

## Contents

---

### SECTION 1

#### Globalisation and specialist roles help drive green jobs out of recession

Feature exploring the careers and salaries of sustainability professionals including case studies with:

- Allen & York
- Chartered Institute of Environmental Health (CIEH)
- International Society of Sustainability Professionals (ISSP)
- Natural Power
- SITA

### SECTION 2

#### Allen & York salary benchmarking data

Salaries, and other findings from the analysis of Allen & York's 22,000 candidate records:

- Industry sector of candidates
- Primary work area of candidates
- Candidates' position with organisation
- Gender of candidates
- Nationality of candidates
- Candidates' willingness to relocate
- Age profile of candidates
- Average salary of candidates by position and organisation type
- Average salary of candidates by position and primary work area
- Candidates' average salary by organisation type and primary work area
- Average candidates' salary by age
- Average candidates' salary by gender
- Average candidates' salary by region
- Average candidates' salary by position and region

### SECTION 3

#### UK careers & salary survey results

Salaries, bonuses, trends, perks and other findings from the UK participants in our online survey:

##### Executive summary

##### Part 1 Coping with the economic downturn

- Main action introduced by organisations as a response to the current economic downturn
- Trend in number of UK sustainability professional staff
- Staff number trends in last 12 months by type of organisation
- Staff number trends in next 12 months by type of organisation
- Current level of job security in participant's role in their organisation compared with 12 months ago
- Current level of job security in other sustainability roles compared with 12 months ago
- Job security by staff number trends in organisations
- Job security by organisation type
- Prospects for UK sustainability firms and the staff they employ across the sector in 2009 and 2010
- Long-term prospects for UK sustainability firms and the staff they employ across the sector for the next five years (2009 and 2010 results)
- Willingness to accept lower pay and/or work less hours in order to save colleagues from redundancy

##### Part 2 The survey participants: a profile of the environmental industry

- Industry sector of survey participants
- Size of participants' organisation
- Age of participants
- % of participants that is female by organisation type
- Participants' position with organisations
- Number of staff reporting to participant
- Primary work area of participant
- Main purpose of participants' role
- Educational background
- Previous careers
- Number of years worked as a sustainability professional
- Posts held as a sustainability professional
- Organisations worked for as an sustainability professional
- Years worked for current employer
- Average length of service by organisation type
- Proportion of participants with overseas experience

### Part 3 Career satisfaction, prospects and changing jobs

- Opportunities to progress chosen career within your organisation
- Opportunities to progress chosen career within the wider jobs market
- Prospects by organisation type
- Importance of environmental management performance of organisation in staying with employer
- Current level of job satisfaction
- Job satisfaction by organisation type
- Number of years in which participants are hoping to change employer
- Average forecast time with current employer by organisation type

### Part 4 Salaries and benefits

- Profile of current basic salary
- Basic average salary by organisation type
- Basic salary by age
- Basic salary by gender
- Current basic salary by length of post qualification experience
- Salary by position and organisation type
- Salary by position and primary work area
- Salary by post qualification experience and organisation type
- Salary profile of each organisation type
- Average basic salary by primary work area
- Average basic salary by main role
- Salary change in last 12 months
- Salary change in last 12 months for those staying in the same role
- Average salary change in last 12 months by organisation type
- Average salary change in last 12 months by primary work area
- Size of last bonus as % of salary
- Size of last bonus as % of salary by organisation type
- Benefits received (if receiving benefits)
- Benefits most like to have, that don't currently have
- Benefits received - consultancy, certification & other advisory
- Benefits most like to have - consultancy, certification & other advisory
- Benefits received - environmental industries
- Benefits most like to have - environmental industries
- Benefits received - public bodies
- Benefits most like to have - public bodies
- Benefits received - industry & commerce
- Benefits most like to have - industry & commerce
- Benefits received - NGOs and academia
- Benefits most like to have - NGOs and academia

### SECTION 4

#### Global careers & salary survey results

Salaries, bonuses, trends, perks and other findings from the global participants in our online survey:

