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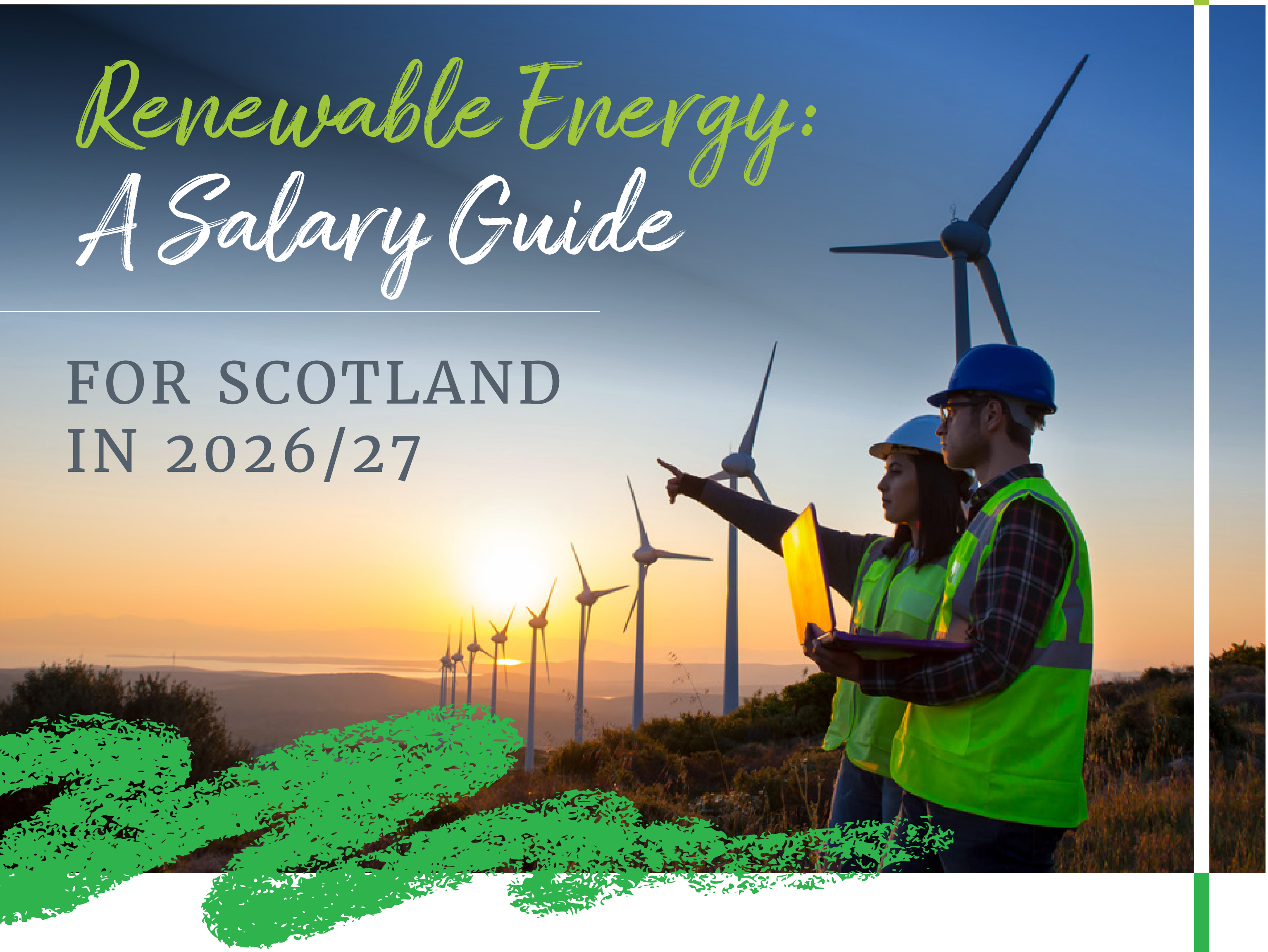
Renewable Energy: A Salary Guide

FOR SCOTLAND IN 2026/27



Scotland's renewable energy sector is expanding rapidly, driven by decarbonisation targets.

