

# Naval Architecture Employment Report 2025



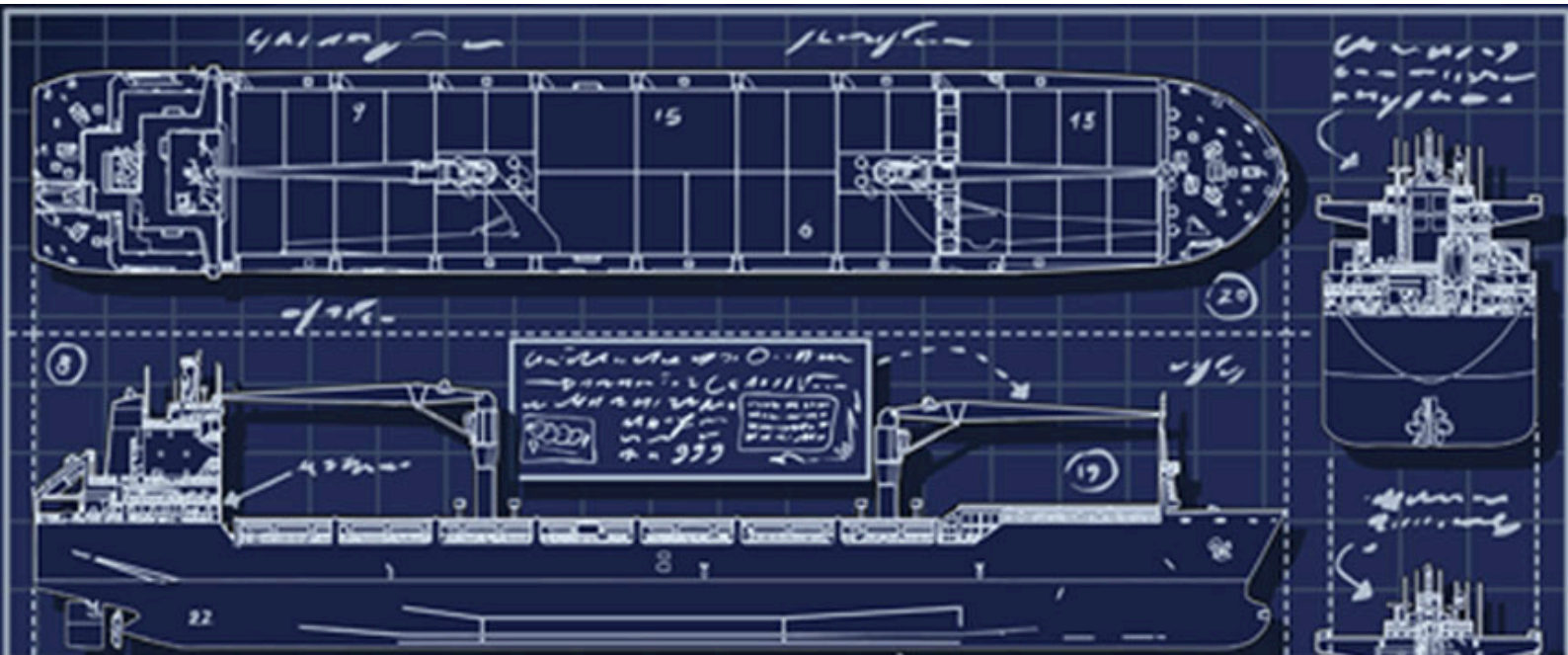


# The Naval Architecture Employment Report

A report by Faststream Recruitment

## Contents

Welcome from Faststream Recruitment	3
Welcome from the authors	4
Executive summary	5
Retention	6 – 7
Remuneration	8 – 10
Bonuses and benefits	11 – 12
Working styles	13
Career moves	14 – 15
Final thoughts and recommendations	16
Demographics and career information	17 – 18



# The Naval Architecture Employment Report

A report by Faststream Recruitment

Welcome from Faststream Recruitment



The Faststream Recruitment Group was established in 1999, employs over 100 people, and is a global specialist in maritime and energy recruitment.

We have a dedicated and experienced recruitment team that has a sole focus on working within the naval architecture space. We work with candidates seeking careers across naval architecture, engineering, design, surveying, performance management and more. We partner with businesses including ship owners, ship operators, shipyards, consultancies, ship registries, class societies, equipment suppliers, technology firms, engineering contractors, renewable energy firms, and yacht designers.

We operate across key maritime locations in Europe, the Middle East & Africa, Asia-Pacific, and the Americas, servicing our customers, both candidates and clients across the world.

For more details, visit [www.faststream.com](http://www.faststream.com)



# The Naval Architecture Employment Report

A report by Faststream Recruitment

---

## Welcome from the Authors

The surveys and report were conducted and produced by Faststream Recruitment.

### Mark Charman

**CEO & Founder of Faststream Recruitment**



Mark is the CEO and Founder of Faststream Recruitment and founded the company in 1999.

He has a wealth of knowledge and experience in recruiting for the maritime sector globally. As a Fellow of the Recruitment and Employment Confederation, he is a renowned thought leader in specialist recruitment.

Mark's involvement as a speaker, panellist and writer provides a head hunters perspective into human factors in the workplace.

### Kelsey Purse

**Director – Faststream Recruitment Europe, Middle East, Africa and the Americas**



Kelsey is the Director of Faststream Recruitment and oversees the recruitment across the shipping and maritime sectors. Having joined the business in 2010, Kelsey supports shipping and maritime organisations with senior and executive hiring across regions including Europe, the Middle East, Africa, and the Americas.

She is a Fellow of the Recruitment and Employment Confederation and speaks, writes and trains regularly on recruitment issues and advises organisations on recruitment and people matters.

In addition, she is an Associate of RINA and is an active member of the Women's International Shipping and Trading Association.



# Executive summary

## The Naval Architecture Employment Report

The Naval Architecture Employment Report 2025 reveals a sector experiencing both opportunity and tension. Demand for skilled Naval Architects remains high, but the challenge to retain them is intensifying.

Job-seeking intentions continue to rise, especially among early-career professionals, with 64% planning a move in 2025. However, only 20% of those who said they'd switch jobs in 2024 did, highlighting a gap between sentiment and action.

Retention appears strongest among experienced professionals, suggesting that tenure correlates with stability. However, the junior end of the market is becoming increasingly restless, often citing a lack of challenge, growth, or support as reasons to leave.

Compensation remains a key driver of mobility. Those who change jobs typically receive significantly higher pay rises than those who stay, reinforcing the perception that internal loyalty is less financially rewarding.

Still, the survey found that meaningful work and alignment with values are just as crucial. Naval Architects are staying in roles that challenge and engage them.

Hybrid working has overtaken full-time office work as the most common and preferred working model. The appetite for flexibility is strong, with many candidates prioritising flexible hours and remote work over other benefits. This growing trend directly impacts job-seeking behaviour: nearly half would turn down a job that didn't offer flexible hours.

