



2020/2021 Geoscience Salary Survey

A collaboration between the
PESGB & Subsurface Global



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Disclaimer

This report was produced following an online survey of geoscientists between December 2020 and February 2021.

The purpose of the survey and subsequent report is to better understand the geoscience industry needs, remuneration and benefits. The survey was taken anonymously by 1622 respondents.

This report is free to use. Please acknowledge the PESGB and Subsurface Global if you intend to share.

Thank you.

Introduction



Maria Iredale

Executive Director, PESGB

We are pleased to present the 2020/21 Geoscience Salary Survey. This year, the PESGB has joined with Subsurface Global to provide a broader picture of the Geoscience market. This year, the survey has provided combined data sets on remuneration, benefits, views and impact of 2020 from participating PESGB members and Subsurface Global's wider Geoscience network.

The data was collected using our online platform from geoscience industry professionals of all levels. The aim of the survey is to gain better insights to current workplace practices and analyse compensation data of our industry. Topics included IR35 legislation, Covid-19 and how our industry recovers from the latest challenges.

We thank all 1,622 respondents that participated this year. This input has enabled us to provide PESGB members and the wider geoscience market with accurate and relevant data.



Richard Madden

Managing Director, Subsurface Global

Thank you to all geoscientists who took part in the 2020/21 Geoscience Salary Survey. Your responses and feedback have helped produce detailed and thorough analysis.

Much has changed since early 2020, including the impact of Covid-19, Brexit and IR35. The energy transition is gaining pace and the world is adjusting to a new normal. We have tried to uncover insights behind remuneration, career trends and what the future holds for our geoscience community. Alongside salary and employment trends, we have also explored individual motivations, priorities and concerns.

All being well, this year's survey will be well received and provide a valuable reference point to geoscientists and organisations hiring across our skillset. We plan to improve the survey year on year to ensure we provide a detailed summary of our industry.

Whether you are planning to grow your team or you are a potential candidate exploring new opportunities, this survey should provide some valuable insights. Please share with your network.

Survey Analysis



Survey Analysis

by Stephen Pickering, PESGB



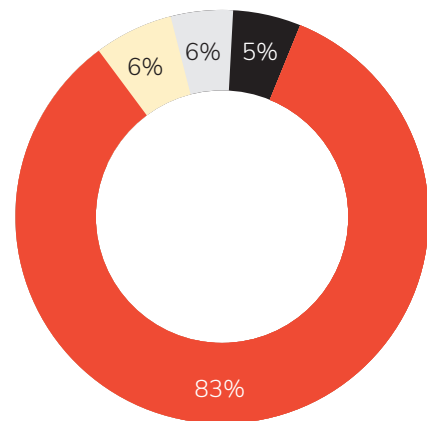
The demographics of the geoscience community continue to change.

The 2020/21 survey highlights remuneration data and the wants and needs of our industry.

Salary benefits in isolation are ineffective as many seek career progression, future opportunities and flexibility.

Ethnicity

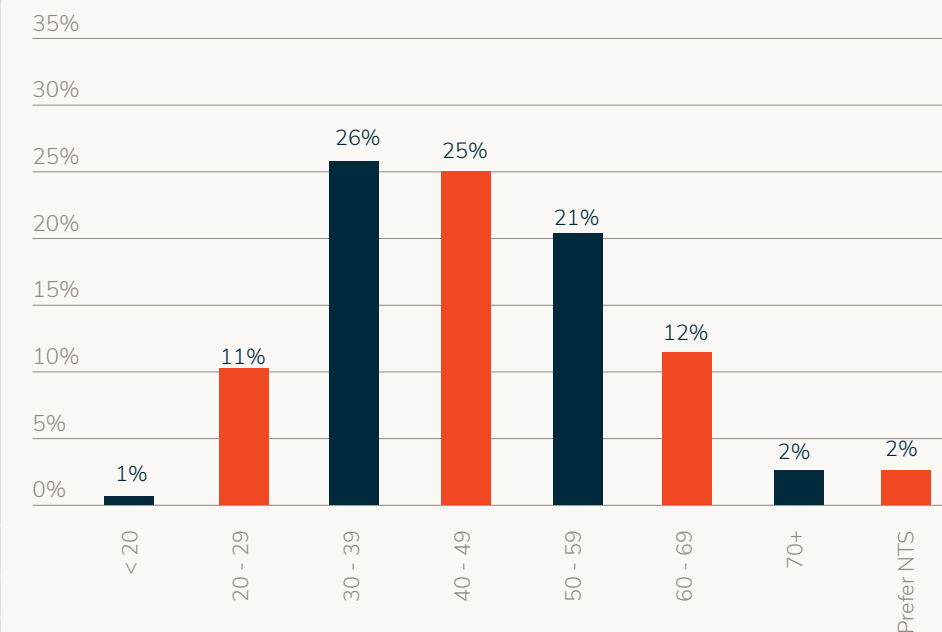
- White
- Asian
- Mixed or Multiple ethnic groups
- Prefer not to say
- Black, African, Carribean - 0%



83% of respondents identify as white, highlighting the importance of continuing efforts to promote ethnic diversity in our industry

Figure 1. Ethnicity

Figure 2. Age Group



Male vs Female breakdown

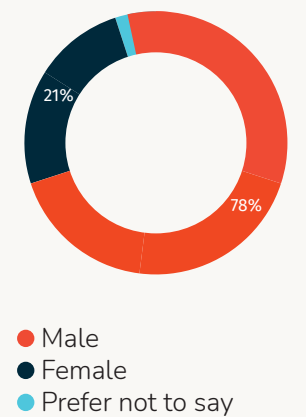


Figure 3. Gender

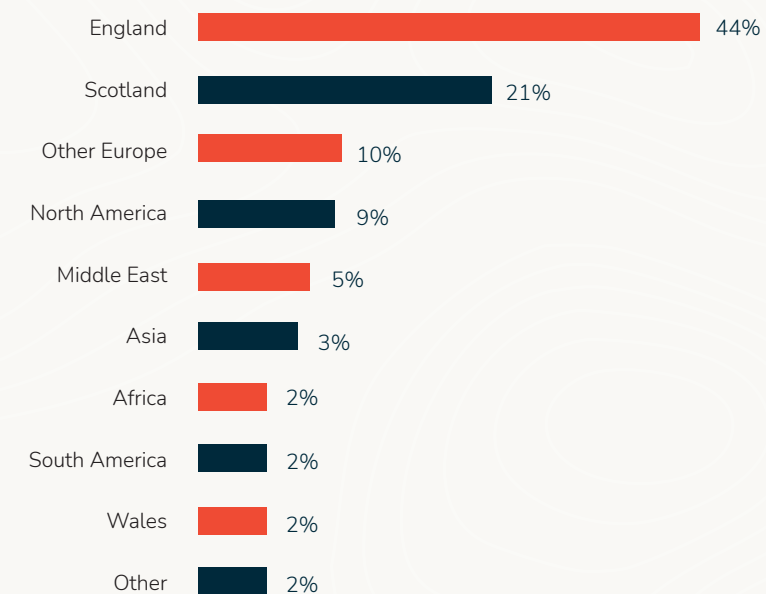


Figure 4. Where are we based?

Numbers of women working in geoscience is up 8.6% since 2018 survey.

Education & Skills



Education & Skills

Schooling

76%

Had a state school education

24%

Had a private school education

30%

studied geology as separate subject at secondary school

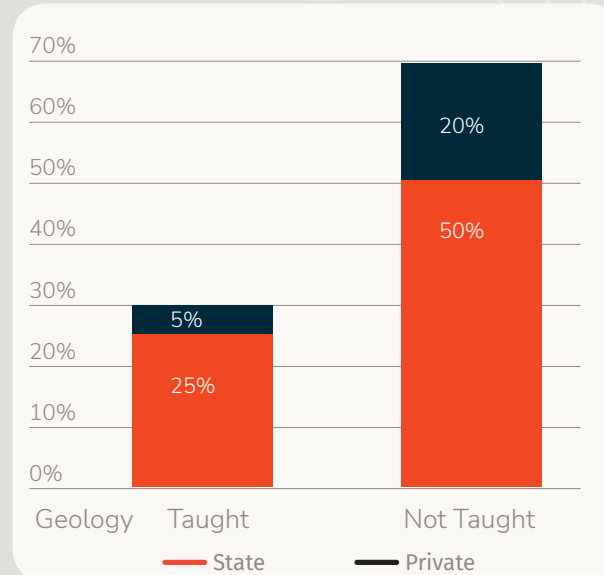


Figure 5. Schools teaching Geology

More than 75% of respondents shown in Figure 7 have a Masters degree qualification or higher. The most popular universities are Imperial College, Aberdeen and Royal Holloway.