Here we cover typical salaries for the most popular roles within renewable energy. We discuss key trends, recruitment impact and steps you can take to attract the best talent.

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Scotland Renewable Energy Sector:

An *Eden Scott* perspective

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From **Iain Atkinson**

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Scotland's renewable energy sector is entering a new phase, one defined not by ambition but by deliverability.

Over the past year, we have seen transformational shifts in the way projects are sequenced, financed and assessed. Gate 2 has brought unprecedented clarity to the pipeline, and Allocation Round 7 has rebuilt confidence in long term investment.

These changes matter because they are reshaping how companies hire, how investors behave and how supply chains prepare for what comes next.

This report brings together our perspective on what is now driving the market, where opportunity is concentrating and how industry leaders can position themselves to respond. It is designed to offer a practical view of the forces shaping the next decade of Scotland's energy transition, with a particular focus on the people, skills and capability required to turn policy progress into real delivery.

Our intention is simple. Scotland has the potential to lead the global shift to low carbon energy, and the organisations that understand how talent, investment and infrastructure align will be the ones that deliver it.

> *"Scotland has the potential to lead the global shift to low carbon energy ..."*

Gate 2: A Stronger Foundation for Scotland's Jobs and Growth

Gate 2 has introduced a level of clarity that strengthens the foundations of Scotland's renewable energy market. The reformed queue is significantly more credible in scope, which matters because employers and investors make decisions based on delivery confidence, not ambition.

With the National Energy System Operator (NESO) reducing the GB generation and storage pipeline to 283 gigawatts, the market now has a clearer signal of which projects are genuinely positioned to progress and which will fall away.

This clarity enables activity to concentrate around projects that can move. Gate 2's structured pathway to 2030 and 2035 supports a more predictable build profile, helping Scottish developers time mobilisation with far greater accuracy.

The market now operates at two speeds. Phase one projects move into delivery earlier which heightens the demand for good leadership and sector specialists capable of meeting the deadlines.

> *Gate 2 provides a clearer base for job creation, business growth and local investment.*

The challenge for phase two projects, which will now stretch out over a longer period, is maintaining a strong core of experts, and who can manage the risk of an elongated timeframe

The operational processes around Gate 2 add momentum to this shift. Offer acceptance periods for developers remain tight, with transmission projects typically having 90 days to confirm and some distribution projects expected to work within four-week windows.

This creates a more disciplined environment where commercial readiness becomes central to a project's ability to secure its position. It also encourages earlier investment in people and systems that can handle the pace.

The reformed queue provides wider economic benefits. Supply chain firms can now plan with greater confidence because demand is concentrated around projects with realistic timelines. This reduces wasted bid effort, supports investment in equipment and workforce expansion, and improves the viability of training programmes, which build long term capability.

Although Gate 2 does not create new grid capacity, it narrows uncertainty about who will use the constrained capacity that exists. This is precisely the visibility that supply chain investors require to commit to growth.

For Scotland, the cumulative effect is significant. Gate 2 provides a clearer base for job creation, business growth and local investment. It focuses the market on deliverable projects and shapes a more stable environment for skills development.

In a sector where timing and clarity determine success, Gate 2 offers Scotland a more reliable path to turning its renewable resource into sustained economic value.

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Allocation Round 7:
Strengthening Scotland's Delivery Base and Talent Demand

Following the clearer project sequencing created by Gate 2, Allocation Round 7 (AR7) adds the commercial assurance that allows those projects to move from intent to execution.

AR7 has restored scale and confidence across the UK offshore wind sector, securing 8.4 gigawatts across eight projects and attracting a materially higher budget than initially signalled.

This matters in Scotland because it transforms a long pipeline into funded delivery programmes, which directly shapes labour demand and organisational planning.