Transparency around salaries and benefits is now expected by job seekers, with 98% wanting this information clearly stated in job advertisements. Meanwhile, 77% of Naval Architects say work-life balance is more important to them than salary, signalling a profound shift in professional priorities.

Overall, Naval Architects want more than just competitive pay. They want flexibility, purpose, professional growth, and to feel truly invested in by their employers. Organisations that respond to these expectations will be best positioned to attract and retain top talent in 2025 and beyond.

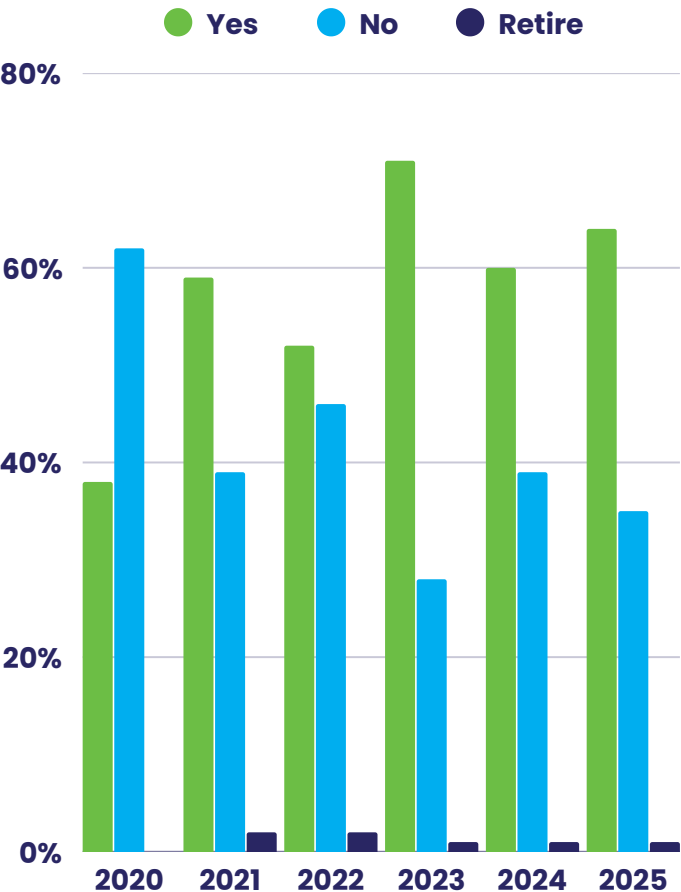


# Retention

## The Naval Architecture Employment Report

Experienced Naval Architects are in growing demand, but retaining them is becoming increasingly difficult. 64% of Naval Architect said they were planning on seeking a new job in 2025, up from 60% in 2024.

Job-seeking by year – 2020 to 2025



Job-seeking sentiments don't always match reality

While the idea of replacing nearly two-thirds of your Naval Architecture team may feel alarming, job-seeking intentions don't always translate into action. In 2024, 60% of naval architects said they were planning to change jobs, but this year's survey reveals that only 20% actually did.

"There is a phenomenon known as 'rage applying' popularised on TikTok, where candidates, feeling burnt out, angry, or distressed in their current roles, retaliate by applying for numerous positions. The use of 'Easy Apply' buttons has further fuelled this trend. However, this often occurs without genuine intention, trapping job seekers in a cycle of applying for roles that they don't truly want. This impulsive behaviour may feel like the right move in the moment, but it frequently leads to unproductive outcomes, as highlighted by the survey results."

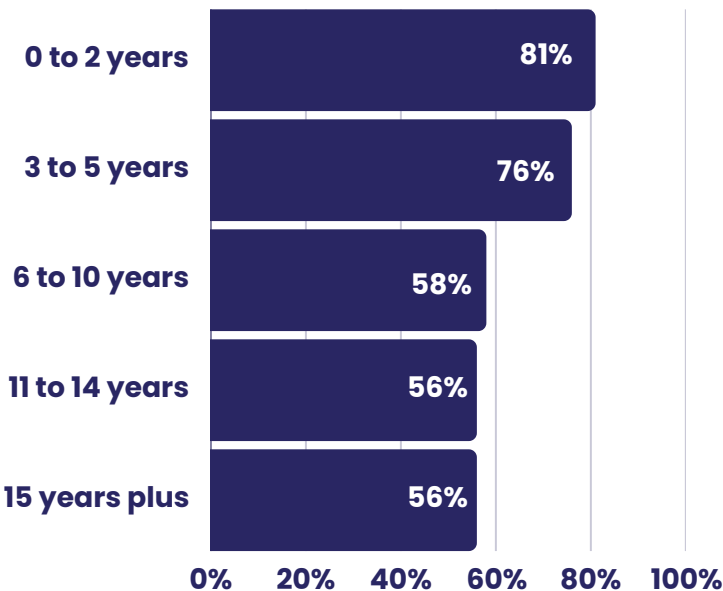
### Experience levels impact job-seeking

If your talent strategy focuses on developing early-career professionals into future leaders, the current job-seeking sentiment may be cause for concern.

Our data shows a strong correlation between experience level and the likelihood of seeking a new role, with the most junior Naval Architects being the most active job seekers.

However, if your priority is retaining your most experienced talent, the outlook is more positive. Job-seeking intent significantly decreases with tenure, indicating greater stability among seasoned professionals.

Job seeking by years of post-graduate experience



"Employers are in 'bear hug' mode, holding tightly to their most experienced Naval Architects. These individuals are highly valued in the marketplace, and businesses are going to great lengths to retain them, offering support, stability, and clear pathways to stay engaged. But there is a growing concern: Are junior Naval Architects receiving the same level of attention and investment? If early-career professionals feel overlooked, we risk creating a revolving-door workforce, short tenures, frequent moves, and a generation constantly searching for an employer who makes them feel valued and supported."



# Retention – continued

## The Naval Architecture Employment Report

### Is the grass greener, or is it astroturf?

From our findings, the ‘great regret’ is still an issue. 64% of those who had changed jobs in the last year were still considering another job move. This signals a worrying trend, not just in turnover but in the quality and longevity of career moves.

*“This restlessness could be a symptom of poor onboarding, unmet expectations, or a misalignment between company culture and personal values. For employers, it is a reminder that retention doesn’t end when the contract is signed. The first 12 months are critical to embedding loyalty, delivering on promises, and proving that the grass really is greener.”*

In a market where technical skills are in high demand and candidates are spoilt for choice, ensuring people feel connected, challenged, and valued from day one is more important than ever.

### Money talks: Compensation still leads job-seeking motivations

Better salaries and benefits (34%) and opportunities for career progression (23%) remain the top drivers behind job moves, unchanged from last year’s findings. These consistent priorities highlight what matters most to job seekers: financial reward and clear growth potential.

### Naval Architects stay where they are stretched, not stagnant

For the first time in this survey, we included ‘My role still challenges me’ as a reason why Naval Architects choose to stay with their current employer, and it came out on top.

