



# 2023 Food & Beverage Salary Guide

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



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To supply actionable salary data, outliers have been removed. This data is based on actual interview conversations with food and beverage industry employees across the USA, many of whom were recruited and submitted as candidates for job openings at Kinsa's client employers.

# Competitive Salary Insight To Attract And Retain Employees

Kinsa Group is an executive recruiting firm with an exclusive focus on recruiting professional talent in the food and beverage industry. **We help you set the table for greater growth.**

Since 1985, our Recruiters have interviewed tens of thousands of candidates and in the last two decades have placed over 1,150 professionals and executives across the United States and some internationally.

In 2023, there are a lot of changes happening in the marketplace that involve salary data:

**Pay equity and transparency continue to increase in importance.** Employers should have a proactive and ongoing comprehensive strategy to improve fair pay. In many cases, local and state government now require a salary range to be posted with available jobs.

**About half of US employers are increasing their salary budget for 2023,** planning merit increases of 4.6% on average. Citing inflationary pressures and the ongoing challenges of finding and keeping workers as the main reasons for higher projected increases than previous years.

**Remote work continues to rise in popularity among employees** so employers must consider remote and hybrid work location options for professionals whenever possible in order to market their jobs to a larger pool of talent.

# Other Factors That MUST Be Considered

Base salary is only one factor in a total compensation offer. Job satisfaction, location, work-life balance, boss/peers, and work environment must also be considered.



## PAID TIME OFF

Holiday pay, vacation pay, personal and sick days are something every job seeker considers before accepting new employment. Even if you are hiring entry-level, you should expect to offer at least 3 weeks of paid time off in addition to the 6 major US holidays.



## REMOTE WORK OPTION / FLEXIBILITY

Roles with work-life balance are important to today's job seeker. Remote and hybrid work will need to be a bigger part of food and beverage industry career options going forward as the talented professionals you are looking to hire look at flexible jobs more favorably.



## EQUITY

Offering equity in the company is critical for senior-level positions if your company is a start-up, still in its infancy, or private-equity owned. Equity offering varies greatly and may be awarded annually or vested over time.



## BENEFITS

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 or family premiums. 401(k) employer match is also well worth mentioning in an overall compensation package offer.



## BONUS

Offering a bonus, based on company and/or personal performance, is the expected norm with Manager and Executive-level positions as well as for revenue-generating positions like Sales, R&D and Marketing. The more impact a professional has on the bottom line, the higher the bonus percentage expected. An average bonus range you should consider offering is 10% to 30% of base salary. For business development roles, a % of new sales as commission is best practice.

# How To Use This Salary Data

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Over the last two years, we have collected salary data from more than 8,000 candidate interviews across several categories and skill sets. We share this complimentary salary data with our client employers when launching specific job opening recruitment campaigns, but have compiled a confidential summary of that salary data in Kinsa Group's 2023 Salary Guide in the pages that follow.

Kinsa Group's Salary Guide release for 2023 highlights both salary range and median base salary compensation for several job titles in the food and beverage industry. The data may be used by both employers and job seekers to gauge current market salaries and evaluate pay trends.

## Kinsa's Recruiters advise:

- ▶ Location has a bearing on which end of the salary range you need to be in to attract top performing talent. If the job is located where the cost of living is high, you'll need to be above the median and trending towards the high end of the range. If you need to relocate someone, you may need to incentivize that with a more attractive base salary offer.
- ▶ Are you hiring a unique talent with specialty skills that are in high-demand? You may need to move quickly and bump up the base salary to beat your competition with an irresistible offer.
- ▶ Are you hiring like-for-like or are you willing-to-train? You may be able to get someone on the low end of the range if you'll consider hiring someone with the skills and experience one-step below your job title and offer them the promotional opportunity at your company.
- ▶ Otherwise, make sure you add 10-15% increase to attract the average candidate.
- ▶ AND with national inflation of salary rates at an all-time high, expect to negotiate! You will likely receive a counter from your candidate of choice, don't get defensive, this is the norm.

## C-Suite Executive

Position Title	Low	Median	High
Chief Executive Officer / CEO	\$150,000	\$275,000	\$550,000
Chief Operating Officer / COO	\$150,000	\$270,000	\$350,000
Board of Directors / Board Chairman	\$170,000	\$260,000	\$350,000
Managing Partner	\$80,000	\$260,000	\$500,000
President	\$150,000	\$240,000	\$350,000
General Manager	\$150,000	\$220,000	\$350,000
Founder / Co-Founder / Owner	\$90,000	\$140,000	\$400,000
Chief Commercial Officer	\$175,000	\$280,000	\$350,000
Chief Financial Officer / CFO	\$140,000	\$240,000	\$300,000
Chief Human Resources Officer	\$160,000	\$220,000	\$300,000
Chief Strategy Officer	\$170,000	\$195,000	\$300,000

## Accounting / Finance

Position Title	Low	Median	High
CFO	\$140,000	\$240,000	\$300,000
VP Finance	\$135,000	\$190,000	\$275,000
Director Finance	\$100,000	\$170,000	\$200,000
Controller	\$110,000	\$135,000	\$220,000
Cost Accountant	\$100,000	\$125,000	\$150,000
Manager Accounting / Finance	\$80,000	\$115,000	\$160,000
Financial Analyst	\$60,000	\$100,000	\$140,000
Accountant / Senior Accountant	\$70,000	\$90,000	\$130,000