One of the defining outcomes of AR7 is the separate Scottish clearing price, which enabled Berwick Bank Phase B to progress at a competitive level. Alongside this, two floating wind projects, including Pentland, secured support at higher but still viable strike prices.

These decisions increase the likelihood of construction mobilisation between 2028 and 2031 and amplify demand for leadership in project delivery, grid integration and marine construction.

As fixed and floating capacity shifts toward late-decade commissioning windows, mobilisation will cluster in a narrow period.

Employers should expect overlapping peaks that create simultaneous demand for package managers, offshore construction leads, high-voltage cable specialists, project controls and HSE professionals.

This compression is strengthened by the specific Scottish awards, since Scottish projects must recruit early to manage grid reinforcement, consenting requirements and complex interface risks that cannot be delegated or delayed.

AR7's introduction of twenty-year CfDs improves bankability and stabilises long term programme economics, which encourages earlier hiring across commercial and financial roles. These functions become central to meeting conditions precedent, progressing supply chain plans and maintaining cost discipline.

Longer contract horizons also help employers consider permanent investment in commercial capability instead of relying solely on transactional contracting support.

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Floating wind, once treated as a future opportunity, now becomes an active labour market. With Pentland and Erebus securing support, organisations will require specialists in moorings, anchors, dynamic cabling, metocean planning, weather risk and marine coordination. These skills can be adapted from oil and gas or subsea sectors, although conversion will take time and must begin before recruitment pressure intensifies between 2027 and 2029.

The investment impact of AR7 extends beyond technical hiring. The government attributes more than £22 billion of private investment to the round, creating momentum across commercial, regulatory and finance functions, which must scale to process commitments at pace and support delivery.

Together, Gate 2 and AR7 provide the clearest platform in years for Scotland’s renewable workforce. Gate 2 clarifies which projects will proceed and when, while AR7 provides the funding certainty that turns those timelines into real employment and capability growth.

And with AR8, launching in July 2026, aimed at strengthening investor confidence, the 2030 goal starts to look far more achievable.

Investor Perspective:
A Clearer Market and a Shift in Capital Behaviour

The changes introduced through Gate 2, AR7 and the subsequent allocation rounds, have not only clarified Scotland's delivery landscape but have also begun to reshape investor attitudes in a way that we think will influence how the market grows.

Investors have long needed a more realistic understanding of which projects would genuinely progress. Gate 2's reduction of the pipeline to a disciplined set of credible, readiness-proven schemes has provided that clarity.

It gives investors' confidence that the projects moving forward have solid foundations in land rights, planning progression and grid alignment. This allows capital providers to model timelines with greater accuracy and to prioritise investment into Scottish projects that demonstrate real delivery potential.

AR7 builds directly on this by providing the commercial certainty that investors rely on when committing large sums over long horizons. The scale of awarded capacity, the uplift in budget to support viable outcomes and the introduction of twenty-year CPI indexed contracts have reassured institutional investors that the Contracts for Difference (CfD) framework continues to offer stable, predictable economics.

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> *Organisations will need to be ready to scale leadership, commercial and specialist technical capability...*

Projects that secure AR7 support are viewed as having stronger risk-adjusted returns, which encourages investors to engage earlier, undertake deeper due diligence and explore partnership structures that support long term delivery.

Together, Gate 2 and AR7 create a market in which investors can see a coherent route from development to construction. There are fewer speculative proposals and more projects with both technical and commercial certainty. Although constraints around ports, vessels and supply chain capacity continue to shape the pace of build out, investors increasingly see these as barriers that can be managed rather than insurmountable obstacles.

This encourages capital to flow toward developers who can demonstrate integrated planning across grid connection, supply chain strategy and construction programming.

For employers, this shift in investor confidence has important implications. If capital becomes more available and more decisive, hiring cycles will tighten. Organisations will need to be ready to scale leadership, commercial and specialist technical capability earlier in the project lifecycle.

