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Energy & *Infrastructure.*

Salary Benchmarking Report

The pay, pipeline, and people behind Australia's renewable energy, digital infrastructure, infrastructure, and oil and gas sectors. Every role we hire, every level, every state.

Lucas Wilkinson & Vinnie Morris

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2026

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A 2026 salary benchmark for every role that moves Australian energy and infrastructure forward. Click any section to jump straight there. Sector tabs at the top of every page give you one-click access between the four chapters.

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A letter from *Lucas & Vinnie.*

Australia is building more at once than it has in a generation. The people who make that happen are fewer than we need, and they know it. Here is what we are seeing and what to do with it.

This is the first LUVI Salary Benchmarking Report. It lands at a moment where the number of people who can design, build, and maintain Australia's energy and infrastructure assets has become the single biggest constraint on delivery. Not capital. Not approvals. People.

The numbers are blunt. Australia's public infrastructure pipeline sits at **\$242 billion** across the five years to 2028-29, up 14 percent year on year. Peak workforce demand has lifted to **521,000**, a potential shortfall of **300,000**. The clean energy transition adds another **450,000** jobs by 2030. Australia needs **32,000** additional electricians against a VET pipeline that falls short. And over **half** of Australia's practising electrical engineers were born overseas. The talent economy is already global.

We wrote this report so the conversations we have every day with candidates and clients start on the same page. Too often a brief opens with a number that is twelve months old in a market that has moved twice.

What you've got is every role we hire, at every level, in every state. White collar and maintenance, engineer and technician, analyst and director. Permanent salary only, base package plus superannuation, bonuses called out separately. State splits where the data supports it. Confidence ratings where it doesn't.

We have been careful about what this report is not. It isn't a replacement for the negotiation. It isn't an average that works for every project, every company, every roster. The numbers are the envelope. Where the work lives inside it depends on the project, the team, and the timing.

We have also been careful about the people side. The talent market Australia is heading into cannot be solved with the current workforce. We have dedicated meaningful space to gender representation, First Nations engagement, and the role of overseas talent.

If it is useful, tell us. If it is not, tell us that too.



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How to read *this report.*

What the numbers mean

Every salary figure is a **permanent annual base salary in Australian dollars**. Superannuation (11.5% from July 2025, rising to 12% from July 2026) is paid by the employer *on top*. Bonuses, share schemes, LTIs, and project-completion payments are **not** included in base ranges. Where they materially move total compensation we call the typical range out beside the table.

Executive rows are Total Fixed Remuneration (TFR) base only. Short-term incentives (STI), long-term incentives (LTI) and performance shares sit on top of the fixed base shown in this report and are called out separately in the bonus column. At ASX-listed operator level, total packages (base + STI + LTI + performance shares) can sit materially above the TFR figures quoted here, our ranges are calibrated to fixed/TFR, not total package, because it is the only figure clients can underwrite.

Ranges are published **Low / Median / High**:

- **Low**, ~25th percentile. What smaller employers and less-established consultancies pay for a candidate on the lighter end.
- **Median**, the clearing price. What a solid candidate at that level commands in the current market.
- **High**, ~90th percentile. What Tier 1 employers pay for a standout with scarce skills.

State splits

Every role is benchmarked by state where data exists. Australian salaries vary dramatically by location, driven by proximity to live projects, city cost of living, and FIFO premiums.

- **NSW.** Sydney
- **WA.** Perth, Pilbara, NWS
- **VIC.** Melbourne
- **SA.** Adelaide
- **QLD.** Brisbane, Gladstone, Bowen
- **NT.** Darwin, Ichthys

Confidence ratings

Every role carries a **High / Medium / Low** rating. **H:** multiple independent benchmarks agree within ±10%. **M:** fewer sources or 10-25% disagreement. **L:** thin sample; built on LUVI live mandates plus partial benchmarks.

THE LUVI LENS

In several roles we track. BESS commissioning, HV substation design, Level 5 data centre commissioning, the clearing price has moved more than 20 percent in 18 months. 2024 benchmarks are not safe for 2026 hires.

Three checks before you rely on a number:

1. Is the project on a real schedule, or is the brief aspirational? Aspirational hires pay median; real projects pay high.
2. How mobile is your candidate pool? Scarcity moves the price faster than any benchmark tracks.
3. What is the cost of *not* filling the role on the next milestone? The premium is almost always less than the delay.

OUR DATA

Every number in this report is built from **LUVI's own proprietary market data**, live mandates, live offers, live candidate conversations, refined through our AI-driven research and triangulation engine across the four sectors we cover. We do not rely on syndicated salary guides. This is our view of the clearing price in Australian energy and infrastructure in 2026, built from the roles we are hiring *today*.

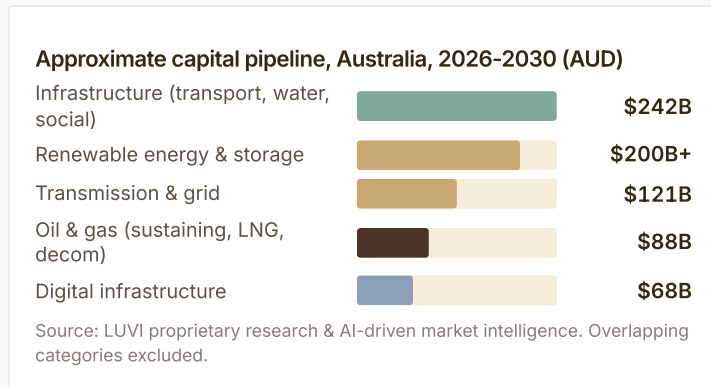
03 AUSTRALIA 2026 / MACRO PICTURE

The macro *picture.*

More investment, fewer workers, and a peak that has slipped from 2026 into 2027.

\$242B 5-YEAR INFRASTRUCTURE PIPELINE	521k PEAK WORKFORCE DEMAND, MID-2027	300k PROJECTED SHORTAGE AT 2027 PEAK	450k CLEAN ENERGY JOBS BY 2030
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Pipeline by sector



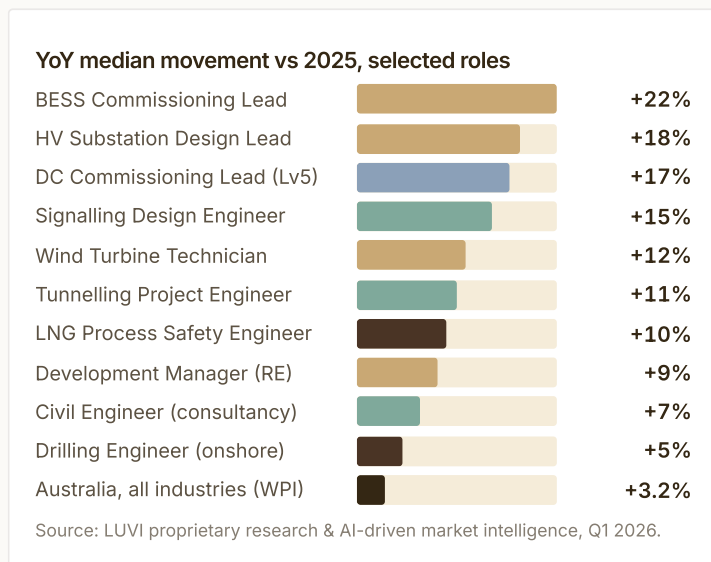
The shortage map

Our research places the October 2025 shortfall at **141,000 workers**, peaking at **300,000** in 2027. Metro shortages plateau at 148,000 in 2026 and ease. **Regional shortages rise from 38,200 to 181,000** between October 2025 and mid-2027. Utilities alone drive 60% of regional demand.

SEVEN NUMBERS THAT DEFINE 2026

- \$242B 5-year infra pipeline
- 300k peak worker shortfall, 2027
- 450k clean energy jobs by 2030
- 32k additional electricians needed
- 137% 1H26 growth in NEXTDC MW
- 50%+ AU electrical engineers born overseas
- 60% utilities share of regional demand

2026 pay movement by role family



THE LUVI LENS

Counter-offers are the most-misunderstood retention tool in the Australian market. On our live data only **29%** of counter-offered employees stay beyond 12 months. A 5% counter doesn't work. A 15-20% counter with a milestone and a re-based bonus does.

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Renewable Energy.

Utility-scale solar, onshore and offshore wind, grid-scale battery, pumped hydro, green hydrogen, and transmission. The biggest infrastructure build Australia has ever attempted, and the tightest talent market to go with it.

59k

TARGET CLEAN ENERGY WORKFORCE BY 2030 (ISP)

\$128B

END-TO-END ENERGY TRANSITION COST

422%

WIND + SOLAR GROWTH, 2025-2050

39%

FEMALE SHARE OF AU CLEAN ENERGY WORKFORCE

What you'll find in this chapter

The full permanent-salary benchmark for utility-scale solar, onshore and offshore wind, BESS, pumped hydro, green hydrogen, and transmission. White collar and maintenance. State splits for NSW, VIC, QLD, WA and SA, with regional REZ and project loadings called out.

Notes on titles

Renewable energy uses **Development Manager** in its standard AU meaning, progressing projects from greenfield to financial close. Specialist titles: **Grid Connections Engineer, Planning & Approvals Manager, Land Access Manager, PPA Origination Manager**. Engineering ladder: Graduate → Engineer → Senior → Principal → Associate TD → TD.

Regional & project premiums

Expect **10-25% loading** on metro-equivalent base, or \$200-450/day FIFO allowances, on Snowy 2.0, HumeLink, Project EnergyConnect, VNI West, Marinus Link, Central-West Orana REZ, Gippsland offshore wind, Collie Hub, and Pilbara green hydrogen.

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RENEWABLE ENERGY / 4.1 STATE OF PLAY

2026 state of play.

The workforce must nearly triple by 2030 to deliver the 82% renewables target. The pay envelope is being rewritten discipline by discipline.

Australia's clean energy workforce sits at ~21,500 in 2026 on our construction-phase read (broader estimates put the figure closer to ~25,000 once small-scale solar is included). Under the current Step Change transition scenario, that workforce must grow to ~59,300 by 2030. The broader job creation forecast lands at 450,000 jobs by 2030 once transmission is included.

The pipeline is credible. Grid-scale wind and solar must grow from 23 GW in 2025 to ~120 GW by 2050 (+422%). The Draft 2026 ISP puts transition cost at \$128B. BESS commitments were 4.1 GW in 2024 alone. REZ delivery (Central-West Orana, New England, Hunter-Central Coast, South West, Illawarra, Hunter offshore wind) plus the HVDC wave (Marinus, VNI West, Project EnergyConnect, HumeLink) define the construction map.

Against that, supply. Australia must source 32,000 additional electricians by 2030, above the VET pipeline. 50%+ of electrical engineers were born overseas. Grid studies, HVDC, offshore wind, BESS commissioning and hydrogen process are hired against global competition. Pay for scarce roles has moved 15-25% in 18 months.

Where the work is

NSW leads construction: Central-West Orana in peak delivery, HumeLink mobilised, first offshore-wind FEED staffing for Illawarra/Hunter. VIC carries Gippsland offshore wind early development, VNI West, and a dense solar/BESS pipeline. QLD is dominated by CopperString 2032, CQ-H2, Borumba pumped hydro, Western Downs solar/BESS. WA leads on Collie Hub, Pilbara green hydrogen, SWIS grid connections. SA runs hydrogen at Whyalla. Tasmania runs Marinus Link and Battery of the Nation hydro.

Female & First Nations representation in Australian renewables

Female representation, clean energy 2026	
Sector total workforce	39%
Corporate & commercial	48%
Senior management	32%
Developer boards	19%
Grid / power systems eng	11%
Technical trades (wind, HV)	4%
First Nations: 1.9%	of clean energy workforce (vs 3.8% national pop.). \$70M Federal First Nations Clean Energy Strategy underway.
Source: LUVI proprietary research & AI-driven market intelligence.	

TEN THINGS TO KNOW ABOUT AUSTRALIAN RENEWABLES IN 2026

- Clean energy workforce must grow to **59,300 by 2030** under ISP Step Change (+176%).
- Pipeline needs **32,000 additional electricians** by 2030.
- BESS commissioning lead clearing price moved **+22%** in 18 months.
- First Nations participation sits at **1.9%** of clean energy workforce.
- The **500 MW Collie Battery** was built in under 16 months, 500+ construction roles onsite at peak.
- **\$128B** end-to-end energy transition cost through 2030.
- Gippsland offshore wind FEED is drawing senior OE talent from UK, Denmark, Taiwan, Japan.
- NSW REZ landowners receive **~\$200,000 over 20 years** per km of transmission.
- Senior energy traders in the **\$220-380k base + 50-150% bonus** band.
- Regional REZ / Collie / Pilbara loading is **10-25%**, with \$200-450/day FIFO allowances standard.

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RENEWABLE ENERGY / 4.2 DEVELOPMENT, INVESTMENT & COMMERCIAL

Development, Investment & Commercial.

The commercial engine of the Australian renewables build. Development Managers progressing projects through DA, planning, grid connection and land. Investment teams at infrastructure funds, super funds and IPPs deploying capital. Commercial, PPA and trading roles running the revenue side.

National annual base salary (AUD). Super on top. Bonus and LTI shown separately.

