



# Americas **SALARY SNAPSHOT**

Salary benchmark and information for Oil, Gas & Energy professionals across the Americas.



# Americas

## MARKET OUTLOOK 2023

### CANADA

Canada, like many countries, is experiencing economic challenges with the increased cost of living and inflation driving higher salaries across the board. The good news is that the job market is buoyant and there is an increase in renewable project activity, meaning skilled labor and experienced Project leaders are in demand to execute a range of exciting capex projects.

Alberta has seen an increase in migration of people moving from more expensive provinces to Calgary/ Edmonton which have more affordable housing as well as attractive opportunities across multiple energy sector clients working in Renewables, Carbon Capture, Hydrogen and the Oil and gas industry. There is also a fast-growing tech industry in Calgary, which means digital talent is needed as well as traditional engineers and technical personnel.

This influx of work and skilled labor means unemployment is generally low, opportunities for work and career progression are high and the demand for talent is driving up the salaries across all industries.

### AMERICA

There are similar trends emerging in America, which is leading to higher rate expectations affecting both recruitment and retention of talent. The renewables market has experienced significant growth and transformation in recent years. With increasing concerns about climate change and growing recognition of the need for sustainable energy, there has been a huge upswing in Renewables Energy projects in the US and across the world. This change has had a positive impact on job opportunities and salaries within the sector.

As the demand for technologies and services has increased, so has the need for skilled professionals within solar, wind, hydro and geothermal sectors. This surge has created an extremely competitive labor market leading to higher salaries. Skilled workers are in high demand and companies are having to offer enticing compensation packages to attract and retain talent, further contributing to overall wage growth. As the demand for renewable energy increases, we anticipate that the salaries will continue to rise offering promising career opportunities for engineers and technical talent.

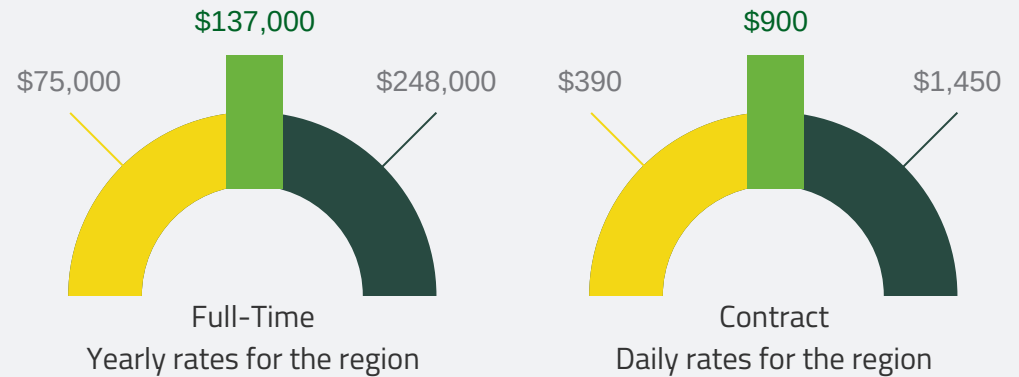
# SALARY SNAPSHOT

Our data analysis of over 22,000 energy professionals worldwide includes 2,500 participants across the Americas, and reveals Median, 1st quartile and 3rd quartile salary figures for positions in the energy industry.

*\*The data analysis focuses on yearly salaries for full-time positions and daily rates for contractors across energy sectors and excludes top outliers. Please note that America (especially North America) is a unique location in terms of salary bandings and these can vary significantly across the region. Please visit our website to see the latest rates for your specific job title in each location.*

