
Male	\$187,352	\$195,000
Female	\$184,312	\$190,100

Industry Sector	FY22 Total Remuneration
Consumer Discretionary & Staples	\$168,350
Government, Education, Healthcare and NFP	\$152,130
Industrials and Materials	\$199,000
Mining and Metals	\$238,220
Real Estate	\$185,820
Utilities and Energy	\$217,590

State	FY22 Total Remuneration
NSW	\$185,920
QLD	\$191,700
SA	\$163,240
VIC	\$203,670
WA	\$215,900

Company Type	FY22 Total Remuneration
Listed	\$204,260
Private	\$220,810
Public	\$154,160

Head of Environment

The average Total Remuneration (TR) for a Head of Environment for FY22 was \$313,690 (FY20: \$255,317).

Potential Long Term Incentives (LTIs) rose from \$4,605 to \$20,780 and potential Short Term Incentives (STIs) from \$34,536 to \$53,620. Interesting to see that over 50% of STI's were paid at this level in the organisation.

Only a quarter of the respondents are female and paid 5% (\$17,000) more on average than their male counterparts. However, the FY20 report showed men being paid 10% more, so this could be an indication that the pay gap is diminishing.

Those in the Mining and Metals sector are paid significantly more than colleagues in other sectors, with high STIs (average \$37,000) and LTIs (average \$40,000). The TR of \$474,630 is an increase of \$118,474 since FY20.

Not surprisingly given the size of their resources industries, Heads of Environment in Western Australia and Queensland command the highest salaries.

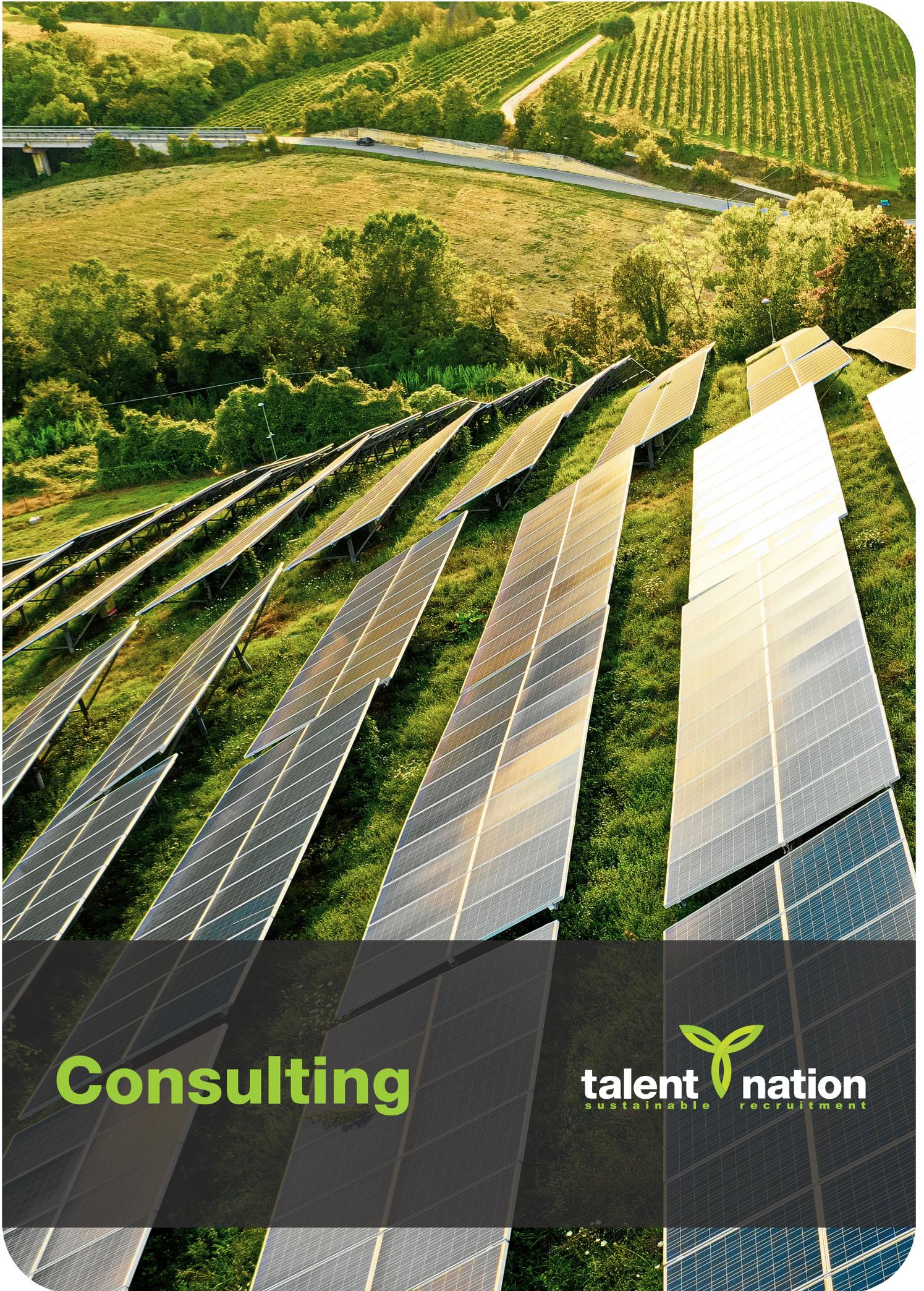
	FY20 Actual	FY22 Actual	FY20 Potential	FY22 Potential
Total Fixed Remuneration	\$228,316	\$286,200	\$228,316	\$286,200
Short Term Incentive (STI)	\$24,698	\$20,320	\$34,536	\$53,620
Long Term Incentive (LTI)	\$2,303	\$7,170	\$4,605	\$20,780
Total Remuneration	\$255,317	\$313,690	\$267,457	\$360,600