This finding highlights the growing importance of intellectual stimulation and meaningful work in retaining talent. Naval Architects aren’t just looking for stability, they want roles that stretch their thinking, develop their skills, and keep them engaged.

Closely behind were ‘company culture and values’, reinforcing the message that people stay where they feel challenged and aligned.

*“This is a clear signal: retention isn’t just about pay. It is about purpose and progression, too.”*

### Job seeking motivations

Motivation	%
Better salary and benefits	34%
Career progression	23%
Better work-life balance	16%
New challenge	10%
Relocation	8%
Not aligned with culture & values	7%
Going self-employed	1%
Job security	1%

### Loyalty motivations

Motivation	%
My role still challenges me	28%
Company culture & values	19%
Work-life balance	18%
Clear progression path	13%
Salary and benefits	12%
Job security	6%
Relationships at work	4%



# Remuneration

## The Naval Architecture Employment Report

In a competitive market for specialist talent, pay remains a powerful tool for attraction and retention.

*"Pay rises are often associated with feelings of value, increased productivity, job satisfaction, commitment, motivation, loyalty as well as happiness at work. But we still question whether pay rises alone can increase loyalty."*

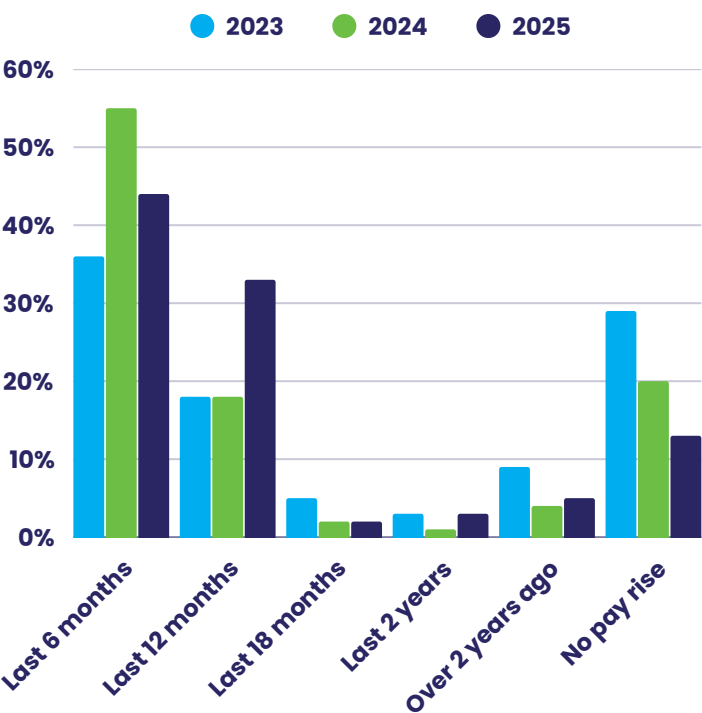
### Recency of pay rises decreases

87% of Naval Architects reported receiving a pay rise, an increase from 80% in the previous year, signalling continued upward pressure on salaries across the profession. This reinforces the strong demand for specialist talent in the market and reflects employers' efforts to retain their people in an increasingly competitive landscape.

However, a closer look at the data reveals a shift in timing. While the number of pay rises over the past 12 months has grown, the number of professionals receiving a raise in the last six months has declined. This may point to a slight cooling in the pace of salary reviews or a more cautious approach from employers following earlier increases.

For candidates, this suggests that pay rises are still very much on the table but may take longer to materialise. For employers, it highlights the importance of consistent and transparent reward strategies to avoid disengagement.

### Pay rise recency - 2023 - 2025



### Is a pay rise still a reward?

While the majority of Naval Architects are receiving pay increases, the size of those rises may be falling short of expectations. 70% of respondents reported receiving a pay rise of less than 10%, suggesting that although employers are making efforts to reward and retain staff, many salary adjustments remain modest.

In a climate of rising living costs, salary transparency, and heightened job mobility, small incremental increases may no longer feel like meaningful recognition. For some, a raise that doesn't reflect their market value or performance may have a limited impact on motivation or loyalty. This raises an important question for employers: Is your pay strategy truly rewarding your people or just ticking a box?

*"Pay rise budgets aren't limitless, and businesses must strike a balance between rewarding their people and managing costs responsibly. Salary increases are often part of broader retention strategies that include benefits, career progression, and workplace culture. While not every pay rise can be substantial, transparency and communication are key. When employees understand how decisions are made and see investment in other areas of their development, even modest increases can still feel meaningful."*

The challenge for employers is clear: how to make every part of the employee experience count, especially when financial recognition has its limits.



# Remuneration – continued

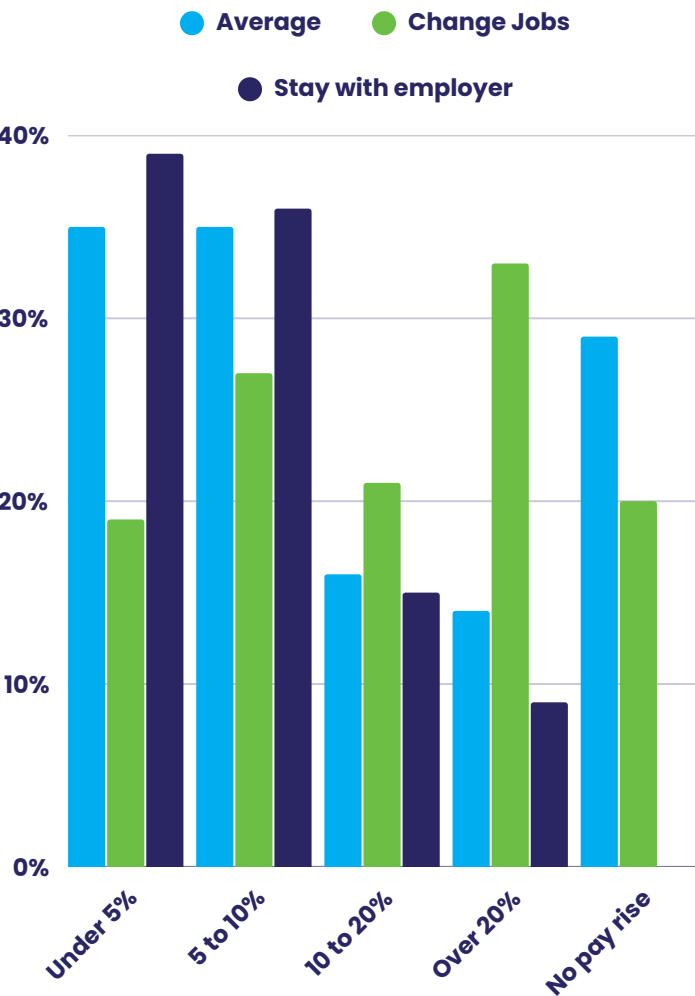
## The Naval Architecture Employment Report

### Changing jobs pays off – literally

One of the most striking trends in this year’s findings is the clear link between changing jobs and receiving a higher pay rise. Respondents who had moved roles in the last 12 months were significantly more likely to report salary increases above 10% compared to those who stayed with the same employer.

