

UK Oil and Gas Salary Survey 2014

# What are you worth?







# Introduction

Welcome to the 2014 edition of the Nigel Wright Energy UK Oil and Gas Salary Survey. As a company that is at the core of recruitment in the oil and gas sector, it is essential that we acknowledge market movements and understand the effects these changes have on employment and the overall business environment. Due to the effect that these fluctuations will ultimately have on any company's recruitment strategy, we see it as essential to provide our clients with the most up-to-date information available.

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There continues to be real optimism in the oil and gas industry, with most businesses expecting to increase permanent and contractor staffing levels in the next 12 months. Consequently, average salaries and overall benefits packages have continued to rise. We believe, however, that these inflated labour market conditions are not sustainable.

Many companies within the sector are becoming wise to the fact that these inflated conditions, in some respects, have been made possible by industry stakeholders, such as recruiters, encouraging prospective candidates to demand more. Companies are beginning to combat this by being creative around the benefits packages they offer, in the knowledge that money perhaps isn't always the best way to attract talent.

Certainly, the results of our survey highlight that although financial rewards remain important, there are in fact a range of other benefits that are attractive to candidates in today's market. We fully support creative approaches to incentivising prospective candidates and always make a point of advising clients on what the options are in this area.

The information in this survey has been gathered from over 1000 respondents who completed our online survey in the first quarter of 2014, as well as data from our own extensive networks. This provides us with a large data-set allowing us to understand in more depth the average salaries and the types of benefits people working within the oil and gas industry receive.

Other factors include what benefits people see as an important part of their remuneration package and the reasons why people move jobs, as well as the methods that they utilise to search for a new job. We hope that the results presented within the general overview, discipline and level specific sections will be of interest.

**We hope you enjoy reading the report and find the perspectives offered useful. Should you have further questions, please do not hesitate to contact a member of our team who would be more than happy to clarify any of the information presented.**

**ANTHONY BROADHEAD**  
COUNTRY MANAGER - ENERGY



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# 1. Executive summary

## Respondent's Profile



**Male:**  
**88%**

**BASE:**  
**1000+**



**Female:**  
**12%**

**Average age: 45 (Range: 21-70)**



**57%**

Are educated to  
degree level or above



**21%**

hold a professional  
qualification such  
as CEng.

## Company And Employee Profile

46% of respondents are employed by companies with over 500 employees. 39% work for companies with more than 1000 employees.

33% are employed by companies with a turnover greater than £500 million. 45% work for companies with a turnover in excess of £100 million.

Respondents are involved in all of the major oil and gas sub-sectors covering Reservoirs, Wells, Facilities, Subsea and Marine and Support Services.



## Work History And Job Satisfaction

50% of respondents have worked for their current employer less than two years. 31% have been with the same company for more than five years.

On average, respondents work 44 hours per week.

The majority of respondents were either satisfied (35%) or moderately satisfied (40%) with their current job. Only 12% described themselves as very satisfied.

## Basic Salary, Excluding Benefits And Bonuses

The average salary, excluding benefits and bonuses, received by respondents was £80,000, with salaries ranging from between £30,000 at non-management level up to £250,000 at C-Level.

The majority of respondents were either satisfied (28%) or moderately satisfied (32%) with their current remuneration. 17% claimed to be very satisfied.

### Salary increase received and expected

As part of their last salary review respondents received, on average, a 4.1% increase.

Overall, respondents were expecting slightly more in their next salary review, with the average increase expected, rising to 4.2%.

## Job Seeking And Job Changing

66% of respondents would approach a recruitment company when searching for a new job.

This was followed by directly approaching employers (57%).

Social networking sites (38%) and job boards (28%) were also popular.

Increased remuneration, new challenges and promotion were the most important factors for respondents, when looking to change jobs.



## Benefits

89% of respondents receive some form of company benefit or bonus as part of their remuneration package.

Respondents felt that the three most important employer benefits as part of a remuneration package were a personal bonus (48%), employer contributory pension (45%), and flexible working (44%).

On average, employers contribute 7.5% to employees' pensions via employer contributory pension schemes.

## Bonuses

40% of respondents receive both a company and personal bonus.

### **Company performance related bonus**

75% of respondents receive a company performance related bonus as part of their remuneration package, the average being 11%. This ranges from an average of 6% at non-management level to 23% at C-Level.

### **Personal performance related bonus**

46% of respondents receive a personal performance related bonus as part of their remuneration package, the average being 13%. This ranges from an average of 5% at non-management level to 30% at C-Level.



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## 2. Non-monetary indicators