Gender	FY20 Total Remuneration	FY22 Total Remuneration
Male	\$148,642	\$312,750
Female	\$154,526	\$329,630
Prefer not to say	N/A	\$272,970

Industry Sector	FY22 Total Remuneration
Consumer Discretionary & Staples	\$284,640
Government, Education, Healthcare and NFP	\$269,500
Industrials and Materials	\$319,800
Mining and Metals	\$474,630
Utilities and Energy	\$289,400

State	FY22 Total Remuneration
NSW	\$311,630
QLD	\$342,430
VIC	\$309,160
WA	\$372,880

Company Type	FY22 Total Remuneration
Listed	\$314,460
Private	\$325,060
Public	\$269,980



Consulting

talent nation
sustainable recruitment

Consultant

The average Total Remuneration (TR) for a Consultant for FY22 was \$87,520. Female Consultants are paid on average \$10,000 more than their male counterparts, with 60% of respondents being women.

Salaries are lower than other entry levels positions such as Sustainability Advisor (\$105,620) and Environment Advisor (\$107,540).

Short Term Incentives (STIs) were uncommon with only a small fraction being paid out from the potential percentage on offer.

Unusually, non-profit organisations offer higher salaries than Private businesses, and the Government, Education, Healthcare and NFP industry sector is the second highest with salaries of \$91,250. Given this is above industry sectors who are traditionally more competitive such as Utilities and Energy (\$84,480) and Industrials and Materials (80,960), an assumption could be made that non-profit businesses are now willing to pay more to attract the best talent to their organisations and help achieve their environment and sustainability commitments.

The majority of respondents worked for Private businesses.

	FY22 Actual	FY22 Potential
Total Fixed Remuneration	\$87,000	\$87,000
Short Term Incentive (STI)	\$520	\$1,460
Long Term Incentive (LTI)	N/A	N/A
Total Remuneration	\$87,520	\$88,460

Gender	FY22 Total Remuneration
Male	\$81,720
Female	\$91,390

Industry Sector	FY22 Total Remuneration
Financial and Banking	\$109,070
Industrials and Materials	\$80,960
Government, Education, Healthcare and NFP	\$91,250
Utilities and Energy	\$84,480

State	FY22 Total Remuneration
NSW	\$88,260
QLD	\$89,430
VIC	\$83,810
WA	\$96,210

Senior Consultant

The average Total Remuneration (TR) for a Senior Consultant for FY22 was \$130,250.