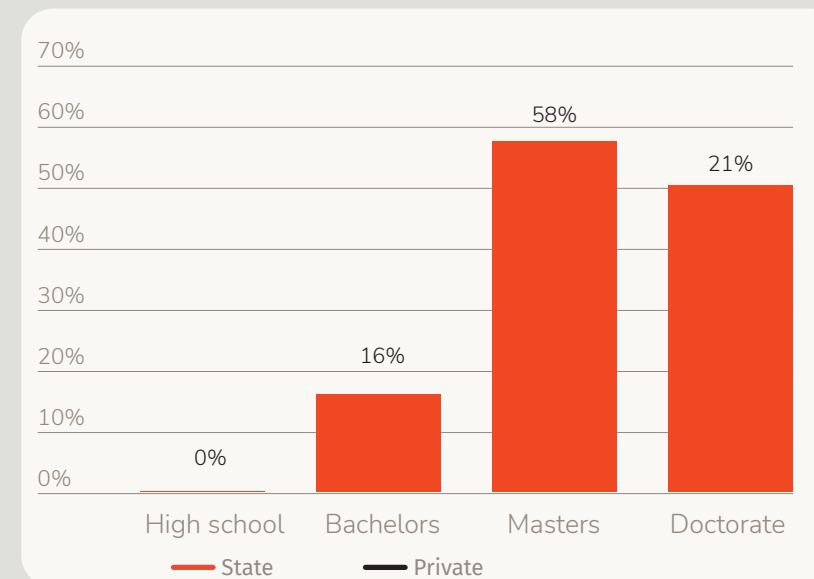


Figure 7. Highest qualification

Evening lectures	30%
PETEX	23%
Prospex	16%
SIG	12%
Africa	9%
Night School	7%
Regional	5%
None	18%

Figure 8. PESGB events attended

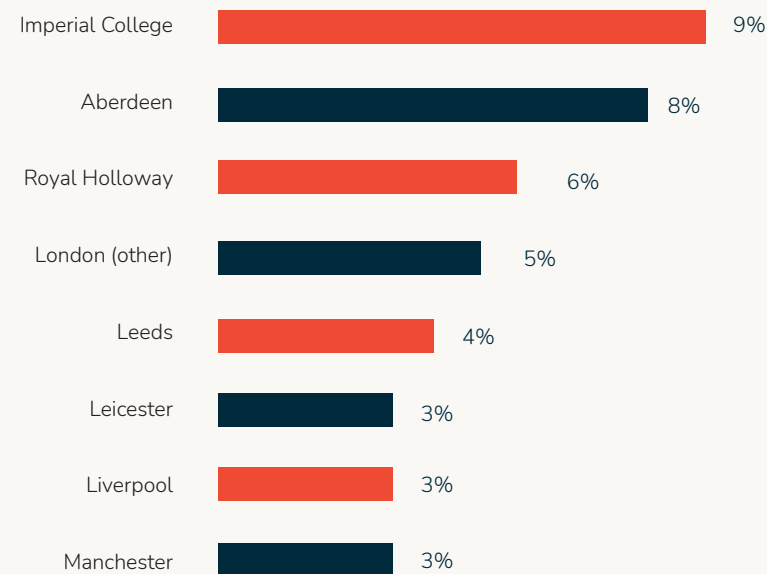


Figure 6. Most popular universities of respondents

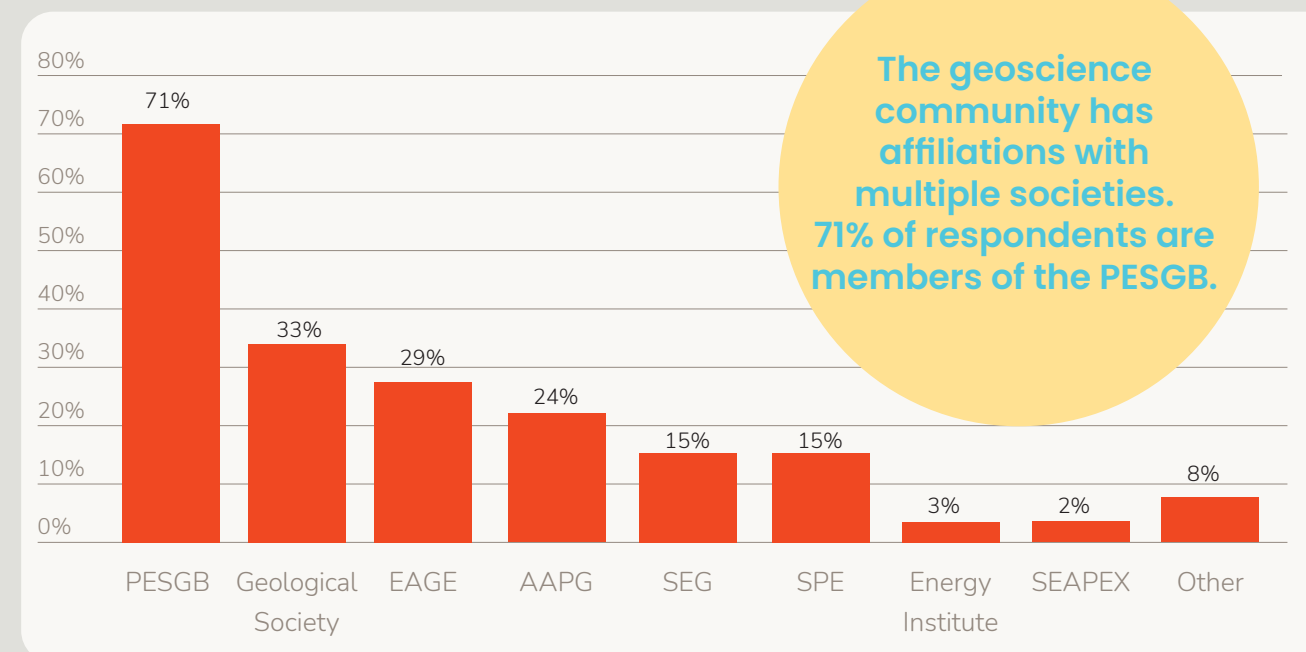


Figure 9. Geoscience society affiliations (multiple choice)

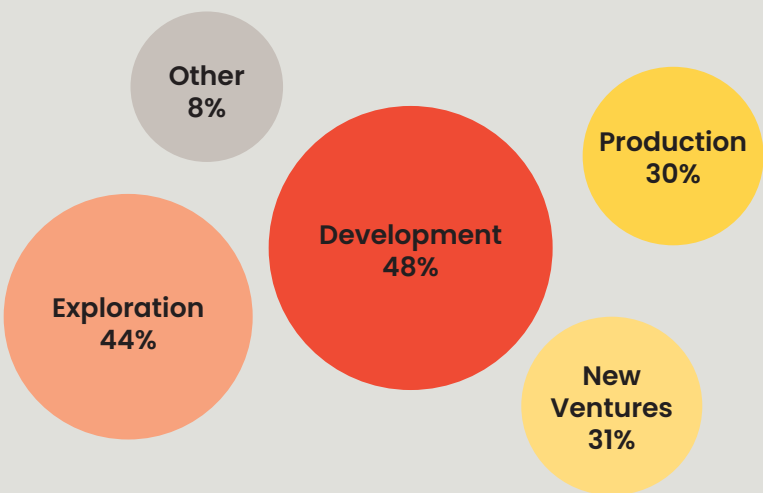
The geoscience community has affiliations with multiple societies. 71% of respondents are members of the PESGB.

