

eleven™

2025 Chemicals Salary Guide

Hiring Trends,
Salaries and Skills for
Sustainable Innovation



"We believe the future of the Chemicals industry belongs to those who can adapt, innovate and invest in the right talent. Eleven connects you with the professionals you need to drive progress and stay competitive."

Welcome to Eleven's 2025 Salary Guide, your essential resource for navigating the Chemicals employment market.

The UK's Chemicals industry is at a turning point. Once the cornerstone of the country's manufacturing sector, the Chemicals industry now faces pressure from high energy costs, increasing environmental regulations, and a lack of skilled talent.

To stay competitive, businesses are investing in renewable raw materials and focusing on upgrading and decarbonising Chemicals plants. This shift has profound implications for talent acquisition, requiring companies to look overseas for expertise, invest in upskilling their workforce, and compete aggressively for critical talent in an increasingly tight labour market.

At Eleven, we specialise in connecting forward-thinking talent with innovative Chemicals businesses leading the industry. Whether you're building teams or searching for your next role, this guide provides insights into salary trends, hiring challenges and in-demand skills to help you make informed decisions in the year ahead.

Paul Cannon

Principal Consultant Chemicals

Investment Highlights

2%

The Chemicals industry's contribution to the UK's GDP

£30 billion

Value added to the UK economy by the sector

230,000

People employed across the Chemicals industry

£60 million

Tata Chemicals' investment in a new UK sodium bicarbonate plant

£250 million

Mitsubishi's investment to double output at its UK plastics production site

In-Demand Skills for 2025



Process Modelling



Process Scale-up



Specialist Material Technologies



Safety

Top Benefits



Flexible Hours



Hybrid Working



Visa Sponsorship



Equity



Professional Development

Salaries

Process safety engineers, specialists in process development and scale-up, and HAZOP leaders remain in high demand. While permanent roles dominate hiring, contract positions in process safety and project management are essential for industries managing high-hazard processes and decommissioning projects.

Key technical skills for 2025/26 include process modelling, scale-up and safety, while communication, teamwork and time management are crucial for leadership and execution.

With continued competition for specialised Chemical engineering talent, salaries are rising across key roles, particularly in senior and leadership positions. There is also a geographic disparity, with higher salaries in the South despite most of the UK's Chemicals industry being concentrated in the North.

Companies are competing not just on salary but on benefits like flexible work arrangements, career development and sustainability commitments. As hiring challenges persist, sponsorship and international recruitment are increasingly necessary to bridge skill gaps.

Job Title	Salary
Process Safety Engineer	£65,000 - £70,000
Senior Process Safety Engineer	£75,000 - £90,000
Technical Director	£100,000 - £120,000
SHEQ Manager <small>(Safety, Health, Environment and Quality)</small>	£65,000 - £70,000
Safety Engineer (Graduate)	£40,000 - £45,000
Maintenance Manager	£60,000 - £65,000
Maintenance Planner	£38,000 - £45,000
EC&I Lead Engineer	£80,000 - £90,000
EC&I Engineer	£55,000 - £65,000
HSE Manager	£45,000 - £50,000
Engineering Manager	£80,000 - £100,000
Engineering Director	£100,000 - £150,000
CSO / CTO / COO / CEO / CFO etc	£150,000 - £200,000
Graduate Chemist	£25,000 - £30,000
Senior Chemist	£40,000 - £60,000
Process Scale Up Engineer	£60,000 - £80,000

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 their company culture and vision, representing their 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 Chemicals 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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