Demand for skills that de-risk delivery will rise sharply as investors expect teams that can execute with discipline and protect programme certainty. Companies that prepare

for this acceleration, rather than reacting to it, will be the ones best positioned to secure both talent and investment in the next phase of Scotland's renewable growth.

Scottish Budget 2026–27:
A Supportive Signal Which Must Convert into Delivery Capability in Capital Behaviour

The shift in investor confidence created by Gate 2 and AR7 is strengthened by the direction set out in the 2026–27 Scottish Budget. The Budget commits more than £5 billion to climate and energy priorities and continues the £500 million programme designed to expand Scotland's offshore wind supply chain.

This level of public commitment reinforces the view that Scotland intends to build a long-term industrial base around offshore and floating wind. For investors who have begun to re-engage with the market following AR7 and Gate 2, the Budget provides reassurance that Scotland is prepared to invest in the enabling infrastructure that supports delivery.

The Budget also signals renewed attention to skills; training and the wider human capital needed for the next decade of build out. With AR7 bringing forward fixed and floating projects and Gate 2 providing a firmer delivery sequence, workforce readiness becomes essential.

Public funding for skills programmes and port and infrastructure upgrades helps create a more predictable environment for companies planning to scale. This is particularly important for floating wind, where specialist skills in moorings, dynamic cables and marine operations will be needed in significant volume.

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However, the Budget cannot remove the practical constraints that continue to influence investor decision making. Port expansions often require six to ten years before they can support large scale integration and assembly, and Scotland's current capacity remains below what the floating pipeline requires. Investors understand this and will judge progress based on whether public funding translates into real infrastructure, supply chain growth and planning capacity in the years ahead. The Budget creates positive intent, but the timing of delivery will determine its market impact.

For employers, this means preparing for a period where investment interest strengthens but hinges on evidence of capability. Companies that align their hiring, training and retention strategies with the combined signals from Gate 2, AR7 and the Scottish Budget will be better placed to secure both capital and talent as the market accelerates.

> *"Scotland intends to build a long-term industrial base around offshore and floating wind."*

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Skills and Supply Chain:
The Combined Pressure Shaping Scotland's Delivery Capability

With Gate 2 creating a credible delivery sequence and AR7 providing long term commercial certainty, Scotland now enters a period where skills availability and supply chain readiness will determine how quickly projects can move from planning into construction. The next decade will be defined less by the size of Scotland's pipeline and more by whether the people and infrastructure exist to deliver it.

One of the clearest outcomes of AR7 is the concentration of activity between 2028 and 2031. This period will require a depth of delivery leadership not currently available at scale. Programme directors, package leads, grid interface specialists, offshore construction managers and project controls professionals will be required in significant numbers.

The Scottish Offshore Wind Energy Council's (SOWEC) work highlights how these roles sit at the centre of project success and how limited the talent pool remains, particularly when viewed through a Scotland-only lens. Major programmes such as Berwick Bank Phase B and the floating awards at Pentland and Erebus, highlight the breadth of capability required and the fact that the UK's most experienced specialists are dispersed across multiple regions, not concentrated in one geography.

Floating wind intensifies this pressure by shifting specialist skills from emerging to essential. Pentland alone is expected to support more than one thousand jobs across construction and operation. This includes expertise in moorings, dynamic cabling, wet storage and offshore assembly.

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Much of this capability sits today within subsea engineering and oil and gas centres across the UK, making cross-regional mobility and remote collaboration central to workforce planning. These skills are transferable, but the conversion process takes time and will require a coordinated effort across developers, contractors and the wider supply chain.

At the same time, Scotland faces practical supply chain constraints that will directly influence when hiring can occur. Europe has only a limited number of installation vessels capable of handling modern turbine sizes, and port expansions can take more than six years to complete.