Expertise & Employment



Expertise & Employment

Figure 10. Main areas of activity



In the 2018 survey, almost 80% of those surveyed were involved with exploration related activity compared with 44% this year (2020). The numbers for Development and Production have remained steady.

The large majority of respondents have experience in UKCS.

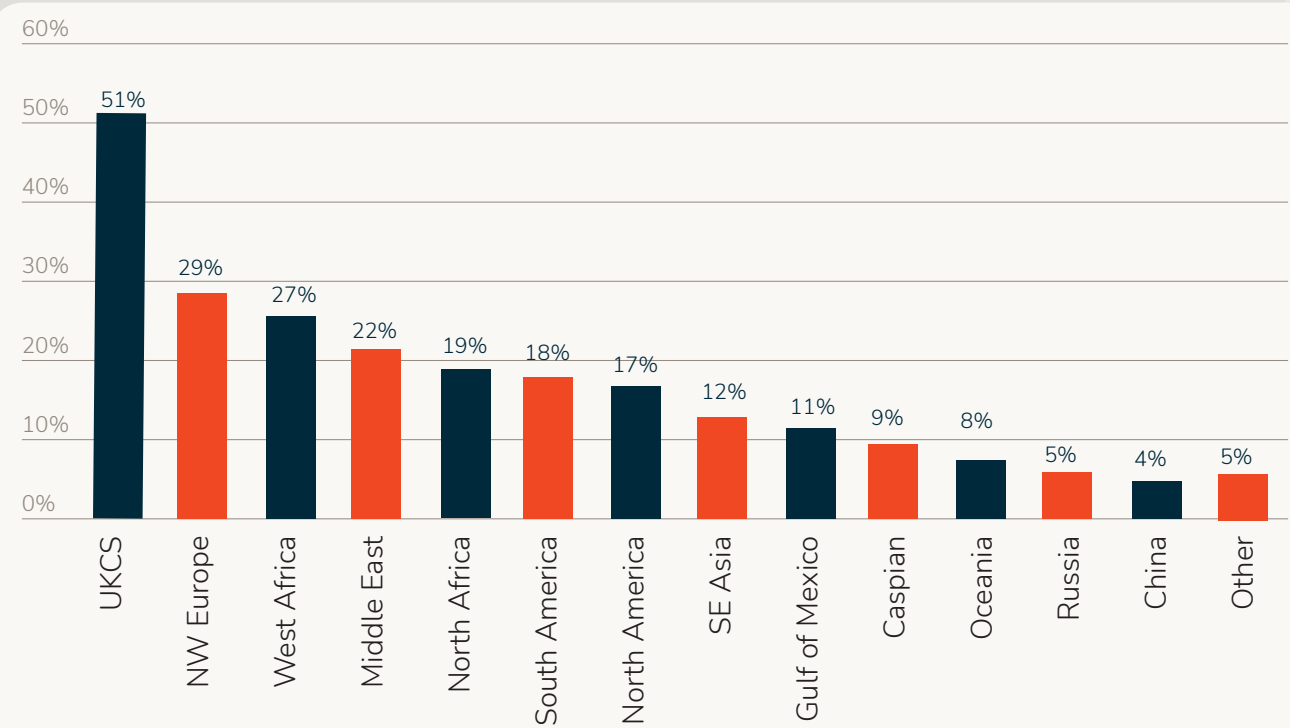
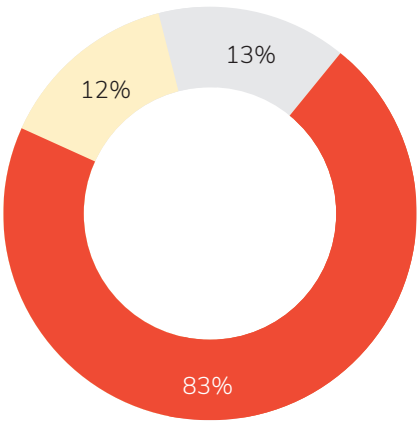


Figure 11. Current geographical areas worked on by respondents (multiple choice)

Employment Status

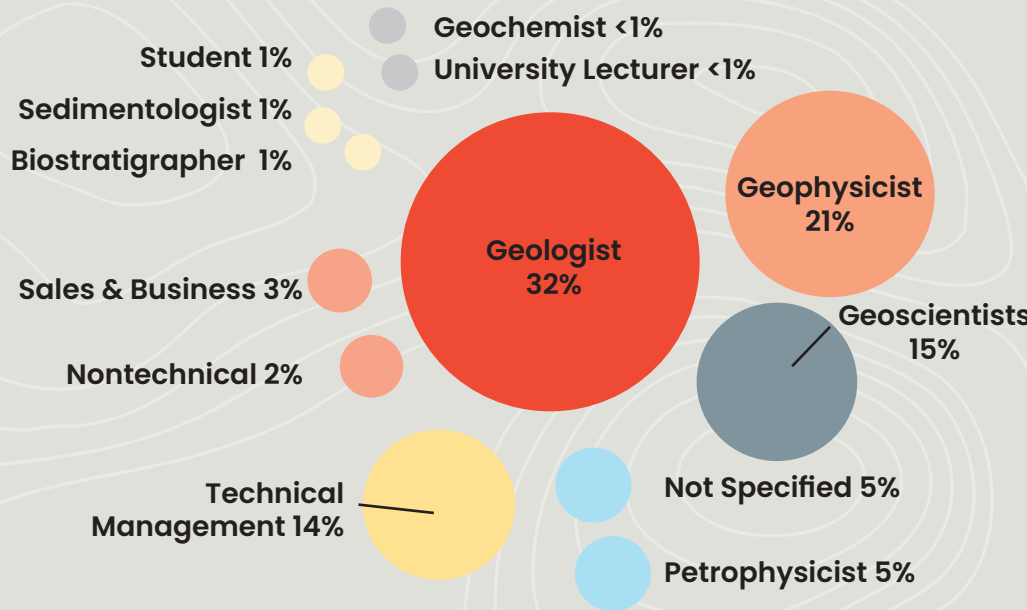
- Full Time
- Part Time
- Unemployed or Retired



83% of the geoscience community were in full time employment in 2020

Figure 12. Employment status of respondents

Figure 13. The split of expertise within our industry. 68% describing themselves as geologists, geophysicists or geoscientists.



Trainee	0%
Intern	0%
Assistant	1%
Junior	14%
Lead	20%
Senior	35%
Manager	15%
Director	8%
Exec	3%
Other	3%