## 2.1 Weekly hours worked by discipline

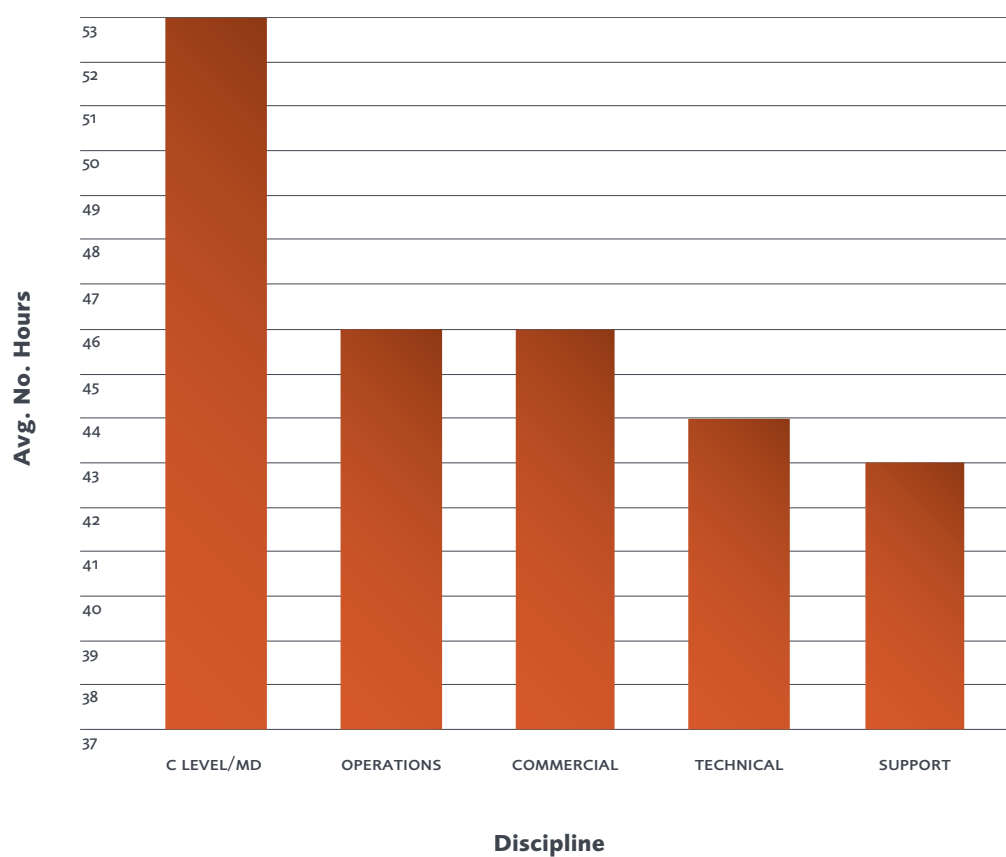
**Technical** = (Engineering, Projects)

**Operations** = (Supply Chain, Planning, Health & Safety, Quality, Contracts)

**Commercial** (Sales & Marketing, Business Development)

**Support** = (Finance, Human Resources)

How many hours do you work in a week?



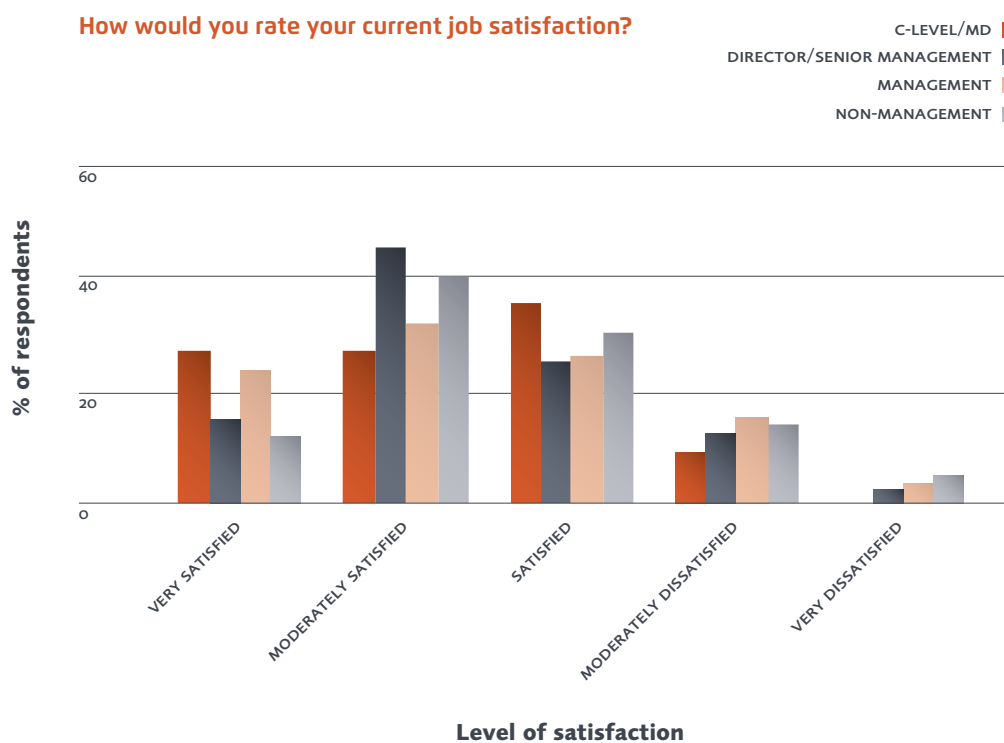
On average, respondents work 44 hours per week. 52% of respondents work between 41-50 hours per week and a further 12% work between 51-60 hours per week.



