

FIRST EDITION · JULY 2026

India Green Jobs Salary & Talent Guide 2026

Role-by-role compensation benchmarks across nine green sectors — renewable energy, EVs, green building, sustainability & ESG, and circular economy — built from government data, institutional research, and industry salary platforms.

9

Green sectors benchmarked

35+

Roles, entry to leadership

20+

Primary sources cited

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What's Inside

A comprehensive, sourced view of what green jobs actually pay in India — and where the talent gap creates opportunity.

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INDIA'S GREEN ECONOMY · SECTION 01

₹4.1T

Investment potential across India's green economy by 2047 — spanning energy transition, circular economy, and the bio-based economy, per CEEW.

Source: CEEW, "Building a Green Economy for Viksit Bharat" (2026)

Executive Summary

India's green economy at a glance — the headline numbers behind this guide.

1.02M

People employed in India's renewable energy sector as of 2023 (PIB / MNRE)

6.5L

FTE jobs added in clean energy, FY23–FY26 — 62% from rooftop solar alone (CEEW–NRDC, June 2026)

44L

Additional FTE jobs India's 500 GW non-fossil target could create by 2030 (CEEW–NRDC)

48M

Jobs potential across India's full green economy by 2047 (CEEW)

"India met its target of 50% cumulative installed electricity capacity from non-fossil sources in 2025 — five years ahead of schedule."

— Ministry of New & Renewable Energy / CEEW–NRDC, 2026

This guide translates that growth into what it actually pays. Across the nine sectors benchmarked here, entry-level green roles in India start broadly between ₹2.5–8 LPA depending on sector and technical intensity, while specialized mid-career and leadership roles — particularly in carbon markets, battery engineering, and ESG — regularly clear ₹20–50+ LPA. The detail, sector by sector, follows in Sections 04–12.

Renewable Energy

Electric Vehicles

Green Construction

Energy Efficiency

Sustainability & ESG

Carbon Markets

Circular Economy

Sector taxonomy anchored to the Skill Council for Green Jobs' (SCGJ) five official mega-sectors — renewable energy, EVs, green construction, sustainable textiles, and waste management — expanded here with ESG/sustainability and carbon markets, which are where GreenKollar sees the fastest-growing white-collar hiring.

Methodology & How to Read This Guide

Built to the same evidentiary bar as the institutional salary and workforce guides this report is designed to sit alongside.

Government & institutional

- Ministry of New & Renewable Energy (MNRE)
- Press Information Bureau (PIB), Government of India
- Skill Council for Green Jobs (SCGJ)
- Council on Energy, Environment and Water (CEEW)
- NRDC India

Industry & workforce research

- Taggd — Green Talent Gap & Salary Forecast 2026
- Sector-specialist guides (DIYguru/ eMobility Academy for EV, IISE for solar)

Salary data platforms

- AmbitionBox, Glassdoor India, PayScale India, 6figr, SalaryExpert — self-reported and modeled compensation data by role

WHY THIS ISN'T A MICHAEL PAGE OR MCKINSEY REPORT

Michael Page India and McKinsey Global Institute publish proprietary salary and workforce data built from placements and client engagements we don't have access to. This guide is built entirely from public, citable sources instead — every figure below traces to a named source, and we flag every place those sources disagree with each other by more than is comfortable. That transparency is the trade-off for not having proprietary placement data.

Why ranges, not single numbers

India green-job salary platforms frequently disagree by 2–3x for the same title — a symptom of a young, fast-growing, inconsistently titled job market. Where that happens, we show both figures and say so, rather than averaging them into a false middle.

Data compiled July 2026. All figures in ₹ Lakhs Per Annum (LPA) unless noted. Figures are national ranges; see Section 13 for city and tier-level variance.

SECTION 03

1.2M

Skilled-worker shortage in India's renewable energy sector alone — the single biggest constraint on the energy transition, not capital.