Figure 14. Seniority

Expertise & Employment

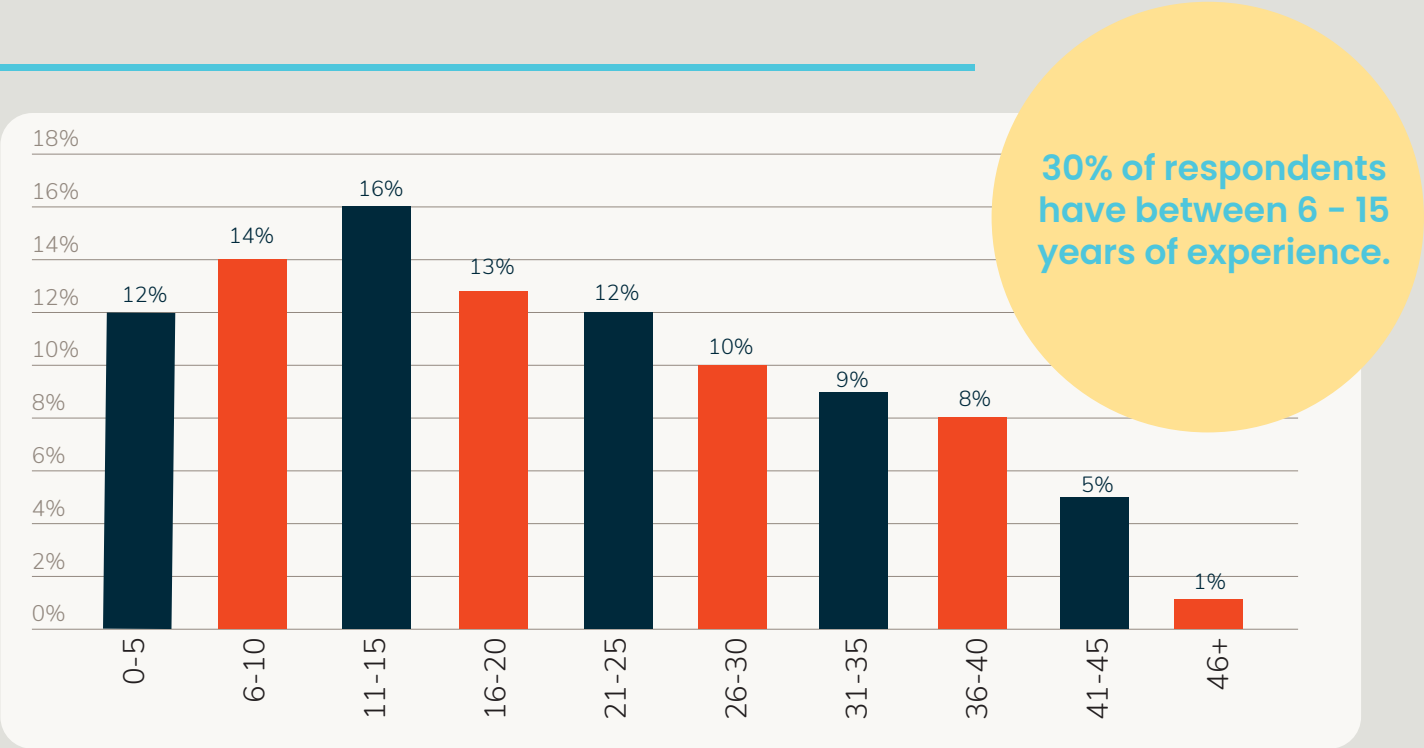


Figure 15. Years of experience of respondents

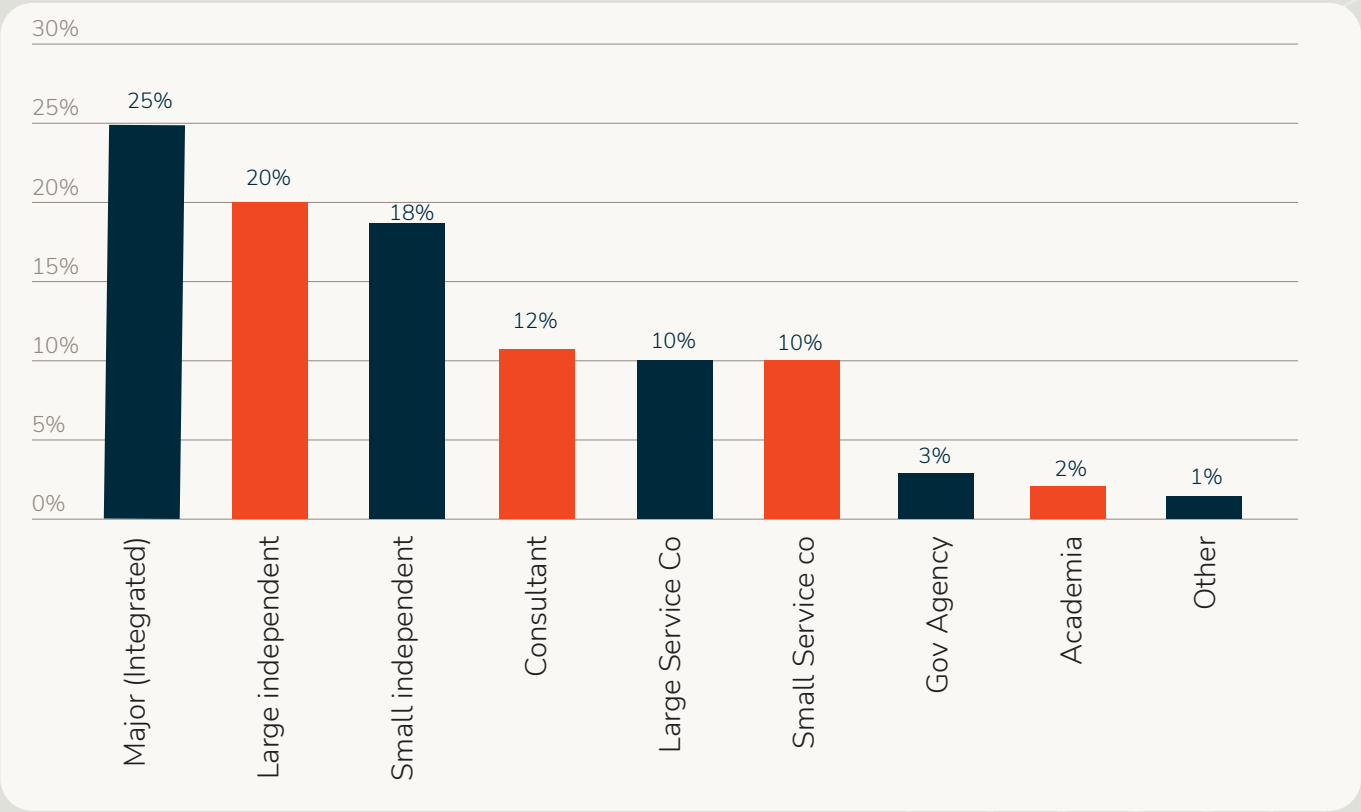


Figure 16. Employer organisation type



Remuneration and Benefits



Remuneration and benefits

Despite the impact of 2020, salaries for those employed remains stable. Geoscientists can use the information below to assess individual, current and future salary trends.

80%

Paid Annually

£96,778

Average Salary

20%

Paid day rate contract basis

£99,423

Average Male Salary

£83,378

Average Female Salary

The large majority of geoscientists are paid annually.

Figure 17. Pay

Figure 18. Mean Annual Salary Operating Companies (£)

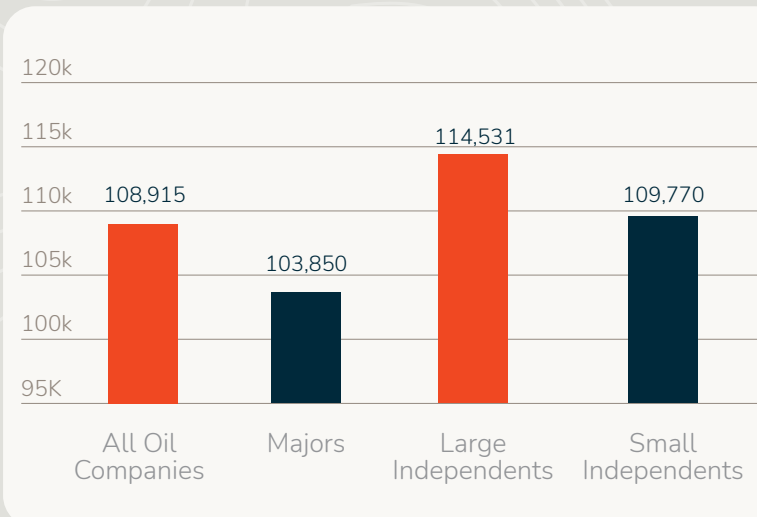
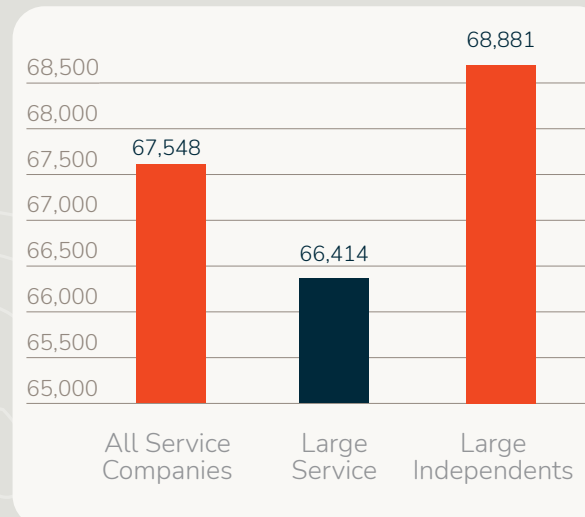


Figure 19. Mean Annual Salary Service Companies (£)



Based upon survey respondents, the majority (64%) are 'satisfied' with their total pay and rewards package.