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Development, solar, wind, BESS, pumped hydro, hydrogen					
Assistant Development Manager	\$100k	\$125k	\$150k	10-15%	M
Development Manager	\$150k	\$185k	\$235k	15-25%	H
Senior Development Manager	\$190k	\$230k	\$280k	20-30%	H
Development Lead	\$220k	\$260k	\$310k	20-30%	M
Development Director	\$255k	\$320k	\$400k	25-40%+LTI	H
Head of Development	\$300k	\$380k	\$475k	30-50%+LTI	M
Development specialists, grid, land, approvals, PPA					
Grid Connections Engineer	\$130k	\$160k	\$195k	10-15%	H
Senior Grid Connections Engineer	\$170k	\$205k	\$245k	10-20%	H
Grid Connection Manager	\$200k	\$245k	\$295k	15-25%	M
Head of Grid Connection	\$265k	\$325k	\$395k	25-40%+LTI	M
Land Access Manager	\$130k	\$165k	\$205k	10-15%	M
Planning & Approvals Manager	\$145k	\$185k	\$225k	10-15%	M
PPA Origination Manager	\$180k	\$225k	\$290k	25-75%	M
Hydrogen Commercial / Offtake Manager	\$175k	\$215k	\$275k	20-50%	L
REZ / Community Engagement Manager	\$135k	\$165k	\$200k	10-15%	M
GIS Analyst	\$90k	\$115k	\$145k	5-10%	M
GIS Manager	\$145k	\$180k	\$220k	10-15%	M
Environment, Environmental Planning & Approvals					
Environmental Scientist / Officer	\$85k	\$105k	\$130k	5-10%	H
Environmental Advisor	\$105k	\$130k	\$160k	5-10%	H
Senior Environmental Advisor	\$135k	\$165k	\$200k	10-15%	H
Environmental Planner	\$115k	\$140k	\$170k	5-10%	H
Senior Environmental Planner	\$150k	\$180k	\$215k	10-15%	H
Principal Environmental Planner	\$185k	\$220k	\$260k	15-20%	M
Environmental Engineer	\$110k	\$135k	\$165k	5-10%	H

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Senior Environmental Engineer	\$140k	\$170k	\$205k	10-15%	H
Ecologist / Senior Ecologist	\$95k	\$130k	\$175k	5-10%	M
Environmental Approvals Manager	\$155k	\$190k	\$230k	10-15%	H
Environment Manager	\$155k	\$190k	\$230k	10-20%	H
Head of Environment / Sustainability	\$220k	\$275k	\$335k	20-30%+LTI	M
Cultural Heritage Manager	\$130k	\$165k	\$205k	5-15%	M
Commercial, PPA, Trading, Energy Retail					
Commercial Analyst	\$95k	\$120k	\$145k	10-20%	H
Commercial Manager	\$165k	\$210k	\$250k	15-25%	H
Commercial Director	\$240k	\$300k	\$380k	25-40%+LTI	H
Energy Trader (Junior)	\$100k	\$125k	\$160k	20-50%	H
Energy Trader (Mid)	\$145k	\$180k	\$230k	30-80%	H
Senior Energy Trader	\$220k	\$280k	\$380k	50-150%	H
Head of Trading / GM Energy Markets	\$300k	\$400k	\$550k	50-150%+LTI	M
Spot Trader (Operations)	\$130k	\$165k	\$205k	25-60%	M
Structuring Manager	\$200k	\$250k	\$310k	30-60%	M
Revenue Manager	\$175k	\$215k	\$260k	20-40%	M
Market Analyst	\$110k	\$135k	\$165k	10-20%	H
Energy Retail Analyst	\$90k	\$115k	\$140k	10-15%	M
Energy Retail Manager	\$165k	\$200k	\$245k	15-25%	M
Investment, M&A & Project Finance					
Investment Analyst	\$105k	\$135k	\$165k	20-40%	H
Investment Associate	\$155k	\$195k	\$240k	30-60%	H
Investment VP	\$250k	\$310k	\$390k	40-80%	H
Investment Director	\$320k	\$400k	\$500k	50-100%+LTI	H
Investment MD	\$425k	\$550k	\$750k+	75-150%+carry	M
Project Finance Analyst	\$115k	\$140k	\$170k	20-35%	H
M&A Manager	\$210k	\$260k	\$325k	30-60%	H
Transaction Director	\$300k	\$380k	\$475k	40-80%+LTI	H

STATE LOADINGS

Sydney commands a 5-10% premium on commercial and investment roles. Perth commands 5-15% on WA-anchored hydrogen and grid roles. Regional REZ / Collie / Pilbara adds 10-25% loading (or \$200-450/day FIFO) on site-based work. These premiums sit inside the Low-to-High range above.

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RENEWABLE ENERGY / 4.3 ENGINEERING, DESIGN & OWNER'S ENGINEERING

Engineering, Design & Owner's Engineering.

The technical core. Electrical, HV, power systems, grid studies, BESS, hydrogen, civil, structural, geotechnical, mechanical. Ladders applied identically unless specialist scarcity applies (BESS, hydrogen, HVDC).

National annual base salary (AUD). Super on top. Regional REZ / FIFO sites add 10-25% loading.

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Electrical Engineering (renewables)					
Graduate Electrical Engineer	\$72k	\$82k	\$92k	0-5%	H
Electrical Engineer	\$95k	\$118k	\$140k	5-10%	H
Senior Electrical Engineer	\$135k	\$162k	\$195k	10-15%	H
Principal Electrical Engineer	\$180k	\$215k	\$250k	15-20%	H
Associate Technical Director	\$220k	\$260k	\$310k	15-25%	M
Technical Director (Electrical)	\$260k	\$310k	\$380k	20-30%	M
HV / EHV Transmission, grid scarcity premium					
HV / EHV Engineer	\$115k	\$135k	\$160k	5-10%	H
Senior HV / EHV Engineer	\$160k	\$185k	\$220k	10-15%	H
Principal HV / EHV Engineer	\$200k	\$235k	\$275k	15-20%	H
Technical Director (HV)	\$290k	\$340k	\$405k	20-30%	M
Power Systems, Grid Studies, Protection & Control, SCADA					
Power Systems Engineer	\$115k	\$140k	\$165k	5-10%	H
Senior Power Systems Engineer	\$160k	\$185k	\$215k	10-15%	H
Principal Power Systems Engineer	\$200k	\$230k	\$270k	15-20%	H
Grid Studies Engineer	\$120k	\$145k	\$170k	5-10%	H
Senior Grid Studies Engineer	\$165k	\$195k	\$225k	10-15%	H
Principal Grid Studies Engineer	\$210k	\$240k	\$280k	15-20%	H
Protection & Control Engineer	\$110k	\$130k	\$155k	5-10%	H
Senior P&C Engineer	\$155k	\$180k	\$210k	10-15%	H
SCADA / Controls Engineer	\$105k	\$125k	\$150k	5-10%	H
Senior SCADA / Controls Engineer	\$145k	\$170k	\$195k	10-15%	H
Civil, Structural, Geotechnical, Mechanical					
Civil Engineer	\$95k	\$115k	\$135k	5-10%	H
Senior Civil Engineer	\$135k	\$155k	\$180k	10-15%	H
Principal Civil Engineer	\$175k	\$200k	\$235k	10-20%	H

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Structural Engineer	\$95k	\$115k	\$135k	5-10%	H
Senior Structural Engineer	\$135k	\$155k	\$180k	10-15%	H
Principal Structural Engineer	\$175k	\$200k	\$235k	10-20%	H
Geotechnical Engineer	\$100k	\$120k	\$140k	5-10%	H
Senior Geotechnical Engineer	\$140k	\$160k	\$185k	10-15%	H
Principal Geotechnical Engineer	\$180k	\$210k	\$240k	15-20%	H
Mechanical Engineer	\$95k	\$115k	\$135k	5-10%	H
Senior Mechanical Engineer	\$135k	\$155k	\$180k	10-15%	H
Principal Mechanical Engineer	\$175k	\$200k	\$235k	15-20%	H
Technology-specific. Solar PV, Wind, BESS, Hydrogen, HVDC					
Solar PV Design Engineer	\$100k	\$125k	\$150k	5-10%	H
Senior Solar PV Design Engineer	\$140k	\$170k	\$200k	10-15%	H
Principal Solar Engineer	\$185k	\$215k	\$250k	15-20%	H
Wind Engineer (WTG selection, wake)	\$110k	\$135k	\$160k	5-10%	M
Senior Wind Engineer	\$150k	\$180k	\$215k	10-15%	M
Principal Wind Engineer	\$195k	\$230k	\$265k	15-20%	M
BESS Systems Engineer	\$115k	\$140k	\$165k	5-10%	M
Senior BESS Systems Engineer	\$160k	\$185k	\$215k	10-15%	M
Principal BESS Systems Engineer	\$200k	\$230k	\$265k	15-20%	M
Hydrogen Process Engineer	\$115k	\$140k	\$165k	5-10%	M
Senior Hydrogen Process Engineer	\$160k	\$190k	\$220k	10-20%	M
Principal Hydrogen Process Engineer	\$215k	\$255k	\$300k	15-25%	L
HVDC Systems Engineer	\$105k	\$125k	\$150k	5-10%	M
Senior HVDC Engineer	\$145k	\$170k	\$200k	10-15%	M
Principal HVDC Engineer	\$185k	\$215k	\$250k	15-20%	L
Grid-forming Inverter Specialist	\$165k	\$205k	\$250k	15-20%	L
Pumped Hydro / Hydropower Engineer	\$130k	\$165k	\$200k	10-15%	M
Senior Pumped Hydro Engineer	\$170k	\$205k	\$245k	10-20%	M
Owner's Engineering					
Owner's Engineer	\$140k	\$170k	\$205k	10-15%	M
Senior Owner's Engineer	\$180k	\$215k	\$255k	15-20%	M
Owner's Engineering Lead	\$220k	\$255k	\$300k	15-25%	M
Owner's Engineering Manager	\$230k	\$265k	\$310k	15-25%	M

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RENEWABLE ENERGY / 4.4 PROJECT, CONSTRUCTION, COMMISSIONING & ASSET

Project, Construction, Commissioning & Asset.

From assistant project engineer to program director. Roles split across developer, IPP owner, EPC (UGL, ACCIONA, CPB-Clough, Bouygues-Ferrovial, John Holland, Downer) and specialist subcontractor. Project premiums apply on Snowy 2.0 tunnelling, HumeLink HV, Marinus HVDC, Collie Hub, Gippsland offshore.

National annual base salary (AUD). Super on top.

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Project & Construction					
Assistant Project Engineer	\$85k	\$98k	\$115k	0-5%	H
Project Engineer	\$105k	\$130k	\$165k	5-10%	H
Senior Project Engineer	\$140k	\$165k	\$195k	10-15%	H
Principal Project Engineer	\$180k	\$210k	\$245k	10-20%	H
Project Manager	\$150k	\$190k	\$240k	10-20%	H
Senior Project Manager	\$195k	\$230k	\$280k	15-25%	H
Project Director	\$250k	\$300k	\$370k	20-35%+LTI	H
Program Director	\$300k	\$370k	\$460k	25-40%+LTI	H
Construction Manager	\$200k	\$250k	\$320k	15-25%	H
Site Manager	\$165k	\$195k	\$235k	10-20%	H
Site Superintendent	\$180k	\$215k	\$255k	10-20%	H
EHS Superintendent	\$170k	\$200k	\$240k	10-20%	M
Package Manager	\$180k	\$215k	\$260k	15-25%	M
Interface Manager	\$185k	\$225k	\$275k	15-25%	M
Project Controls, Planning & Cost					
Project Controls Engineer	\$110k	\$135k	\$165k	5-10%	H
Senior Project Controls Engineer	\$150k	\$180k	\$215k	10-15%	H
Project Controls Manager	\$180k	\$220k	\$270k	15-20%	H
Planner	\$110k	\$140k	\$175k	5-10%	H
Senior Planner	\$145k	\$175k	\$210k	10-15%	H
Planning Manager	\$175k	\$210k	\$250k	10-20%	M
Cost Engineer / Senior	\$105k	\$155k	\$215k	5-15%	H
Risk Manager	\$160k	\$195k	\$235k	10-15%	M
Document Controller / Senior	\$85k	\$115k	\$160k	0-10%	H
Contracts & Project Commercial (delivery-side)					
Contracts Administrator	\$95k	\$115k	\$140k	5-10%	H

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Senior Contracts Administrator	\$130k	\$160k	\$195k	5-10%	H
Contracts Engineer	\$125k	\$155k	\$190k	10-15%	H
Senior Contracts Engineer	\$165k	\$195k	\$235k	10-15%	H
Contracts Manager	\$175k	\$215k	\$260k	15-20%	H
Senior Contracts Manager	\$210k	\$250k	\$300k	15-25%	H
Commercial Manager (project delivery)	\$175k	\$215k	\$260k	15-25%	H
Senior Commercial Manager	\$220k	\$265k	\$320k	20-30%+LTI	H
Commercial Lead	\$195k	\$235k	\$285k	15-25%	M
Commissioning & Quality					
Commissioning Engineer	\$130k	\$155k	\$185k	10-15%	H
Senior Commissioning Engineer	\$165k	\$195k	\$230k	10-20%	H
Lead Commissioning Engineer	\$200k	\$235k	\$275k	15-25%	M
Commissioning Manager	\$230k	\$275k	\$330k	20-30%	M
BESS Commissioning Lead (100MW+)	\$220k	\$260k	\$310k	15-25%	M
QA/QC Inspector	\$85k	\$105k	\$130k	0-10%	H
QA/QC Engineer	\$100k	\$120k	\$145k	5-10%	H
QA/QC Manager	\$160k	\$195k	\$235k	10-20%	H
Asset Management & Operations					
Asset Manager	\$130k	\$165k	\$200k	10-15%	H
Senior Asset Manager	\$175k	\$210k	\$250k	15-20%	H
Head of Asset Management	\$240k	\$295k	\$360k	25-40%+LTI	H
Director of Operations	\$275k	\$340k	\$420k	25-40%+LTI	M
Performance Engineer	\$110k	\$135k	\$165k	5-10%	M
Senior Performance Engineer	\$150k	\$180k	\$210k	10-15%	M
O&M Engineer	\$115k	\$140k	\$170k	5-10%	H
Senior O&M Engineer	\$150k	\$180k	\$215k	10-15%	H
O&M Manager	\$165k	\$200k	\$240k	10-20%	H
Service Manager	\$145k	\$175k	\$210k	10-15%	M
Sector Executive (RE: IPP, developer, utility)					
GM (Business Unit)	\$260k	\$330k	\$420k	25-50%+LTI	H
Country Manager (global OEM/IPP)	\$320k	\$410k	\$525k	35-65%+LTI	H
COO (IPP / developer)	\$325k	\$410k	\$525k	35-70%+LTI	H
COO (ASX-listed utility)	\$550k	\$750k	\$1,050k	50-100%+LTI	M
MD (Developer)	\$330k	\$440k	\$600k	40-80%+LTI	H
CEO (mid-cap IPP)	\$400k	\$550k	\$775k	50-90%+LTI/equity	H

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
CEO (major utility, ASX-listed)	\$700k	\$950k	\$1,400k	75-130%+LTI/equity	M

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RENEWABLE ENERGY / 4.5 MAINTENANCE TRADES & TECHNICIANS

Maintenance Trades & Technicians.

