



2019

Food and Beverage Salary Guide

Produced by Kinsa Group, Executive Recruiters for the Food and Beverage Industry



KINSA
GROUP



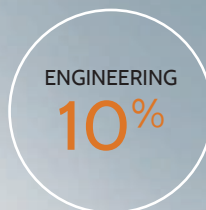
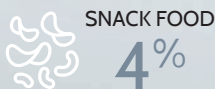
Salary Key in Attracting Top Talent

Kinsa Group is a food and beverage industry recruitment expert with 34 years of industry expertise. We have placed nearly 1,000 professionals and executives globally in the last two decades, collecting salary information specific to food and beverage professionals along the way.

Over the last three years¹, we have observed increases in compensation across several categories and skills sets.

Average Salary Increase by Food & Beverage Category

Average Salary Increase by Food & Beverage Discipline



The average salary increase across the board was 4%, with the dairy and produce categories handing out slightly higher pay increases when joining their companies. The engineering and QA skill sets also received the largest bump in pay, due to high demand and a more limited supply of professionals.

¹Data From 2016-2018 Kinsa Placements. (Range was -23% to +36%; Median was also 4%)
<https://wp.me/p9RgwT-1Fq>

Compensation Essential to Employee Retention

The cost of replacing an employee is somewhere between 90 and 200 percent of their annual salary. A *Forbes* report from 2014 noted the average raise an employee can expect is about 3 percent. Given the cost of inflation, that amounts to only about a 1 percent increase in actual spending power. If an employee leaves a company, however, they can look forward to a significant increase in salary.²

Low unemployment coupled with long-standing small wage increases create a recipe ripe for employee movement. Is your food and beverage compensation strategy aligned with today's pay trends?

We have the answer.

²<https://www.forbes.com/sites/cameronkeng/2014/06/22/employees-that-stay-in-companies-longer-than-2-years-get-paid-50-less/>



Kinsa Salary Survey

ACCOUNTING / FINANCE

POSITION / TITLE	KINSA RANGE		MEDIAN
CFO	\$140,000	\$320,000	\$175,000
VP Finance	\$130,000	\$240,000	\$180,000
Controller, Plant	\$95,000	\$140,000	\$120,000
Controller, Corporate	\$80,000	\$150,000	\$135,000

ENGINEERING

POSITION / TITLE	KINSA RANGE		MEDIAN
Director of Engineering	\$135,000	\$190,000	\$165,000
Plant Engineer / Maintenance Manager	\$90,000	\$150,000	\$120,000
Maintenance Manager (non-Engineer degree)	\$80,000	\$120,000	\$95,000
Project Engineer	\$115,000	\$135,000	\$125,000

EXECUTIVE

POSITION / TITLE	KINSA RANGE		MEDIAN
CEO	\$180,000	\$475,000	\$255,000
President	\$100,000	\$500,000	\$225,000

MARKETING

POSITION / TITLE	KINSA RANGE		MEDIAN
Director of Marketing	\$110,000	\$210,000	\$145,000
Brand Manager	\$110,000	\$165,000	\$130,000
Marketing Manager, Food Service or B2B	\$90,000	\$130,000	\$115,000
Category Manager	\$75,000	\$120,000	\$110,000

OPERATIONS

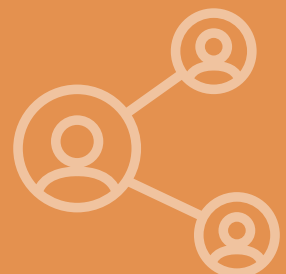
POSITION / TITLE	KINSA RANGE		MEDIAN
COO	\$150,000	\$325,000	\$220,000
Director of Operations	\$120,000	\$240,000	\$150,000
Plant Manager	\$85,000	\$225,000	\$150,000
Production Manager	\$80,000	\$125,000	\$100,000
Production Supervisor	\$55,000	\$80,000	\$65,000



OFFERING A BONUS, BASED ON COMPANY AND/OR PERSONAL PERFORMANCE, is the expected norm with manager and executive-level positions as well as revenue-generating positions like sales and R&D. The more impact a professional has on the bottom line, the higher bonus percentage is expected. An average bonus range you should consider offering is 10% to 30% of base salary.



OFFERING EQUITY IN THE COMPANY IS CRITICAL FOR SENIOR-LEVEL POSITIONS if your company is a startup, still in its infancy or private-equity owned. Equity offering varies greatly and may be awarded annually or vested over time.