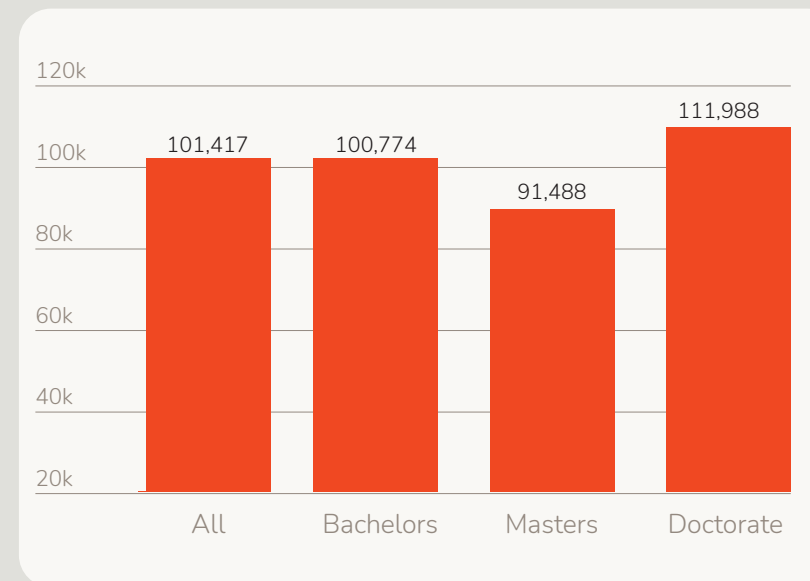
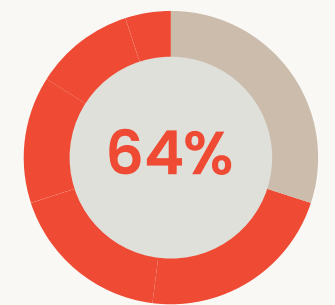


Figure 20. Mean Salary vs Education



of respondents are 'satisfied' with their remuneration

Figure 21. Pay Satisfaction

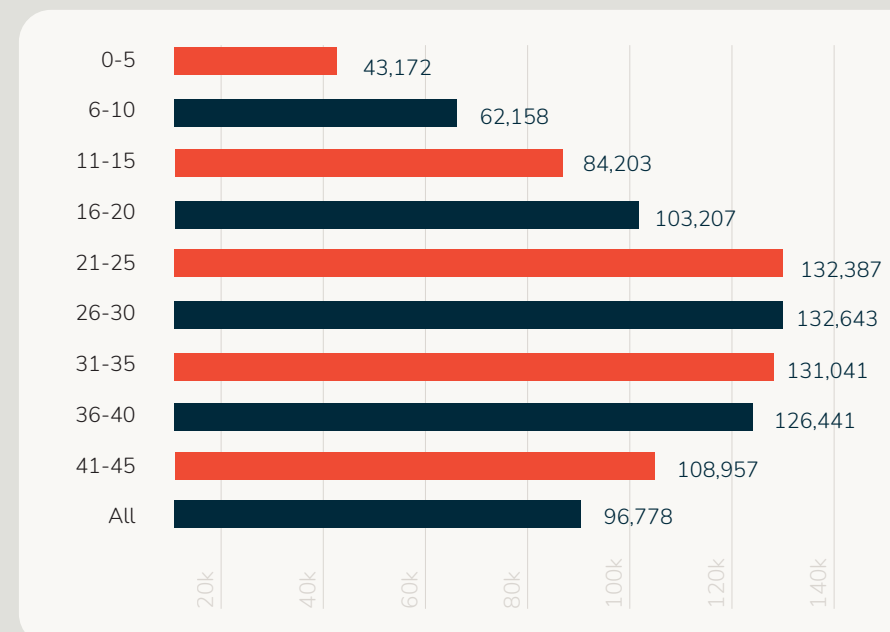


Figure 22. Mean Salary v Years of experience

The average salary for geoscientists between 10 and 25 years of experience is **£106,599**

Remuneration and benefits (cont.)

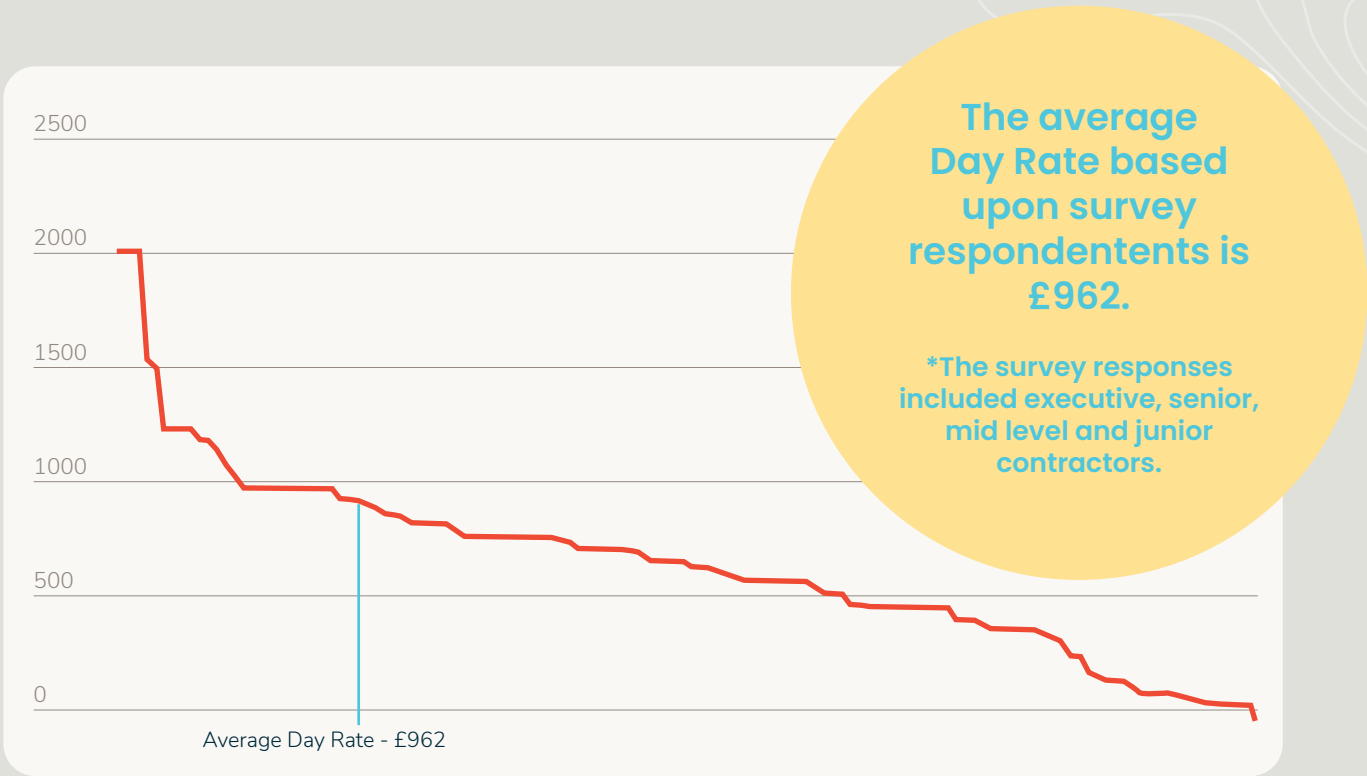


Figure 23. Day Rates (£)