## 2.2 Job satisfaction by job level

Respondents were asked to rate their level of job satisfaction on the following five-point scale:

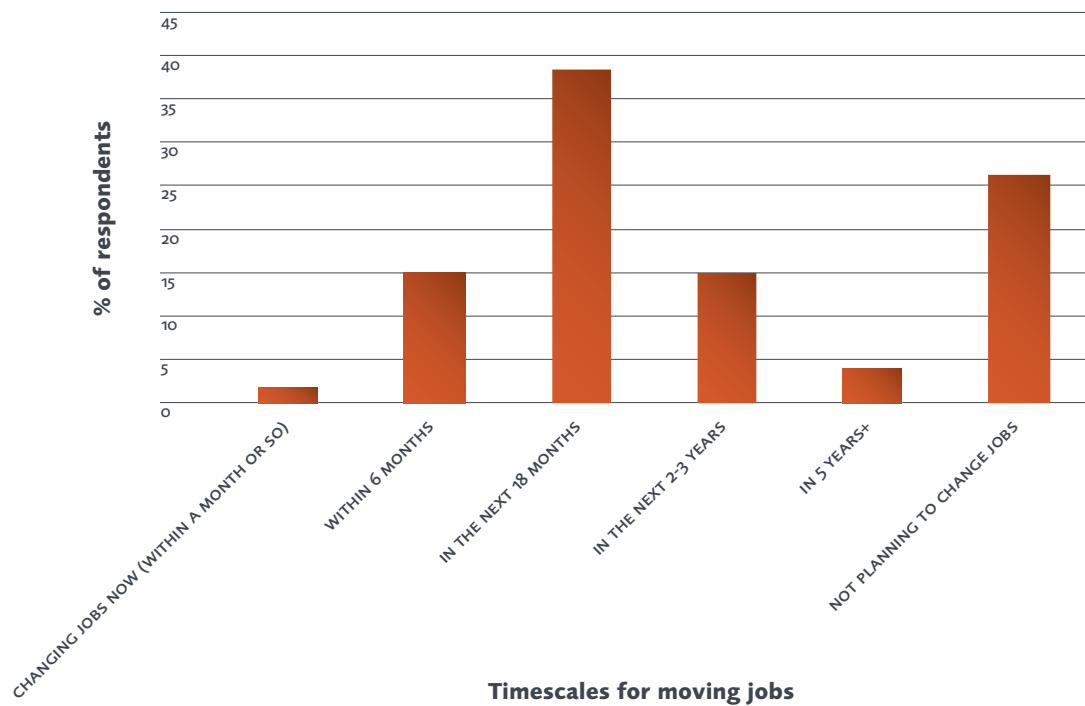
- 1 = very dissatisfied
- 2 = moderately dissatisfied
- 3 = satisfied
- 4 = moderately satisfied
- 5 = very satisfied



The results show a fairly satisfied workforce overall. Although there are variations between the strength of respondents' satisfaction, over 80% of respondents at each level rated themselves as being between satisfied and very satisfied.

## 2.3 Intention to move jobs

If you are planning to change jobs in the future, when will this be?

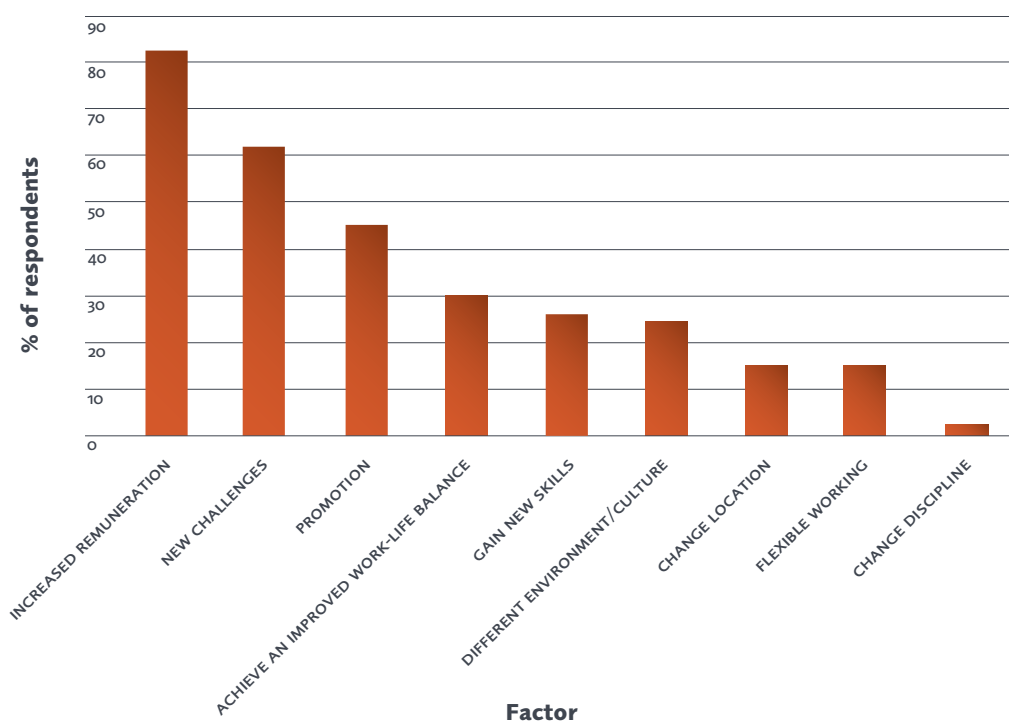


Our survey highlighted that 50% of respondents had been with their current employer for less than two years and the average length of time respondents had worked for their current employer overall was 2.4 years. This was unsurprising within an industry well known for its transient workforce. As expected, the intention to move jobs was also fairly consistent across the different respondent levels and disciplines. 55% of respondents were in fact planning to change jobs within the next 18 months.



