



ENERGY &
UTILITY SKILLS

Skills for a greener world

Online Job Postings – Water

December 2023





This summary of online job postings in the UK water/wastewater industry relates to the year ending 30 November 2023.

There were 15,268 job postings in the water/wastewater industry in the year ending 30 November 2023 – 8% lower than the 16,594 recorded in the year to November 2022.

The estimated average duration that job postings were “live” was 28 days (up from 27 days in the previous year).

- Thames Water, Mott MacDonald and Amey were the largest recruiters in the water/wastewater industry (although, as utility contractors, it is likely that not all of Mott MacDonald’s and Amey’s job postings will be specific to the water/wastewater industry)
- The **region** with the highest number of job postings was the South East (2,138)
- At a more local level, Berkshire saw the highest number of job postings (1,176)
- The **Job Title** with the largest number of vacancies over the past year was Project Manager (233)
- Project management was the most sought-after **specialist skill** (2,690)
- Communication skills were the most sought-after **common skill** (5,742)
- Microsoft Excel skills were the most sought-after **software skill** (1,059)
- The **Median** advertised salary was £32,400 in November 2023 – down 6.4% over the year
- Of the vacancies detailed above, 572 were Apprenticeship vacancies – down from 652 in the previous year
- The median salary for apprentices was £20,4000

Timeseries

- In the year ending 30 November 2023, there were 15,268 online job postings – peaking in June at 3,480



Employers

- Thames Water, Mott MacDonald and Amey were the largest recruiters in the water/wastewater industry (although, as utility contractors, it is likely that not all of Mott MacDonald's and Amey's job postings will be specific to the water/wastewater industry)

Top Ten Employers	Year ending November 2023
Thames Water	3,621
Mott MacDonald*	3,537
Amey plc*	2,946
Yorkshire Water	821
Scottish Water	737
United Utilities	588
Wessex Water	588
Barhale Plc*	421
South West Water	358
ABB*	325

* Job postings from these companies may include roles that are not specific to the water/wastewater industry.

This list excludes recruitment agencies.

Location

- The **region** with the highest number of job postings was the South East (2,138)
- The region which saw the largest increase in job postings compared with the previous year was the North East (up 136% from 107 in the previous year)

Region/Nation	Year ending November 2023	Annual change	Median duration (average = 28 days)
South East	2,138	1.0%	26
South West	1,538	-10.2%	27
Scotland	1,448	-1.6%	30
London	1,207	-10.5%	31
North West	1,205	-17.9%	30
Yorkshire and The Humber	1,174	-8.9%	29
West Midlands	944	-14.8%	32
East of England	843	27.7%	32
East Midlands	365	-28.0%	32
North East	253	136.4%	31
Northern Ireland	203	32.7%	31
Wales	194	-54.1%	34

- The region with the highest **median duration** of job postings was Wales – with a median duration of 34 days (compared to a national sector average of 28 days)
- At a more local level, Berkshire saw the highest number of job postings (1,176)
- The locality which saw the highest growth in job postings over the previous 12 months was Hertfordshire (up 53% from 184 in the previous year)

County/Unitary Authority	Year ending November 2023	Annual change	Median duration (average = 28 days)
Berkshire	1,176	-1.8%	26
Glasgow City	583	-2.0%	30
City of Bristol	549	-14.6%	30
Birmingham	509	-19.1%	33
Bradford	463	25.5%	28
Warrington	361	10.7%	25
Leeds	317	-26.6%	29
Hertfordshire	281	52.7%	32
Manchester	266	-42.0%	33
City of Edinburgh	252	-14.3%	34