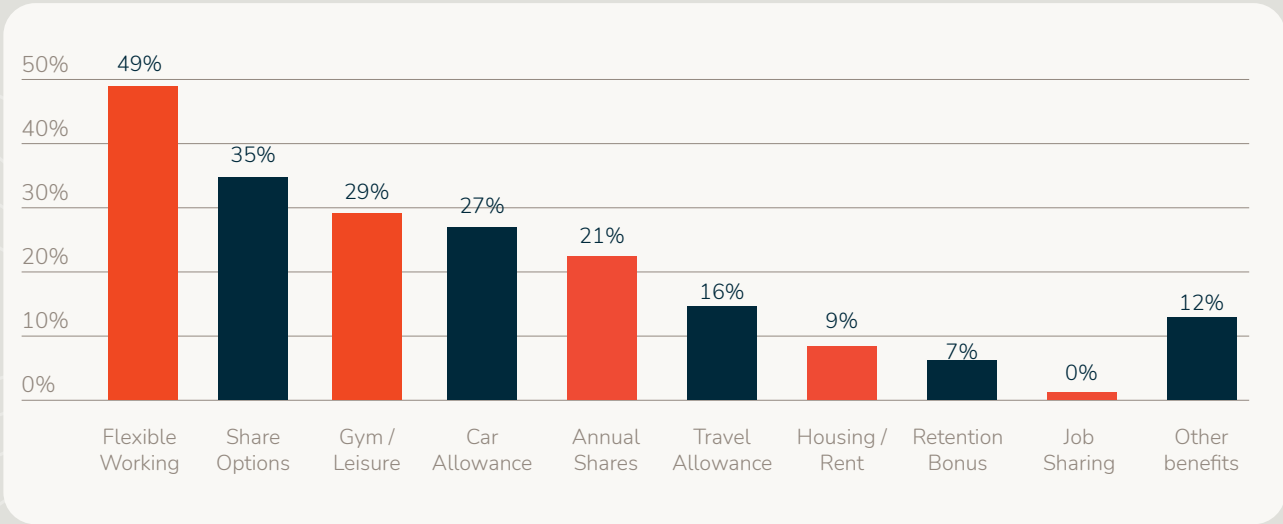


Figure 24. Benefits and allowances of employees (multiple choice)

The industry appears to have embraced flexible working. Approximately 30% have one or more benefits in terms of share options, car allowance, and/or gym/leisure allowance.

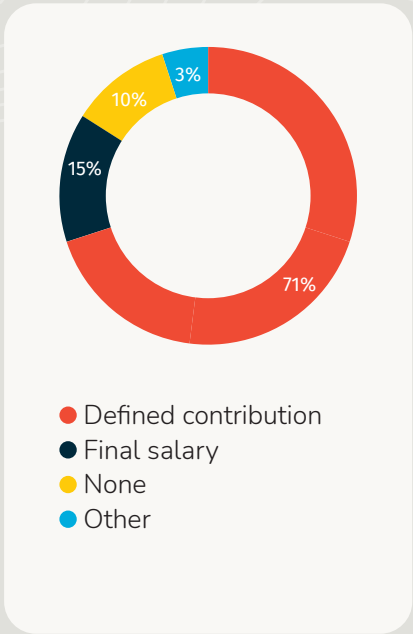


Figure 25. Pension

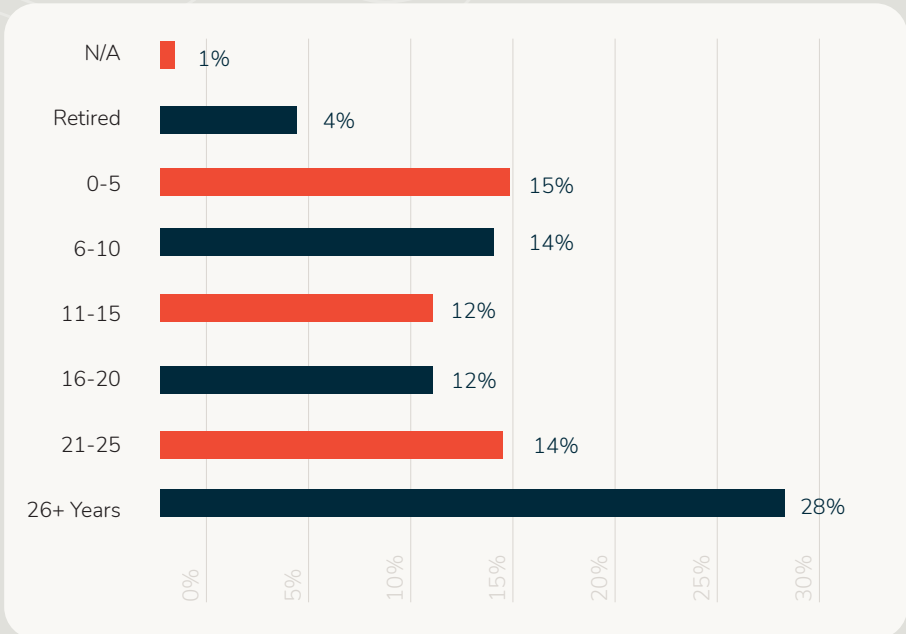


Figure 26. Respondents projected years until retirement

The numbers of employees with final salary pensions continues to decline.

73% No Impact vs 27% Impacted

The impact of IR35

Changes to tax responsibility is impacting up to 27% of the membership. With 7% being extremely affected.

Figure 27. IR35 Impact

Impact of 2020



Impact of 2020

Covid-19 and an oil price shock have had a profound impact on our working lives. Nearly 60% of respondents are now working from home and an unfortunate 10% have been made redundant.

Impacts of Covid-19

68%

are working from home for the first time.