The field workforce that keeps renewable assets running for 25 years. Wind techs, solar field techs, BESS techs, HV substation techs, rope access, commissioning techs. All figures are **annual permanent base packages**, inclusive of typical regional allowances, exclusive of super.

National annual permanent base package (AUD), inclusive of typical regional allowances, exclusive of super.

ROLE	LOW	MEDIAN	HIGH	NOTES	CONF.
Wind, onshore turbine & blade					
Wind Turbine Technician (Tier 1 OEM)	\$78k	\$100k	\$130k	Vestas / GE / SGRE / Nordex	H
Lead Wind Turbine Technician	\$105k	\$125k	\$155k	Supervisor cert	H
Blade Repair Technician (IRATA L2)	\$100k	\$125k	\$155k	Rope access + composite	M
Blade Technician (offshore wind)	\$115k	\$145k	\$180k	Gippsland emerging	L
Solar & BESS					
Solar Field Technician	\$78k	\$95k	\$120k	Utility-scale	H
BESS Technician	\$95k	\$120k	\$155k	Grid-scale battery	M
HV, Substation, Transmission, SCADA					
HV Technician	\$110k	\$140k	\$180k	Up to 330kV	H
Substation Technician	\$105k	\$130k	\$160k		H
Transmission Line Worker / Linesperson	\$100k	\$125k	\$155k	HumeLink / EC / Marinus	H
Distribution Lineworker	\$95k	\$120k	\$150k		H
SCADA / Controls Technician	\$95k	\$115k	\$140k		M
Rope Access & Commissioning					
Rope Access Technician (IRATA L1)	\$85k	\$100k	\$120k		H
Rope Access Technician (IRATA L2)	\$95k	\$115k	\$135k	Blade or tower	H
Rope Access Technician (IRATA L3)	\$115k	\$140k	\$165k	Supervisor	M
Rope Access Manager	\$140k	\$170k	\$205k		M
Commissioning Technician	\$95k	\$115k	\$140k	BESS or HV	M
Offshore Wind (emerging. Gippsland, Illawarra, Hunter)					
ROV Technician	\$130k	\$165k	\$210k	Marine / subsea survey	L
Cable Installation Manager	\$145k	\$170k	\$215k	Inter-array / export	L
Client Representative (Offshore)	\$180k	\$225k	\$280k	Developer-side QA	L
Carousel Engineer	\$140k	\$175k	\$220k	Cable laying vessel	L

Renewable Energy HSE ladder

National annual base salary (AUD). Super on top. Typical 5-10% discount on equivalent Oil & Gas roles.

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
HSE (renewables)					
HSE Admin	\$70k	\$85k	\$105k	0-5%	H
HSE Officer	\$85k	\$105k	\$130k	5-10%	H
HSE Advisor	\$100k	\$125k	\$155k	5-10%	H
Senior HSE Advisor	\$130k	\$160k	\$195k	10-15%	H
HSE Lead	\$160k	\$195k	\$235k	10-20%	M
HSE Manager	\$155k	\$190k	\$230k	10-20%	H
HSE Director	\$215k	\$265k	\$325k	20-30%+LTI	M

COMMERCIAL, PROCUREMENT, LOGISTICS, SUSTAINABILITY

For other support functions in renewables, use the Oil & Gas benchmarks in section 7.9 as a close proxy, with a **typical 5-10% discount** on equivalent roles. Exception: **First Nations Engagement Manager** is a growth role with no direct O&G equivalent; national band \$130k-\$195k base + 5-15% bonus.

05 Digital Infrastructure.

Hyperscale and colocation data centres, subsea and terrestrial fibre, towers, cloud edge. The newest category in Australian infrastructure, the fastest-growing, and the hardest to hire into.

3,100MW AU DC CAPACITY FORECAST BY 2030	\$51.9B NSW IDA-ENDORSED DC PIPELINE, MARCH 2026	137% NEXTDC 1H26 GROWTH IN CONTRACTED MW	+15-25% HYPERSCALER PREMIUM OVER COLO
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What you'll find in this chapter

Every permanent role we hire across Australian digital infrastructure: hyperscale and colo data centres, subsea and terrestrial fibre, towers, cloud edge. Segment premiums (Hyperscaler / Colo / EPC / Owner's Engineer) called out where material.

Notes on titles

Digital infrastructure uses technology-industry titles: **Critical Facilities Engineer / Manager (CFE / CFM), Commissioning Authority (CxA), Integrated Testing Lead** (aka Level 5 Commissioning Lead), **White Space / Grey Space PM, DCIM Technician**, and **OSP / ISP Engineer** (outside / inside plant).

Segment differential

Hyperscalers (AWS, Microsoft, Google, Meta) pay highest base plus meaningful RSUs (30-60% of total comp at senior). Colos (AirTrunk, NEXTDC, CDC, Stack, Equinix) sit 10-15% below on base. Tier 1 contractors (Multiplex, Kapitol, Lendlease, Fredon) a further 5-10% below colo.

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2026 state of play.

Capacity must more than double to 2030. NSW alone holds \$51.9B of endorsed pipeline. The talent pool doubles much more slowly than the megawatts.

AU DC capacity grows from ~1,350 MW in 2024 to 3,100+ MW by 2030. AirTrunk MEL2, NEXTDC S7 Sydney (550 MW, \$7B, OpenAI anchor), NEXTDC M4 Melbourne (150 MW liquid-cooled AI factory, \$1.8B), CDC Marsden Park (504 MW, 720 MVA substation) drive the headline increments. NSW alone carries **\$51.9B of IDA-endorsed pipeline** across 15 facilities as of March 2026. A single week in April 2026 saw **\$6B of committed capital** land, including NEXTDC's \$1B hybrid raise.

State map 2026. **NSW** dominant. Western Sydney the new centre of gravity. **VIC** scaling fast. AirTrunk MEL2, NEXTDC M4. **QLD** active smaller portfolio. **WA** mining-adjacent and sovereign cloud. **SA** early hyperscale interest tied to AUKUS cloud sovereignty.

Female representation, AU digital infra 2026

Tech workforce (total)	29%
Software engineering	22%
DC engineering & ops (est.)	20%
Systems architecture	17%
DC construction trades	4%

of DC engineering / ops (LUVI First Nations: **1%** **under** estimate). Indigenous procurement mandates on Tier 1 contractors are flowing through to trades.

Source: LUVI proprietary research & AI-driven market intelligence.

TEN THINGS TO KNOW ABOUT AUSTRALIAN DIGITAL INFRASTRUCTURE IN 2026

- DC sector is ~12% of all non-residential building in NSW, growing at 65% CAGR.
- NEXTDC contracted utilisation surged 137% in 1H26 to 416.6 MW.
- NEXTDC S7 Eastern Creek: 550 MW, \$7B, OpenAI foundation customer.
- AirTrunk MEL2 adds \$5B+ capex, lifting Melbourne capacity above 630 MW.
- CDC national pipeline exceeds 2.6 GW. Marsden Park 720 MVA onsite substation.
- Hyperscaler global capex exceeds **USD 400B** in 2026.
- Tier 1 DC construction managers in Sydney earn ~**\$240k median**.
- Commissioning Managers on hyperscale programmes clear **\$275-330k** base.
- NBN Co Senior Network Engineers hit **90th percentile at \$176k**.
- Colocation CAGR to 2031 forecast at **21.3%**, outpacing hyperscale self-build.

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DIGITAL INFRASTRUCTURE / 5.2 ALL ROLES & SALARIES

All roles & salaries.

National permanent base (AUD), super on top, bonus shown separately. Hyperscaler / Colo / All-segment noted where material. Hyperscaler base is typically 15-25% above colo at senior levels, with RSU adding 30-60% to total comp.

ROLE & LEVEL	SEGMENT	LOW	MEDIAN	HIGH	BONUS	CONF.
Development, Site Selection, Power Origination						
Site Selection Analyst	Colo	\$110k	\$135k	\$160k	10-15%	M
Site Acquisition Manager	Colo	\$160k	\$195k	\$235k	15-20%	M
Development Manager	Colo	\$180k	\$225k	\$275k	15-25%	H
Development Manager	Hyperscaler	\$210k	\$260k	\$320k	15-25%+RSU	M
Senior Development Manager	Colo	\$230k	\$285k	\$345k	20-30%	H
Development Director	Colo	\$300k	\$365k	\$450k	25-40%+LTI	M
Head of Development	All	\$380k	\$475k	\$600k	30-50%+LTI	M
Power Origination Manager	All	\$200k	\$245k	\$300k	20-30%	M
Utility Liaison Manager	All	\$165k	\$200k	\$240k	10-20%	M
Engineering. Electrical (MV/HV/LV), Mechanical, Fire, Structural, Controls, Network, Security, Sustainability						
Graduate Electrical Engineer	All	\$75k	\$85k	\$95k	5%	H
Electrical Engineer	All	\$100k	\$120k	\$140k	5-10%	H
Senior Electrical Engineer	All	\$140k	\$165k	\$195k	10-15%	H
Principal Electrical Engineer	All	\$180k	\$215k	\$255k	15-20%	H
Technical Director (Electrical)	All	\$260k	\$310k	\$380k	20-30%	M
Mechanical Engineer (HVAC / CFD)	All	\$95k	\$115k	\$135k	5-10%	H
Senior Mechanical Engineer	All	\$135k	\$160k	\$185k	10-15%	H
Principal Mechanical Engineer	All	\$175k	\$210k	\$245k	15-20%	M
Technical Director (Mechanical)	All	\$255k	\$300k	\$365k	20-30%	M
Fire / Life Safety Engineer	All	\$95k	\$115k	\$135k	5-10%	M
Structural Engineer (DC)	All	\$92k	\$112k	\$130k	5-10%	H
Controls / BMS Engineer	All	\$105k	\$125k	\$145k	5-10%	M
Senior Controls / BMS Engineer	All	\$140k	\$165k	\$195k	10-15%	M
Principal BMS / DCIM	All	\$180k	\$215k	\$250k	15-20%	L
Network Engineer	All	\$90k	\$110k	\$130k	5-10%	H
Senior Network Engineer	All	\$125k	\$150k	\$175k	10-15%	H

ROLE & LEVEL	SEGMENT	LOW	MEDIAN	HIGH	BONUS	CONF.
Principal Network / Architect	All	\$165k	\$195k	\$225k	15-20%	M
Security Engineer / Senior	All	\$95k	\$155k	\$180k	5-15%	M
OT / SCADA Cyber Security Engineer	All	\$155k	\$185k	\$215k	10-15%	M
Senior OT / SCADA Cyber Engineer	All	\$195k	\$230k	\$275k	15-20%	M
Principal OT / SCADA Cyber Architect	All	\$240k	\$285k	\$335k	15-25%	L
Sustainability Manager (PUE / WUE)	All	\$140k	\$170k	\$200k	10-15%	H
Head of Sustainability	All	\$230k	\$285k	\$355k	20-30%+LTI	M
Environmental Planner / Senior	All	\$115k	\$155k	\$210k	5-15%	M
Environmental Advisor / Senior	All	\$105k	\$140k	\$190k	5-10%	M
Environmental Approvals Manager	All	\$150k	\$185k	\$225k	10-15%	M
Critical Power Engineer	All	\$115k	\$140k	\$165k	10-15%	M
Senior Critical Power	All	\$150k	\$180k	\$215k	10-15%	M
Principal Critical Power	All	\$195k	\$230k	\$275k	15-20%	M
Owner's Engineering						
Owner's Engineer	All	\$145k	\$175k	\$210k	10-15%	M
Senior Owner's Engineer	All	\$185k	\$225k	\$265k	15-20%	M
Owner's Engineering Lead	All	\$225k	\$270k	\$320k	15-25%	M
Owner's Engineering Manager	All	\$260k	\$315k	\$380k	20-30%	M

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DIGITAL INFRASTRUCTURE / 5.2 ALL ROLES & SALARIES (CONTINUED)

Project, Commissioning, Operations, Network & Commercial.