## 2.4 Factors influencing a change of roles

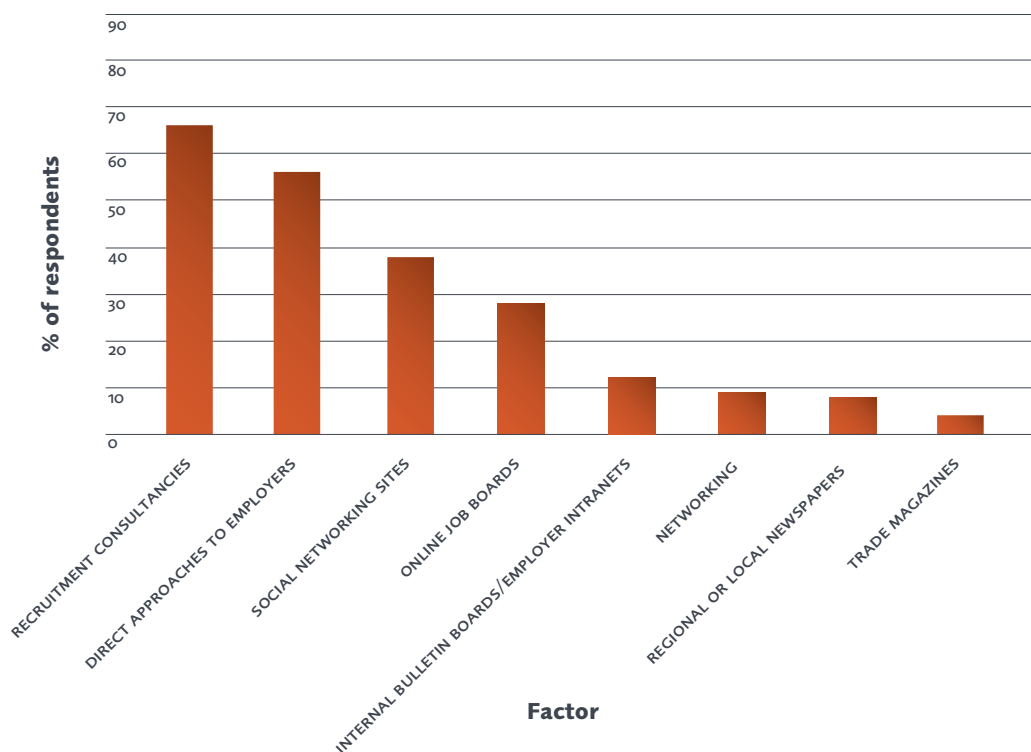
What top three factors would motivate you to change your job?



Respondents were asked to select the top three factors that would motivate them to change jobs. It is perhaps no surprise that the three most popular influencing factors are quite closely linked – one leading to the other in most cases. These were increased remuneration, new challenges and promotion. Only at C-Level did the motivation to change jobs change slightly. C-Level respondents placed new challenges (89%) first, followed by remuneration (80%).

## 2.5 Methods used to search for a new role

What methods would you utilise to search for a new job?



Respondents were asked to select all methods that they would utilise when looking for a new role. Traditional methods of finding a job such as approaching recruiters or approaching employers directly still remain important to candidates working within the oil and gas industry. Social networking is also an increasingly important method for job seekers. Using Social Networking sites to identify job opportunities now surpasses the use of traditional media such as newspapers and magazines.

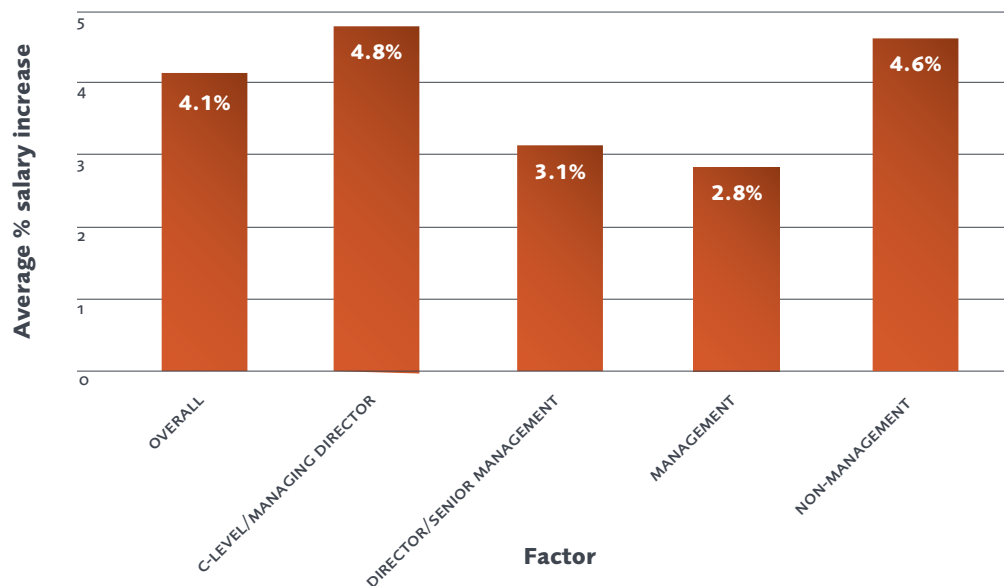


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## 3. Salary, benefits and bonuses

### 3.1 Average percentage of salary increase received level

What percentage increase did you receive at your last review?