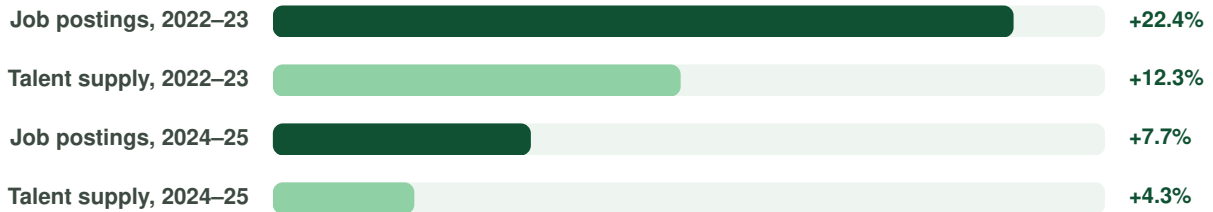
Source: Taggd, "Green Jobs, Sustainability Hiring in India and the Green Talent Gap 2026"

SECTION 03

The Green Talent Gap

Demand for green skills is outpacing supply — and the gap is widening, not closing.

Green hiring growth vs. green talent supply growth



Source: Taggd, Green Talent Gap 2026. Bars scaled relative to the largest value in this set (22.4%) for visual comparison only.

Read this as: even as overall green hiring growth cooled between the two periods shown, demand still grew roughly **1.8x faster** than supply in both windows. The gap hasn't closed — it's just growing more slowly. Taggd projects one in five green jobs will go unfilled for lack of qualified talent by 2030.

Where the jobs will be

Tier II and Tier III cities are projected to generate **35–40%** of India's 7.29 million projected green jobs by FY28 — a meaningfully different geography than the US market, where clean energy jobs concentrate heavily in a handful of large states (see Section 13).

The gender gap

Women hold just **10%** of green skills globally, vs. 17% for men, and the gender gap in green leadership specifically has widened by **25%** over the past seven years. This is a global figure, not India-specific, but Taggd's India research flags it as a live constraint on India's green talent pipeline too.

Solar Energy

India's single largest green employment engine — rooftop solar alone drove 62% of clean energy FTE job growth from FY23–FY26.

ROLE	LEVEL	ANNUAL (₹ LPA)	SOURCE(S)
Field / Installation Technician	Entry	₹2.5 – 5	Indian Institute of Solar Energy (IISE)
Solar Design Engineer	Entry–Mid	₹3 – 8	IISE; Glassdoor India (avg. ₹3.17L)
Solar Engineer (broader average)	Mid	₹8 – 10.4	SalaryExpert (avg. ₹10.36L)
Senior Solar Engineer / Project Lead	Senior	₹17 – 30*	6figr (wide, small-sample data — see note)

DATA QUALITY NOTE

One dataset (6figr) shows 70% of solar-energy salary submissions between ₹17L–₹66L — dramatically higher than every other source in this section. This likely reflects a small, senior-skewed sample rather than the typical market. We've capped our senior estimate well below that figure; treat anything above ₹30L as an outlier case, not a typical outcome.

Solar is India's most entry-accessible green sector: field and installation roles need certification, not an engineering degree, and the sector's rooftop-solar-driven growth (Section 01) means demand is distributed across the country, not concentrated in a few industrial hubs.

Wind Energy

A smaller, more mature market than solar — India ranks among the top 4 countries globally for installed wind capacity.

ROLE	LEVEL	ANNUAL (₹ LPA)	SOURCE(S)
Wind Turbine Technician (fresher)	Entry	₹3 – 5	PersolIndia; industry benchmarks
Wind Turbine Technician (experienced)	Mid	₹5 – 8.2	SalaryExpert (avg. ₹5.2–8.2L across role variants)
Wind Energy Engineer	Mid–Senior	₹3.4 – 8.1*	Two sources disagree sharply — see note

DATA QUALITY NOTE

"Wind Energy Engineer" shows the widest source disagreement in this guide — one platform reports a ₹3.4L average, another ₹8.1L, for what is nominally the same title. Wind has a far thinner public salary dataset in India than solar; treat this row directionally, not precisely.

Unlike solar, wind salary data in India is comparatively sparse — a sign of a smaller, more consolidated employer base (fewer, larger players) rather than weaker demand. If you're benchmarking a specific offer, weight direct employer research over aggregator averages more heavily here than elsewhere in this guide.