#### Executive summary

- Staff trends - last 12 months, by region
- Staff trends - next 12 months, by region
- Job security - your role, by region
- Job security - other sustainability roles, by region
- Prospects - 2010, by region
- Prospects - 2011-2015, by region
- Actions taken by participant's organisations, by region
- Proportion that would not work less hours or accept lower salary to save colleagues from redundancy, by region
- Importance of environmental management performance within employer, by region
- Opportunities to progress chosen career - your organisation, by region
- Opportunities to progress chosen career - wider jobs market, by region
- Current level of job satisfaction, by region
- Average number of years when participants expect to change employer, by region
- Average salaries by region, by region
- Regional salaries indexed by all salaries, by region
- Salary increase in last 12 months, by region
- Proportion entitled to a bonus, by region
- Bonus as a % of salary, by region
- Benefits currently in receipt by % of participants, by region
- Benefits would most like to have by % of participants, by region
- Proportion of participants that are female, by region
- Average length of post-qualification experience, by

To order the full report, please visit:

[WWW.ENVIRONMENT-ANALYST.COM/SURVEY/](http://WWW.ENVIRONMENT-ANALYST.COM/SURVEY/)

Benchmark  
your pay levels

## Order form

FAX BACK ON: +44 (0)1743 818 121

or email [ea.sales@environment-analyst.com](mailto:ea.sales@environment-analyst.com) PHONE: +44 (0)1743 818 008

Please select from options 1 and 2 below:

# Environment ANALYST

**1. YES** Please send me a copy of the **2010 Sustainability Professionals Career & Salary Benchmarking Report**  
 £371 (standard price)  £278 (price for Environment Analyst subscribers). Prices cover unlimited use within organisation

**2. YES** Please send me the reports **Market Assessment of UK Environmental Consulting Sector 2010** and **Top 32 UK Environmental Consulting Companies 2010: Competitor Analysis**  
 £950 price covers up to 5 users in the same organisation.

PLEASE PRINT CLEARLY

Customer name: Mr/Miss/Mrs/Ms/Dr/Prof \_\_\_\_\_

Customer email address: \_\_\_\_\_

Job title \_\_\_\_\_ Telephone \_\_\_\_\_

Company \_\_\_\_\_ Address \_\_\_\_\_

City/town \_\_\_\_\_

Post/zip code \_\_\_\_\_

Country \_\_\_\_\_

Note: We will **not** disclose details to a third party. We may occasionally contact you with information about other Environment Analyst services. UK orders liable for 17.5% VAT.

## Payment methods

(Please tick as appropriate)

- Please charge my credit card the above amount  
 Visa  Mastercard  Amex

Card number \_\_\_\_\_

Signature \_\_\_\_\_

Expiry date \_\_\_\_\_

Card security code (on signature strip) \_\_\_\_\_

**Important:** Card holder's name & address if different from above: \_\_\_\_\_

\_\_\_\_\_

I enclose a cheque payable to  
Environment Analyst Publishing & Research for \_\_\_\_\_

Please invoice me quoting this purchase order number \_\_\_\_\_

Signature \_\_\_\_\_



The 2010 Benchmarking Report offers:

- \* 76 pages of analysis.
- \* Salaries by type of organisation, primary work area, seniority, post-qualification experience, UK region, global region.
- \* Salary change in last 12 months by type of organisation, primary work area, by promotion and by those staying in same roles.
- \* Recent bonus by type of organisation, Benefits received and most desired by type of organisation.
- \* Broken down by types of organisations and other fine levels of detail.

## How to place your order: 5 options

1. Order online at  
<http://environment-analyst/survey>
2. Mail completed form to:  
Environment Analyst Publishing & Research, 140B Longden Coleham Shrewsbury SY3 7DN, UK
3. Fax form to: +44 (0)1743 818 121
4. By phone to: +44 (0)1743 818 008
5. Email:  
[ea.sales@environment-analyst.com](mailto:ea.sales@environment-analyst.com)  
VAT number GB 939 6918 59