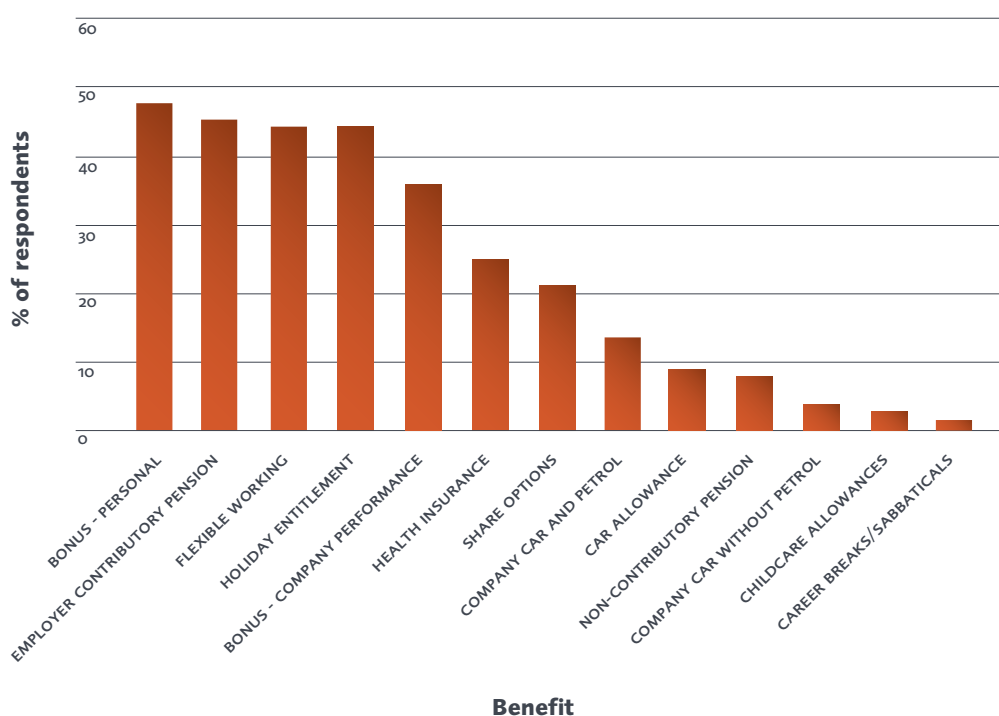


Salary increases were typically larger at the most senior and most junior ends of the spectrum. Expectations for salary increases next year were fairly similar, with the average only rising to 4.2%. The average salary, excluding benefits and bonuses, received by respondents was £80,000, with salaries ranging from between £30,000 at non-management level up to £250,000 at C-Level. The majority of respondents were either satisfied (28%) or moderately satisfied (32%) with their current remuneration. 17% claimed to be very satisfied while only 1% indicated they are very dissatisfied.



### 3.2 Importance of benefits as part of a remuneration package non permanent employment

In your opinion, what are the top three most important benefits?

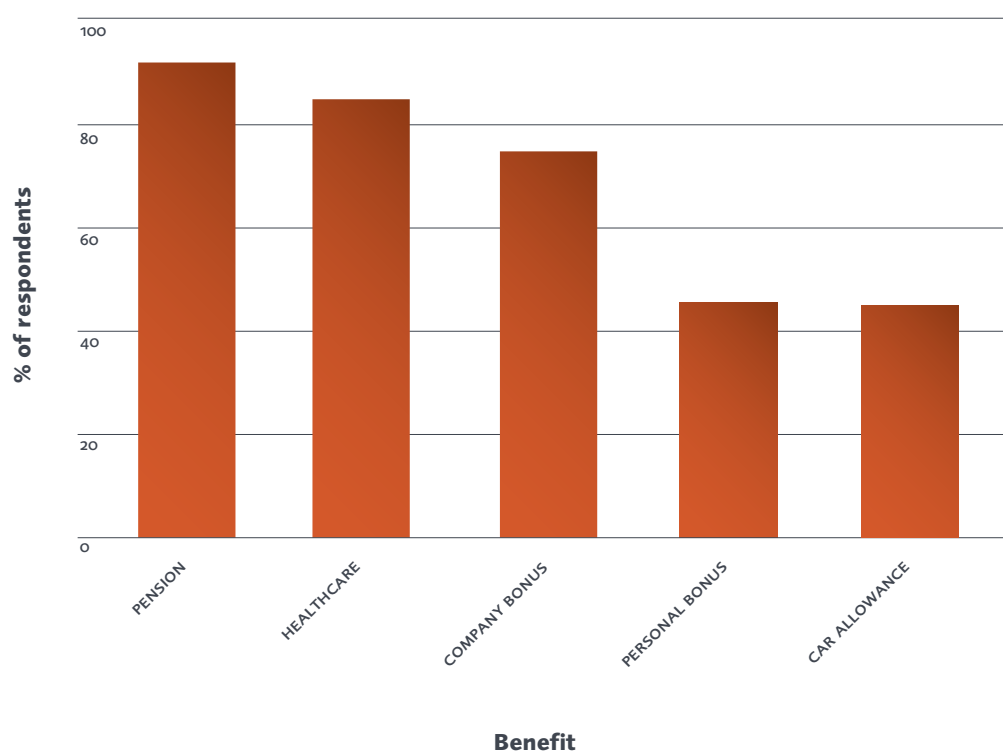


Respondents were asked to select their top three preferences towards benefits and bonuses. It is perhaps no surprise that employees, on average, value a personal bonus as the most important benefit. This was consistent across the different levels and disciplines.