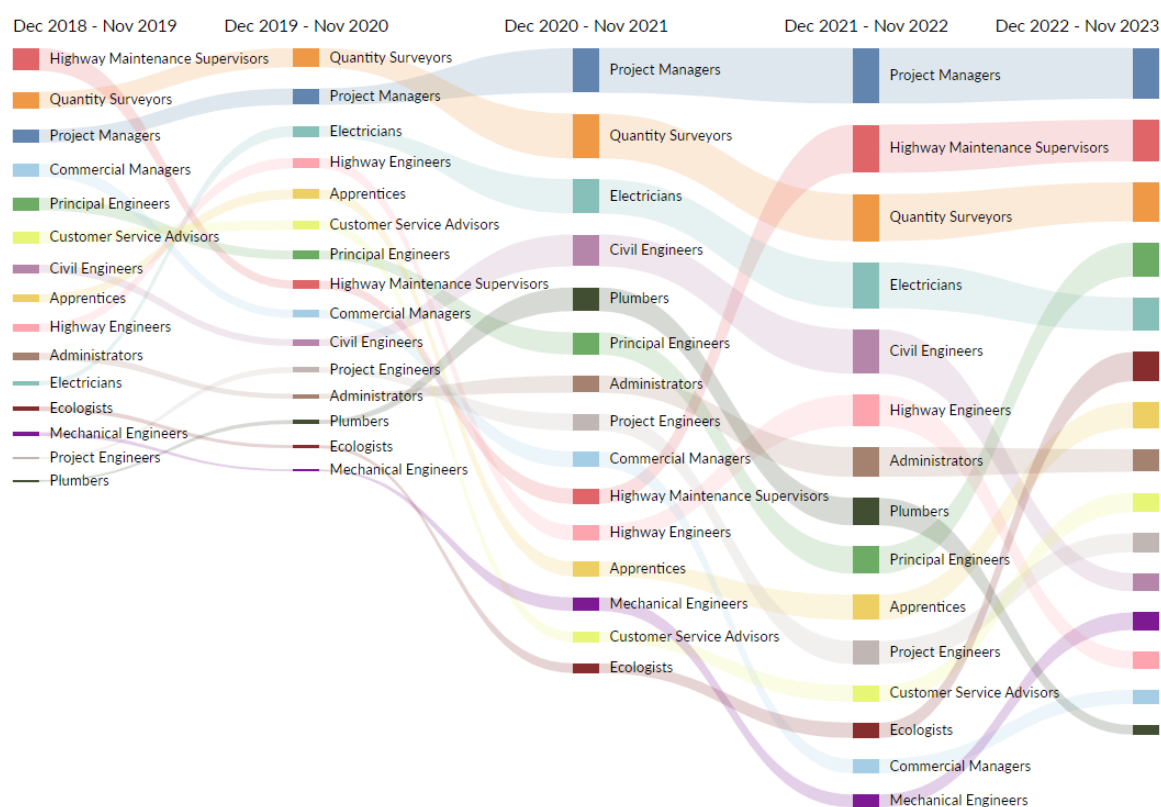
- The locality with the highest **median duration** of job postings was City of Edinburgh – with a median duration of 34 (compared to a national sector average of 28 days)

Job Title

- The **Job Title** with the largest number of vacancies over the past year was Project Manager (233)
- The job title which saw the highest growth in job postings over the previous 12 months was Ecologists (up 97% from 69 in the previous year)

Job title	Year ending November 2023	Annual change	Median duration (average = 28 days)
Project Managers	233	-8.6%	31
Highway Maintenance Supervisors	185	-15.9%	29
Quantity Surveyors	175	-18.6%	30
Electricians	155	-27.2%	34
Principal Engineers	150	38.9%	27
Ecologists	136	97.1%	41
Apprentices	121	3.4%	32
Administrators	105	-24.5%	27
Customer Service Advisors	90	16.9%	24
Building Operators	89	58.9%	30

- The job title with the highest **median duration** of job postings was Ecologist – with a median duration of 41 days (compared to a national sector average of 28 days)
- The figure below shows the movement in the top 15 job titles over recent years



Skills

➤ Project management was the most sought-after **specialist skill** (2,690)

Specialist Skills	Year ending November 2023	Annual change
Project Management	2,690	-11.2%
Wastewater	1,592	10.9%
Risk Analysis	1,195	-9.6%
Auditing	1,142	-17.4%
Civil Engineering	965	-26.3%
Procurement	948	-11.4%
Sewage Treatments	795	1.7%
Asset Management	764	-7.5%
Agile Methodology	758	-22.4%
Risk Management	714	10.5%

➤ Communication skills were the most sought-after **common skill** (5,742)