Electric Vehicles & Battery

India's fastest-growing green engineering discipline — projected 35% career growth and 1.8 lakh new roles by 2030.

ROLE	LEVEL	ANNUAL (₹ LPA)	SOURCE(S)
EV Engineer, Tier II city (fresher)	Entry	₹2 – 5	DIYguru / eMobility Academy 2026
EV Engineer, metro hub (fresher)	Entry	₹3 – 8	DIYguru / eMobility Academy; strong candidates up to ₹6–12L
EV Engineer, metro hub (mid-level)	Mid	₹12 – 18	DIYguru / eMobility Academy
Battery Engineer (blended average)	Mid	₹9.5 – 13	AmbitionBox-style aggregate (avg. ₹12.96L)
Senior Battery Engineer	Senior	₹18 – 30+	DIYguru (exceptional Bengaluru/Pune candidates: ₹30L+)

EV shows the clearest metro-vs-Tier-II pay gap of any sector benchmarked: the same fresher role pays roughly 40–60% more in Bengaluru, Pune, or Delhi NCR than in a Tier II hub. Two independent battery-engineer datasets (DIYguru and an AmbitionBox-style aggregate) diverge meaningfully at senior levels — cross-check any specific offer against both.

Energy Storage (BESS) & Grid

The newest sector in this guide — grid-scale battery storage is only now scaling in India, and it shows in the data.

ROLE	LEVEL	ANNUAL (₹ LPA)	SOURCE(S)
BESS Engineer (general)	Entry–Mid	₹5.4 – 8.6	BeBee aggregated job-posting data, 2026
BESS Power System Engineer (grid-scale)	Mid	₹7.2 – 11.4	BeBee aggregated job-posting data, 2026
Senior BESS Engineer, Mumbai (6–12 yrs)	Senior	₹30 – 50	BeBee job-posting data, 2026

DATA QUALITY NOTE

This is the thinnest sector in the guide by data volume — BESS is a genuinely new job category in India, so figures come from live job-posting aggregation (BeBee) rather than large self-reported salary samples. Treat the senior-level jump (₹11.4L to ₹30–50L) as reflecting genuine scarcity of experienced grid-storage engineers, not a data artifact.

Energy Efficiency

Anchored by the Bureau of Energy Efficiency's Certified Energy Auditor (CEA) credential — a government-recognized qualification.

ROLE	LEVEL	ANNUAL (₹ LPA)	SOURCE(S)
Energy Auditor (blended average, dataset A)	Entry–Mid	₹4.25 – 9.3	Glassdoor India (avg. ₹6.87L)
Energy Auditor (blended average, dataset B)	Mid–Senior	₹14.4 – 19.9	6figr (avg. ₹15.8L)

WIDEST VARIANCE IN THIS GUIDE

These two datasets disagree by more than 2x for a role with the same title. As with the US edition of this guide, "Energy Auditor" likely spans very different sub-markets — a residential/BEE-certified auditor doing basic compliance audits vs. an industrial energy auditor managing large facility energy-management contracts. Confirm which sub-market a specific role sits in before anchoring on either figure.

Green Building (IGBC / LEED)

IGBC is targeting 10 billion additional square feet of green building certification over the next decade.

ROLE	LEVEL	ANNUAL (₹ LPA)	SOURCE(S)
Green Building Professional (entry)	Entry	₹4 – 7	ConstructionPlacements 2026 guide
LEED AP / Sustainability Consultant (experienced)	Senior	₹10 – 20+	ConstructionPlacements 2026 guide

Certification is the clearest lever in this sector: IGBC AP and LEED AP credentials are consistently cited as the qualifying signal for the ₹10L+ tier, and international markets (Gulf, US, UK) pay meaningfully more for the same certification given stricter compliance regimes there — worth knowing if you're weighing a domestic vs. overseas green-building career path.

Sustainability & ESG

The steepest and most consistent pay curve in this guide — and the sector with the clearest metro premium.