### 3.3 Overall benefit and bonus entitlement

#### Do you get any company bonuses or benefits?

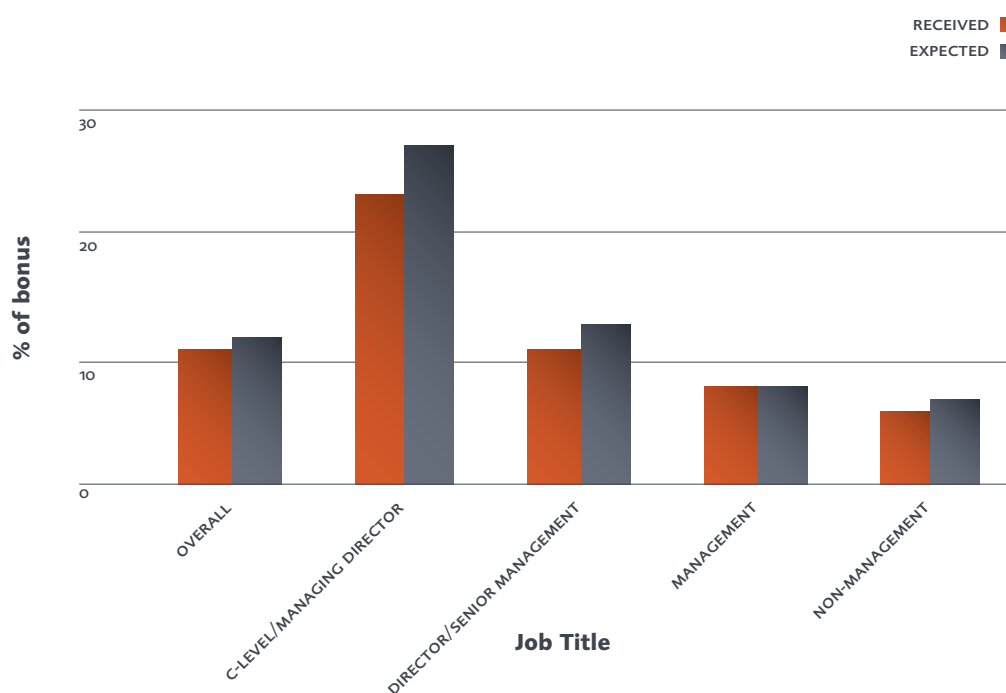


Overall 89% of respondents receive some form of benefit or bonus. The most common being a pension (92%), followed by healthcare (84%) and a company bonus (75%). On average, employers contribute 7.5% to employees' pensions via employer contributory pension schemes. 40% of respondents receive both a company and personal bonus.



### 3.4 Company performance related bonus, received and expected, by level

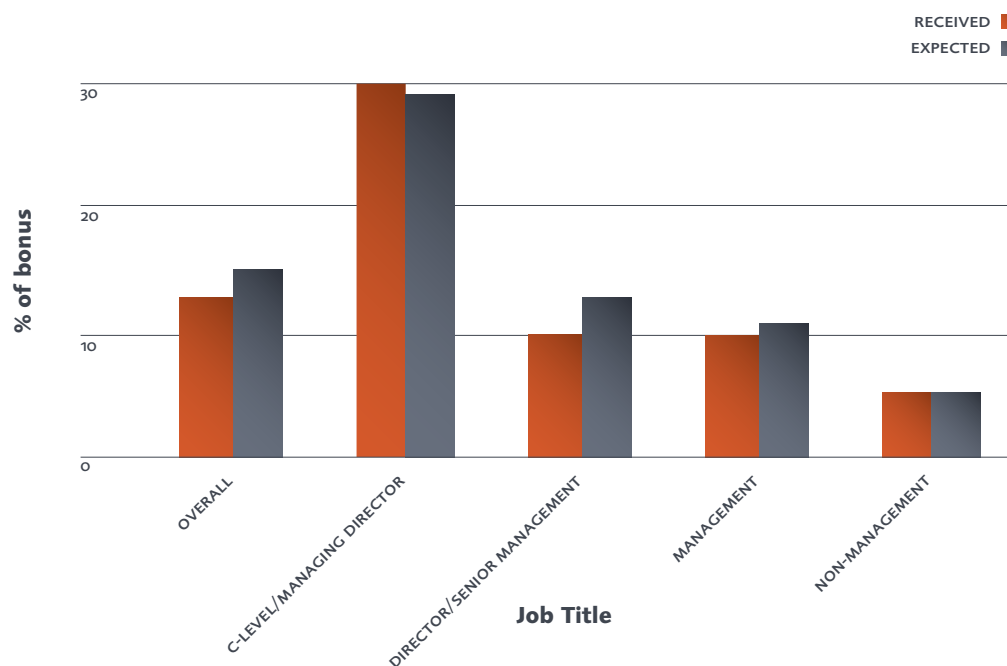
What was/is the value of your last/next company performance related bonus?