This reflects a familiar theme in today’s job market: the biggest financial gains often come from moving, not staying.

### Pay rises – changing jobs versus staying with employer



*“For employers, this poses a retention challenge when internal pay progression lags behind external offers, loyalty can come at a cost to the employee.”*

It highlights the importance of benchmarking salaries regularly, ensuring that internal reward keeps pace with what the market is offering to attract the same talent.

### The outlook on pay and rewards

When asked about the future of reward and benefits in the profession, nearly half (48%) of Naval Architects expect to see improvements over the next two years, indicating cautious optimism in the market.

However, 38% believe things will stay the same, and 14% anticipate a decline, a reminder that not everyone is confident about continued investment in pay and perks.

These mixed views suggest that while many professionals are hopeful for better compensation and benefits, there’s still uncertainty around whether employers will be able, or willing, to deliver meaningful changes in the short to medium term.

### The value of pay transparency

Transparency around pay and benefits is no longer a nice-to-have; it is becoming an expectation. An overwhelming 96% of Naval Architects said it is important or very important that their employer is open about compensation and benefits within the business.

Professionals want clarity on how reward decisions are made, how they compare to peers, and what they can work towards.

*“Open communication builds trust and trust retains talent.”*



# Remuneration – *continued*

## The Naval Architecture Employment Report

### Spotlight on UK naval architect salaries

Naval Architects were asked to state their base salary. The table below portrays the low salary, median salary, mean salary, high salary and interquartile\* range of salaries on offer based on the number of years of postgraduate experience (PGE), creating our third-year overview of UK Naval Architect salaries.

Please [get in touch](#) to see the comparison between previous years.

Post Graduate Experience	Low Salary	Median Salary	Mean Salary	High Salary	Interquartile Range
0 to 2 years	£26,000	£36,000	£38,250	£66,000	£34,000 – £38,000
3 to 5 years	£30,000	£47,000	£48,789	£75,000	£44,000 to £55,000
6 to 10 years	£38,650	£49,000	£55,641	£82,500	£47,000 to £65,000
11 to 14 years	£48,000	£70,000	£72,083	£100,000	£60,000 to £82,000
15 years plus	£48,500	£81,000	£86,560	£165,000	£69,500 to £95,000

\*The interquartile range portrays the middle 50% of values when ordered from lowest to highest

## Need more specific compensation data?

Get in touch with our dedicated Naval Architecture team to gain access to compensation data by country, job role and seniority.

[Get in touch](#)



# Bonuses and benefits

## The Naval Architecture Employment Report

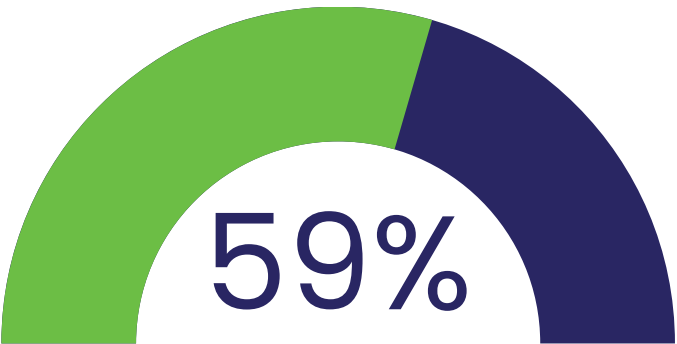
Bonuses remain an important component of total compensation for Naval Architects. In this year’s survey, we revisited how common bonus schemes are, how they are structured, and whether they are being achieved.

### Bonus points

59% of Naval Architects reported receiving a bonus this year, up slightly from 56% last year. While the increase is modest, it suggests a continued trend towards recognising performance with financial incentives. As employers compete to retain and motivate talent, bonuses remain a valuable and increasingly expected part of the reward package.

Of those receiving a bonus, 87% said it was awarded annually, suggesting that most schemes are aligned with year-end reviews or company-wide performance cycles. This consistency may help set clear expectations but also highlights the importance of transparency and fairness in how bonuses are communicated and awarded.

### The percentage of Naval Architects who receive a bonus



### How bonus amounts stack up

When it comes to bonus payouts, most Naval Architects are receiving relatively moderate financial rewards.

33% received a bonus worth 5–10% of their salary, while 29% received less than 5%. A further 21% received between 10–20%, and 17% were awarded bonuses exceeding 20% of their salary.

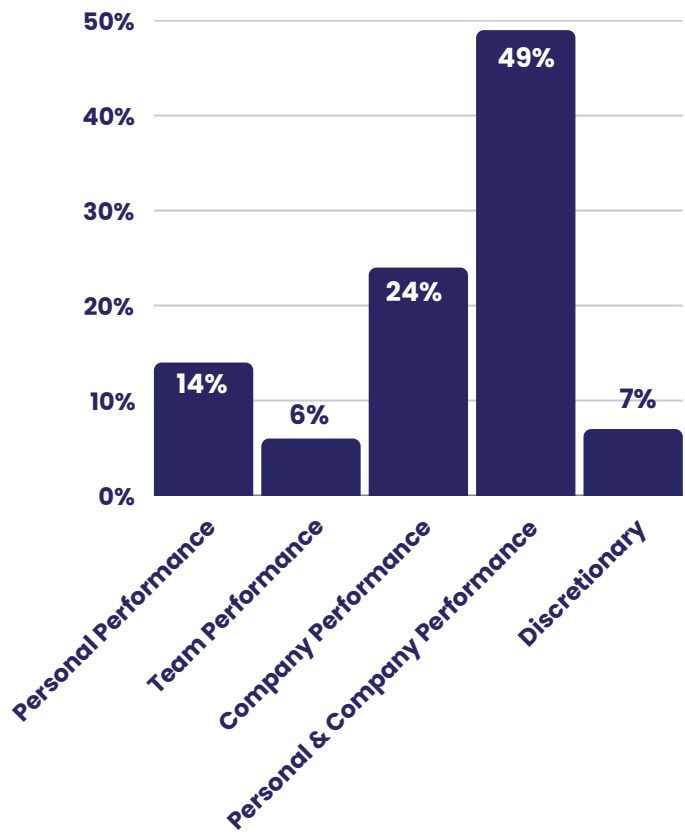
While the majority fall within the lower bands, there is a significant portion receiving more substantial rewards, indicating that higher-value bonuses are achievable, particularly for those in senior or performance-critical roles.

### What drives bonuses?

With respect to how bonuses are awarded, nearly half (49%) of Naval Architects said their bonus is based on a combination of personal and company performance, demonstrating a strong preference for shared accountability and balanced measurement.

A further 24% reported that their bonus is tied solely to company performance, while 14% said it was based on their individual achievements. Only 6% pointed to team performance, and 7% noted their bonus was entirely discretionary.