ROLE	LEVEL	ANNUAL (₹ LPA)	SOURCE(S)
ESG Analyst	Entry	₹4 – 10	Zell Education; SCDL — two overlapping ranges blended
Sustainability Manager (national average)	Mid	₹6 – 18	PayScale-style aggregate (avg. ₹12.5L)
Sustainability Manager, Mumbai	Mid–Senior	₹20.3	SalaryExpert Mumbai-specific figure
Senior Sustainability / ESG Lead	Senior	₹12 – 30+	Zell Education; learnsignal 2026
Sustainability Manager (top of career band)	Manager/ Director	Up to ₹35	EcoSkills Academy 2026

This is the one sector where India's data is directionally consistent with global patterns: multiple independent sources agree ESG/sustainability roles command a real premium as seniority increases, and Mumbai-specific data runs meaningfully above the national blended average — a clear metro premium, not just noise.

Carbon Markets & Climate Risk

India's Carbon Credit Trading Scheme (CCTS) — live across 8 obligated sectors — is creating a genuinely new, high-paying job category.

ROLE	LEVEL	ANNUAL (₹ LPA)	SOURCE(S)
Carbon Markets Analyst / MRV	Entry	₹5 – 12	Mentoria, Climate Careers in India 2026
Climate Change Analyst (blended average)	Entry–Mid	₹12.6 – 22.3	ERI/SalaryExpert (avg. ₹17.2L)
Climate Risk Analyst (banks/ consulting)	Mid–Senior	₹12 – 22	Fintelligents 2026
Carbon Markets Specialist	Senior	₹12 – 35	Mentoria, Climate Careers in India 2026
Climate Finance Specialist	Senior	₹10 – 40	Dheya Insights 2026
Carbon Markets Originator / Senior Trader	Manager/ Director	₹35 – 100+	Mentoria, Climate Careers in India 2026

This is the highest-ceiling sector in the entire guide. India's CCTS is new enough that senior carbon-trading and origination talent is genuinely scarce — the ₹35L–₹100L+ band at the top reflects a real scarcity premium, not aggregator noise, though it applies to a small number of specialized roles, not the broader carbon-markets job market.

Circular Economy & Waste Management

Projected to become a \$2 trillion market and 10 million jobs by 2050 — but the salary data hasn't caught up to the ambition yet.

ROLE	LEVEL	ANNUAL (₹ LPA)	SOURCE(S)
Circular Economy / Waste Management (2+ yrs exp.)	Entry–Mid	₹5 – 9	Indeed India job-posting data, 2026

DATA QUALITY NOTE

This is the least-benchmarked sector in the guide — public India-specific salary platforms don't yet carry meaningful sample sizes for circular-economy-specific titles (as opposed to general sustainability or waste-management-adjacent roles). We're showing one job-posting-derived range rather than fabricating a fuller table. Expect this section to expand significantly in future editions as the sector matures under India's new Solid Waste Management Rules, 2026.

SECTION 13

35–40%

Share of India's 7.29 million projected green jobs (by FY28) expected to come from Tier II and Tier III cities — not the metros.

Source: Taggd, Green Talent Gap 2026

Geography — Metro, Tier II & Tier III

India's green job map looks structurally different from the US's — growth is more distributed, not concentrated in 2–3 states.

Metro hubs

Bengaluru, Pune, Mumbai, and Delhi NCR remain the highest-paying markets across almost every sector in this guide, particularly for EV engineering and BESS. Bengaluru specifically shows the highest job-growth forecast of any Indian city (10%) and salary levels that outpace Delhi, Mumbai, Pune, and Chennai for lucrative careers broadly, not just green roles.

Rooftop solar's industrial belt

For rooftop solar specifically, demand clusters around Maharashtra's industrial corridor — Pune, Mumbai, Nashik, Nagpur, and Aurangabad — reflecting where distributed generation and commercial/industrial rooftop installs are concentrated.

The structural story: 35–40% of India's projected 7.29 million green jobs by FY28 are expected to land in Tier II and Tier III cities — a meaningfully more distributed growth pattern than the US market (see the companion GreenKollar US Clean Energy Salary Guide 2026, where five states account for the large majority of clean energy employment). If you're building a career in a Tier II or III city, this guide's national ranges are a reasonable anchor; expect the low end of each range rather than the high end, and expect that gap to narrow as the sector matures.

