

India's Cleantech Hiring Jumps 57% in Two Years: CIEL HR Report

- Delhi/NCR Dominates India's CleanTech Hiring with 44% Job Openings; Reports CIEL HR
- Tier 2 & 3 Cities Emerge as Critical Project Hubs, Accounting for 31% of Roles, Reflecting Rising Demand Across India's CleanTech Sector

National, 3rd March 2026: India's **CleanTech** sector has transformed into one of the **country's most dynamic and fastest-scaling talent markets**, with **hiring** soaring **56.6%** over the **past two years**, reports CIEL HR, an end-to-end HR solutions provider. Even as the pace normalises in the short term, growth remains structurally strong, with **headcount up 13.4% year on year**, marking a clear pivot from aggressive, capital-led expansion to disciplined, execution-focused workforce scaling.

The report highlights that the **CleanTech** sector **hiring boom** reflects a strong **metro dominance**, with **Delhi/NCR** commanding **44%** of total job openings, reports **CIEL HR**. The study further reveals a compelling geographic shift, with **Tier 2 and Tier 3 cities** emerging as the **second-largest hiring hubs**, recording **30% of openings**, followed by **Mumbai (9%), Bengaluru (6%), Pune (5%) and other metros (6%)**.

Based on workforce data from **55 cleantech companies** and **national job portal trends**, the study finds **demand consistently outstripping supply** across entry, mid and senior levels. Despite India producing over one million engineering graduates annually, the talent pipeline remains inadequately aligned with the advanced capabilities required in renewable energy systems, storage technologies and grid integration. The findings further reveal a stark gender imbalance, with **women accounting for just 11% of the workforce and 15% of leadership roles**, highlighting a systemic inclusion gap in a sector that is expected to anchor India's long-term energy and industrial transition.

Commenting on the study, **Mr Aditya Mishra, MD & CEO, CIEL HR**, said, *"India's cleantech sector stands at a transformative juncture, poised to become a powerful economic engine that can shape India's next phase of development. While growth is unprecedented, talent scarcity, skill gaps and underrepresentation of women in both workforce and leadership roles are emerging as key constraints. To realise the sector's potential, organisations must adopt a strategic talent agenda, invest in advanced skills, build robust leadership pipelines, foster inclusive workplaces and design career pathways that retain top talent."*

The report further highlights that **talent scarcity** is increasingly **driving compensation inflation** across the sector, with **48%** of positions offering **annual salaries of ₹10 lakh and above**, compared to **40% in IT**. This premium reflects the **high demand for specialised and cross-functional capabilities** across the cleantech value chain. Engineering and project execution roles such as design engineers, process engineers and mechatronics engineers remain central to hiring, while digital and data expertise, including data analysts, AI-driven performance specialists and enterprise architects, is rising steadily. At the same time, regulatory and sustainability enterprise and stakeholder management skills are gaining prominence as companies scale projects across regions.

The study also highlights the fast-evolving nature of the cleantech workforce, with a **median employee tenure** of just **2.7 years**. Professionals are often hired for specific growth phases such as project execution, product development or commercialisation, and high demand across the ecosystem encourages frequent role mobility.

Leading companies are addressing this through structured early career programs, targeted upskilling, succession planning and focused diversity initiatives, aiming to retain top talent and build leadership continuity. As the sector transitions from rapid growth to scale, developing stable, future-ready talent pipelines will be central to sustaining India's clean energy ambitions and ensuring long-term competitiveness.

Methodology:

This report is grounded in quantitative analysis of the workforce across **55 Cleantech sector companies in India**. The job trends are analysed based on jobs posted on Job Portals. The report also takes references from the company's annual reports and websites.

About CIEL HR

CIEL HR is India's only company offering a complete suite of tech-driven HR solutions, covering the entire employee lifecycle. With 83 offices across 41 locations and more than 137160 employees, CIEL has served 5000+ companies as of March 2025.

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- Professional IT & Engineering Staffing by CIEL Technologies
- HR Advisory by Ma Foi Strategic Consultants, People Metrics
- HR Managed Services (payroll/compliance) by Ma Foi Strategic Consultants
- Skilling by CIEL Skills & Careers
- Background Verification by Vibrant Screen

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- Talent Engagement by Jombay
- HRMS by Hfactor
- Learning Solutions by Courseplay
- Statutory Compliance by esYCOMP
- Fresher Upskilling by ProSculpt
- Automated Background Verification by Vibrant Screen