QUALITY ASSURANCE



	KINSA RANGE		MEDIAN
Director of Food Safety and/or Quality Assurance	\$85,000	\$185,000	\$125,000
Manager of Quality Assurance and/or Food Safety	\$75,000	\$145,000	\$100,000
Regulatory Manager	\$80,000	\$130,000	\$110,000

R & D

POSITION / TITLE	KINSA RANGE		MEDIAN
Food Scientist / Sr. Food Scientist	\$65,000	\$135,000	\$90,000
R&D Product Development Manager	\$75,000	\$145,000	\$110,000
Director of R&D	\$90,000	\$190,000	\$140,000
VP of Research & Development	\$105,000	\$200,000	\$150,000

SALES

POSITION / TITLE	KINSA RANGE		MEDIAN
VP Sales	\$130,000	\$325,000	\$180,000
Director of Sales	\$100,000	\$215,000	\$150,000
National Sales Manager	\$85,000	\$200,000	\$130,000
Regional Sales Manager	\$70,000	\$160,000	\$100,000
Key Account Manager	\$75,000	\$150,000	\$100,000
Industrial Sales Manager, B2B	\$65,000	\$160,000	\$110,000
Business Development Manager	\$70,000	\$155,000	\$115,000

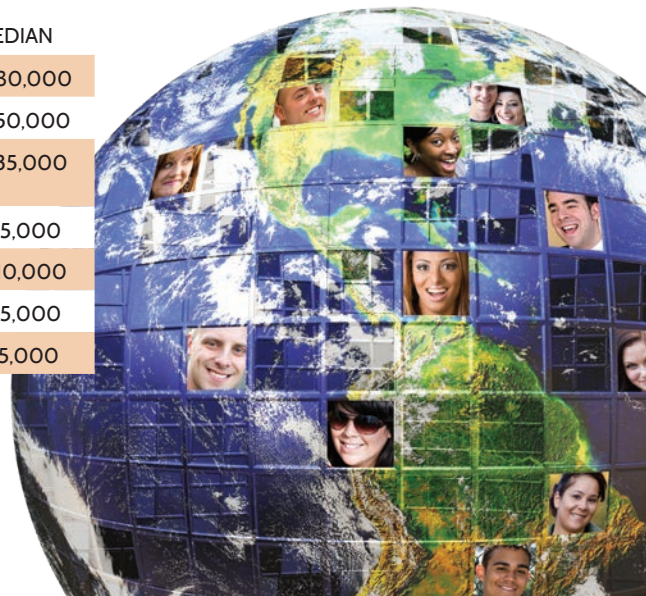
SUPPLY CHAIN

POSITION / TITLE	KINSA RANGE		MEDIAN
VP of Supply Chain	\$130,000	\$225,000	\$180,000
Director of Supply Chain	\$80,000	\$200,000	\$150,000
Director of Procurement / Purchasing	\$100,000	\$200,000	\$135,000
Buyer / Sr. Buyer	\$65,000	\$130,000	\$85,000
Purchasing Manager	\$75,000	\$160,000	\$110,000
Distribution Manager	\$70,000	\$120,000	\$85,000
Warehouse Manager	\$65,000	\$110,000	\$75,000



The increase in healthcare costs nationwide has made **GROUP MEDICAL BENEFITS** A SIGNIFICANT PERK FOR EMPLOYERS TO ATTRACT TALENT. Let candidates know if you cover 80-100% of employee and family premiums. 401(k) employer match and paid time off are also well worth mentioning in an overall compensation package offer.

In an effort to supply actionable salary data, outliers have been removed. This data is based on nationwide actual Kinsa Group search and placement salary data. Kinsa's clients typically range from small or startup to midsized food and beverage companies <\$1 billion in annual revenue.



National Leader in Food & Beverage Executive Search

Kinsa Group is the executive placement division of ABR Employment Services and was named one of America's Best Professional Recruiting Firms by Forbes in 2018.

Since 1985, we have connected exceptional professionals, managers and executives with leading food and beverage employers throughout North America – and around the globe.

As a nationally recognized food and beverage industry headhunter, we specialize in executive search and the placement of management, director, vice president and chief officer-level professionals.

**OUR
SINGULAR FOCUS
ON THE FOOD
AND BEVERAGE
INDUSTRY ENSURES
CONSISTENTLY
BETTER RESULTS.**

- ▶ Bakery
- ▶ Beverage
- ▶ Cannabis
- ▶ Confectionary
- ▶ Dairy
- ▶ Food Distribution
- ▶ Food Equipment
- ▶ Food Ingredients
- ▶ Food Service
- ▶ Frozen Foods
- ▶ Grocery / Club Store / Convenience Store
- ▶ Laboratory Services
- ▶ Meat / Poultry
- ▶ Nutraceuticals / Dietary Supplements
- ▶ Seafood
- ▶ Shelf-Stable Foods
- ▶ Snack Foods
- ▶ Packaging
- ▶ Pet Food
- ▶ Produce
- ▶ Refrigerated Foods
- ▶ Restaurant

Recruitment Tailored to Your Needs

We offer several service options to ensure your access to in-demand candidates for critical leadership roles.