SECTION 14

Skills That Command a Premium

Across every sector in this guide, the same pattern holds: certification and specialization beat generalist tenure.

SKILL / CERTIFICATION	SECTOR	SIGNAL	SOURCE
BEE Certified Energy Auditor (CEA)	Energy Efficiency	Qualifying credential for auditor roles	Bureau of Energy Efficiency
IGBC AP / LEED AP	Green Building	Signal for ₹10L+ tier	ConstructionPlacements 2026
Carbon accounting / MRV expertise	Carbon Markets	Entry point to ₹12L+ specialist tier	Mentoria 2026
Grid-scale BESS / power systems experience	Energy Storage	2–4x jump at senior level	BeBee job-posting data
Battery chemistry / cell design specialization	EV / Battery	Access to ₹18L+ senior band	DIYguru 2026
Any documented green skill vs. none	Cross-sector	Up to 40% higher pay vs. comparable non-green roles*	Dheya Insights (industry estimate, not a primary research figure)

**This cross-sector premium figure comes from an industry blog rather than a government or academic source — treat it as directional, consistent with how this guide flags lower-confidence figures throughout.*

How to Use This Data

If you're job hunting

- Use the range, not the average — and ask specifically where an offer falls within it.
- In sectors flagged with wide data variance (Energy Efficiency, Wind Engineer, Solar senior roles), get a second reference point before you anchor.
- If you're in a Tier II/III city, expect the lower end of national ranges — and expect that gap to close as the sector matures (Section 13).
- Weigh Section 03's talent-gap data as leverage: demand is outpacing supply almost 2x — that's a genuine negotiating position, not just a stat.

If you're hiring

- Thin-data sectors (Circular Economy, BESS, Wind engineering) are exactly where a clear, competitive offer stands out most — candidates can't easily benchmark you.
- Consider Tier II/III hiring seriously: 35–40% of projected green job growth is headed there, and the talent-cost gap is real.
- Certifications (CEA, IGBC AP, LEED AP) are cheap, verifiable signals — weight them in screening given how thin formal degree pipelines still are in several of these sectors.

Help build the next edition

This guide draws on public research because GreenKollar's own crowdsourced Climate Salary Database is still building its India sample. Share your salary anonymously at greenkollar.com/salary to make the 2027 edition more precise — and browse live green jobs across all nine sectors at greenkollar.com/jobs.

Full Source List

- Ministry of New & Renewable Energy (MNRE), Government of India — Physical Progress data
- Press Information Bureau (PIB) — "Jobs in India's Renewable Sector Soar to 1.02 Million in 2023"
- CEEW–NRDC India — "June 2026: Workforce, Skills, and Gender in India's Renewable Energy Sector"
- CEEW — "India's Expanding Clean Energy Workforce Opportunities in Solar and Wind"; "Building a Green Economy for Viksit Bharat" (2026)
- CEEW Press Release — "India's clean energy targets could create over 44 lakh jobs by 2030"
- Skill Council for Green Jobs (SCGJ) — sector definitions and National Occupational Standards
- Taggd — "Green Jobs, Sustainability Hiring in India and the Green Talent Gap 2026"
- AmbitionBox, Glassdoor India, PayScale India, 6figr, SalaryExpert, BeBee — role-level salary data (2026)
- Indian Institute of Solar Energy (IISE) — "Solar Engineer Salary in India 2026"
- DIYguru / eMobility Academy — "EV Industry Salaries in India: Role-Based Ranges Across Experience Levels"
- ConstructionPlacements — "Green Building Certification in India 2026"
- Zell Education, SCDL, learnsignal — ESG Careers in India 2026 guides
- Mentoria — "Climate Careers in India: Who's Hiring, What They Pay"
- Fintelligents — "ESG Careers in India: Building a Future in Climate Risk"
- Dheya Career Mentors — "Green Economy Careers in India," "Climate Tech Careers in India 2026"
- EcoSkills Academy — Sustainability Manager Salary Insights 2026
- Angel One — India's Circular Economy market sizing
- Bureau of Energy Efficiency (BEE), Government of India — Certified Energy Auditor program

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