



ENERGY &
UTILITY SKILLS

Skills for a greener world

Online Job Postings – Waste & Recycling

May 2025





This summary of online job postings in the UK waste management and recycling industry relates to the year ending 30th April 2025.

There were 5,908 job postings in the waste and recycling industry in the year ending 30th April 2025 – 14% lower than the 6,892 recorded in the previous year.

The estimated average duration that job postings were “live” was 21 days (down from 28 days in the previous year).

- Biffa and Suez were the largest recruiters in the waste and recycling industry over the past year
- The **region** with the highest number of job postings was the South East (959)
 - At a more local level, Bristol saw the highest number of job postings (212)
- The **Job Title** with the largest number of vacancies over the past year was HGV drivers (607)

- Waste management was the most sought-after **specialist skill** (800)
- Customer Service skills were the most sought-after **common skill** (1,914)
- Microsoft Office skills were the most sought-after **software skill** (393)
- Despite the fall in online job postings over the year, it is interesting to note that demand for Power BI skills actually increased – the only skill to increase in demand over the year
- The **Median** advertised salary was £32,700 in April 2025 – up 7.6% over the year
- Of the vacancies detailed above, 104 were Apprenticeship vacancies – down from 111 in the previous year
- The median advertised salary for an apprenticeship was £24,000 (up 13% over the year)

Timeseries

- In the year ending 30th April 2025, there were 5,908 online job postings – peaking in April 2025 at 1,217



Employers

- Biffa and Suez were the largest recruiters in the waste and recycling industry over the past year

Top Ten Employers	Year ending April 2025
Biffa	2,292
Suez Group	1,968
European Metal Recycling	388
FCC Environment	288
Countrystyle Recycling	122
Viridor	118
Renewi	79
Veolia UK	55
Ward Recycling	51
Mid UK Recycling	34

This list excludes recruitment agencies.

Location

- The **region** with the highest number of job postings was the South East (959)
- Yorkshire and The Humber was the only region that saw an increase in job postings compared with the previous year (up 41% over the year)

Region/Nation	Year ending April 2025	Annual change	Median duration (average = 21 days)
South East	959	-19%	20
South West	859	-8%	19
North West	568	-5%	21
West Midlands	460	-24%	24
Yorkshire and The Humber	432	41%	22
East Midlands	365	-17%	16
North East	310	-3%	18
East of England	279	-29%	19
Scotland	278	-14%	23
London	231	-14%	22
Wales	86	-17%	24
Northern Ireland	18	-58%	17

- The regions with the highest **median duration** of job postings were West Midlands and Wales – with a median duration of 24 days (compared to a national sector average of 21 days)
- At a more local level, Bristol saw the highest number of job postings (212)
- The locality which saw the highest growth in job postings over the previous year was Middlesbrough (up 38% over the year)

County/Unitary Authority	Year ending April 2025	Annual change	Median duration (average = 21 days)
Bristol, City of	212	-8%	21
Manchester	179	5%	22
Cornwall	166	4%	17
Wycombe	133	3%	22
Exeter	113	10%	21
Birmingham	97	-28%	19
Sandwell	88	-24%	23
Swale	88	-12%	39
Aylesbury Vale	69	-8%	31
Middlesbrough	66	38%	20

- The locality with the highest **median duration** of job postings was Swale – with a median duration of 39 days (compared to a national sector average of 21 days)

Job Titles

- The **Job Title** with the largest number of vacancies over the past year was HGV drivers (607)
- The job title which saw the highest growth in job postings over the previous year was Weighbridge Operators (up 22% over the year)

Job title	Year ending April 2025	Annual change	Median duration (average = 21 days)
HGV Drivers	607	18%	16
Site Operators	204	0%	17
Recycling Workers	155	-10%	19
HGV Technicians	145	-5%	32
Dispatchers	107	-6%	15
Yard Operators	95	-33%	36
Mobile Managers	84	-11%	19
Business Development Managers	75	-43%	25
Weighbridge Operators	73	22%	20
Team Leads	68	-14%	21

- The job title with the highest **median duration** of job postings was Yard Operators – with a median duration of 36 days (compared to a national sector average of 21 days)

Skills

- Waste management was the most sought-after **specialist skill** (800)