### What bonuses are based on



### Employee benefits

We asked Naval Architects to share the employee benefits they were receiving in their role. The most frequently received benefits included flexi-time (48%), basic pension (46%), private medical cover for the individual and their family (38%), an enhanced pension (34%) and paid overtime (34%).

The results suggest that while core benefits like pensions and healthcare remain common, there is a growing trend towards offering flexible working arrangements to support better work-life balance.

# Bonuses and benefits – *continued*

## The Naval Architecture Employment Report

Interestingly, paid overtime and enhanced pensions reflect a continued focus on compensating time and loyalty, particularly for those in demanding roles or long-term positions.

### *The communication gap in employee benefits*

While many Naval Architects receive a strong mix of benefits, how often those benefits are communicated remains a concern. 41% said they only hear about their benefits once a year, and 30% said their employer never communicates with them about their benefits. Only 19% receive quarterly updates, and just 10% are updated monthly.

This shows that for a significant portion of Naval Architects, the value of their benefits may be going unnoticed or underappreciated simply due to a lack of communication.

*“Regular and clear communication can be just as important as the benefits themselves. If you are investing in great benefits packages, then you should ensure you are also clearly articulating their value and doing so consistently.”*

### Employee benefits received

Benefit	%
Basic Pension	46%
Company Car/Car Allowance	21%
Enhanced Maternity/Adoption/Paternity	23%
Enhanced Pension	34%
Flexi-Time	48%
Gym Membership	18%
Paid Overtime	34%
Personal Development Fund	16%
Private Medical – Family & Individual	38%
Private Medical – Individual only	24%
None of these benefits	8%





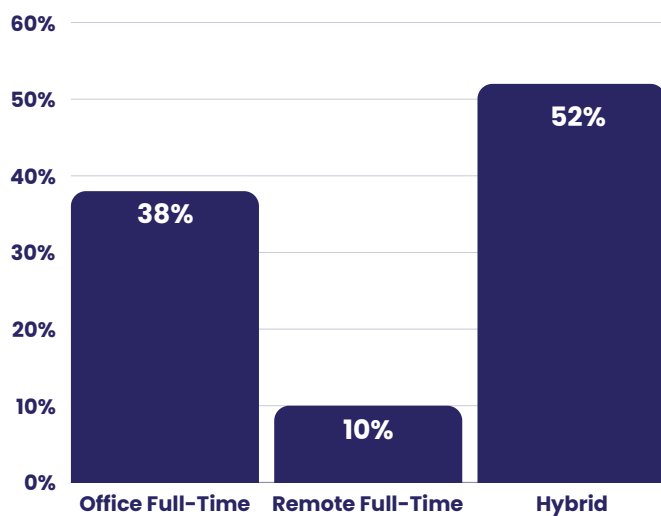
# Working styles

## The Naval Architecture Employment Report

With headlines dominated by the 'return to the office', what impact is it having on Naval Architects? From our research, not too much.

The shift in working patterns for Naval Architects over the past five years has been dramatic and telling. In 2021, nearly 80% were in the office full-time, but now, that number has dropped to just 38%. Meanwhile, hybrid working has surged, growing year-on-year and now accounting for 52% of working arrangements, making it the most common setup.

### How are you currently working?



For Naval Architects working in a hybrid model, three days a week in the office is the most common pattern, with 35% of respondents reporting this schedule.

This is closely followed by four days (26%) and two days (25%), showing a clear lean towards spending the majority of the week in the office while still maintaining some level of flexibility.

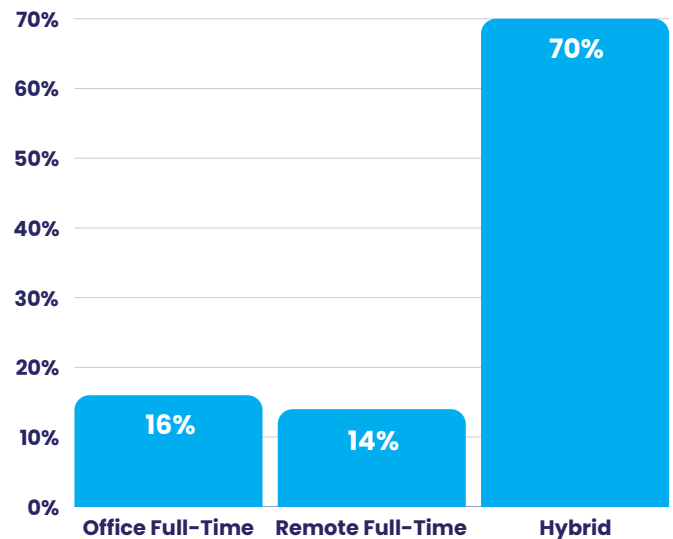
Only 14% of respondents work just one day in the office, suggesting that full-time remote or minimal office presence is less common in practice, even if hybrid policies exist.

When asked about their preferred way of working, the response was overwhelmingly in favour of flexibility.

70% of Naval Architects said hybrid working is their ideal setup, confirming that a mix of office and remote work is now the gold standard for most. Only 14% would choose to work remotely full-time, while 16% prefer being in the office full-time, showing that while both ends of the spectrum have support, the majority want balance, not extremes.

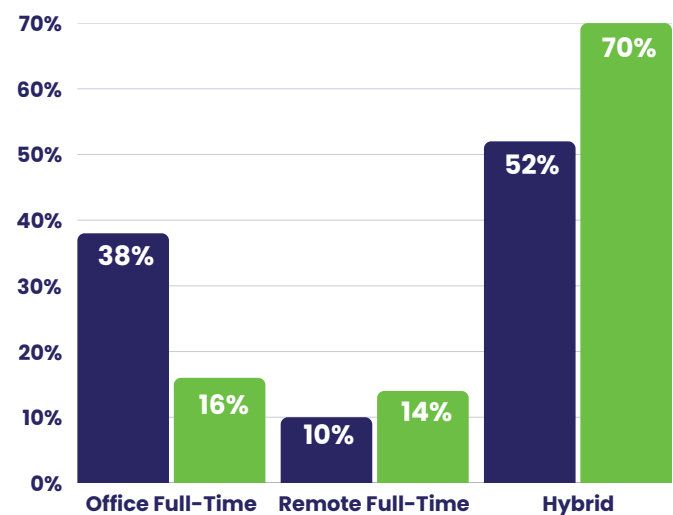
*"For employers, this reinforces the need to offer hybrid arrangements as standard if they want to meet the expectations of current and future talent."*

### What is your desired working style?



Among those who desired a hybrid working model, 42% said their ideal schedule includes three days in the office, while 32% would opt for two days.

### Current versus desired working styles



**Hybrid is now the most common working set up for Naval Architects**

# Career moves

## The Naval Architecture Employment Report

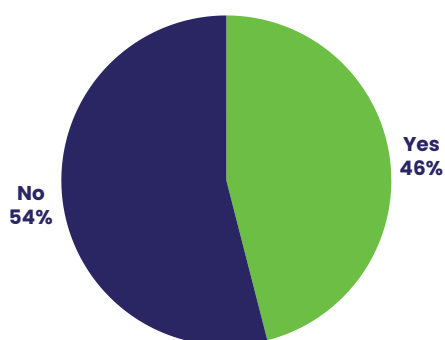
Understanding why Naval Architects want to change jobs and what they are seeking in their next career move will be crucial for recruitment in 2025 and beyond. Adaptable work environments, flexible hours, and benefits are all going to have an impact on how you attract talent moving forward.