ROLE & LEVEL	SEGMENT	LOW	MEDIAN	HIGH	BONUS	CONF.
Project & Construction Management						
Project Engineer	All	\$95k	\$120k	\$145k	5-10%	H
Senior Project Engineer	All	\$140k	\$170k	\$200k	10-15%	H
Project Manager	Colo	\$145k	\$180k	\$220k	10-15%	H
Project Manager	Hyperscaler	\$175k	\$220k	\$265k	15-25%+RSU	M
Senior Project Manager	Colo	\$195k	\$240k	\$290k	15-20%	H
Senior Project Manager	Hyperscaler	\$225k	\$280k	\$345k	15-25%+RSU	M
Project Director	Colo	\$250k	\$310k	\$385k	20-30%+LTI	H
Program Director	All	\$320k	\$400k	\$500k	25-40%+LTI	M
Construction Manager	All	\$175k	\$215k	\$260k	15-20%	H
Site Manager	All	\$150k	\$180k	\$215k	10-15%	H
Site Superintendent	All	\$145k	\$175k	\$210k	10-15%	H
White Space Project Manager	All	\$180k	\$225k	\$275k	15-20%	M
Grey Space Project Manager	All	\$185k	\$230k	\$280k	15-20%	M
Fit-out Project Manager	All	\$160k	\$195k	\$235k	10-15%	M
Commissioning (Level 1-5)						
Commissioning Engineer	All	\$115k	\$140k	\$165k	10-15%	H
Senior Commissioning Engineer	All	\$160k	\$190k	\$225k	10-15%	H
Lead Commissioning Engineer	All	\$200k	\$235k	\$275k	15-20%	M
Commissioning Manager	All	\$230k	\$275k	\$330k	15-25%	M
Integrated Testing Lead (Lv5 IST)	All	\$240k	\$290k	\$350k	15-25%	M
CxA / Commissioning Authority	All	\$260k	\$315k	\$385k	20-30%	L
Critical Operations, Facilities & Maintenance Technicians						
Critical Facilities Engineer (CFE)	All	\$115k	\$145k	\$175k	5-15%	H
Senior CFE	All	\$150k	\$180k	\$215k	10-15%	H
Shift Lead (CFE)	All	\$140k	\$170k	\$200k	10-15%	M
Critical Facilities Manager (CFM)	All	\$180k	\$220k	\$265k	10-20%	H
Head of Critical Ops	All	\$260k	\$320k	\$400k	20-30%	M
Data Centre Manager	All	\$175k	\$215k	\$255k	10-20%	H

ROLE & LEVEL	SEGMENT	LOW	MEDIAN	HIGH	BONUS	CONF.
Site Operations Manager	All	\$185k	\$225k	\$270k	15-20%	M
VP Operations APAC	Hyperscaler	\$400k	\$525k	\$700k	40-80%+RSU	L
Mechanical CF Technician	All	\$95k	\$115k	\$135k	5-10%	H
Electrical CF Technician	All	\$100k	\$120k	\$145k	5-10%	H
Controls / BMS Technician	All	\$90k	\$110k	\$130k	5-10%	M
Security Technician	All	\$80k	\$95k	\$115k	5-10%	M
NOC Technician (shift)	All	\$75k	\$90k	\$110k	5-10%	H
DCIM Technician	All	\$85k	\$105k	\$125k	5-10%	M
Data Centre Technician	All	\$80k	\$95k	\$115k	5-10%	H
Network & Fibre						
Fibre Engineer	All	\$105k	\$130k	\$155k	5-10%	M
OSP (Outside Plant) Engineer	All	\$115k	\$140k	\$165k	10-15%	M
ISP (Inside Plant) Engineer	All	\$110k	\$135k	\$160k	10-15%	M
Network Planning Engineer / Capacity Planner	All	\$130k	\$160k	\$190k	10-15%	M
Subsea Cable Engineer	All	\$140k	\$175k	\$215k	10-15%	L
Subsea Cable Project Manager	All	\$200k	\$250k	\$310k	15-25%	L
Tower Engineer	All	\$110k	\$135k	\$160k	5-10%	M
Fibre Splicer	All	\$70k	\$82k	\$98k	0-5%	H
Fibre Technician (OSP)	All	\$72k	\$88k	\$105k	5%	H
Tower Rigger / Climber	All	\$85k	\$105k	\$130k	5-10%	M
Commercial, Leasing, Pre-sales, HSE, Procurement, Executive						
Contracts Manager	All	\$160k	\$195k	\$235k	10-20%	H
Commercial Manager	All	\$170k	\$210k	\$260k	15-25%	H
Commercial Director	All	\$260k	\$330k	\$420k	25-40%+LTI	M
Leasing Manager	Colo	\$150k	\$185k	\$225k	20-40% comm	M
Senior Leasing Manager	Colo	\$220k	\$275k	\$340k	30-60% comm	M
Customer Solution Architect	All	\$180k	\$220k	\$265k	15-25%	H
Pre-Sales Engineer	All	\$140k	\$175k	\$210k	15-25% comm	H
QA/QC Manager (DC)	All	\$175k	\$215k	\$260k	10-20%	M
HSE Manager (DC)	All	\$160k	\$195k	\$235k	10-20%	H
Procurement Manager (DC)	All	\$145k	\$175k	\$210k	10-15%	H
Supply Chain Manager (DC)	All	\$150k	\$185k	\$225k	10-20%	H
Country Manager AU	All	\$500k	\$675k	\$900k	50-100%+LTI	L

ROLE & LEVEL	SEGMENT	LOW	MEDIAN	HIGH	BONUS	CONF.
VP Construction APAC	Colo/Hyper	\$550k	\$750k	\$1,050k	75-125%+LTI	L
Regional MD	All	\$650k	\$900k	\$1,350k	100-200%+LTI	L
CEO (AU DC operator, ASX)	Colo	\$850k	\$1,350k	\$2,200k	100-300%+LTI	M

06 Infrastructure.

Rail, road, ports, airports, water, defence, social infrastructure, tunnelling. The \$242 billion pipeline that every state government is leaning on.

<p>\$242B</p> <p>5-YEAR PUBLIC INFRA PIPELINE</p>	<p>521k</p> <p>PEAK WORKFORCE DEMAND, MID-2027</p>	<p>25-50%</p> <p>TIER 1 VS TIER 2/3 MEDIAN PREMIUM</p>	<p>12.4%</p> <p>FEMALE SHARE OF CONSTRUCTION WORKFORCE</p>
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What you'll find in this chapter

Every permanent role we hire across Australian infrastructure, transport (rail, road, ports, airports), water/wastewater, defence, social, tunnelling. White collar and maintenance. Tier 1 contractor premiums called out.

Notes on titles

Construction ladder: **Site Engineer, Section Engineer (Tier 1), Project Engineer / Manager / Director / Program Director, Construction Manager**. Rail-specific titles (**OHLE Lineworker, Signalling Maintainer, Systems Assurance Engineer**) follow ARA Rail conventions. QS ladder: **QS → Senior QS → Principal QS**.

Tier 1 vs Tier 2/3

Tier 1 contractors (CPB, Laing O'Rourke, John Holland, Lendlease, Acciona, Multiplex, Bouygues, Ghella, Gamuda, Clough, Webuild, Fulton Hogan) sit in the upper half of each range. Mega-project programme roles (\$1B+ Project Director and above) can sit above.

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2026 state of play.

Peak demand slipped from mid-2026 to mid-2027. That isn't a slowdown, it is a reshuffle. QLD's Olympics pipeline is already pulling on the same talent pool as the mega-tunnel wave.

Our read of the 5-year public infrastructure pipeline is **\$242B**. October 2025 lifted peak workforce demand to **521,000**, pushed peak year to **mid-2027**, and raised the shortfall estimate to **300,000**. Regional shortages rise from 38,200 to 181,000 between October 2025 and mid-2027.

Tier 1 vs Tier 2/3 has become the defining pay divide in Australian infrastructure. On mega-projects, Tier 1 medians sit **25-50% above** Tier 2 and Tier 3, the Tier 1s are the only firms with the balance sheet to absorb programme risk on SRL, Cross River Rail finishing, Sydney Metro West, Western Sydney Airport and North East Link concurrently.

State map. **NSW:** Sydney Metro West, Western Sydney Airport (open mid-2026), M6 Stage 1. **VIC:** SRL East, North East Link, West Gate Tunnel finishing. **QLD:** Cross River Rail handover, Coomera Connector, Bruce Highway, early Olympics 2032 mobilisation. **WA:** METRONET finishing, AUKUS-linked defence infra. **SA:** North-South Corridor, AUKUS Osborne.

Female representation, AU infrastructure 2026

Construction (total workforce)	12.4%
Engineering workforce (all)	14.5%
Engineering graduate completions	24.1%
Project management (construction)	13%
On-tools trades	3.4%
Boards (ASX 100)	39.3%

First Nations: **1.3%** of the construction workforce. NSW Aboriginal Participation in Construction Policy requires **1.5%** of contract value to Aboriginal businesses. Indigenous procurement spend via Tier 1s grew ~18% YoY in 2025.

Source: LUVI proprietary research & AI-driven market intelligence.

TEN THINGS TO KNOW ABOUT AUSTRALIAN INFRASTRUCTURE IN 2026

- 5-year public infrastructure pipeline is **\$242B**, up 14% YoY.
- Peak workforce demand pushed to **mid-2027**, lifted to 521k.
- Tier 1 vs Tier 2/3 pay premiums at a historical peak of **25-50%**.
- QLD's Olympics 2032 pipeline adds **~67,000 workers** of peak demand by 2027.
- Systems Assurance specialists are the tightest sub-market. Principal packages up to **\$300k**.
- Principal geotech engineers on major tunnels can reach **\$450k** base on megaprogrammes.
- Program Directors on \$5B+ programmes sit at **\$450-580k** base, +30-60% LTI.
- Construction has Australia's highest sector-level turnover at **21%** vs 16% national.
- NSW Aboriginal Participation in Construction policy mandates **1.5%** of contract value.
- Females are **14.5%** of the engineering workforce but **24.1%** of graduates.

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INFRASTRUCTURE / 6.2 ENGINEERING, DESIGN & OWNER'S ENGINEERING

Engineering, Design & Owner's Engineering.

Civil, structural, geotechnical, tunnelling, rail systems, signalling, OHLE, traction, water, highway, bridges, environmental, fire, acoustic, vertical transport, BIM. Tier 1 consultants (AECOM, Aurecon, Arcadis, Arup, Jacobs, SMEC, WSP, Mott MacDonald, GHD) sit in the upper half of ranges.

National annual base salary (AUD). Super on top.

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Civil, Structural, Bridges, Highway					
Graduate Civil / Structural Engineer	\$70k	\$80k	\$92k	0-5%	H
Civil Engineer	\$90k	\$115k	\$135k	5-10%	H
Senior Civil Engineer	\$130k	\$160k	\$190k	10-15%	H
Principal Civil Engineer	\$175k	\$205k	\$240k	10-20%	H
Associate Technical Director	\$215k	\$255k	\$300k	15-25%	M
Technical Director (Civil)	\$260k	\$310k	\$375k	20-30%	M
Tunnelling, megaproject premium (SRL, Snowy 2.0, Sydney Metro West)					
Tunnelling Engineer	\$135k	\$165k	\$200k	10-15%	H
Senior Tunnelling Engineer	\$180k	\$215k	\$255k	15-20%	H
Principal Tunnelling Engineer	\$230k	\$275k	\$330k	15-25%	H
Tunnel Project Manager	\$245k	\$295k	\$360k	20-30%+LTI	M
Tunnelling Technical Director	\$310k	\$380k	\$460k	25-40%+LTI	M
Geotechnical					
Geotechnical Engineer	\$95k	\$115k	\$135k	5-10%	H
Senior Geotechnical Engineer	\$135k	\$160k	\$190k	10-15%	H
Principal Geotechnical Engineer (mega)	\$200k	\$245k	\$320k	15-25%	H
Geotechnical Technical Director	\$270k	\$330k	\$450k	20-40%+LTI	M
Rail Systems, Signalling, OHLE, Traction					
Signalling Engineer	\$120k	\$145k	\$175k	10-15%	H
Senior Signalling Engineer	\$165k	\$195k	\$230k	10-15%	H
Principal Signalling Engineer	\$210k	\$250k	\$300k	15-20%	H
OHLE / Traction Power Engineer	\$115k	\$140k	\$170k	10-15%	H
Senior OHLE / Traction Engineer	\$155k	\$185k	\$215k	10-15%	H
Rail Systems Engineer	\$115k	\$140k	\$170k	10-15%	H
Senior Rail Systems Engineer	\$155k	\$185k	\$220k	10-15%	H
Rail Systems Technical Director	\$270k	\$325k	\$390k	20-30%+LTI	M

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Systems Assurance Engineer	\$140k	\$170k	\$205k	10-15%	H
Principal Systems Assurance	\$220k	\$260k	\$300k	15-25%	H
Water, Environmental, Hydraulic, Transport Planning					
Water / Wastewater Process Engineer	\$105k	\$128k	\$155k	5-10%	H
Senior Water / WW Engineer	\$145k	\$170k	\$200k	10-15%	H
Principal Water / WW Engineer	\$185k	\$215k	\$255k	15-20%	H
Hydraulic Engineer	\$100k	\$120k	\$145k	5-10%	H
Transport Planner / Modeller	\$105k	\$130k	\$160k	5-10%	H
Senior Transport Planner	\$145k	\$175k	\$215k	10-15%	H
Environmental Engineer (infra)	\$100k	\$120k	\$145k	5-10%	H
Fire Engineer	\$110k	\$135k	\$165k	5-10%	M
Acoustic Engineer	\$100k	\$120k	\$145k	5-10%	M
Vertical Transport Engineer	\$110k	\$135k	\$165k	5-10%	M
BIM & Digital Engineering					
BIM Technician / Coordinator / Manager	\$80k	\$125k	\$205k	0-15%	H
Digital Engineering Lead	\$175k	\$210k	\$250k	10-20%	M
Head of Digital Engineering	\$220k	\$265k	\$320k	15-25%	M
Owner's Engineering & Client-side					
Owner's Engineer	\$140k	\$170k	\$205k	10-15%	H
Senior Owner's Engineer	\$180k	\$215k	\$255k	10-15%	H
Owner's Engineering Manager	\$250k	\$300k	\$360k	15-25%	M
Independent Certifier	\$175k	\$215k	\$265k	10-20%	M
Technical Advisor	\$180k	\$220k	\$275k	10-20%	M

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INFRASTRUCTURE / 6.3 PROJECT, CONSTRUCTION, COMMERCIAL & CONTROLS

Project, Construction, Commercial & Controls.