17%

suffered a reduction of income

17%

Less work

17%

Reduced pay

13%

More Work

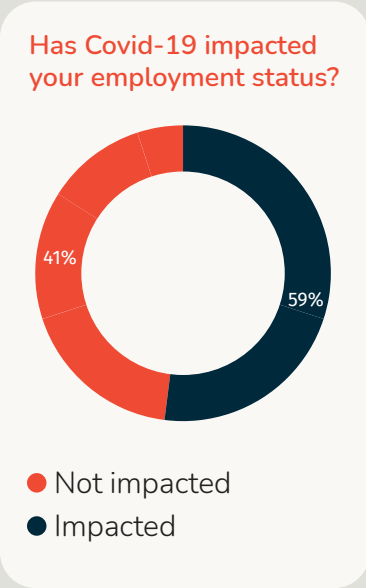


Figure 28. Employment Status

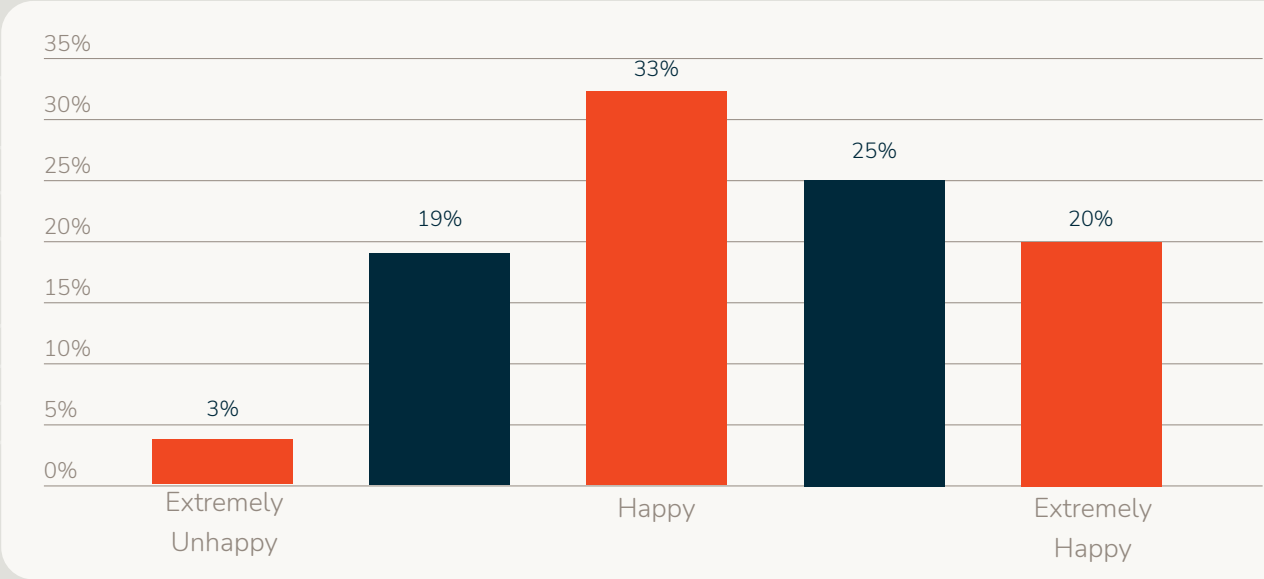
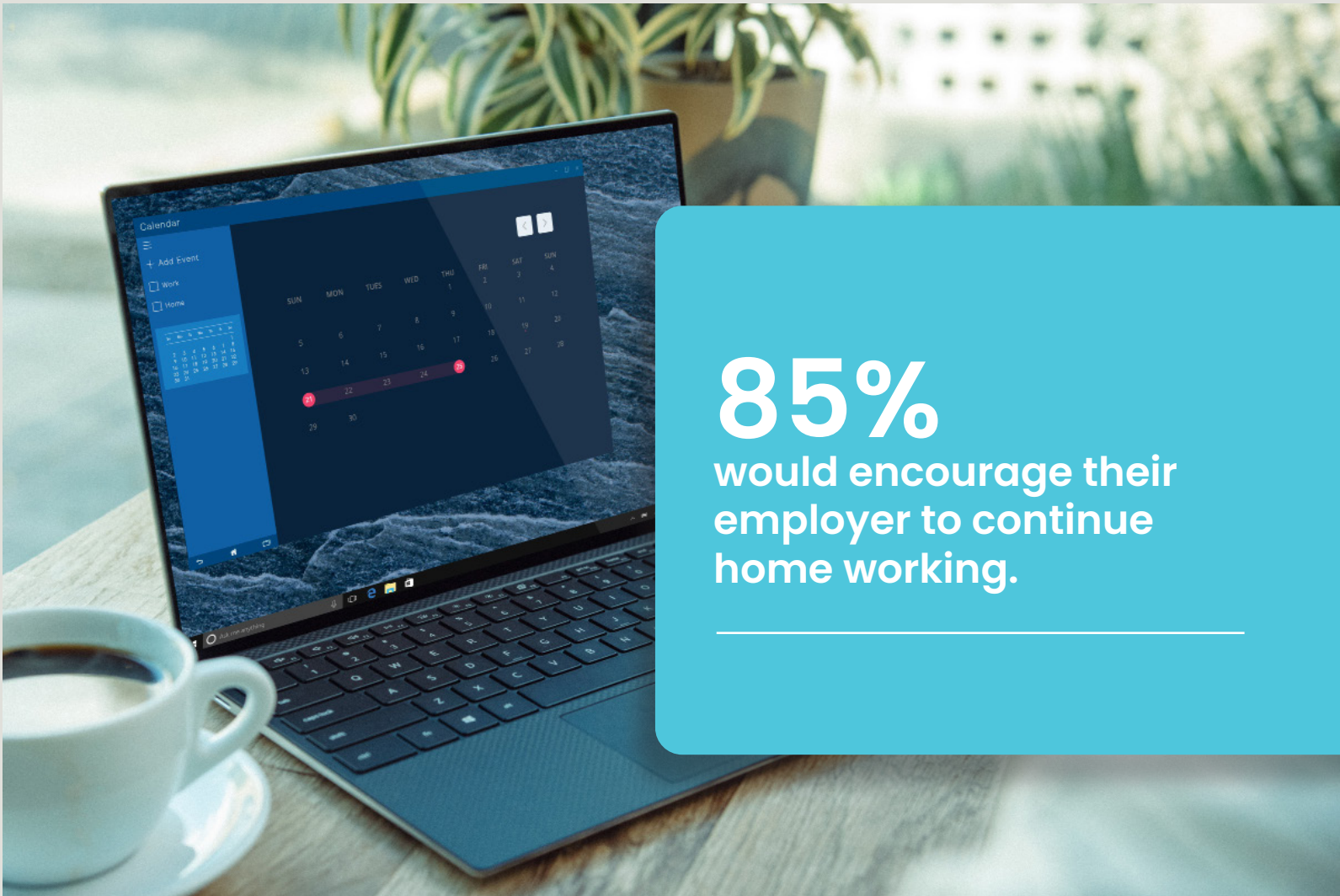
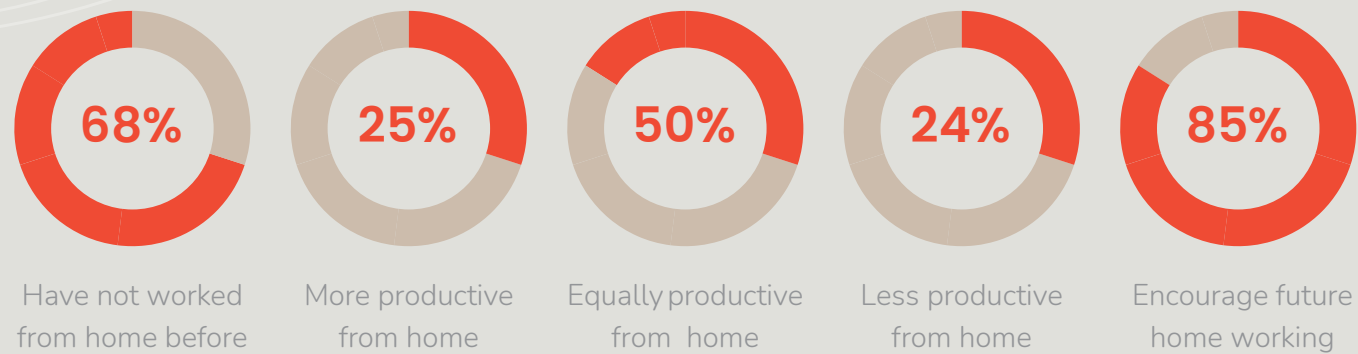


Figure 29. Are you happy working from home?

Figure 30: Working from home:



85%

would encourage their employer to continue home working.