75% of respondents receive a company performance related bonus as part of their remuneration package, the average being 11%. This ranges from an average of 6% at non-management level to 23% at C-Level.

### 3.5 Personal performance related bonus, received and expected, by level

What was/is the value of your last/next personal performance related bonus?



46% of respondents receive a personal performance related bonus as part of their remuneration package, the average being 13%. This ranges from an average of 5% at non-management level to 30% at C-Level.



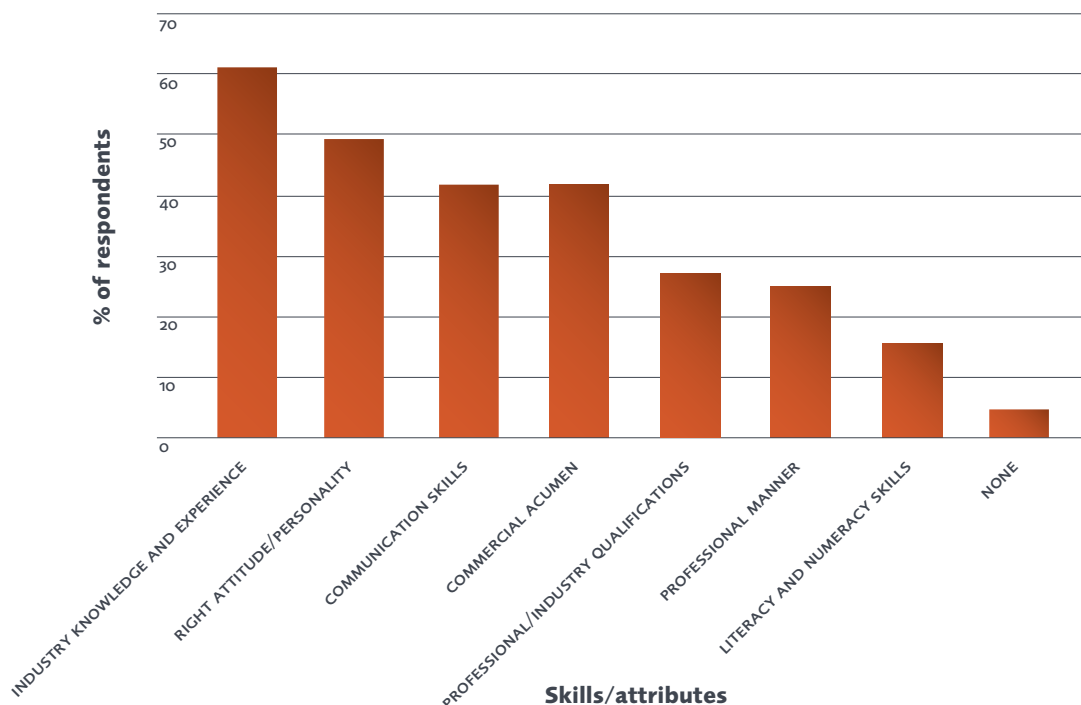
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## 4. Skills and views

## 4.1 Perception of shortage of skills and attributes within the oil and gas industry.

Respondents were asked to select as many of the skills and attributes listed below, that they perceived to be lacking in the oil and gas industry.

**What skills or attributes do you perceive to be lacking in your industry?**



Respondents highlighted that industry knowledge and experience (61%), having the right attitude and personality (49%), communication skills (42%) and commercial acumen (44%) were the four key attributes that people often lack in the industry. C-Level executives (72%) in particular considered the lack of industry knowledge and experience to be particularly concerning. Those in non-management (49%) roles however placed a greater emphasis on the need for better communication skills.



## 4.2 Perception of the skills and qualities you need to be successful by discipline

**Technical** = (Engineering, Projects)

**Operations** = (Supply Chain, Planning, Health & Safety, Quality, Contracts)

**Commercial** (Sales & Marketing, Business Development)

**Support** = (Finance, Human Resources)

### What traits are needed to be successful in your career?

	C LEVEL/MD	TECHNICAL	OPERATIONS	COMMERCIAL	SUPPORT	OVERALL
Flexible/adaptable	46%	81%	46%	82%	79%	<b>71%</b>
Action oriented	82%	29%	37%	49%	54%	<b>46%</b>
Self sufficient/independent	64%	54%	56%	31%	44%	<b>49%</b>
Confident/self assured	55%	63%	43%	54%	77%	<b>65%</b>
Excellent communicator	55%	63%	78%	66%	73%	<b>62%</b>
Self starter	46%	31%	34%	39%	40%	<b>37%</b>
Cope well under financial insecurity	36%	8%	8%	4%	0%	<b>7%</b>
Great networker	27%	23%	2%	63%	24%	<b>27%</b>
Professional knowledge	64%	79%	68%	50%	73%	<b>69%</b>

Overall, the ability to be flexible and adaptable (71%) was perceived to be the most important quality to have in the oil and gas sector. Those at C-level, however, believed being action oriented (82%) and having the confidence and foresight to act independently (64%) were more essential at the top. Interestingly, those working in operations roles believed communication (78%) and professional knowledge (68%) to be paramount. Commercial and support functions tend to value networking (63%) and self confidence (77%) more.