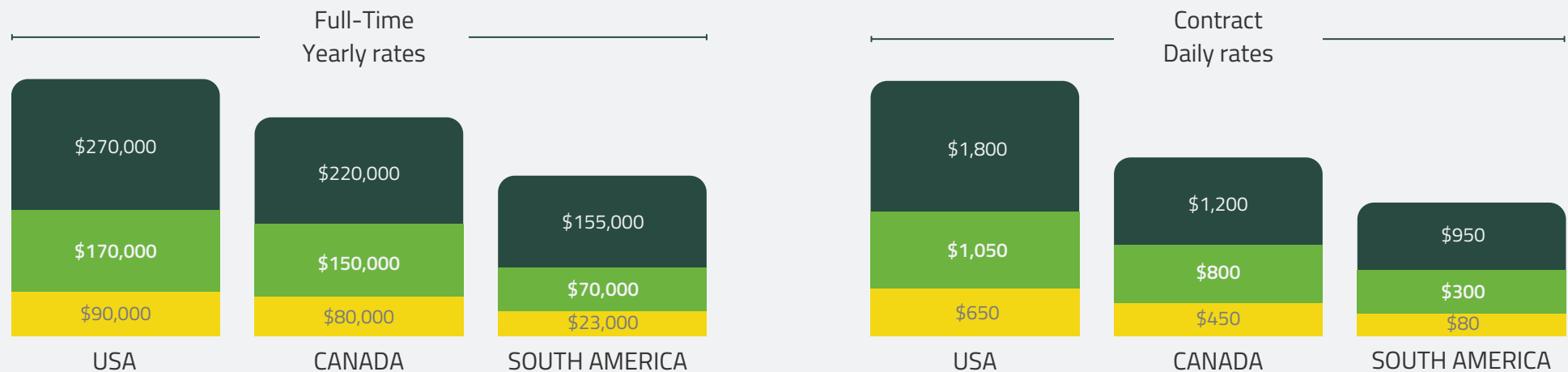
## Median SALARY

**Definitions:** The median salary is the reference value; 50% of the data set earns less, and 50% earns more. The first quartile is the value under which 25% of data points are found. The third quartile is the value under which 75% of data points are found when arranged in increasing order.



