



# MARKET OVERVIEW

## Energy and Renewables - Talent Report 2025 (mid-year)

### Overview:

We're halfway through the year, and if there's one word, I'd use to describe the energy and renewables sector in Australia right now, it's **momentum**.

Projects are picking up pace across solar, BESS, future grid upgrades and infrastructure. There's a sense of scale in the market starting to take shape, and with it, the same old question keeps popping up in nearly every client and candidate conversation I'm having.

### Where are the people?

From mid-level to senior engineers, project managers, grid specialists and everything in between, there's a rise in demand, particularly on the experienced side of the scales.

Active candidates are getting snapped up quickly, and a lot of the passively searching candidates on the market are open to opportunities, but locked into major projects they want to see through for the reason of being able to add it as experience to their CV. Others are looking for long-term stability, not another short-term, project-based contract.



**Project pipelines are growing, but so are the challenges around skilled talent, from retention and leadership paths to diversity and knowledge transfer.**

Engineers are increasingly wanting transparency, about interview process, what can be expected from a project long-term, and how a team structure is formed and will develop over the life cycle of a project.

One thing that's becoming more and more important with candidates is clarity around individual value not just what someone does, but how that role impacts the bigger picture.

Engineers and specialists want to know they're contributing to something meaningful, not just ticking boxes. A strong Employer Value Proposition that's built to grow and nurture talent plays a key role here, it attracts the right people and keeps them engaged, especially on long, complex builds where retention matters just as much as recruitment.

**Read below for some of the key themes we're hearing in the market** 📌

## Conversation points in 2025 (so far)

### **Gender diversity is still a big issue.**

84% male, 16% female is the average gender split for electrical engineers across Australia.

Not really a surprising stat for most in the industry, but still pretty bleak when you see it in black and white (in my case on LinkedIn talent insights.) The talent is there, but often the path in hasn't been made easy and team environments aren't always built to support long-term diversity.

Definitely some progress, and some good initiatives launched from what I'm hearing from both candidates and clients. But it's slow, and it needs to be more intentional.

Real change only comes when a company looks at how the teams hire, how they lead, and how they build workplaces where everyone feels like they belong.

The energy sector in Australia has a lot of growth right now, but it needs more intention in place to build it with equity in mind.

### **The best teams are talking about succession planning and knowledge sharing.**

I spoke to a Technical Director recently who said if we want to make real progress on the talent shortage here in Aus, senior engineers need to be more active in passing on what they know.

There are plenty of capable mid-level engineers ready to step up. The ambition is there. But too often they are left trying to work things out on their own.

At the same time, you have senior engineers with decades of experience that could help the next generation avoid years of trial and error. Senior's do not need to dedicate hours and hours each week. Sometimes it's as simple as explaining what went wrong on a project and how it was dealt with.

The best-organised teams I've come across are always the ones where senior people take the time to invest in those coming through. It builds depth, not just numbers, and it helps keep good people around for the long term.

If you are in a senior position or leading a team, are you creating the space for this to happen?

## Conversation points in 2025 (so far)

### **Tenure is relatively short.**

The average electrical engineer in Aus stays in a role about 2.2 years according to LinkedIn Talent Insights (ask us if you want to know your own companies tenure percentage.)

They're not necessarily moving because the work has run its course, they're more than likely because learning has slowed down, or the next step just isn't there.

Sometimes it's about wanting to be part of something bigger, like future grid projects or major infrastructure upgrades. Sometimes it's just about feeling stuck.

Good engineers don't sit still for too long. And they're not waiting for a job ad to pop up, they're moving through quiet conversations, introductions, mates putting them forward for roles.

That 2.2 year average isn't about being disloyal or restless. It's about ambition, curiosity, and knowing value. Employers who get that, and actually invest in their people, are the ones that will keep hold of their top talent.

### **Mindset shift around seniority.**

There's an ongoing assumption that once an engineer hits 10–15 years' experience, they must want to move into people leadership. But for a lot of candidates I speak with, that's just not the case.

Some (not all) recognise they are at their best when they are solving complex technical problems, mentoring juniors without the admin of formal management, or driving change from the front-line, not a boardroom.

These are the people in the team who see three steps ahead, and stop expensive mistakes before they happen. But if an org only rewards leadership with a team, they risk losing that talent, and they'll go somewhere that gives them both respect and room to grow in the way they want.

There's more than one path to seniority.

Interested in learning more or want a chat about the market?  
Book a meeting [here](#)

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