Although investment at the Port of Cromarty Firth and other Scottish sites is encouraging, capacity will remain tight until these facilities become fully operational. Simulation work by ASCO, Haskoning and Scottish Enterprise has already mapped where constraints such as wet storage and integration berths will limit throughput during the floating wind build out.

These two forces, skills availability and supply chain readiness, are now inseparable. hey also extend beyond Scotland's borders. The most effective project teams will be those able to draw on the widest UK talent base, using flexible working models to access specialists wherever they are located. Developers who insist on strict office-based or single-location presence will significantly narrow their available talent pool and risk missing the leadership and technical capability required for timely delivery. In contrast, those who embrace hybrid structures, regional mobility and cross-portfolio resource sharing will be better positioned to attract scarce expertise and maintain continuity across long, multi-stage programmes.

Hiring will accelerate only when yard slots, vessel availability and grid windows are secured. Companies that tie recruitment to real contractable capacity, build targeted conversion pathways and develop fast deployment contractor layers will be best placed to move. Those that treat talent as an afterthought risk falling behind as Scotland's most credible projects gather pace.

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Where Next
for Scotland's Renewables

The combined effect of Gate 2, AR7 and the Scottish Budget, is a market that is clearer, more disciplined and more investable than at any point in recent years. Projects now move forward with stronger sequencing, firmer commercial footing and growing political commitment behind them. This creates the conditions for significant job creation and capability building across Scotland, but it also heightens the expectations placed on developers, operators and their supply chains.

The next phase of growth will be shaped by those who prepare early. Delivery leadership, grid integration expertise, commercial capability and specialist floating wind skills will define competitive advantage. Investors will focus on organisations that can demonstrate readiness and resilience across these areas, and supply chain constraints will reward those who plan their workforce around real capacity rather than projected ambition.

Scotland has a generational opportunity to build an energy economy, which supports thousands of high-quality jobs and anchors long-term industrial strength. As the sector accelerates, our role is to help businesses secure the people who will deliver that future.

Eden Scott stands ready to support that journey.

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Onshore Wind Salaries

in Scotland 2026/27

Salary ranges based on UK & Scotland data from SalaryExpert, Glassdoor, Eleven Associate and BeBee.
*variations dependent on the benefits package provided by the employer.

ONSHORE WIND

ROLE	SALARIES (£)		
	ENTRY	MID	SENIOR
Development Manager	45,000 - 55,000	55,000 - 65,000	70,000 - 80,000
Project Development Manager	37,000 - 45,000	50,000 - 60,000	60,000 - 70,000
Planning Manager	37,000 - 45,000	50,000 - 60,000	60,000 - 70,000
Consents Manager	60,000 - 70,000	70,000 - 75,000	80,000 - 90,000
Environmental Manager	25,000 - 30,000	40,000 - 50,000	60,000 - 70,000
Land Manager	30,000 - 40,000	45,000 - 55,000	65,000 - 75,000
Grid Connections Manager	50,000 - 60,000	65,000 - 80,000	90,000 - 110,000
Electrical Engineer	42,000 - 47,000	50,000 - 58,000	60,000 - 70,000
Civil Engineer	25,000 - 30,000	42,000 - 50,000	65,000 - 75,000
Wind Resource Analyst	30,000 - 40,000	45,000 - 55,000	60,000 - 70,000
GIS Analyst	24,000 - 30,000	35,000 - 45,000	50,000 - 60,000
Commercial Manager	55,000 - 65,000	75,000 - 90,000	100,000 - 120,000
Project Manager	37,000 - 45,000	50,000 - 60,000	60,000 - 70,000
Construction Manager	40,000 - 50,000	55,000 - 65,000	75,000 - 90,000
Site Manager	35,000 - 43,000	50,000 - 58,000	60,000 - 70,000
HSE Manager	45,000 - 50,000	50,000 - 60,000	65,000 - 75,000
Turbine Engineer	30,000 - 38,000	45,000 - 55,000	60,000 - 70,000
Turbine Installation Manager	50,000 - 60,000	65,000 - 75,000	85,000 - 95,000
Turbine Commissioning Engineer	30,000 - 35,000	35,000 - 45,000	45,000 - 55,000
Turbine Service Technician	30,000 - 35,000	35,000 - 40,000	45,000 - 55,000

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Offshore Wind Salaries

in Scotland 2026/27

Scotland and wider UK, based on 2025–2026 verified sources.
*variations dependent on the benefits package provided by the employer.