## Salaries by COUNTRY

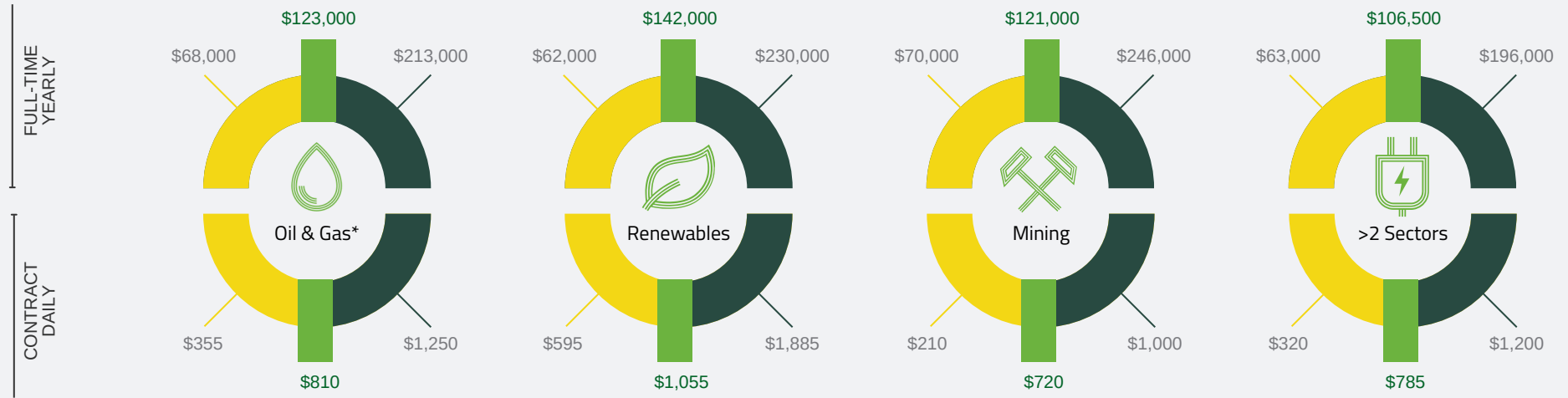
1st Quartile    Median    3rd Quartile



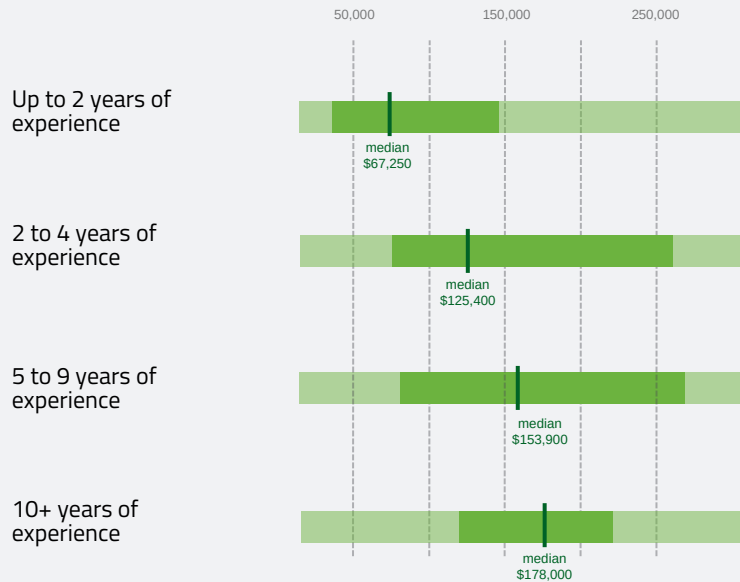
# Salaries by SECTORS

\*Please note, Oil & Gas figures include Upstream, Downstream and Midstream rates. Full more detailed analysis of your role specifically, please visit our website.

1st Quartile Median 3rd Quartile



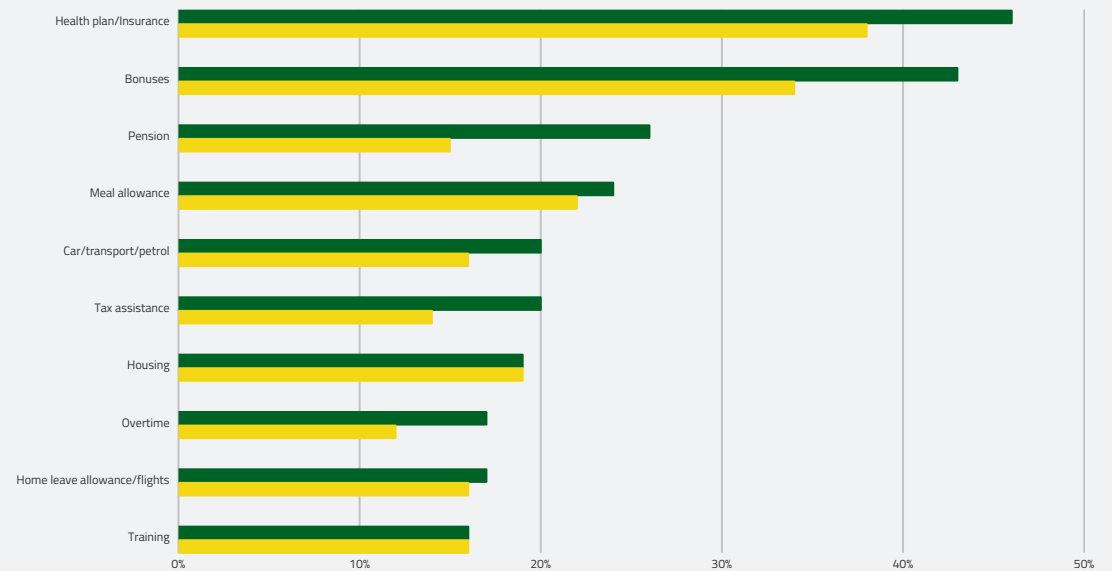
# Salaries by YEARS OF EXPERIENCE



# Most Common BENEFITS

Our data shows that the most common benefits received in the region are as shown in the below graph (expressed in percentages).

North America South America



# Most Popular JOB TITLES



The median salary of the most popular job titles in the region is\*:



\*The top 20 is based on the number of people who inputted their data into the "current employment" section within their Energyjobsearch, Oilandgasjobsearch account with the corresponding job title.



[www.oilandgasjobsearch.com](http://www.oilandgasjobsearch.com)



[www.energyjobsearch.com](http://www.energyjobsearch.com)



[www.nesfircroft.com](http://www.nesfircroft.com)