Contingent

Fee is paid as a percentage of candidate's first-year base salary. Placement is guaranteed for 30 days.

Priority

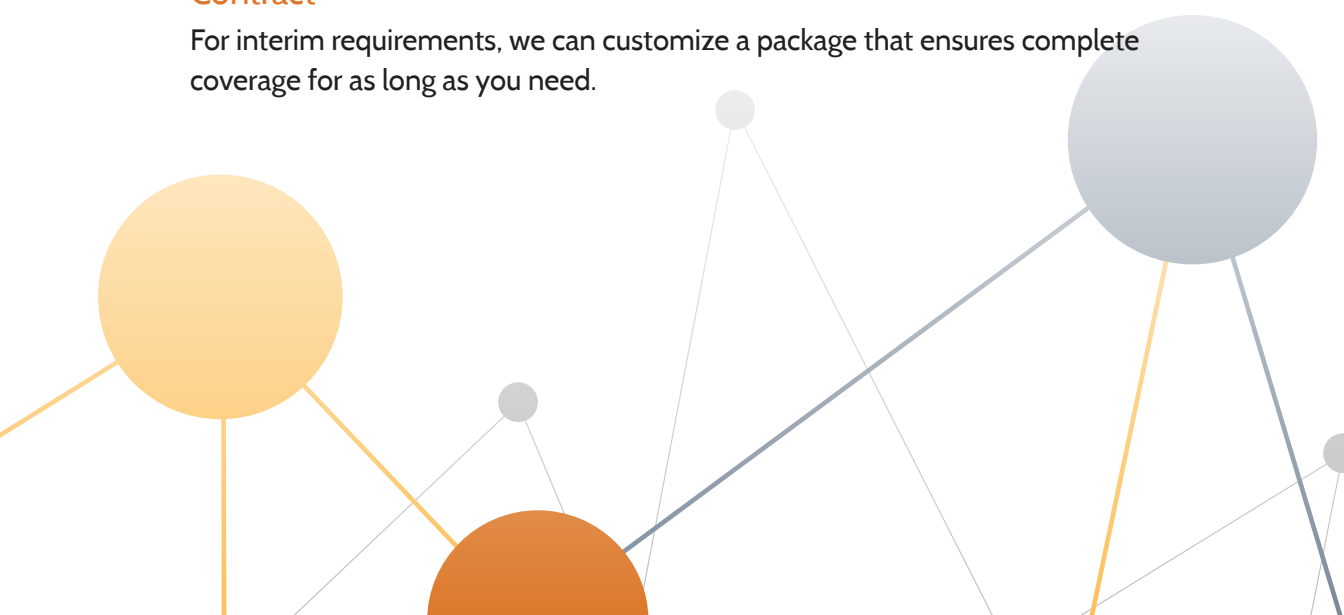
This option combines the dedication of retained search with the affordability of contingent. Placement fee is a percentage of first-year salary, with 20% due before launch of search. You will be presented with at least three candidates to interview, and the placement is guaranteed for 90 days.

Retained

Retained search features a high level of engagement, including video interviews, behavioral profiles and written summaries. Payment is due in thirds – based on first-year compensation – first to launch, second at interview stage, and third upon hire. Guaranteed replacement within 180 days.

Contract

For interim requirements, we can customize a package that ensures complete coverage for as long as you need.



Our food industry expertise is our strength.
Partner with us to find your ideal.



FOOD AND BEVERAGE EXECUTIVE RECRUITERS

 (414) 421-2000  www.kinsa.com

Kinsa Group is the executive search division of ABR Employment Services (ABR). Established in 1987, ABR provides staffing and recruiting workforce solutions. ABR is a nine-time recipient of the ClearlyRated Best of Staffing Client and Talent awards for providing service excellence to the clients and talent they serve. The company is headquartered in Madison, WI.

Learn more at www.abrjobs.com.

Sources:

¹<https://wp.me/p9RgwT-1Fq>

²<https://www.forbes.com/sites/cameronkeng/2014/06/22/employees-that-stay-in-companies-longer-than-2-years-get-paid-50-less/>

³bambooHR, PayScale (2019, February) Getting Smart About Compensation [eBook], from <https://bit.ly/2tpEda1>

⁴<https://www.bls.gov/ooh/life-physical-and-social-science/agricultural-and-food-scientists.htm>