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Project & Construction Management					
Section Engineer (Tier 1)	\$115k	\$140k	\$170k	5-10%	H
Site Engineer	\$100k	\$125k	\$155k	5-10%	H
Senior Site Engineer	\$140k	\$170k	\$205k	10-15%	H
Project Engineer	\$110k	\$140k	\$172k	5-10%	H
Senior Project Engineer	\$145k	\$175k	\$210k	10-15%	H
Principal Project Engineer	\$185k	\$220k	\$260k	10-20%	M
Project Manager (Tier 1)	\$190k	\$240k	\$300k	15-25%	H
Project Manager (Tier 2/3)	\$150k	\$180k	\$220k	10-15%	H
Senior Project Manager (Tier 1)	\$250k	\$300k	\$370k	20-30%+LTI	H
Project Director (mega \$1B+)	\$310k	\$380k	\$460k	25-40%+LTI	H
Program Director (\$5B+)	\$380k	\$475k	\$580k	30-50%+LTI	M
Portfolio Director	\$420k	\$520k	\$650k	35-60%+LTI	L
Construction Manager	\$210k	\$260k	\$320k	15-25%	H
Site Manager	\$170k	\$200k	\$240k	10-20%	H
Site Superintendent	\$180k	\$215k	\$260k	10-20%	H
Construction Superintendent	\$185k	\$225k	\$275k	10-20%	H
Package Manager	\$195k	\$235k	\$285k	15-25%	M
Interface Manager	\$195k	\$235k	\$285k	15-25%	M
Commissioning, Planning & Controls					
T&C Engineer	\$125k	\$150k	\$180k	10-15%	H
Senior T&C Engineer	\$165k	\$195k	\$230k	10-15%	H
T&C Manager	\$220k	\$265k	\$320k	15-25%	M
Planner / Senior Planner	\$115k	\$160k	\$215k	5-15%	H
Planning Manager / Head of Planning	\$180k	\$245k	\$335k	10-25%	H
Project Controller / Senior	\$110k	\$160k	\$215k	5-15%	H
Cost Controller / Cost Manager	\$130k	\$160k	\$195k	10-15%	H
Risk Manager	\$160k	\$195k	\$240k	10-15%	M
PMO Lead	\$190k	\$230k	\$275k	15-25%	M
Document Controller	\$85k	\$105k	\$130k	0-5%	H

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Commercial, Contracts, Estimating					
Contracts Administrator / Senior	\$95k	\$145k	\$200k	5-10%	H
Contracts Manager	\$180k	\$220k	\$265k	15-20%	H
Commercial Manager	\$200k	\$245k	\$295k	15-25%	H
Senior Commercial Manager	\$240k	\$290k	\$350k	20-30%+LTI	H
Commercial Director	\$295k	\$360k	\$440k	25-40%+LTI	M
Quantity Surveyor	\$95k	\$120k	\$150k	5-10%	H
Senior Quantity Surveyor	\$130k	\$160k	\$200k	10-15%	H
Principal Quantity Surveyor	\$170k	\$210k	\$250k	10-20%	M
Estimator / Senior / Chief	\$110k	\$180k	\$305k	5-25%	H
Tender Director	\$280k	\$345k	\$420k	25-40%+LTI	M

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INFRASTRUCTURE / 6.4 ASSET, MAINTENANCE, TRADES, HSE & DEVELOPMENT

Asset, Maintenance, Trades, HSE & Development.

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Procurement, Logistics, Supply Chain					
Procurement Officer	\$80k	\$100k	\$120k	5-10%	H
Buyer / Senior Buyer	\$95k	\$120k	\$150k	5-15%	H
Category Manager	\$140k	\$170k	\$205k	10-15%	H
Procurement Manager	\$155k	\$190k	\$230k	15-20%	H
Head of Procurement	\$230k	\$280k	\$340k	20-30%+LTI	M
Logistics Coordinator / Manager	\$80k	\$130k	\$195k	5-15%	H
Supply Chain Manager	\$145k	\$180k	\$220k	15-20%	H
Quality, HSE, Environmental & Environmental Planning					
QA/QC Inspector / Engineer	\$85k	\$120k	\$145k	0-10%	H
QA/QC Manager	\$160k	\$195k	\$235k	10-20%	H
Systems Assurance Manager	\$195k	\$235k	\$285k	15-25%	M
HSE Advisor / Senior	\$105k	\$150k	\$205k	5-15%	H
HSE Manager	\$165k	\$200k	\$240k	10-20%	H
HSE Director	\$230k	\$280k	\$340k	20-30%+LTI	M
Safety Superintendent	\$160k	\$195k	\$235k	10-20%	H
Environmental Scientist / Officer	\$85k	\$105k	\$130k	5-10%	H
Environmental Advisor / Senior	\$105k	\$150k	\$200k	5-15%	H
Environmental Planner / Senior / Principal	\$115k	\$170k	\$260k	5-20%	H
Environmental Engineer / Senior	\$110k	\$150k	\$205k	5-15%	H
Ecologist / Senior Ecologist	\$95k	\$130k	\$175k	5-10%	M
Environmental Approvals Manager	\$155k	\$190k	\$230k	10-15%	H
Environment Manager	\$155k	\$190k	\$230k	10-15%	H
Head of Environment / Sustainability	\$220k	\$275k	\$335k	20-30%+LTI	M
Cultural Heritage Manager	\$130k	\$165k	\$205k	5-15%	M
Asset & Maintenance Management					
Asset Engineer / Senior	\$105k	\$150k	\$210k	5-15%	H
Asset Manager	\$165k	\$200k	\$245k	10-20%	H
Senior Asset Manager	\$210k	\$255k	\$305k	15-25%	H
Head of Asset Management	\$275k	\$340k	\$410k	20-35%+LTI	M

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Maintenance Engineer	\$105k	\$130k	\$160k	5-10%	H
Maintenance Manager	\$175k	\$215k	\$260k	15-25%	H
Maintenance Supervisor	\$120k	\$145k	\$175k	5-15%	H
Reliability Engineer	\$115k	\$140k	\$170k	5-15%	H
Maintenance Trades & Technicians					
Track Maintenance Worker	\$85k	\$105k	\$130k	5-10%	H
Track Protection Coordinator	\$105k	\$125k	\$150k	5-10%	H
Signalling Technician / Maintainer	\$110k	\$135k	\$165k	5-10%	H
OHLE Lineworker / Technician	\$115k	\$140k	\$170k	5-10%	H
Traction Power Technician	\$115k	\$140k	\$170k	5-10%	M
Rail Systems Technician	\$105k	\$130k	\$160k	5-10%	H
Rolling Stock Maintainer	\$100k	\$125k	\$155k	5-10%	H
Road / Civil Maintenance Supervisor	\$110k	\$140k	\$170k	5-10%	H
Water / Wastewater Treatment Operator	\$90k	\$110k	\$135k	5-10%	H
Tunnel / Airport Maintenance Technician	\$100k	\$130k	\$160k	5-10%	M
Fitter (infra)	\$95k	\$115k	\$140k	5-10%	H
Electrician (infra, EBA)	\$110k	\$140k	\$195k	5-10%	H
Plant Operator (civil earthworks)	\$95k	\$120k	\$150k	5-10%	H
Development, PPP, Investment & Community					
Development Manager	\$165k	\$200k	\$245k	15-25%	H
Senior Development Manager	\$220k	\$265k	\$320k	20-30%	H
Development Director	\$290k	\$355k	\$435k	25-40%+LTI	M
Transaction Director (PPP)	\$330k	\$410k	\$510k	40-80%	M
Bid Director	\$300k	\$370k	\$455k	25-40%+LTI	M
Investment Analyst (infra fund)	\$120k	\$150k	\$185k	25-50%	H
Investment Associate (infra fund)	\$175k	\$220k	\$275k	40-80%	H
Investment VP (infra fund)	\$275k	\$340k	\$425k	60-125%+carry	H
Investment Director (infra fund)	\$320k	\$400k	\$525k	75-125%+carry	H
Project Finance Manager	\$175k	\$220k	\$275k	20-40%	M
First Nations Engagement Manager	\$135k	\$165k	\$200k	5-15%	M
Community Engagement Manager	\$125k	\$155k	\$190k	5-10%	H
Stakeholder Engagement Manager	\$140k	\$170k	\$205k	10-15%	H
Sector Executive (Infra: Tier 1 contractor, consultancy, infra fund)					
Country Manager (Tier 1)	\$400k	\$550k	\$750k	40-75%+LTI	H
COO (Tier 1 contractor)	\$500k	\$700k	\$950k	40-80%+LTI	H

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
MD (contractor / consultancy)	\$550k	\$800k	\$1,200k	50-100%+LTI	H
CEO (Tier 1 contractor)	\$700k	\$1,000k	\$1,600k	75-150%+LTI/equity	H
CEO (infrastructure fund)	\$800k	\$1,200k	\$2,000k	100-200%+carry	M

07 Oil & Gas.

Upstream conventional and unconventional, LNG, subsea, pipelines, refining, decommissioning. The Australian oil and gas workforce is smaller than it was in 2014. It's also paid substantially more for what remains.

<p>80k DIRECT AU O&G WORKFORCE, 2026</p>	<p>94% WOODSIDE SCARBOROUGH CONSTRUCTION COMPLETE</p>	<p>\$295k TYPICAL DRILLING MANAGER MEDIAN, PERTH</p>	<p>+15-25% TYPICAL WA PREMIUM VS EAST-COAST EQUIVALENTS</p>
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What you'll find in this chapter

Every permanent role we hire into Australian oil and gas, at every level. White collar and maintenance. Built on **LUVI's own live mandate data and AI-driven market research** across the Australian producer cohort, major operators, mid-caps, and the EPC / services ecosystem.

Notes on titles

In Australian O&G, the commercial deal-progression track is called **Business Development**, not "Development Manager", because "development" in O&G specifically means technical field development. Separate roles cover joint ventures, new ventures, and asset-level development.

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2026 state of play.

Capex is rising after two years of discipline. LNG expansions sustain demand through the decade. The workforce shaped for 2014 is not the workforce running 2026.

Australia's upstream oil and gas sector employs ~80,000, broadly steady since 2020 but heavily rebalanced toward **operations, sustaining capital, and decommissioning**. Demand through 2026 is dominated by two LNG expansions and North West Shelf sustaining work. **Woodside Scarborough** 94% complete, first LNG Q4 2026. **Pluto 2** ramping. Santos **Barossa** feeding Darwin. APA **Sturt Plateau** moves Beetaloo gas from 2026.

Established-role medians moved with CPI through 2025 (2-5%). Specialist premiums moved further: **process safety, turnarounds, decommissioning, LNG commissioning** up 6-12% as overseas hiring competes with the Gulf, Qatar, and the US Gulf Coast.

Western Australia is the centre of gravity. NWS, Pluto, Wheatstone, Gorgon, Scarborough keep WA the highest-paid state for O&G technical roles, typically **10-25% above** Sydney/Melbourne. **Queensland** runs CSG/pipeline operations through Gladstone. **NT** (Darwin LNG, Ichthys, Barossa) runs small headcount but highest site premiums.

Female representation, AU oil & gas 2026

Sector total workforce	24%
Corporate & commercial	39%
Senior management	19%
ASX-listed O&G boards	25%
Process engineers	12%
Drilling engineers	8%
Offshore trades	4%

of contract value to Indigenous businesses on federal-funded work. Indigenous procurement spend from O&G operators rose ~15% YoY in FY24-25.

of upstream O&G workforce. Commonwealth Indigenous Procurement Policy mandates

First Nations: ~2% 3%

Source: LUVI proprietary research & AI-driven market intelligence.

TEN THINGS TO KNOW ABOUT AUSTRALIAN OIL & GAS IN 2026

- Direct upstream employment ~80,000, vs ~115,000 at the 2014 peak.
- Woodside Scarborough targets first LNG Q4 2026; ~400 offshore commissioning roles.
- Perth is the highest-paid state for O&G technical roles. 10-25% premium vs Melbourne.
- Female sector participation 24%, up from ~18% a decade ago. Offshore trades below 4%.
- Mining total-remuneration gender pay gap is 11.8%.
- Fastest-growing discipline by pay in 2026 is **decommissioning engineering**, +9% YoY.
- Process safety engineer demand has outpaced supply for **six straight years**.
- AU LNG operators compete with Qatar, US Gulf Coast, Mozambique for commissioning talent.
- North West Shelf runs a permanent offshore workforce of ~3,500.
- Roster structures moving shorter and even. **2:2 and equal-time** dominate new hires.

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OIL & GAS / 7.2 BUSINESS DEVELOPMENT, RETAIL & INVESTMENT

Business Development, Retail & Investment.

The commercial spine. In AU oil and gas, the role called "Development Manager" in renewables is **Business Development Manager**, "development" in O&G specifically means field development. Separate roles cover JV, new ventures, and asset-level development.

National annual base salary (AUD). Super on top. WA-based (Perth HQ for owners) commands upper half of range on most roles.