OFFSHORE WIND

ROLE	SALARIES (£)		
	ENTRY	MID	SENIOR
Development Manager	45,000 - 55,000	55,000 - 65,000	70,000 - 80,000
Project Development Manager	37,000 - 45,000	50,000 - 60,000	60,000 - 70,000
Consents Manager	60,000 - 70,000	70,000 - 75,000	80,000 - 90,000
Marine Planning Manager	45, 000 - 49,000	50,000 - 55,000	55,000 - 60,000
Environmental Manager	50,000 - 55,000	60,000 - 70,000	80,000 - 90,000
EIA / EIS Consultant	27,000 - 33000	35,000 - 45,000	45,000 - 55,000
Grid Connections Manager	45,000 - 55,000	75,000 - 90,000	100,000 - 120,000
Offshore Electrical Engineer	38,000 - 42,000	45,000 - 55,000	55,000 - 62,000
Subsea Engineer	35,000 - 40,000	40,000 - 48,000	50,000 - 58,000
Geotechnical Engineer	35,000 - 40,000	40,000 - 48,000	50,000 - 58,000
Foundation Engineer	35,000 - 40,000	40,000 - 48,000	50,000 - 58,000
Array Cable Engineer	35,000 - 40,000	40,000 - 50,000	50,000 - 60,000
Export Cable Engineer	43,000 - 50,000	52,000 - 62,000	62,000 - 72,000
Metocean Analyst	32,000 - 40,000	42,000 - 50,000	52,000 - 62,000
GIS / Spatial Analyst	30,000 - 38,000	40,000 - 50,000	55,000 - 70,000
Commercial Manager	55,000 - 65,000	75,000 - 90000	100,000 - 120,000
Project Manager	37,000 - 45,000	50,000 - 60,000	60,000 - 70,000
Package Manager	50,000 - 60,000	65,000 - 75,000	75,000 - 85,000
Construction Manager	45,000 - 55,000	55,000 - 60,000	60,000 - 70,000
Offshore Installation Manager	65,000 - 75,000	85,000 - 100,000	120,000 - 130,000
HSE Manager	45,000 - 55,000	58,000 - 65,000	65,000 - 75,000
Turbine Engineer	35,000 - 45,000	45,000 - 55,000	65,000 - 75,000
Turbine Installation Manager	45,000 - 55,000	60,000 - 70,000	70,000 - 80,000
Turbine Commissioning Engineer	38,000 - 45,000	48,000 - 54,000	55,000 - 65,000
Turbine Service Technician	37,000 - 42,000	43,000 - 48,000	50,000 - 60,000
Marine Warranty Surveyor	29,000 - 40,000	45,000 - 60,000	65,000 - 80,000
Procurement & Contracts Manager	55,000 - 62,000	65,000 - 75,000	75,000 - 90,000
O&M Manager	55,000 - 62,000	65,000 - 75,000	75,000 - 90,000
Asset Manager	30,000 - 40,000	40,000 - 50,000	50,000 - 60,000

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How Eden Scott can help...

Looking for support with renewable energy recruitment?

The team at Eden Scott can help by:

- Providing an accurate assessment of the salary landscape
- Promoting your vacancies to our extensive network
- Building relationships with suitable candidates
- Eliminating time-wasting or unsuitable candidates
- Conducting or supporting job interviews and assessment centres
- Negotiating offers and responding to counter-offers
- Providing market mapping and headhunting capabilities

For specialist recruitment support, get in touch.

Contact us to get started.

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