### **The need for flexible hours and work locations increases year-on-year**

We asked respondents if they would turn down a job if it did not offer at least one day per week of remote working. 46% agreed, an increase from 45% last year.

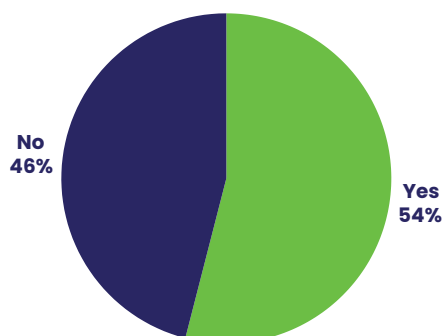
*"Naval Architects are making their stance clear. You are at risk of losing nearly half of your potential candidates if you do not consider at least one day of remote work. Is it worth the risk of potentially missing out on top talent due to inflexibility?"*

### **Would you turn down a job offer if it did not offer at least one day per week of remote working?**



The desire for flexible working hours has also increased year on year, up from 50% to 54% this year. Flexible hours are now more important to Naval Architects than remote working when it comes to accepting a job.

### **Would you turn down a job offer if it did not offer flexible hours?**



### **Candidate preferences for their next career move**

When asked what type of company Naval Architects would like to work for next, seemingly the most popular choice was Consultancy/Engineering Contractor (36%). Owner/Operator roles followed (21%), suggesting many candidates are also attracted to the operational side of the maritime and engineering industries.

However, there is a noticeable shift between where professionals are currently employed and the types of companies they want to work for in their next career move.

One of the most striking findings in reality is the declining appeal of consultancy and engineering contractor roles. While 46% of respondents are currently employed in this type of company, only 36% want to stay in this area in the future, a notable 10 percentile drop.

In contrast, green technology and decarbonisation companies are seeing a surge in interest. Just 7% of respondents are currently working in this space, yet 14% would like to move into it. This signals the growing pull of the sustainability agenda and a strong desire among talent to contribute to the energy transition.

*"Roles in this field may offer not only innovative work environments but also a strong sense of purpose, which is becoming increasingly important to professionals across all levels."*

Interestingly, shipyards remain a consistent option, with only a 1 percentile difference between current employment and future aspiration (9% and 10%, respectively). This suggests a relatively steady level of interest in these roles, likely due to their hands-on, technical nature and the tangible outcomes of the work.

Overall, the data indicates a clear shift in mindset. Today's professionals are increasingly seeking roles with impact, purpose, and the opportunity to be part of something bigger, especially in areas like green technology. Employers looking to attract top talent may need to reassess not only their compensation and benefits offerings but also their brand positioning and alignment with the values driving career decisions in 2025 and beyond.

# Career moves

## The Naval Architecture Employment Report

### In your next career move, what type of company would you like to work for?

Company Type	Current	Desired
Consultancy/Engineering Contractor	46%	36%
Green Technology/Decarbonisation	7%	14%
Plan Approval/Survey/ Classification	9%	8%
Naval/Defence	15%	11%
Owner/Operator	13%	21%
Shipyard	9%	10%

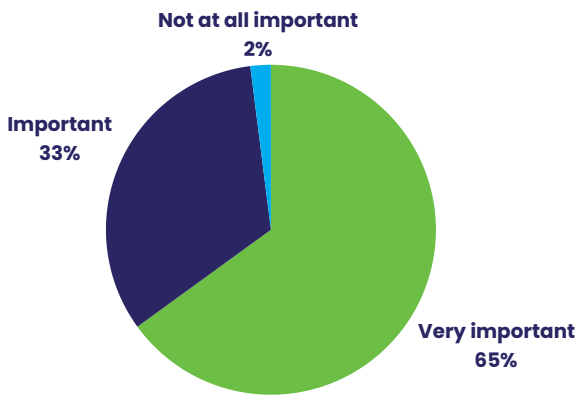
### **Job ads without salaries – candidates are not interested**

Salary and benefits transparency in job adverts is no longer a “nice to have”; it is an expectation.

A significant 65% of respondents said it is very important that job advertisements include salary and benefits information, while a further 33% consider it important. That is a combined 98% of job seekers who actively want this information upfront.

Only 2% said it was not at all important, highlighting just how universal this expectation has become across the job market.

### How important is it to you that job advertisements include a salary and benefits?



This reflects a wider trend where candidates are prioritising transparency, fairness, and efficiency in the hiring process. Including salary and benefits in a job ad not only builds trust but also helps attract the right talent faster, reduces mismatched expectations, and saves time for both applicants and hiring teams.

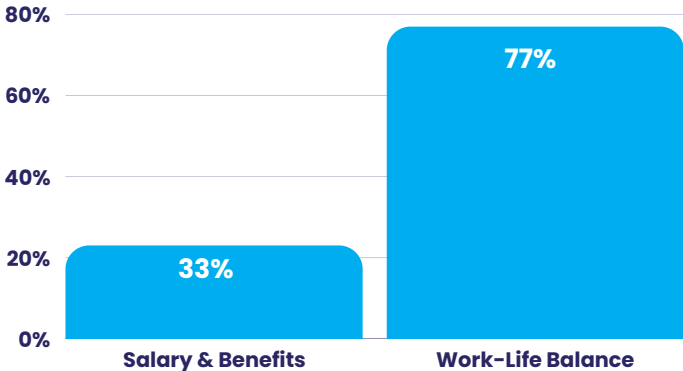
“There is the potential that employers who still hesitate to share this information risk being overlooked by top talent who are increasingly unwilling to engage with vague or ambiguous job adverts. In a competitive market, openness could be the differentiator that makes a candidate click ‘apply’.”

### **Money talks, but balance wins**

A striking 77% of respondents said that work-life balance is more important to them than salary, while only 23% prioritised salary. This underscores a fundamental shift in what professionals value most in their careers. It’s not just about how much they earn, it is about how they live while earning it.

The message for employers is clear: offering competitive salaries alone isn’t enough to attract and retain talent. Candidates are increasingly seeking roles that support their well-being, offer flexibility, and allow them to maintain a healthy balance between their work and personal lives.

### Are salary and benefits or work-life balance more important to you?





# Final thoughts and recommendations

## The Naval Architecture Employment Report

---

The 2025 data presents a clear message: Naval Architects are seeking careers that not only reward them financially but also align with their values, lifestyle preferences, and personal development goals. While salary continues to influence job moves, the rising importance of work-life balance, flexibility, and meaningful work cannot be ignored.