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Business Development, commercial, origination, JV, FID progression					
Business Development Analyst	\$100k	\$125k	\$150k	5-10%	M
Business Development Manager	\$150k	\$190k	\$245k	10-20%	H
Senior Business Development Manager	\$200k	\$250k	\$300k	15-25%	H
Head of Business Development	\$300k	\$365k	\$440k	25-40%+LTI	M
VP Business Development	\$360k	\$440k	\$550k+	30-50%+LTI	M
New Ventures Manager	\$200k	\$240k	\$290k	15-25%	M
Joint Venture Manager	\$210k	\$250k	\$305k	15-25%	M
Asset Development Manager	\$215k	\$260k	\$315k	15-25%	M
Strategy Manager	\$195k	\$235k	\$285k	15-25%	M
Energy Retail, Trading & Origination					
Energy Retail Analyst	\$85k	\$105k	\$125k	8-15%	H
Energy Retail Manager	\$135k	\$165k	\$200k	15-25%	M
Gas / Energy Trader	\$120k	\$155k	\$190k	20-60%	H
Senior Energy Trader	\$175k	\$215k	\$260k	30-80%	H
Head of Trading	\$280k	\$350k	\$450k	40-100%+LTI	M
Gas Origination Manager	\$165k	\$205k	\$255k	15-30%	M
Structuring Manager (Energy)	\$170k	\$215k	\$270k	20-40%	M
Revenue Manager	\$165k	\$200k	\$245k	15-25%	M
Investment, M&A & Project Finance, owner-side, mid-cap & advisor					
Investment Analyst	\$95k	\$125k	\$165k	15-30%	H
Investment Associate	\$140k	\$185k	\$240k	25-50%	H
Investment VP	\$230k	\$305k	\$390k	40-80%+LTI	H
Investment Director	\$330k	\$420k	\$540k	50-100%+LTI	M
M&A Manager (Corporate Dev)	\$180k	\$230k	\$295k	25-50%	M
Project Finance Manager	\$170k	\$215k	\$275k	20-40%	M

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OIL & GAS / 7.3 SUBSURFACE, DRILLING & WELLS

Subsurface, Drilling & Wells.

The technical heart of upstream. Reservoir, petroleum, geology, geophysics, petrophysics. Drilling and wells on the delivery side. Australia's subsurface workforce is smaller than it was in 2015 and ageing; the floor has risen accordingly.

National base (AUD, super on top). Perth / WA roles sit in the upper half of each range.

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Petroleum & Reservoir Engineering					
Graduate Petroleum Engineer	\$90k	\$115k	\$135k	5-10%	H
Petroleum Engineer	\$130k	\$170k	\$200k	10-20%	H
Senior Petroleum Engineer	\$170k	\$220k	\$265k	15-25%	H
Principal Petroleum Engineer	\$225k	\$275k	\$330k	20-30%	M
Reservoir Engineering Manager	\$250k	\$300k	\$360k	25-35%+LTI	M
Reservoir Engineer / Senior / Principal	\$140k	\$220k	\$335k	10-30%	H
Geology, Geophysics, Petrophysics					
Graduate Geologist	\$85k	\$105k	\$125k	5-10%	H
Geologist / Senior	\$130k	\$185k	\$255k	10-25%	H
Principal Geologist	\$220k	\$270k	\$325k	20-30%	M
Chief Geologist	\$280k	\$340k	\$410k	25-40%+LTI	M
Geophysicist / Senior / Principal	\$135k	\$220k	\$330k	10-30%	H
Petrophysicist / Senior	\$140k	\$195k	\$265k	10-25%	M
Drilling & Wells					
Graduate Drilling Engineer	\$100k	\$120k	\$140k	5-10%	H
Drilling Engineer	\$140k	\$180k	\$215k	10-20%	H
Senior Drilling Engineer	\$200k	\$235k	\$275k	15-25%	H
Principal Drilling Engineer	\$240k	\$285k	\$335k	20-30%	H
Completions Engineer / Senior	\$160k	\$220k	\$290k	10-25%	M
Well Integrity Engineer	\$160k	\$200k	\$240k	10-20%	M
Drilling Supervisor	\$230k	\$275k	\$325k	15-25%	H
Drilling Superintendent	\$245k	\$285k	\$330k	15-25%	M
Wells Superintendent	\$245k	\$285k	\$330k	15-25%	M
Drilling Manager	\$255k	\$295k	\$360k	25-40%+LTI	H
Wells Manager	\$260k	\$300k	\$365k	25-40%+LTI	M

THE LUVI LENS

Subsurface is the hardest discipline in the 2026 AU O&G market. Australian petroleum programs (UWA, Curtin) have shrunk; the domestic senior pool is ageing. **Most new senior subsurface hires into Australian majors now come from the UK, Norway or the US** on 482/186 visas. Budget for visa costs, relocation, and a 6 to 9 month onshoring timeline.

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OIL & GAS / 7.4 ENGINEERING & DESIGN

Engineering & Design.

Facilities, process, mechanical, E&I, piping, structural, subsea, pipelines, corrosion, materials.
Consultancy-led in Perth, owner-led at LNG majors.

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Process / Chemical Engineering					
Graduate Process Engineer	\$85k	\$95k	\$105k	5%	H
Process Engineer	\$115k	\$140k	\$170k	5-10%	H
Senior Process Engineer	\$160k	\$190k	\$220k	10-15%	H
Principal Process Engineer	\$210k	\$245k	\$285k	15-20%	H
Associate Technical Director	\$245k	\$285k	\$330k	15-25%	M
Technical Director (Process)	\$290k	\$340k	\$400k	20-30%+LTI	M
Engineering Manager	\$250k	\$295k	\$355k	20-30%+LTI	H
Mechanical, Piping, Structural, Civil (applied ladder)					
Graduate Engineer	\$80k	\$92k	\$105k	5%	H
Engineer (discipline)	\$115k	\$135k	\$160k	5-10%	H
Senior Engineer	\$155k	\$180k	\$210k	10-15%	H
Principal Engineer	\$195k	\$230k	\$270k	15-20%	H
Technical Director (discipline)	\$275k	\$325k	\$385k	20-30%+LTI	M
Electrical, Instrumentation & Controls					
Graduate E&I / Controls Engineer	\$85k	\$95k	\$110k	5%	H
E&I Engineer	\$120k	\$145k	\$175k	5-10%	H
Senior E&I Engineer	\$160k	\$190k	\$220k	10-15%	H
Principal E&I / Controls Engineer	\$205k	\$240k	\$280k	15-20%	H
Technical Director (E&I)	\$290k	\$340k	\$400k	20-30%+LTI	M
Subsea Engineering (FEED, detail design, installation), specialist					
Subsea Engineer	\$125k	\$150k	\$180k	5-10%	H
Senior Subsea Engineer	\$170k	\$205k	\$245k	10-15%	H
Principal Subsea Engineer	\$220k	\$260k	\$305k	15-20%	M
Subsea Engineering Manager	\$275k	\$325k	\$385k	20-30%+LTI	M
Subsea Installation Engineer / Manager	\$145k	\$210k	\$275k	10-20%	M
Vessel / Marine Operations Manager	\$180k	\$215k	\$260k	15-20%	M

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Pipeline, Corrosion, Integrity, Materials					
Pipeline Engineer / Senior / Principal	\$130k	\$210k	\$295k	5-20%	H
Corrosion / Integrity Engineer / Senior	\$130k	\$190k	\$245k	5-15%	M
Materials / Welding Engineer	\$130k	\$160k	\$190k	5-10%	M
Drafting & Design					
Design Drafter / Senior	\$85k	\$115k	\$155k	0-10%	H
Design Manager	\$140k	\$170k	\$200k	10-15%	M

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OIL & GAS / 7.5 PROJECT & CONSTRUCTION MANAGEMENT

Project & Construction Management.

The delivery spine. Owner, EPC and EPCM roles. Biased to WA (owner HQs) and NT/QLD (LNG and CSG construction). Bonus bands reflect EPCM delivery-milestone structures; owner LTIs are typical from Senior PM up.

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Project Engineering ladder					
Assistant Project Engineer	\$85k	\$100k	\$120k	5%	H
Project Engineer	\$110k	\$155k	\$195k	5-10%	H
Senior Project Engineer	\$165k	\$195k	\$235k	10-15%	H
Principal Project Engineer	\$200k	\$240k	\$285k	10-20%	M
Project Management ladder					
Project Manager	\$165k	\$210k	\$255k	15-25%	H
Senior Project Manager	\$215k	\$260k	\$325k	20-30%	H
Project Director	\$270k	\$325k	\$395k	25-40%+LTI	H
Program Director	\$320k	\$395k	\$490k	30-50%+LTI	M
Construction Management & Site Leadership					
Construction Engineer	\$120k	\$150k	\$180k	5-10%	H
Construction Manager	\$215k	\$275k	\$340k	15-25%	H
Site Manager	\$185k	\$225k	\$270k	10-20%	H
Site Superintendent	\$165k	\$210k	\$250k	10-20%	H
Package Manager	\$200k	\$240k	\$290k	15-25%	M
Module Manager	\$215k	\$260k	\$315k	15-25%	M
Interface Manager	\$205k	\$245k	\$295k	15-25%	M
Project Controls, Planning, Cost					
Planner / Senior / Manager	\$115k	\$180k	\$255k	5-20%	H
Cost Engineer / Senior	\$105k	\$155k	\$215k	5-15%	H
Project Controls Manager	\$180k	\$220k	\$270k	15-20%	H
Risk Manager	\$170k	\$210k	\$255k	10-15%	M
Document Controller / Senior	\$85k	\$115k	\$160k	0-10%	H

OIL & GAS / 7.6 COMMISSIONING, QUALITY & COMPLETIONS

Commissioning, Quality & Completions.

The highest-pressure roles in any major project. Australian LNG commissioning specialists are actively head-hunted by Qatar, US Gulf Coast and Mozambique.

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Commissioning					
Graduate Commissioning Engineer	\$95k	\$110k	\$125k	5%	M
Commissioning Engineer	\$125k	\$170k	\$215k	10-15%	H
Senior Commissioning Engineer	\$175k	\$215k	\$270k	15-25%	H
Lead Commissioning Engineer	\$215k	\$255k	\$305k	20-30%	H
Commissioning Manager	\$245k	\$305k	\$385k	25-40%+LTI	H
Start-up Manager	\$260k	\$315k	\$385k	25-40%+LTI	M
Quality Management					
QA/QC Inspector	\$95k	\$120k	\$150k	5-10%	H
QA/QC Engineer / Senior	\$125k	\$175k	\$235k	5-15%	H
QA/QC Lead	\$190k	\$230k	\$275k	10-20%	M
QA/QC Manager	\$215k	\$275k	\$335k	15-20%	H
Head of Quality	\$260k	\$315k	\$380k	20-30%+LTI	M
Completions					
Completions Engineer / Senior	\$130k	\$180k	\$245k	5-15%	M
Completions Lead	\$210k	\$255k	\$310k	15-25%	M

THE LUVI LENS
 At publication we track roughly **40-50** Australia-based senior commissioning specialists with demonstrable large-scale LNG liquefaction experience. Against Pluto 2, Scarborough start-up and Browse forward commitments, that is *less than one qualified candidate per active role*. Lock start dates 6-9 months in advance.

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OIL & GAS / 7.7 OPERATIONS, MAINTENANCE & ASSET MANAGEMENT

Operations, Maintenance & Asset Management.

The steady state. Once the construction wave passes, these roles run AU LNG, CSG, offshore and pipeline assets for 25-40 years. Pay is more disciplined than the project side but carries the strongest retention premium.

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Operations Engineering & Leadership					
Operations Engineer / Senior	\$110k	\$165k	\$220k	10-15%	H
Operations Support Engineer	\$110k	\$135k	\$165k	10-15%	H
Operations Superintendent	\$160k	\$200k	\$250k	15-20%	H
Operations Manager	\$245k	\$310k	\$395k	25-40%+LTI	H
Plant Manager	\$260k	\$325k	\$400k	30-50%+LTI	H
Offshore Installation Manager (OIM)	\$230k	\$275k	\$325k	20-30%	H
Production Manager	\$200k	\$240k	\$290k	20-30%	H
Production Superintendent	\$155k	\$180k	\$210k	15-20%	H
Maintenance Leadership (white-collar)					
Maintenance Engineer / Senior	\$115k	\$165k	\$220k	5-15%	H
Reliability Engineer / Senior / Principal	\$125k	\$205k	\$295k	5-20%	H
Maintenance Planner	\$115k	\$140k	\$170k	5-10%	H
Maintenance Supervisor	\$135k	\$165k	\$195k	10-15%	H
Maintenance Superintendent	\$180k	\$220k	\$265k	15-20%	H
Maintenance Manager	\$210k	\$255k	\$310k	15-25%	H
Turnaround / Shutdown Manager	\$240k	\$290k	\$350k	20-35%	H
Asset Management					
Asset Engineer / Senior	\$115k	\$165k	\$225k	10-15%	M
Asset Manager	\$215k	\$265k	\$320k	20-30%+LTI	H
Senior Asset Manager	\$255k	\$310k	\$375k	25-35%+LTI	M
Head of Asset Management	\$320k	\$395k	\$475k	30-50%+LTI	M

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OIL & GAS / 7.8 MAINTENANCE TRADES & TECHNICIANS

Maintenance Trades & Technicians.

All figures are **annual permanent base packages**, inclusive of typical FIFO / site allowances, exclusive of super. Concentrated in WA (Pilbara, NWS, onshore LNG, offshore) and QLD (CSG, Gladstone), with a thin NT footprint (Darwin LNG, Ichthys).