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## 5. Analysis of salaries in relation to discipline



## 5.1 C-Level/MD/General Manager

Job Title	Range	Average Basic Salary
C-Level	£120,000 – £250,000	£180,000
Managing Director/General Manager	£80,000 – £140,000	£120,000

Salary ranges are broad and reflect the wide range of companies within the oil and gas sector. These results should therefore only be used as a guide. For further information on your recruitment needs or on a particular role within this discipline, please contact one of our consultants on 0191 222 0770.

## 5.2 Technical

(Projects/Engineering)

Job Title	Range	Average Basic Salary
Projects (Non Management)	£30,000 – £80,000	£50,000
Projects (Management)	£30,000 – £90,000	£80,000
Projects (Director/Senior Management)	£80,000 – £120,000	£100,000
Engineering (Non Management)	£30,000 – £80,000	£55,000
Engineering (Management)	£50,000 – £80,000	£75,000
Engineering (Director/Senior Management)	£80,000 – £120,000	£100,000

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## 5.3 Operations

(Supply Chain, Health & Safety, Quality, Contracts, Planning)

Job Title	Range	Average Basic Salary
Supply Chain (Non Management)	£30,000 – £50,000	£45,000
Supply Chain (Management)	£50,000 – £80,000	£70,000
Supply Chain (Director/Senior Management)	£70,000 – £100,000	£90,000
Health & Safety (Non Management)	£30,000 – £45,000	£40,000
Health & Safety (Management)	£50,000 – £80,000	£60,000
Health & Safety (Director/Senior Management)	£100,000 – £120,000	£110,000
Quality (Non Management)	£30,000 – £50,000	£40,000
Quality (Management)	£40,000 – £60,000	£55,000
Quality (Director/Senior Management)	£80,000 – £120,000	£100,000
Contracts (Non Management)	£40,000 – £60,000	£55,000
Contracts (Management)	£60,000 – £90,000	£80,000
Contracts (Director/Senior Management)	£90,000 – £150,000	£120,000
Planning (Non Management)	£30,000 – £50,000	£45,000
Planning (Management)	£55,000 – £70,000	£65,000
Planning (Director/Senior Management)	£100,000 – £120,000	£110,000

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## 5.4 Commercial

(Sales & Marketing, Business Development)

Job Title	Range	Average Basic Salary
Sales & Marketing (Non Management)	£30,000 – £50,000	£45,000
Sales & Marketing (Management)	£60,000 – £80,000	£75,000
Sales & Marketing (Director/Senior Management)	£75,000 – £120,000	£100,000
Business Development (Non Management)	£35,000 – £55,000	£50,000
Business Development (Management)	£50,000 – £80,000	£70,000
Business Development (Director)	£80,000 – £120,000	£100,000

Salary ranges are broad and reflect the wide range of companies within the oil and gas sector. These results should therefore only be used as a guide. For further information on your recruitment needs or on a particular role within this discipline, please contact one of our consultants on 0191 222 0770.

## 5.5 Support

(HR, Finance)

Job Title	Range	Average Basic Salary
HR (Management)	£40,000 – £90,000	£70,000
HR (Director)	£80,000 – £125,000	£95,000
Finance (Management)	£50,000 – £100,000	£80,000
Finance (Director)	£90,000 – £150,000	£120,000

Salary ranges are broad and reflect the wide range of companies within the oil and gas sector. These results should therefore only be used as a guide. For further information on your recruitment needs or on a particular role within this discipline, please contact one of our consultants on 0191 222 0770.



## 6. Contact details

For more information on the UK Oil and Gas Salary Survey 2014, please contact the Nigel Wright Energy team on the details below:

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## About Nigel Wright Energy

Nigel Wright is a trusted recruitment partner to the global oil and gas sector. Our clients are diverse and range from local niche suppliers to multi-national, global leaders. Founded in 1988 in Newcastle upon Tyne, we now have established offices in London, Aberdeen, Paris, Dusseldorf, Madrid, Copenhagen, Stockholm and Oslo.

Despite recent developments in renewable energies, the oil and gas industry remains one of the key engines for growth for the global economy. The industry is worth £2.98 trillion and a constant stream of investment is further increasing this figure each year. In addition to industry growth, high retirement rates, changes in tax regimes and an ever increasing global demand for energy are putting a great amount of pressure on candidate demand. With the demand for skilled employees currently exceeding the supply, industry employers are looking for ways to attract and retain talent. Our experienced consultants work closely with companies to recruit some of the most sought-after professionals in the sector.

With a core focus in Oil and Gas on a global scale, we work across the whole oil and gas project

life cycle, from exploration and production to decommissioning and abandonment. Our clients are involved in all of the major oil and gas sub-sectors covering Reservoirs, Wells, Facilities, Subsea and Marine and Support Services. They are spread throughout the supply chain and range from publicly listed global operators to private, equity backed SMEs and start-ups. We specialise primarily in the appointment of professionally qualified to executive board level talent in the areas of commercial, technical and corporate functions and offer a range of recruitment solutions including Executive Search, Preferred Supplier Solutions (PSS), Contract, Campaign Management and Talent Mapping.

Nigel Wright Energy is part of the Nigel Wright Group, a leading specialist consultancy operating in the dynamic global recruitment market.

ARE YOU  
SMART  
ENOUGH TO  
HIRE SOMEONE  
SMARTER  
THAN YOURSELF?

A specialist consultancy operating within  
the dynamic global oil and gas market.