

eleven™

2025 Alternative Technology Salary Guide

Hiring Trends,
Salaries and Skills for
Sustainable Innovation



"The rapid evolution of Alternative Technologies demands innovative talent. At Eleven, we connect bold thinkers with the businesses shaping a low-carbon future."

Welcome to Eleven's 2025 Salary Guide, your essential resource for navigating the Alternative Technology employment market. This guide offers an overview of salary expectations, hiring trends and market challenges for the sector in the year ahead.

The UK's push for innovation in innovation in Alternative Technology is stronger than ever, with both public and private investment fuelling advancements in green hydrogen, sustainable fuels, battery tech, and carbon capture.

As a result, many Alternative Technology companies are expected to expand their teams, particularly in technical and engineering roles. However, growth hinges on improved investment conditions.

Employers face stiff competition for top talent in a small pool of candidates with the necessary experience, making it crucial they offer compelling salaries and benefits, alongside inclusive company cultures to attract the best talent.

At Eleven, we specialise in connecting innovative talent with businesses poised to transform the future. Thank you for trusting us as your recruitment partner. Whether you're building dynamic teams, or searching for your next role, we're here to support you every step of the way.

Jason Tolley

Divisional Director Alternative Technologies

Investment Highlights

£1.01 billion

Investment in UK-based climate tech firms last year — a **128% increase** compared to the previous year.

£14 billion

Pledged government funding for Artificial Intelligence projects.

£400 million

Allocated for green hydrogen, battery storage, and renewable energy projects by 2025.

£63 billion

The goal for private investment in digital technologies through government plans.

£8 billion

Private investment expected through major funding for two carbon capture sites in Merseyside and Teesside, creating thousands of jobs.

In-Demand Skills for 2025



Electrochemical Processes



Gas Separation



Fusion Technologies



Process Scale-up

Top Benefits



Share Packages



Flexible Hours



Hybrid Working



Inclusive Cultures

Salaries

Junior-level salaries remain steady. Demand is causing senior salaries in roles requiring niche expertise in emerging technologies to vary. In the UK, salaries in the south are 15-20% higher thanks to cost-of-living differences. In Europe, Norway, Belgium, and Switzerland offer the highest salaries. However, this is largely a reflection of higher cost of living in these respective locations.

Chemical Engineering roles, including Process, Technology Scale-Up, and R&D are the most sought-after in 2025 as companies mature and seek multidisciplinary teams for pilot and commercial-scale projects. Technical hires, especially those supporting the scale-up of niche technologies, are often hardest to fill, as the demand for candidates who have developed and commercialised new technologies far outweighs the availability of such talent with requisite skills and experience.

To attract talent, companies should offer hybrid working, an entrepreneurial culture, and opportunities for creativity. Key technical skills for candidates in 2025 include those well versed in electrolyser development & wider electrochemical processes, gas separation and fusion technologies. Essential soft skills include flexibility, creativity, and proactivity.

Job Title	Salary
Chemical Engineer	£45,000 - 50,000
Senior Chemical Engineer	£55,000 - 70,000
Lead Chemical Engineer	£75,000 - 90,000
Process Development Chemist	£45,000 - 55,000
Senior Development Chemist	£55,000 - 65,000
EC&I Engineer	£55,000 - 65,000
Cell / Stack Design Engineer	£60,000 - 70,000
R&D Manager	£70,000 - 85,000
Head Of Engineering	£80,000 - 100,000
Project Manager	£75,000 - 85,000
Materials Scientist	£45,000 - 55,000
CTO	£120,000 - 140,000
CCO	£120,000 - 140,000
CEO	£140,000 - 160,000
COO	£130,000 - 150,000
Commercial Director	£100,000 - 120,000

Services

At Eleven, our mission is to help visionary employers recruit individuals whose bold ideas and enthusiasm will help shape the future and drive progress toward a low-carbon world.

Our recruitment services cover permanent and contract roles across Alternative Technology, Renewable Energy, Asset Management, and Chemical Manufacturing. We work closely with clients to ensure alignment with your company culture and vision, representing your brand with integrity and professionalism.

Partnering with us means gaining access to a network of innovative thinkers ready to drive change. Whether you need to expand your team or fill a critical niche role, we deliver the best talent for your business.

If you're passionate about making an impact in Alternative Technology and seeking your next opportunity, we'll connect you with forward-thinking companies where you can thrive and innovate.



**Let's shape
the future
— together.**

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