



PRESS RELEASE

21 October 2010

Sustainability professionals achieve 3.6% increase in pay in 2009/10

Prospects and prosperity for sustainability and environmental professionals are generally improving in spite of the economic turbulence around the globe. According to the latest careers and salary benchmark report by publishing and business research organisation Environment Analyst and international sustainability recruitment specialist Allen & York¹, sustainability practitioners earn an average salary of €51,200 (US\$65,400). The average pay rise achieved was 3.6% over the previous year – outstripping the global inflation rate of 2.4% in 2009².

The report is based on 17,000 recent candidate records on the books of Allen & York, as well as a further 2,600 responses to an online survey which ran from July to September 2010 – providing an unrivalled dataset revealing trends in salaries, pay increases and bonuses by region, as well as the responses of employers to wider economic pressures. It is based on a true cross-section of the global green workforce, ranging from environmental consultancy directors and corporate sustainability managers to scientific officers and graduate trainees fresh into the industry.

A regional analysis of sustainability staff trends within the employer organisations of those surveyed suggests demand for expertise is particularly strong Central & South America, the Far East and Australasia (see Figure 1). Meanwhile, the markets have been more subdued in Europe and North America in the wake of recession, with sustainability teams in Europe more likely to be declining than growing this year.

Sustainability/environmental practitioners based in Central & South America were most likely to have seen an increase in their salary over the last twelve months (see Figure 2), with 63% receiving a pay increase compared to 11% who suffered a drop. Those working in Eastern Europe were least likely to have received a pay rise, with almost two thirds noting a decline or freeze in their pay packets. In dollar

www.Environment-Analyst.com

● enquiries@environment-analyst.com
● tel +44(0)1743 818101 ● fax +44(0)1743 818121
Environment Analyst Publishing & Research, 140B Longden
Coleham, Shrewsbury SY37DN, United Kingdom

www.allen-york.com

● info@allen-york.com
● 0844 371 8986 (UK) or +44 (0)1202 888986
Allen & York Ltd, Allenvue House, Hanham Road
Wimborne, Dorset, BH21 1AG United Kingdom



terms, the highest earners in the sector are found in North America, where the average pay is around double that of Eastern Europe – which languishes at the bottom end of the scale.

In spite of almost a third (32%) of the survey participants reporting that they felt job security across the sustainability sector was lower compared with a year ago, over two thirds (68%) felt prospects in the longer term (from 2011-2015) were still good or very good. Interestingly, North Americans were most likely to feel positive about the five-year outlook.

Paul Gosling, Operations Director at Allen & York, is upbeat about the future outlook. He comments: "As we near the end of the year we are certainly seeing the signs of recovery within the global sustainability jobs industry and are looking forward to exciting prospects on the horizon.

"Reports from our colleagues on the ground in the Middle East and Asia Pacific anticipate continued strong growth and an increased demand for sustainability professionals within these regions. Our own ambitious international strategy will allow us to provide support for global corporations through their sustainable journey."

FURTHER INFORMATION

1. "*Sustainability Professionals Careers and Salary Benchmark Report 2010*" is a 73 page report containing over 90 charts and tables - full report available to download, £371 + VAT.
For further details see: <http://environment-analyst.com/survey>

"Globalisation and specialist roles help drive green jobs out of recession" is a free article available for download looking at some of the trends identified in the full report.

