

2014 Sub-Sector Salary Data

Over the past two years, ECO Canada researched and developed profiling reports on the 6 primary sub-sectors for environmental work. The reports articulate career pathways, labour trends and salary comparisons for the vast majority of key environmental occupations in Canada.

The following national salary data examines the variance in compensation from starting employees (no experience) to 5-year experience professionals. Sample size (n) is expressed as the number of employers involved in the study.

Air Quality Occupations¹	Starting	5 Years Exp.	5-yr Gain*
Air Quality Scientist / Meteorologist	\$50,875	\$72,983	43%
Air Quality Engineer	\$51,063	\$82,600	62%
Air Quality Project Manager (Scientist, Engineer)	\$60,500	\$108,722	80%
Senior Manager / Director	N/A	\$133,000	N/A
Air Quality Technician	\$45,800	\$61,800	35%
Air Quality Auditor	\$60,000	\$85,000	42%
Airshed Coordinator / Planner / Policy Analyst	\$55,000	\$75,000	36%
GHG Auditor	\$62,500	\$92,125	47%
Occupational Hygienist (Indoor Air Quality Focus)	\$67,750	\$92,650	37%

(n=77)

Energy Occupations²	Starting	5 Years Exp.	5-yr Gain*
Business Development / Marketing Manager	\$78,696	\$132,339	68%
Energy Policy Analyst or Attorney (excl. government)	\$74,818	\$125,091	67%
Senior Manager, Production Manager & Supervisor	\$71,432	\$145,622	104%
Automation Technician	\$50,696	\$77,441	53%
Energy Engineer	\$80,833	\$150,455	86%
Energy Manager, Assessor, Auditor & Planner	\$60,680	\$97,760	61%
Energy Simulation Specialist	\$58,700	\$93,670	60%
Energy Efficiency Program Manager or Project Manager	\$65,714	\$90,143	37%
Energy Management Control Systems Engineer	\$66,714	\$96,000	44%
Energy Management Control Systems Technologist	\$48,200	\$117,800	144%
Equipment Operator	\$52,000	\$80,000	54%
Green Building Project Manager	\$69,167	\$108,750	57%
Green Buildings Operations Manager	\$68,333	\$113,333	66%
Architectural Technologist and Other Related Occupation	\$56,000	\$80,000	43%
Building Science Engineer	\$57,000	\$94,800	66%
Building Science Technologist	\$55,625	\$86,286	55%
Green Building Designer	\$50,667	\$87,556	73%
Renewable Power Project Manager	\$70,667	\$101,467	44%

(n=490)

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Environmental Health & Safety Occupations³	Starting	5 Years Exp.	5-yr Gain*
EHS Manager/Director	\$66,900	\$103,000	54%
EHS Coordinator/Advisor/Specialist	\$56,200	\$86,900	55%
EHS Technician	\$39,700	\$67,300	70%
EHS HR Professional	\$36,700	\$55,000	50%
Occupational Hygienist	\$44,700	\$78,300	75%
EHS Engineer	\$57,900	\$98,600	70%

(n=65)

Site Assessment & Reclamation Occupations⁴	Starting	5 Years Exp.	5-yr Gain*
Environmental Engineer	\$57,325	\$94,526	65%
Agrologist / Soil Scientist / Agronomist / Pedologist	\$47,200	\$97,200	106%‡
Hydrogeologist	\$64,333	\$114,667	78%
Natural Resource Specialist / Biologist (Aquatic/Wildlife)	\$47,405	\$74,050	56%
Environmental Scientist (Unspecified)	\$57,875	\$85,000	47%
Environmental Technologist/Technician	\$45,810	\$66,722	46%
Manager / Director	\$72,875	\$112,500	54%
Project Manager	\$61,621	\$104,808	70%
Coordinator	\$40,500	\$59,000	46%
Environmental Consultant	\$59,000	\$103,000	75%
Environmental Advisor	\$46,000	\$57,000	24%

(n=100)

Sustainability Occupations⁵	Starting	5 Years Exp.	5-yr Gain*
Chief Sustainability Officer	\$80,547	\$105,119	31%
Sustainability Professional - Officer	\$54,076	\$63,222	17%
Sustainability Specialist	\$40,649	\$50,716	25%
Sustainability Researcher	\$53,142	\$61,251	15%
Sustainability Trainer	\$17,856	\$77,259	333%
Sustainability Educator	\$44,830	\$80,402	79%
Sustainability Consultant	\$55,761	\$68,940	24%

(n=160)

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Water Quality Occupations ⁶	Starting	5 Years Exp.	5-yr Gain*
Watershed Officer	63,485	81,729	29%
Biologist, Ecologist	48,365	83,163	72%
Agronomist, Soil Scientist, and Forester	53,154	89,542	68%
Chemist (Water Quality)	46,333	70,833	53%
Hydrogeologist	74,100	114,800	55%
Communication, Education, Policy, Planning Occupations	53,019	68,575	29%
Env. Health & Safety Professional (Water Quality Focus)	65,111	86,000	32%
Water Quality Technicians (Monitoring/Sampling/Analysis)	42,095	63,588	51%
Water Quality Modeller	50,000	85,000	70%
GIS Analyst	55,333	87,667	58%
Green Building Professional	46,000	85,286	85%
Water Quality / Environmental Engineer	55,606	88,000	58%
Water Resources Engineer	55,551	69,273	25%
Utility Engineer	57,583	86,813	51%
Municipal Water Systems Operator	56,327	78,895	40%
Water Well Driller & Pump Installer	62,486	108,660	74%

(n=122)

** 5-yr Gain statistics should be applied with caution as growth rates within an occupation can be more influenced by occupational scope changes and increasing importance of the role versus solely the value of experience in that area.*

Sources:

¹ Careers in Air Quality: Occupational Profiles Report, 2013

² Occupations of Energy Professionals: Scoping Report, 2012

³ Careers in Environmental Health and Safety: Occupational Profiles Report, 2013

⁴ Careers in Site Assessment and Reclamation: Occupational Profiles Report, 2013

⁵ Occupations of Sustainability Professionals: Scoping Report, 2012

⁶ Careers in Water Quality: Occupational Profiles Report, 2013