Future Careers & Industry Trends



Future careers

Career plans in the next 12 months

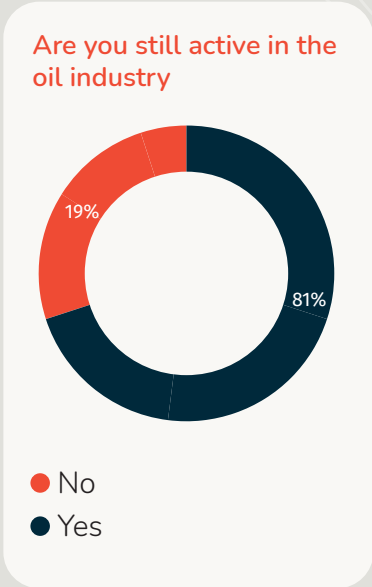


Figure 31. Activity

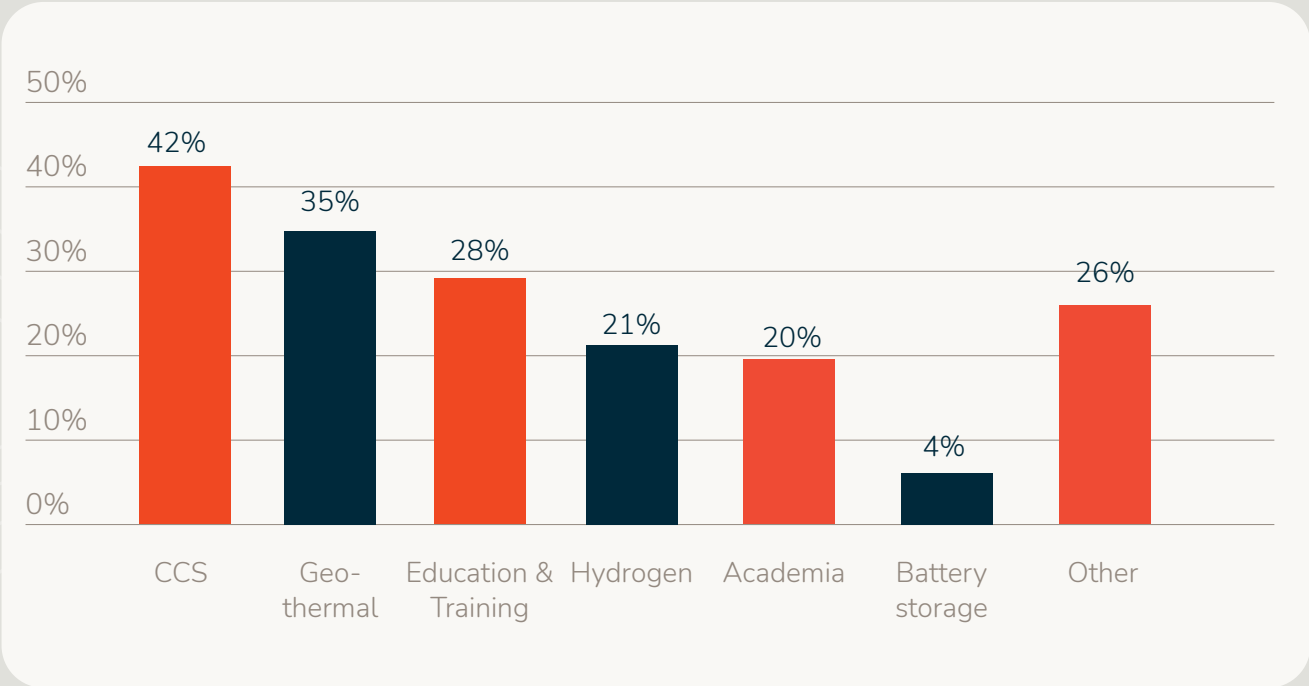


Figure 32. Where do you plan to develop your career? (multiple choice)

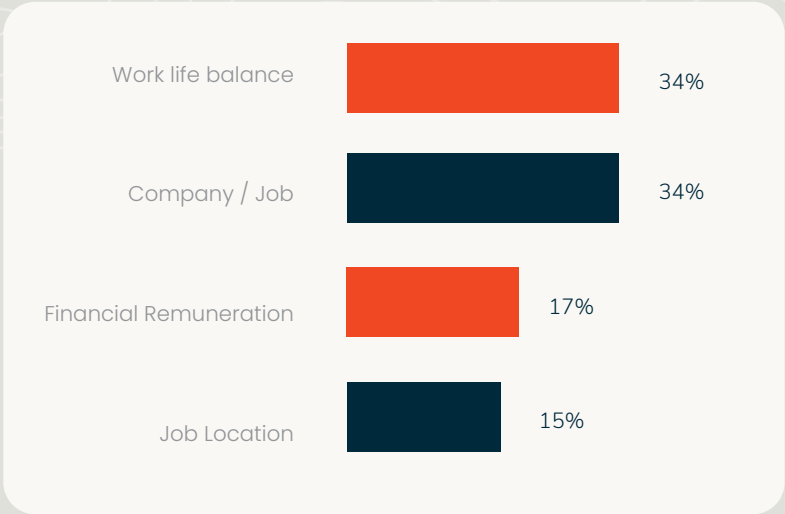


Figure 33. Most important considerations for a new job



Industry Trends

with Peter Bottomley & Freya Jackson (Subsurface Global)

Echoing the comments from Maria and Richard, I would also like to thank the geoscience community for taking part in this survey.

The E&P industry often has significantly assorted opinions and interpretations when it comes to market trends of the availability and remuneration of niche skills. To counter this, it is important to gather relevant and targeted feedback from the community itself.

It is clear (at least from a geoscience perspective) the cyclical nature of the Oil & Gas industry is not learning from previous mistakes in terms of encouraging consistent levels of young talent to enter the industry (and retaining them). It is imperative that knowledge transfer continues at a steady pace, with technology playing a vital role.

What does this mean for salaries? In our view, this will encourage a significant demographic gap in the years to come, which will inflate the salaries of geoscientists yet again. Some will say activity levels will decrease, which may well be true. However, the low level of graduate intake from E&P companies will only encourage a future market battle to hire and secure the few that will have the necessary training and experience. Supply creates its own demand....

In terms of diversity and inclusion, our results still show we have a long way to go. Yet again, our view on improvement is linked to the consistency of hiring graduates from STEM related disciplines – focusing on diversity and inclusion at every turn. Moreover, the promotion of female leadership needs further action – a point clearly displayed by the difference in average remuneration between males and females in our geoscience community.



96%

of those surveyed are concerned about future work.

It remains to be seen how the energy transition will impact the Oil & Gas industry and the wider market. Geoscientists caught in recent redundancy rounds may look to move out of the industry or into other energy sectors. Most respondents indicated an interest to diversify their skillsets in order to become more marketable for future employment opportunities. Overall, we believe the vast majority of mid-senior level geoscientists will remain in the industry for the foreseeable future.

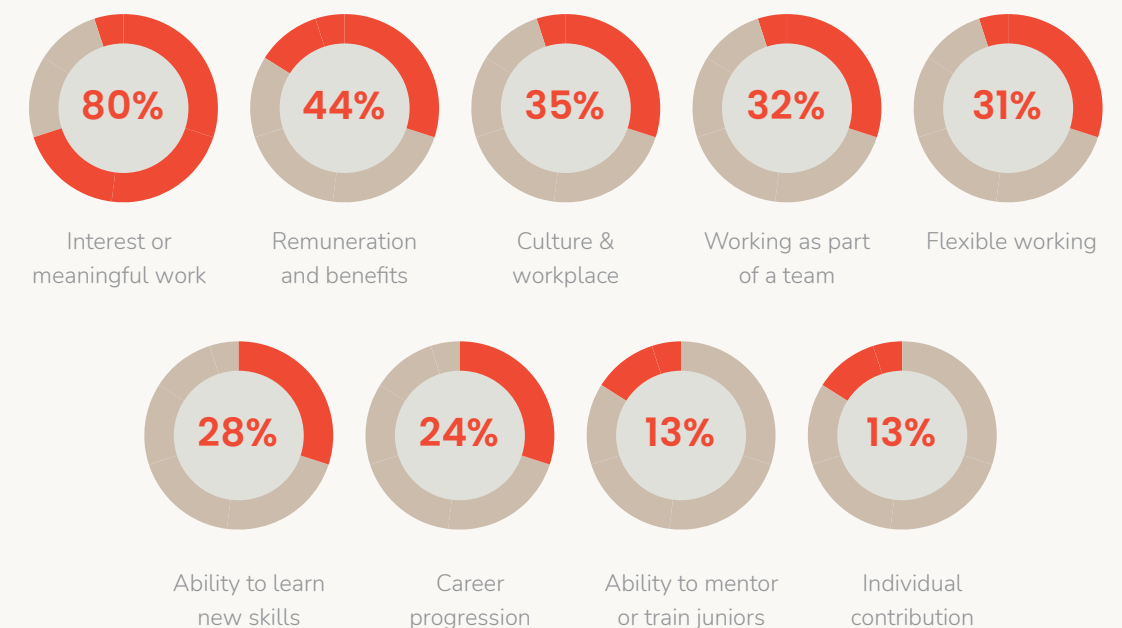
In the past year we have witnessed a changing of the guard in the UKCS. Several new players have acquired packages of North Sea assets as several

supermajors and North American firms exited. It is likely that more M&A activity is to come, making for an exciting period ahead. The demand for geoscience skills continues to lean toward development and production rather than exploration, which would also account for higher levels of technical recruitment in Aberdeen as opposed to London.

In terms of remuneration and the year ahead, the impact of IR35 is expected to have a significant impact on the contracting and consulting population of our community. Staff salaries and company benefits remain strong in the Oil & Gas industry. Couple this with the imminent IR35 changes and less attractive PAYE day rates, we predict a decrease in the number of geoscientists actively pursuing a move into independent consultancy or contracting. This view could be strengthened further by employers encouraging a more appealing post-pandemic work-life balance and flexible working culture to their staff workforce. This, of course, is yet to be seen...



What is most important in the workplace?





PES  GB

 SUBSURFACE
GLOBAL CHALLENGE
THE FUTURE