To remain competitive and future-proof, employers should consider:

### ***Prioritise career development at every level***

While experienced professionals are being retained, junior Naval Architects report high job-seeking intentions. Organisations must invest more deliberately in early-career development to prevent a revolving-door effect and secure long-term loyalty.

### ***Improve the employee experience beyond salary***

Salary benchmarking and regular reviews remain essential, but leaders must also consider the full spectrum of rewards, bonuses, benefits, flexible working, and career pathways. Modest pay rises, when coupled with transparent communication and broader investment in people, can still make a meaningful impact.

### ***Reinforce purpose and challenge in roles***

Naval Architects want to be intellectually stretched and work on meaningful projects. Creating a culture where people are empowered to innovate, problem-solve, and grow can significantly increase retention.

### ***Make flexibility non-negotiable***

Hybrid working is no longer a perk, it is the norm. Employers who insist on rigid working models risk losing talent to more progressive competitors. Build flexible, trust-based work environments that reflect how professionals want to work.

### ***Be transparent – internally and externally***

Clear communication around salaries, benefits, and career progression is now expected. Whether in job ads or internal reviews, transparency builds trust, and trust keeps talent engaged.

### ***Enhance communication around benefits***

Many employees are unaware of the full value of their benefits packages. Regular, clear updates can boost appreciation and engagement without increasing costs.

### ***Align with the sustainability agenda***

There is growing interest in working for green technology and decarbonisation-focused organisations. Employers in other areas should explore how their work contributes to long-term sustainability and communicate this more effectively.

By embracing these recommendations, employers can create an environment where Naval Architects don't just join but stay, thrive, and become long-term advocates for their business.

We are proud to share the sixth edition of this survey and report. A heartfelt thank you goes to all the Naval Architects who took the time to contribute this year, your insights are the backbone of this research. We are also incredibly grateful to our clients for their continued support and thoughtful feedback, which helps us enhance the report year after year.

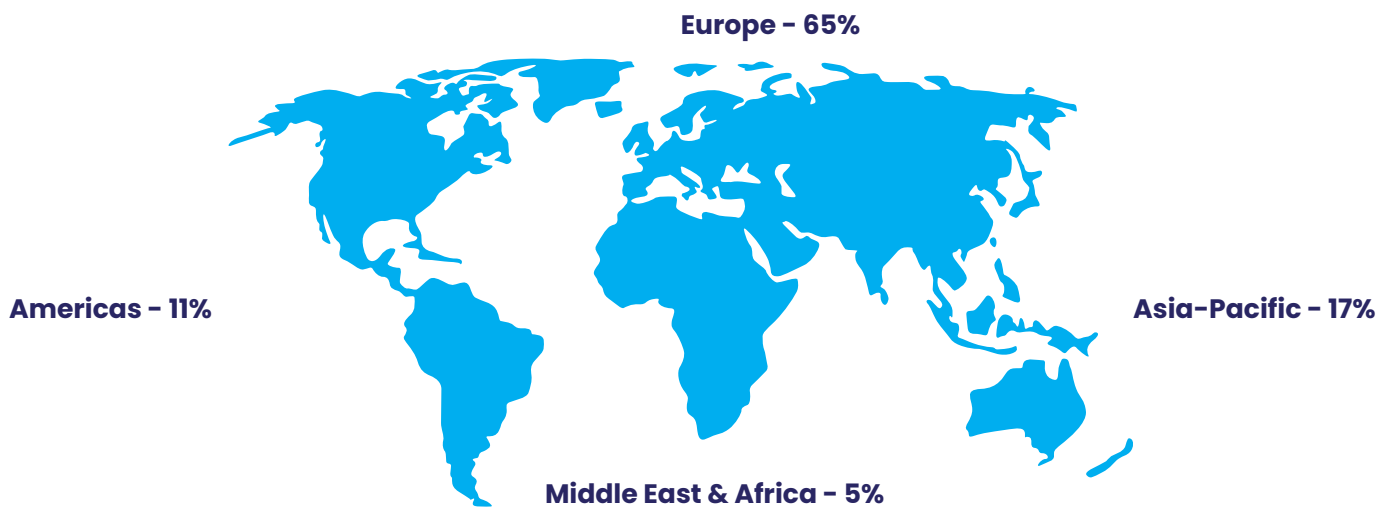
We hope you have found the insights valuable. Until next year, we wish you every success in your hiring and retention efforts. As always, we are here whenever you need us.