ROLE	LOW	MEDIAN	HIGH	TYPICAL ROSTER	CONF.
Operations Technicians					
Process Operator	\$105k	\$140k	\$180k	2:2 / 14:14	H
LNG Operator	\$125k	\$160k	\$205k	FIFO / 2:2	H
Control Room Operator	\$135k	\$165k	\$200k	FIFO	H
Offshore Production Technician	\$140k	\$175k	\$215k	2:2	H
Fixed Plant Operator	\$105k	\$130k	\$160k	FIFO	H
Mechanical Trades					
Mechanical Fitter	\$105k	\$140k	\$180k	FIFO / shutdown	H
Boilermaker / Welder	\$115k	\$150k	\$200k	FIFO (6G+ at top)	H
Rigger (intermediate / advanced)	\$105k	\$140k	\$185k	FIFO / shutdown	H
Scaffolder (advanced)	\$115k	\$145k	\$175k	FIFO / shutdown	H
Crane Operator (offshore)	\$155k	\$185k	\$220k	2:2	M
Electrical & Instrumentation Trades					
Electrical Technician	\$110k	\$145k	\$185k	FIFO (HV premium)	H
Instrument Technician	\$120k	\$150k	\$185k	FIFO	H
E&I Technician (dual trade)	\$125k	\$165k	\$205k	FIFO / highly sought	H
Control Systems Technician	\$125k	\$160k	\$195k	DCS / SCADA	M
HV Cable / Switching Technician	\$140k	\$175k	\$215k	Specialist	M
Specialist Maintenance Techs					
HVAC Technician	\$105k	\$130k	\$160k	FIFO	H
Rope Access Technician (IRATA L2/L3)	\$115k	\$155k	\$210k	FIFO	H
NDT Technician (L2)	\$110k	\$140k	\$175k	FIFO	H
Reliability Technician	\$110k	\$140k	\$170k	Vibration etc.	M
Turnaround / Shutdown Supervisor	\$170k	\$210k	\$255k	Event-based	H

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OIL & GAS / 7.9 HSE, COMMERCIAL, PROCUREMENT & LOGISTICS

HSE, Commercial, Procurement & Logistics.

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Health, Safety & Environment					
HSE Advisor (onshore)	\$110k	\$140k	\$175k	5-10%	H
HSE Advisor (offshore)	\$160k	\$195k	\$235k	10-15%	H
Senior HSE Advisor	\$145k	\$175k	\$215k	10-15%	H
HSE Lead	\$175k	\$215k	\$260k	15-20%	H
HSE Manager	\$170k	\$215k	\$275k	15-20%	H
Corporate HSE Manager	\$215k	\$265k	\$320k	20-30%+LTI	H
HSE Director	\$275k	\$340k	\$410k	25-40%+LTI	M
Process Safety Engineer / Senior / Principal	\$155k	\$235k	\$340k	10-30%	H
Environmental Scientist / Officer	\$90k	\$115k	\$140k	5-10%	H
Environmental Advisor / Senior	\$115k	\$160k	\$210k	5-15%	H
Environmental Planner / Senior / Principal	\$125k	\$185k	\$275k	10-20%	H
Environmental Engineer / Senior	\$125k	\$170k	\$220k	5-15%	H
Environmental Approvals Manager	\$165k	\$200k	\$245k	10-15%	H
Environment Manager	\$170k	\$210k	\$255k	10-20%	H
Head of Environment / Sustainability	\$245k	\$305k	\$375k	20-30%+LTI	M
Cultural Heritage Manager	\$140k	\$175k	\$220k	5-15%	M
Regulatory / Approvals Specialist	\$150k	\$185k	\$225k	10-15%	M
Commercial & Contracts					
Contracts Administrator / Senior	\$95k	\$140k	\$190k	5-10%	H
Contracts Engineer / Senior	\$135k	\$190k	\$255k	10-15%	H
Contracts Manager	\$185k	\$225k	\$275k	15-25%	H
Commercial Manager	\$205k	\$255k	\$325k	20-30%	H
Commercial Director	\$290k	\$350k	\$430k	25-45%+LTI	M
Procurement & Supply Chain					
Procurement Officer	\$85k	\$105k	\$130k	5-10%	H
Buyer / Senior Buyer	\$100k	\$140k	\$190k	5-15%	H
Category Manager	\$155k	\$190k	\$230k	10-20%	M
Procurement Manager	\$175k	\$215k	\$260k	15-20%	H
Head of Procurement / Supply Chain	\$250k	\$310k	\$380k	20-35%+LTI	M

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Logistics & Materials					
Logistics Coordinator / Manager	\$85k	\$135k	\$200k	5-15%	H
Expediter / Senior	\$105k	\$135k	\$170k	5-10%	M
Materials / Warehouse Manager	\$130k	\$160k	\$195k	10-15%	H
Supply Chain Manager	\$170k	\$210k	\$255k	15-20%	H
Sector Executive (O&G: upstream, LNG, producer)					
GM (Asset / Business Unit)	\$320k	\$420k	\$550k	30-60%+LTI	H
Country Manager / Asset President	\$450k	\$600k	\$800k	40-80%+LTI	H
COO	\$500k	\$700k	\$950k	50-100%+LTI	H
MD (mid-cap producer)	\$550k	\$800k	\$1,200k	50-100%+LTI	H
CEO (mid-cap)	\$700k	\$1,000k	\$1,500k	75-150%+LTI/equity	H
CEO (major IOC / ASX)	\$1,000k	\$1,500k	\$2,500k	100-200%+LTI/equity	H

08 Finance.

The commercial and reporting spine across every sector we cover. Finance roles benchmarked nationally, from graduate accountant to Chief Financial Officer. Sector variance (O&G vs renewables vs infra vs DC) is called out where material in the table notes.

<p>\$135k</p> <p>TYPICAL FINANCE MANAGER NATIONAL MEDIAN</p>	<p>\$220k</p> <p>TYPICAL FINANCIAL CONTROLLER MEDIAN</p>	<p>\$425k</p> <p>TYPICAL HEAD OF FINANCE MEDIAN (MID-CAP)</p>	<p>\$900k</p> <p>TYPICAL CFO MEDIAN (ASX-LISTED OPERATOR)</p>
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What's in this chapter

A single cross-sector view of finance roles that apply across renewables, digital infrastructure, infrastructure and oil & gas. Accountant through CFO ladders, plus specialist tracks: FP&A, tax, treasury, project accounting, and commercial finance.

Sector variance

Oil & gas Finance Controllers and CFOs sit in the upper half of each range (larger balance sheets, more LTI). **Infrastructure and digital infra** Finance Controllers track the middle of the range. **Renewables** and early-stage developers sit in the lower half for Controllers but can match or exceed at CFO level when listed on ASX or PE-backed. All figures are National, AUD base, super on top.

Where it sits

For Investment / M&A / Project Finance roles (distinct from corporate finance), see each sector chapter. This chapter covers the *corporate finance* function, reporting, control, tax, treasury, FP&A, that exists in every operator, developer, contractor, consultancy and fund.

JUMP TO SECTION

- 01 All finance roles & salaries 55

THE LUVI LENS

The sharpest upward pressure in AU finance hiring in 2026 is on **Commercial Finance Business Partners** who can translate technical project controls data into C-suite decision support. Median has moved +12% in 18 months.

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FINANCE / 8.1 ALL FINANCE ROLES & SALARIES

Finance roles & salaries.

Cross-sector finance roles, national base (AUD). Super on top; bonus shown separately. Sector variance typically runs +/- 10-15% around the median. O&G upper half, RE developers lower half for Controller tier.

National annual base salary (AUD). Super on top.

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Core Accounting & Management Accounting					
Graduate Accountant	\$70k	\$80k	\$90k	0-5%	H
Accountant	\$85k	\$100k	\$115k	5-10%	H
Senior Accountant	\$105k	\$125k	\$150k	5-10%	H
Management Accountant	\$105k	\$125k	\$150k	5-10%	H
Senior Management Accountant	\$130k	\$155k	\$185k	10-15%	H
Project Accountant	\$100k	\$120k	\$145k	5-10%	H
Senior Project Accountant	\$125k	\$150k	\$180k	10-15%	H
Cost Accountant	\$95k	\$115k	\$140k	5-10%	H
Senior Cost Accountant	\$120k	\$145k	\$175k	10-15%	M
Finance Leadership					
Finance Manager	\$150k	\$180k	\$215k	10-20%	H
Senior Finance Manager	\$185k	\$220k	\$265k	15-25%	H
Financial Controller	\$190k	\$235k	\$285k	15-25%	H
Group Financial Controller	\$240k	\$295k	\$360k	20-35%+LTI	H
Head of Finance	\$330k	\$425k	\$545k	25-45%+LTI	H
CFO (early-stage / PE-backed)	\$350k	\$475k	\$650k	30-60%+LTI/equity	H
CFO (mid-cap ASX)	\$550k	\$750k	\$1,050k	50-100%+LTI/equity	H
CFO (large-cap ASX)	\$750k	\$1,100k	\$1,800k	75-150%+LTI/equity	H
FP&A, Commercial Finance & Business Partnering					
FP&A Analyst	\$100k	\$120k	\$145k	10-15%	H
Senior FP&A Analyst	\$130k	\$155k	\$185k	10-20%	H
FP&A Manager	\$165k	\$195k	\$235k	15-25%	H
Head of FP&A	\$220k	\$270k	\$325k	20-30%+LTI	M
Commercial Finance Business Partner	\$145k	\$180k	\$220k	10-20%	H
Senior Commercial Finance BP	\$185k	\$225k	\$275k	15-25%	H

ROLE & LEVEL	LOW	MEDIAN	HIGH	BONUS	CONF.
Climate & Sustainability Reporting (AASB S2 mandatory from 1 Jan 2026)					
Climate Risk Analyst (TCFD / ISSB)	\$110k	\$140k	\$170k	10-15%	M
Senior Climate Risk Analyst	\$145k	\$175k	\$210k	10-15%	M
Scope 3 / GHG Inventory Manager	\$140k	\$170k	\$205k	10-15%	M
Sustainability Reporting Lead (AASB S2)	\$155k	\$190k	\$230k	10-20%	M
Senior Sustainability Reporting Lead	\$200k	\$240k	\$290k	15-25%	L
Nature / Biodiversity Lead (TNFD)	\$150k	\$185k	\$220k	10-15%	L
Head of Climate / Sustainability Assurance	\$250k	\$305k	\$365k	20-30%+LTI	L
Tax, Treasury & Audit					
Tax Analyst / Accountant	\$95k	\$115k	\$140k	5-10%	H
Senior Tax Accountant	\$125k	\$150k	\$180k	10-15%	H
Tax Manager	\$170k	\$205k	\$245k	15-20%	H
Senior Tax Manager	\$215k	\$260k	\$315k	15-25%	M
Head of Tax	\$260k	\$320k	\$395k	20-35%+LTI	M
Treasury Analyst	\$100k	\$120k	\$145k	5-10%	H
Treasury Manager	\$165k	\$200k	\$245k	15-20%	H
Head of Treasury	\$240k	\$295k	\$360k	20-35%+LTI	M
Internal Audit Manager	\$145k	\$175k	\$210k	10-15%	H
Senior Internal Audit Manager	\$180k	\$220k	\$265k	15-20%	M
Head of Internal Audit	\$235k	\$290k	\$355k	20-30%+LTI	M

SECTOR TILT

Oil & gas operators (Woodside, Santos, Chevron, INPEX, Shell) and major Tier 1 contractors (CPB, Laing O'Rourke, John Holland, Lendlease) push Financial Controller and Head of Finance packages into the **upper half** of each range. Early-stage renewable developers and mid-cap digital infra operators typically sit **mid-range**. Boutique consultancies and start-up IPPs sit **lower half**, but CFO packages at ASX-listed renewables (NEXTDC, AirTrunk post-IPO, Origin Energy, AGL) can match or exceed the O&G major CFO band when LTI is included.

People, *not just pay.*

A deliberate chapter on who is doing the work across Australian energy and infrastructure, who isn't, and what the market is doing about it.

Gender across the sectors we cover

Every sector has a gender under-representation problem. The severity differs, and so do the headwinds:

- **Renewable energy** leads at **39%**, ahead of O&G and coal. Leadership trails workforce (32% senior mgmt, 19% boards).
- **Digital infrastructure** sits mid-band at **~20%** in DC engineering/ops. Hyperscalers run notably higher than AU colos.
- **Oil & gas** runs at **~24%** sector-wide. Corporate near parity; engineering 8-12%; offshore trades below 4%.
- **Infrastructure / construction** has Australia's widest pay gap at **30.6%**, females at **12.4%** of workforce and **3.4%** of on-tools trades.

The pipeline is better than the workforce. Females make up **24.1%** of engineering graduates vs **14.5%** of the workforce. That gap is the industry's best single diagnostic: we lose female engineers between graduation and senior specialist.

First Nations participation

Clean energy: **1.9%**. Construction: **1.3%**. O&G: **~2%**. Digital infra: plausibly below 1%. The **First Nations Clean Energy Strategy** (\$70M over 3 years, 24 priority actions) is the visible federal mechanism.

Female workforce share, four sectors, 2026

Renewable energy	39%
Oil & gas	24%
Digital infra (est.)	20%
Infrastructure / construction	12.4%
Australia (all industries)	48%

Source: LUVI proprietary research & AI-driven market intelligence.

Gender pay gap, selected ANZSIC divisions

Construction	30.6%
IMT (telco / DC)	22.8%
Gold ore mining	22.6%
Electricity, Gas, Water & Waste	17.1%
Australia total remuneration	21.1%

Source: LUVI proprietary research & AI-driven market intelligence.

THE DISCRETIONARY PAY GAP

The sharpest 2026 pay-equity story isn't base salary. It's **discretionary pay** (bonuses, overtime, STI). Our read of the national median discretionary gender pay gap is **29.7%**, down from 31.6% a year earlier. In sectors where STI ranges 30-80% of base, renewables trading, investment, executive, that gap alone explains much of the senior level compression the representation data shows. Base-level transparency is closing. The executive STI/LTI gap is the next frontier.