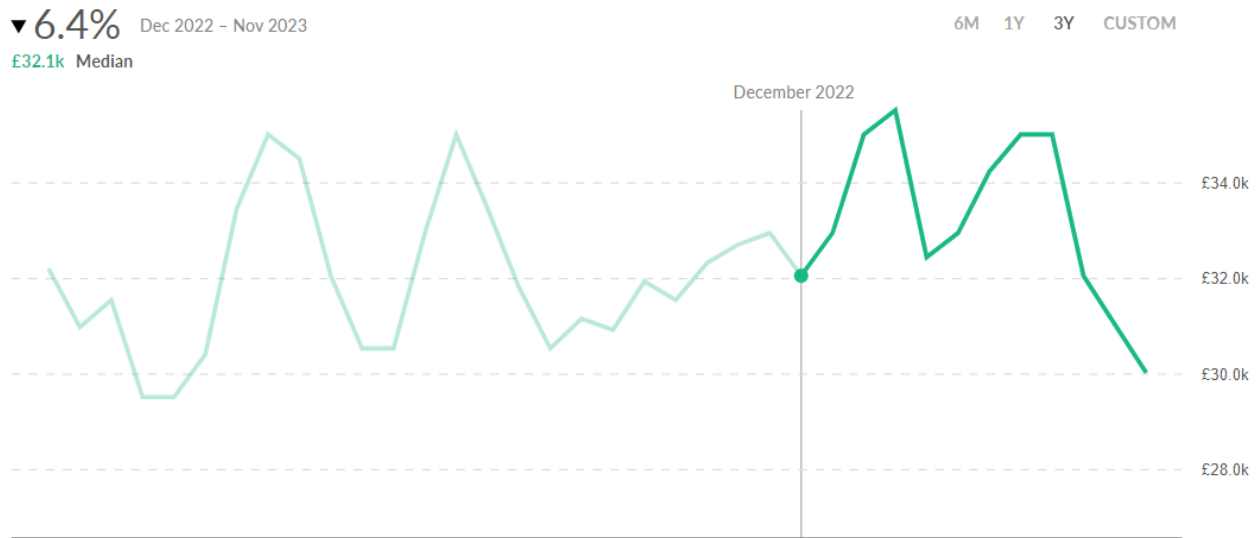
Common Skills	Year ending November 2023	Annual change
Communications	5,742	-16.5%
Management	4,449	-18.5%
Planning	2,927	-20.2%
Customer Service	2,637	-17.7%
Operations	2,480	-13.4%
Problem Solving	2,212	-8.2%
Detail Oriented	1,698	5.5%
Leadership	1,498	-12.5%
Innovation	1,378	-24.3%
Influencing Skills	1,329	-5.0%

➤ Microsoft Excel skills were the most sought-after **software skill** (1,059)

Software Skills	Year ending November 2023	Annual change
Microsoft Excel	1,059	-18.9%
Microsoft Office	965	-21.5%
SAP Applications	562	-30.0%
Microsoft PowerPoint	503	-13.9%
Geographic Information Systems	451	-10.7%
Microsoft Outlook	430	-8.1%
Microsoft SharePoint	314	8.7%
Power BI	273	-29.8%
Microsoft Word	204	-20.3%
Microsoft Access	179	N/A

Salary

- The **Median** advertised salary was £32,400 in November 2023 – down 6.4% over the year



Apprenticeships

- Of the vacancies detailed above, 572 were Apprenticeship vacancies – down from 652 in the previous year
- Apprenticeship job postings peaked in March 2021, with 286 – the highest number ever recorded in a single month in the water/wastewater industry



- The largest recruiters of Apprenticeships over the past year were Mott MacDonald, Thames Water and Amey
- The median advertised salary was £20,400 (up 20.4% from £17,000 in December 2022)

Further Information

- A range of labour market and skills-related resources are freely available on our website by **clicking here**.
- Member companies of the Energy & Utility Skills group can access additional resources by **clicking here**.

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 water and wastewater industry.

Attempts have been made to remove job postings from these companies that do not relate to their water/wastewater activities (e.g. in the case of a contractor that might also operate in other sectors), but it cannot be guaranteed that every job posting in this report sits entirely within the water/wastewater 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