Salaries for Senior Consultants are comparatively low compared to other mid-level roles in the sector such as Senior Sustainability Advisors (TR: \$156,780) and Senior Environment Advisors (TR: \$160,760).

Only one in four (25%) of respondents were offered a Short Term Incentive (STI) and very few received a Long Term Incentive (LTI).

Senior Consultants working in Mining and Metals were comfortably the highest paid (\$174,720). The vast majority (96%) of Senior Consultant respondents work for private companies.

	FY22 Actual	FY22 Potential
Total Fixed Remuneration	\$128,600	\$128,600
Short Term Incentive (STI)	\$1,600	\$4,980
Long Term Incentive (LTI)	N/A	\$580
Total Remuneration	\$130,200	\$134,160

Gender	FY22 Total Remuneration
Male	\$128,820
Female	\$133,9600
Prefer not to say	\$144,370

Industry Sector	FY22 Total Remuneration
Consumer Discretionary & Staples	\$129,800
Government, Education, Healthcare and NFP	\$115,780
Industrials and Materials	\$130,400
Mining and Metals	\$174,720
Real Estate	\$112,200
Utilities and Energy	\$134,490

State	FY22 Total Remuneration
NSW	\$124,160
VIC	\$131,040

Principal Consultant

The average Total Remuneration (TR) for a Principal Consultant for FY22 was \$190,710.

One third (35%) of the respondents in this role are female and only one in four (25%) of all survey participants were offered a Short Term Incentive (STI) as part of their salary package.

Interestingly, organisations in the Government, Education, Healthcare and NFP sector paid the highest average salary (\$223,080), followed by Mining and Metals (\$215,050) and Financial and Banking (\$201,950).

More than half (55%) of responses came from professionals working in the Industrials and Materials sector.

TR for Principal Consultants in Western Australia is the highest (\$194,570).

	FY22 Actual	FY22 Potential
Total Fixed Remuneration	\$186,210	\$186,210
Short Term Incentive (STI)	\$4,480	\$6,280
Long Term Incentive (LTI)	N/A	\$580
Total Remuneration	\$190,690	\$192,490

Gender	FY22 Total Remuneration
Male	\$196,830
Female	\$187,800
Prefer not to say	\$176,760

Industry Sector	FY22 Total Remuneration
Financial and Banking	\$201,950
Government, Education, Healthcare and NFP	\$223,080
Industrials and Materials	\$177,520
Mining and Metals	\$215,050
Utilities and Energy	\$177,650

State	FY22 Total Remuneration
ACT	\$160,600
NSW	\$184,880
QLD	\$187,670
VIC	\$187,670
WA	\$194,570

Director

The average Total Remuneration (TR) for a Director (Consulting) for FY22 was \$302,260.

These figures are slightly less than the other senior management roles within the industry, with Heads of Sustainability receiving an average salary of \$309,980 and Heads of Environment an average salary of \$313,690.

Nearly one in three (30%) respondents are female but data shows that men command salaries on average 8% higher than their female counterparts in this role.

While only 15% of respondents received Long Term Incentives (LTIs), the amount paid out to successful recipients averaged \$30,000. Meanwhile STIs were secured by nearly a third of participants.

All respondents consulted for private organisations and Mining and Metals paid the highest TR (\$413,280) by a significant margin.