For further details see: <http://environment-analyst.com/sample/>

2. Global inflation rate based on IMF figure

Two charts are provided overleaf for publication

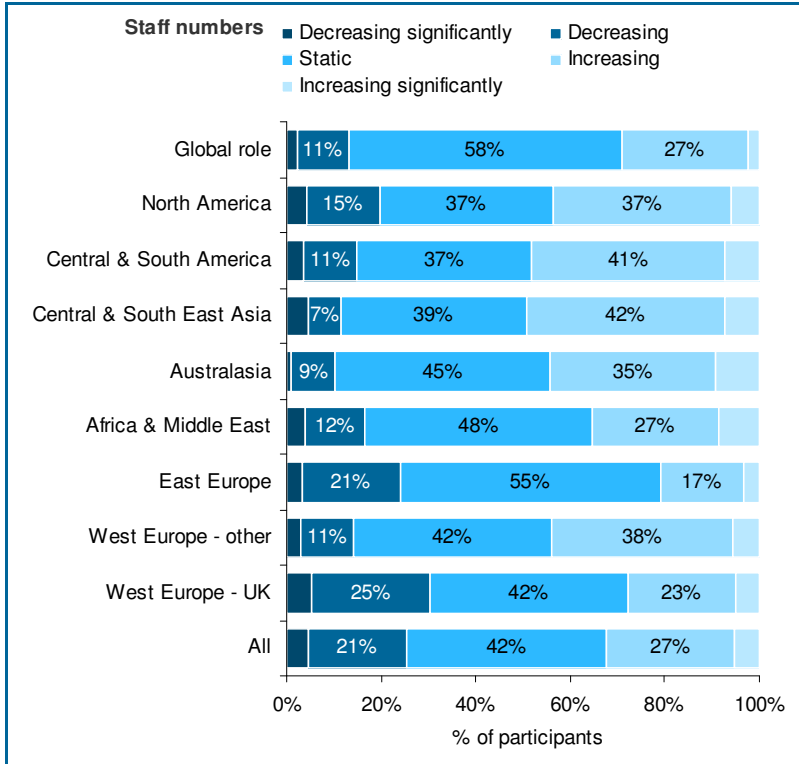
For further information please call

- Liz Trew, Environment Analyst: tel: +44 (0)1743 818008 or email: liz.t@environment-analyst.com

- Miriam Heale, Communications Manager, Allen & York: tel: 0844 371 8986 (UK) or +44 (0)1202 888986 or email: info@allen-york.com

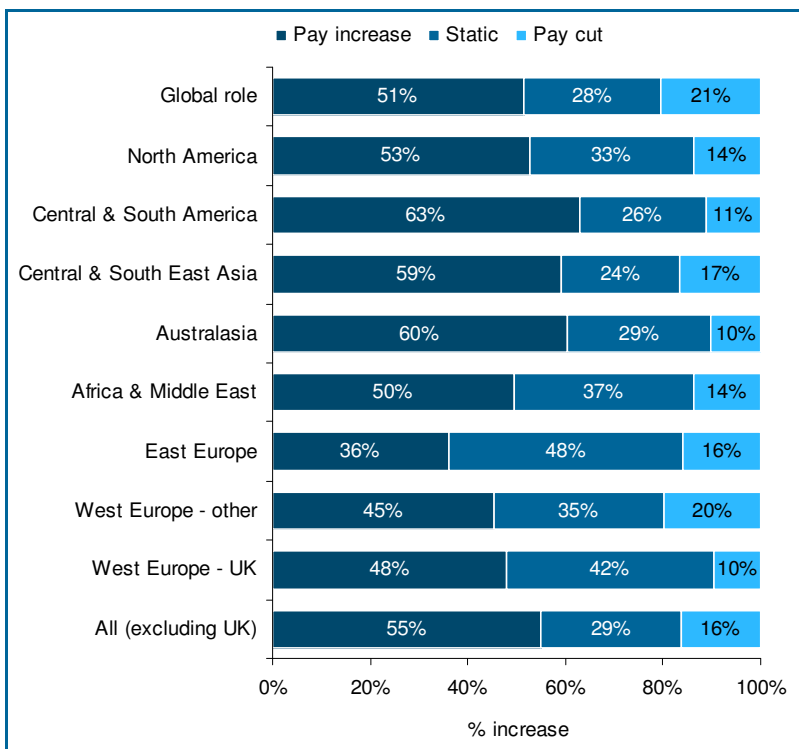


Figure 1 Regional sustainability staff trends – last 12 months



Source: Environment Analyst and Allen & York

Figure 2 Proportion receiving a pay increase by region



Source: Environment Analyst and Allen & York