Attrition, counter-offers, mobility & the visa lever.

Attrition and counter-offers in 2026

Australian industry-level turnover is running ~16%, with **construction the highest at 21%**. Turnover is a delivery risk before it is a cost. On a rail mega-project, every 1 percentage point of senior-engineer turnover is worth 2-4 weeks of programme reforecast on a 4-year schedule.

Counter-offers are the most misunderstood tool. Our live mandate data shows **only 29%** of counter-offered employees stay beyond 12 months. The remainder leave within the first year, with 4% leaving within three months.

Inside our four sectors we track counter-offer success (retention beyond 18 months) closer to **37%**, replacement cost on specialist technical roles is genuinely high. The 2025-26 wave of double digit salary uplifts has reset what a meaningful counter-offer looks like. A 5% counter doesn't work. A 15-20% counter with a milestone and a re-based bonus does.

Mobility across sectors

The biggest talent flows we are tracking through Q1 2026:

- **Oil & gas to renewables.** Process, mechanical, commissioning, HSE, project-controls specialists moving onto hydrogen, pumped hydro, BESS. Pay: flat to +8%, with weekend life as the real premium.
- **Infrastructure to digital infrastructure.** Electrical design, HV, PMs, commissioning moving from road/rail/water into hyperscale DC. Uplift: **10-25%**. Sydney premium most aggressive.
- **Developer to EPC to owner** inside renewables. Pay uplifts: 8-20% per step.
- **Global inflow via 482 / 186 / 491 visas.** UK, Ireland, Scandinavia, India, Philippines, South Africa are dominant. Overseas-born share of AU engineering workforce: **62.7%**.

77%

PROFESSIONALS LOOKING OR PLANNING TO LOOK IN NEXT 12 MONTHS

29%

COUNTER-OFFERED STAFF WHO STAY BEYOND 12 MONTHS (NATIONAL)

62.7%

OVERSEAS-BORN SHARE OF AU ENGINEERING WORKFORCE

185k

2025-26 PERMANENT MIGRATION PLACES (132,200 SKILLED)

THE LUVI LENS

The Australian energy and infrastructure talent economy is, functionally, a global talent economy. The question isn't whether you'll hire internationally, for most specialist roles, you will. The question is whether you have built the sponsorship, onshoring, and retention capability to do it at pace. Employers that plan for 12-month onshoring timelines are typically beaten to hires by employers who plan for six.

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10 CLOSE

Thank you *for reading.*

The numbers here are our best read of a market that is moving faster than most published benchmarks can keep up with. We will refresh this each April, and we will get better at it each time.

If you are hiring, we would love to help. LUVI is founder-led, sector-specialist, and works exclusively in the four sectors covered here. Our work is project recruitment, executive search, talent mapping, and talent advisory.

If you are a candidate, the same invitation stands. Our door is always open for a benchmarking conversation, on or off the market.

About this data

Every number in this report is built from **LUVI's own proprietary research**, live mandates, live offers, live candidate and client conversations, refined through our **AI-driven market intelligence engine**. We do not rely on syndicated or third-party salary guides. This is our view of the clearing price in Australian energy and infrastructure in 2026, built from the roles we are hiring today. Any errors or oversights are ours alone.

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REFRESH CYCLE

This is Volume 01. Volume 02 lands April 2027, with a pulse-check in October. Register at luvi.com.au/insights.

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Every role in this report, alphabetised. Colour tag = sector. Click to jump.

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Contracts Administrator / Engineer / Manager (O&G)	OG	52
Control Room Operator	OG	50
Controls / BMS Engineer	DI	23
Corporate HSE Manager	OG	52
Corrosion / Integrity Engineer	OG	42
Cost Engineer / Senior	OG	44
Cost Controller / Cost Manager	IF	31
Country Manager AU (DC)	DI	24
Crane Operator (offshore)	OG	50
Critical Facilities Engineer / Senior / Manager	DI	24
Critical Power Engineer / Senior / Principal	DI	23
Customer Solution Architect	DI	24
CxA / Commissioning Authority	DI	24

D-E

Data Centre Manager / Technician	DI	24
DCIM Technician	DI	24
Development Manager / Senior / Director (RE)	RE	12
Development Manager / Senior / Director (Infra)	IF	33
Development Manager / Senior / Director (DC)	DI	23
Distribution Lineworker	RE	18
Drilling Engineer / Senior / Principal / Mgr	OG	40
E&I Technician (dual trade)	OG	50
Electrical Engineer / Senior / Principal / TD (RE)	RE	14
Electrical Engineer / Senior / Principal / TD (DC)	DI	23
Electrician (infra, EBA)	IF	33
Energy Trader (Junior / Mid / Senior)	RE	12
Energy Retail Analyst / Manager	RE	12
Engineering Manager (O&G)	OG	42
Environment / Approvals Advisor	RE	12
Environmental Planner / Senior / Principal (RE)	RE	12
Environmental Planner / Senior / Principal (Infra)	IF	33
Environmental Planner / Senior / Principal (O&G)	OG	52
Environmental Approvals Manager (cross-sector)	RE	12
Environmental Scientist / Officer	RE	12
Environmental Engineer / Senior / Principal	RE	12
Ecologist / Senior Ecologist	RE	12
Head of Environment / Sustainability	RE	12
Cultural Heritage Manager	RE	12
Estimator / Senior / Chief	IF	31

F-H

Finance Manager / Senior	FN	55
Financial Controller / Group	FN	55
FP&A Analyst / Senior / Manager / Head	FN	55
GM (RE Business Unit)	RE	16
GM (OG Asset / Business Unit)	OG	52
Graduate Accountant	FN	55
Head of Finance	FN	55
Head of Tax / Treasury / Internal Audit	FN	55
Fibre Engineer / Splicer / Technician	DI	24
Fire Engineer (Infra)	IF	29
First Nations Engagement Manager	IF	33
Fitter (infra)	IF	33
Geologist / Senior / Principal / Chief	OG	40
Geotechnical Engineer / Senior / Principal / TD	IF	29
GIS Analyst / Manager	RE	12
Grid Connections Engineer / Senior	RE	12
Grid Connection Manager / Head of Grid Connection	RE	12
Grid-forming Inverter Specialist	RE	14
Grid Studies Engineer / Senior / Principal	RE	14
GHG Inventory Manager (Scope 3)	FN	55
Grey Space Project Manager	DI	24
Head of Asset Management (RE)	RE	16
Head of Business Development	OG	38
Head of Critical Ops (DC)	DI	24
Head of Development (RE)	RE	12
Head of Procurement (Infra)	IF	33
Head of Trading / GM Energy Markets	RE	12
HSE Advisor / Senior / Manager / Director (O&G)	OG	52
HSE Advisor / Manager / Director (Infra)	IF	33
HSE Manager (DC)	DI	24
HV / EHV Engineer / Senior / Principal / TD	RE	14
HV Technician	RE	18
HVDC Engineer / Senior / Principal	RE	14
Hydrogen Process Engineer / Senior / Principal	RE	14
Hydrogen Commercial / Offtake Manager	RE	12
Hydraulic Engineer	IF	29

I-L

Independent Certifier	IF	29
Instrument Technician	OG	50
Integrated Testing Lead (Lv5 IST)	DI	24
Interface Manager (Infra)	IF	31
Investment Analyst / Associate / VP / Director	IF	33
Investment Analyst / Associate / VP / Director / MD	RE	12
ISP Engineer (Inside Plant)	DI	24
Joint Venture Manager	OG	38
Land Access Manager	RE	12
Leasing Manager / Senior (Colo)	DI	24
Lead Wind Turbine Technician	RE	18
LNG Operator	OG	50
Logistics Coordinator / Manager	IF	33

M-P

M&A Manager	OG	38
Management Accountant / Senior	FN	55
MD (RE Developer)	RE	16
MD (IF contractor / consultancy)	IF	33
MD (OG mid-cap producer)	OG	52
Principal Geotechnical Engineer (RE)	RE	14
Principal Mechanical Engineer (RE)	RE	14
Principal Solar Engineer (RE)	RE	14
Principal Structural Engineer (RE)	RE	14
Principal Wind Engineer (RE)	RE	14
Project Accountant / Senior	FN	55
Project Controls Engineer / Senior / Manager (RE)	RE	16
Pumped Hydro / Hydropower Engineer / Senior	RE	14
REZ / Community Engagement Manager	RE	12
Maintenance Engineer / Manager (O&G)	OG	48
Maintenance Manager / Supervisor / Engineer (Infra)	IF	33
Market Analyst	RE	12
Mechanical CF Technician (DC)	DI	24
Mechanical Fitter	OG	50
Mechanical Engineer / Senior / Principal (DC)	DI	23
NDT Technician (L2)	OG	50
Network Engineer / Senior / Principal	DI	23
New Ventures Manager	OG	38
NOC Technician	DI	24
Nature / Biodiversity Lead (TNFD)	FN	55
OT / SCADA Cyber Security Engineer / Sr / Principal	DI	23
O&M Manager	RE	16
Offshore Installation Manager (OIM)	OG	48
Offshore Production Technician	OG	50
OHLE Lineworker / Technician	IF	33
OHLE / Traction Power Engineer	IF	29
Operations Engineer / Superintendent / Manager	OG	48
OSP Engineer (Outside Plant)	DI	24
Owner's Engineer / Senior / Lead / Manager (RE)	RE	14
Owner's Engineer / Senior / Manager (Infra)	IF	29
Owner's Engineer / Senior / Lead / Manager (DC)	DI	23
Package Manager	OG	44
Petroleum Engineer / Senior / Principal / Mgr	OG	40
Petrophysicist / Senior	OG	40
Pipeline Engineer / Senior / Principal	OG	42
Planning & Approvals Manager	RE	12
Planner / Senior / Manager / Head	IF	31
Plant Manager (O&G)	OG	48
Plant Operator (civil earthworks)	IF	33
PMO Lead	IF	31
Portfolio Director	IF	31
Power Origination Manager (DC)	DI	23
Power Systems Engineer / Senior / Principal	RE	14
PPA Origination Manager	RE	12
Pre-Sales Engineer	DI	24
Process Safety Engineer / Senior / Principal	OG	52
Process Engineer / Senior / Principal	OG	42
Process Operator	OG	50
Procurement Officer / Manager / Head	OG	52

Production Manager / Superintendent	OG	48
Program Director (\$5B+)	IF	31
Project Controller / Senior	IF	31
Project Director (mega \$1B+)	IF	31
Project Engineer / Senior / Principal	OG	44
Project Manager / Senior / Director	OG	44
Project Finance Manager	IF	33

Q-S

QA/QC Inspector / Engineer / Manager (RE)	RE	16
Solar PV Design Engineer / Senior	RE	14
Sustainability Reporting Lead (AASB S2) / Senior / Head	FN	55
QA/QC Inspector / Engineer / Manager (O&G)	OG	46
QA/QC Manager (Infra)	IF	33
QA/QC Manager (DC)	DI	24
Quantity Surveyor / Senior / Principal	IF	31
Rail Systems Engineer / Senior / TD	IF	29
Rail Systems Technician	IF	33
Reliability Engineer / Senior / Principal	OG	48
Reservoir Engineer / Senior / Principal	OG	40
Revenue Manager	RE	12
Rigger (intermediate / advanced)	OG	50
Rolling Stock Maintainer	IF	33
Rope Access Technician (L1/L2/L3) / Manager	RE	18
ROV Technician	RE	18
Safety Superintendent	IF	33
Scaffolder (advanced)	OG	50
SCADA / Controls Engineer / Senior	RE	14
Section Engineer (Tier 1)	IF	31
Security Engineer / Senior / Technician	DI	23
Signalling Engineer / Senior / Principal	IF	29
Signalling Technician / Maintainer	IF	33
Site Acquisition Manager (DC)	DI	23
Site Engineer / Senior	IF	31
Site Manager / Superintendent	IF	31
Solar Field Technician	RE	18
Spot Trader	RE	12
Strategy Manager	OG	38
Structural Engineer / Senior	RE	14
Subsea Engineer / Senior / Principal / Manager	OG	42
Subsea Cable Engineer / PM	DI	24
Substation Technician	RE	18
Supply Chain Manager	OG	52
Sustainability Manager / Head (DC)	DI	23
Systems Assurance Engineer / Principal / Manager	IF	29

T-Z

Tax Analyst / Manager / Senior / Head	FN	55
Treasury Analyst / Manager / Head	FN	55
Internal Audit Manager / Senior / Head	FN	55
Wind Engineer / Senior / Principal	RE	14
T&C Engineer / Senior / Manager	IF	31
Technical Director (Civil / Tunnel / Rail / Geo)	IF	29
Tender Director	IF	31
Tower Engineer / Rigger / Climber	DI	24
Track Maintenance Worker / Protection Coord	IF	33
Traction Power Technician	IF	33
Transaction Director (PPP)	IF	33
Transmission Line Worker	RE	18
Transport Planner / Modeller / Senior	IF	29
Tunnelling Engineer / Senior / Principal / TD / PM	IF	29
Turnaround / Shutdown Manager	OG	48
Turnaround / Shutdown Supervisor	OG	50
Utility Liaison Manager	DI	23
Vertical Transport Engineer	IF	29
Vessel / Marine Operations Manager	OG	42
VP Business Development	OG	38
VP Operations APAC / VP Construction APAC	DI	24
Water / Wastewater Treatment Operator	IF	33
Water / Wastewater Process Engineer / Sr / Pr	IF	29
Well Integrity Engineer	OG	40
Wells Superintendent / Manager	OG	40
White Space Project Manager	DI	24
Wind Turbine Technician / Lead	RE	18