*Mark and Kelsey*

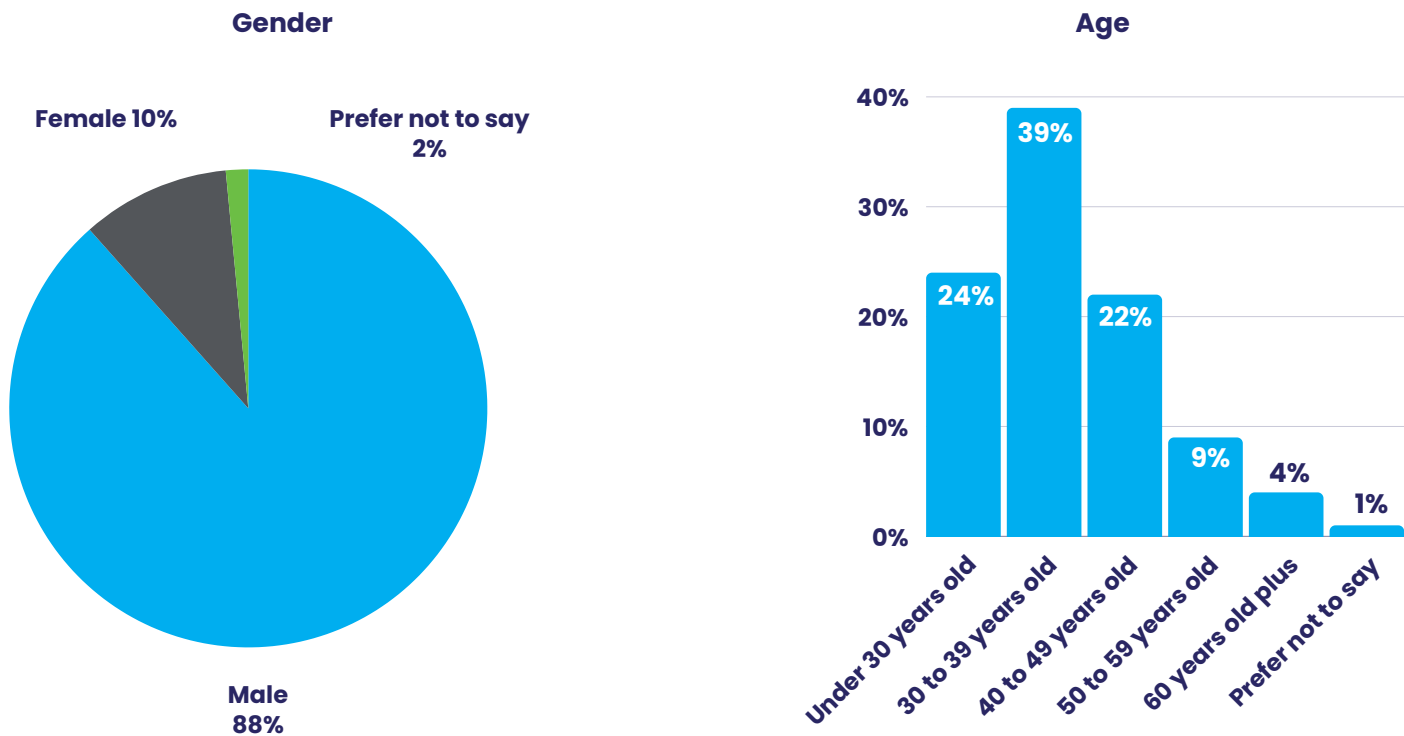
# Demographics and career information

## The Naval Architecture Employment Report

This world map demonstrates the breakdown of respondents by working location



These charts illustrate the gender and age of respondents

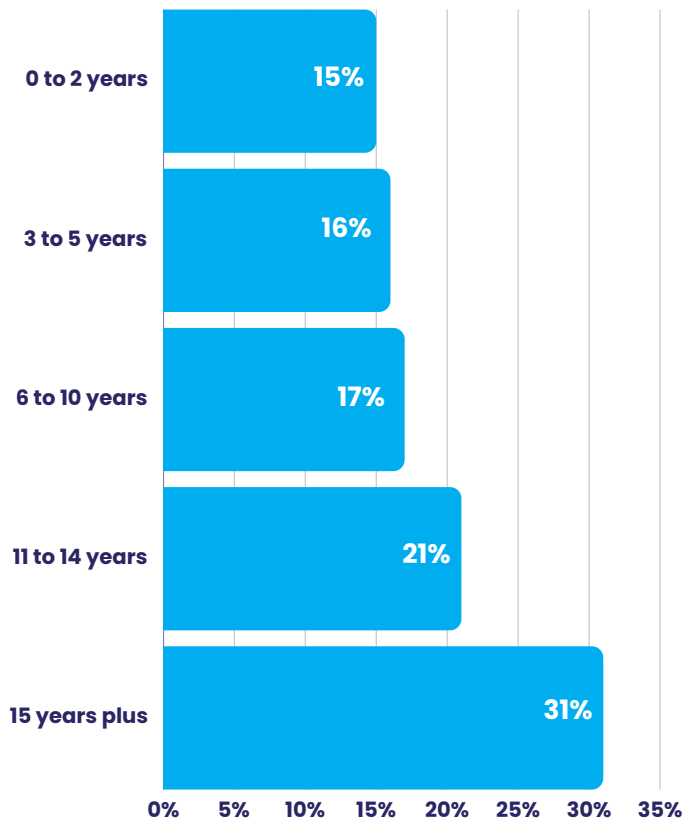


# Demographics – continued

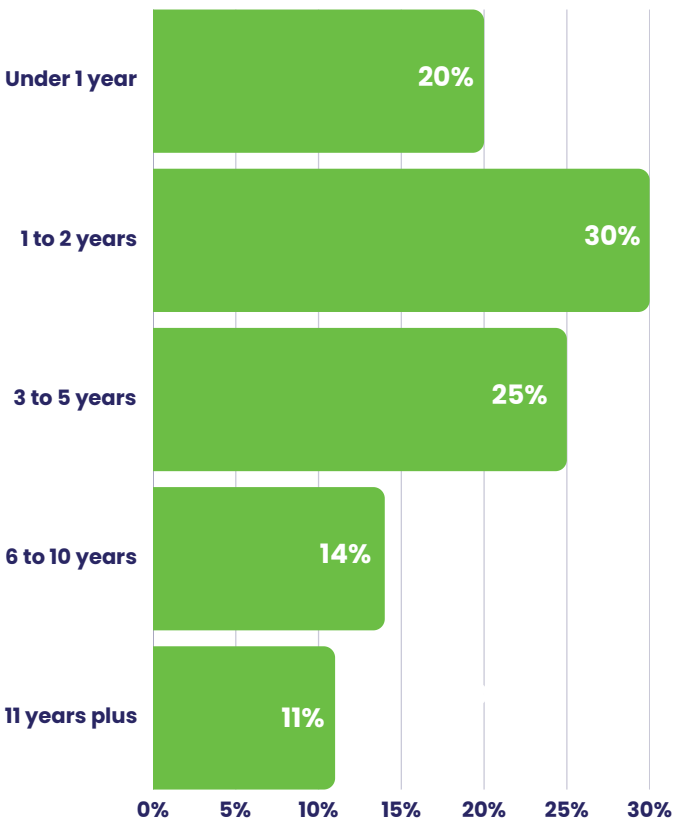
## The Naval Architecture Employment Report

These charts illustrate the years of post-graduate experience and years of tenure with their employer

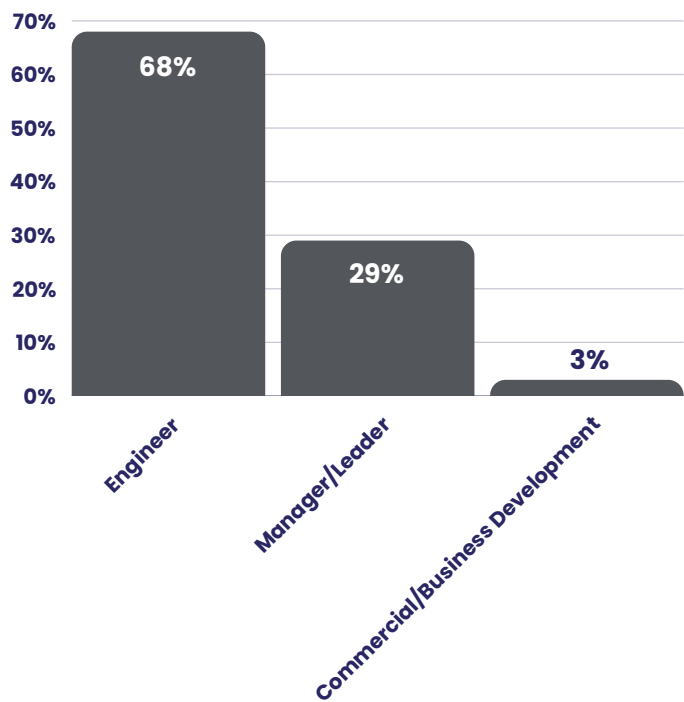
Years of Post-Graduate Experience



Years of Tenure with Current Employer



I work primarily as:



What type of company do you work for?

Company Type	Current
Consultancy/Engineering Contractor	46%
Green Technology/Decarbonisation	7%
Plan Approval/Survey/Classification	9%
Naval/Defence	15%
Owner/Operator	13%
Shipyard	9%



A photograph of an offshore wind farm with several white wind turbines standing in a blue sea under a blue sky with wispy clouds. The perspective is from a low angle, looking up at the nearest turbine.

faststream  
recruitment group