	FY22 Actual	FY22 Potential
Total Fixed Remuneration	\$288,610	\$288,610
Short Term Incentive (STI)	\$8,370	\$24,160
Long Term Incentive (LTI)	\$5,280	\$24,300
Total Remuneration	\$302,260	\$337,070

Gender	FY22 Total Remuneration
Male	\$309,360
Female	\$286,000

Industry Sector	FY22 Total Remuneration
Financial and Banking	\$292,100
Industrials and Materials	\$311,270
Mining and Metals	\$413,280

State	FY22 Total Remuneration
NSW	\$308,010
QLD	\$344,770
VIC	\$300,210
WA	\$174,500



Definition of Industry Sectors



Consumer Discretionary & Staples*

Manufacturing segment includes automotive, household durable goods, textiles and apparel and leisure equipment. The services segment includes hotels, restaurants and other leisure facilities, media production and services, and consumer retailing and services. Includes manufacturers and distributors of food, beverages and tobacco and producers of non-durable household goods and personal products. It also includes food & drug retailing companies as well as supermarkets and consumer super centres.

Financial*

Companies involved in activities such as banking, mortgage finance, consumer finance, specialised finance, investment banking and brokerage, asset management and custody, corporate lending, insurance, financial investment, and real estate, including REITs.

Industrials & Materials*

Includes companies whose businesses are dominated by one of the following activities: the manufacture and distribution of capital goods, including aerospace & defense, construction, engineering & building products, electrical equipment and industrial machinery; or the provision of commercial services and supplies, including printing, employment, environmental and office services; or the provision of transportation services, including airlines, couriers, marine, road & rail and transportation infrastructure. Encompasses a wide range of commodity-related manufacturing industries. Included in this sector are companies that manufacture chemicals, construction materials, glass, paper, forest products and related packaging products.

Mining and Metals (TN defined sector)*

Includes companies whose businesses are dominated by the extraction of metals and minerals. This also includes producers of steel.

Information Technology*

Covers the following general areas: firstly, Software & Services, including companies that primarily develop software in various fields such as the Internet, applications, systems, databases management and/or home entertainment, and companies that provide information technology consulting and services, as well as data processing and outsourced services; secondly, Technology Hardware & Equipment, including manufacturers and distributors of communications equipment, computers & peripherals, electronic equipment and related instruments; and thirdly, Semiconductors & Semiconductor Equipment Manufacturers.

Real Estate*

Members of the GICS real estate sector and REITs. REITs own property and derive income from rental returns. A REITs sector has been created for the Australian market, where REITs are treated almost as a separate asset class to equity, and are often managed on a separate basis. Includes Facilities Management Services & Real Estate Services organisations.

Utilities & Energy*

Encompasses those companies considered to be electric, gas or water utilities, or companies that operate as independent producers and/or distributors of power. Also includes companies whose businesses are dominated by either of the following activities: the construction or provision of oil rigs, drilling equipment and other energy related service and equipment, including seismic data collection; or, companies engaged in the exploration, production, marketing, refining and/or transportation of oil and gas products, coal and other consumable fuels.

Government, Education, Healthcare and NFP (TN defined sector)

Encompasses Local, State, and Federal government and agencies, State Government Statutory Authorities. Universities, TAFE colleges, and Not for Profit organisations. Also includes companies who manufacture healthcare equipment and supplies or provide healthcare related services, and owners and operators of healthcare products, providers of basic healthcare services, and owners and operators of healthcare facilities and organisations.

*Reference: Sector Index Overviews- ASX; June 2019
www.asx.com.au/products/sector-indices.htm

Disclaimer

The information contained in this report has been prepared based on material gathered through a detailed industry survey. The findings in this report are based on a quantitative study and the reported results reflect data where it is robust enough to be meaningfully included. The sources of the information provided are confidential and Talent Nation has not sought to independently verify those sources.

Talent Nation is under no obligation in any circumstance to update this report, in either oral or written form, for events occurring after the report has been issued in final form.

The report is intended to provide an overview of remuneration packages at various levels in the Environment and Sustainability industries. As the report is provided for information purposes only, it does not constitute, nor should be regarded in any manner whatsoever, as advice intended to influence a person in making hiring decisions.



MELBOURNE

-  3 Albert Coates Lane
Melbourne VIC 3000
-  03 9600 0115
-  info@talentnation.com.au

SYDNEY

-  20-40 Meagher St
Chippendale NSW 2008
-  02 7226 4003
-  info@talentnation.com.au