Specialist Skills	Year ending April 2025	Annual change
Waste Management	800	-20%
Continuous Improvement Process	755	-1%
Machinery	602	-24%
Key Performance Indicators (KPIs)	543	-22%
Information Privacy	475	-49%
Housekeeping	366	-44%
Auditing	285	-19%
Operations Management	279	-16%
Project Management	274	-15%
Environment Health And Safety	257	-9%

- Customer Service skills were the most sought-after **common skill** (1,914)

Specialist Skills	Year ending April 2025	Annual change
Customer Service	1,914	-16%
Communication	1,877	-23%
Operations	1,757	-11%
Management	1,618	-18%
Detail Oriented	550	-23%
Sales	548	-21%
Problem Solving	459	-7%
Enthusiasm	456	-4%
Leadership	401	-18%
Administrative Functions	396	-20%

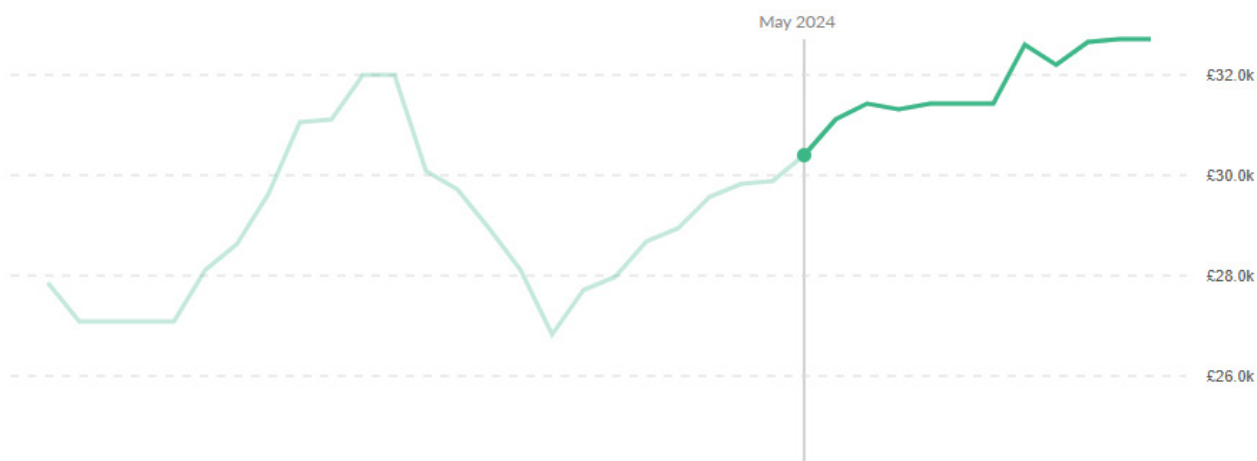
- Microsoft Office skills were the most sought-after **software skill** (393)

Software Skills	Year ending April 2025	Annual change
Microsoft Office	393	-25%
Microsoft Excel	347	-20%
Business Software	153	-24%
Microsoft PowerPoint	150	-17%
Microsoft Outlook	130	-18%
Operating Systems	94	-35%
Power BI	91	3%
Microsoft Word	60	-12%
Spreadsheets	52	-40%
SAP Applications	32	-16%

- Despite the fall in online job postings over the year, it is interesting to note that demand for Power BI skills actually increased – the only skill to increase in demand over the year

Salary

- The **Median** advertised salary was £32,700 in April 2025 – up 7.6% over the year



Apprenticeships

- Of the vacancies detailed above, 104 were Apprenticeship vacancies – down from 111 in the previous year
- Apprenticeship job postings peaked in March 2025, with 32



- The largest recruiters of Apprenticeships over the past year were Biffa, Veolia and European Metal Recycling
- The median advertised salary for an apprenticeship was £24,000 (up 13% over the year)

The data in this report is provided by Lightcast. It is based on collecting information from online job postings from a wide range of online sources on a real-time basis.

This report provides data on job postings that were made by more than 60 companies that operate in the UK's waste management and recycling industry.

Attempts have been made to remove job postings from these companies that do not relate to their waste and recycling activities, but it cannot be guaranteed that every job posting in this report sits entirely within the waste management and recycling industry.

Any job posting that sits behind a log-in wall or is advertised only via a recruitment agency will not be included in this report.

Find out more

For further information on the data contained in this summary, or to discuss how the labour market may affect your organisation's talent attraction and retention strategies, please contact: **Rob Murphy** Workforce Planning Consultant rob.murphy@euskills.co.uk – 07834 751608