## Sales / Business Development

Position Title	Low	Median	High
Chief Commercial Officer, EVP	\$160,000	\$225,000	\$350,000
VP Sales	\$120,000	\$190,000	\$350,000
Director Sales	\$80,000	\$150,000	\$250,000
General Manager	\$100,000	\$150,000	\$250,000
International / Global Sales Manager	\$80,000	\$150,000	\$200,000
Key Account Director	\$140,000	\$170,000	\$220,000
National Accounts Manager	\$110,000	\$140,000	\$225,000
Key Account Manager	\$80,000	\$120,000	\$200,000
Sales Strategy Planning Manager	\$120,000	\$135,000	\$150,000
Industrial Sales Manager (B2B Sales)	\$80,000	\$125,000	\$185,000
Business Development Manager	\$70,000	\$120,000	\$190,000
Regional Sales Director	\$90,000	\$140,000	\$200,000
Regional Sales Manager	\$70,000	\$110,000	\$170,000
Category / Product Manager	\$85,000	\$110,000	\$140,000
Food Service Sales Director	\$125,000	\$150,000	\$225,000
Food Service / On-Premise Manager	\$70,000	\$100,000	\$185,000
Sr. Account Manager	\$105,000	\$145,000	\$170,000
Account Manager	\$50,000	\$100,000	\$150,000
Sr. Account Executive	\$90,000	\$120,000	\$160,000
Account Executive	\$60,000	\$90,000	\$125,000
Sales Engineer	\$80,000	\$100,000	\$140,000
Sales Analyst	\$70,000	\$95,000	\$140,000
District Sales Manager	\$80,000	\$95,000	\$150,000
Area Sales Manager	\$60,000	\$90,000	\$150,000
Territory Sales Manager	\$60,000	\$80,000	\$145,000
Merchandiser / Merchandising Manager	\$50,000	\$90,000	\$130,000

## Sales / Business Development

Position Title	Low	Median	High
Inside Sales Specialist / Manager	\$50,000	\$80,000	\$130,000
Sales Representative	\$50,000	\$80,000	\$110,000
Sales Coordinator / Specialist	\$50,000	\$60,000	\$85,000

## Marketing

Position Title	Low	Median	High
Chief Marketing Officer	\$120,000	\$200,000	\$400,000
VP Marketing	\$120,000	\$200,000	\$350,000
Marketing Director	\$80,000	\$150,000	\$260,000
Senior Brand Manager	\$120,000	\$150,000	\$190,000
Brand Manager	\$85,000	\$125,000	\$185,000
Senior Marketing Manager	\$100,000	\$140,000	\$220,000
Marketing Manager	\$70,000	\$120,000	\$190,000
Trade Marketing Manager	\$100,000	\$130,000	\$140,000
Product Manager	\$80,000	\$125,000	\$160,000
Category Manager	\$80,000	\$120,000	\$170,000
Marketing Analyst	\$60,000	\$100,000	\$180,000
Digital Marketing	\$60,000	\$100,000	\$180,000
Graphic Design	\$50,000	\$90,000	\$120,000
Marketing Specialist / Coordinator	\$50,000	\$80,000	\$110,000



## Operations / Production

Position Title	Low	Median	High
Chief Operating Officer / SVP Operations	\$150,000	\$270,000	\$350,000
Vice President of Operations	\$140,000	\$200,000	\$300,000
Director of Operations	\$100,000	\$160,000	\$260,000
General Manager	\$80,000	\$150,000	\$240,000
Plant Manager	\$80,000	\$150,000	\$250,000
Director / Manager Contract Manufacturing	\$120,000	\$150,000	\$180,000
Continuous Improvement Manager	\$80,000	\$135,000	\$180,000
Planning / Scheduling Manager	\$80,000	\$110,000	\$165,000
Production / Operations Manager	\$60,000	\$110,000	\$180,000
Brewing / Distillery Manager	\$60,000	\$90,000	\$150,000
Production Supervisor	\$50,000	\$80,000	\$125,000

## Food Service / Restaurant

Position Title	Low	Median	High
Vice President / COO	\$100,000	\$200,000	\$280,000
Director of Operations	\$80,000	\$120,000	\$210,000
District Manager	\$70,000	\$120,000	\$160,000
Area Manager	\$70,000	\$100,000	\$120,000
General Manager	\$60,000	\$90,000	\$150,000
R&D Chef	\$50,000	\$90,000	\$150,000
Food Service & Dining Manger / Director	\$60,000	\$85,000	\$120,000
Food & Beverage Manager / Director	\$60,000	\$80,000	\$125,000
Restaurant Manager	\$50,000	\$70,000	\$90,000

## Supply Chain / Procurement

Position Title	Low	Median	High
Chief Supply Chain Officer	\$180,000	\$235,000	\$350,000
Vice President Supply Chain	\$145,000	\$210,000	\$310,000
Vice President Procurement	\$140,000	\$200,000	\$260,000
Director Purchasing	\$100,000	\$160,000	\$250,000
Director Supply Chain	\$90,000	\$150,000	\$260,000
Director Logistics	\$90,000	\$150,000	\$260,000
Demand Planning Manager	\$90,000	\$135,000	\$160,000
Category Manager	\$75,000	\$130,000	\$175,000
Supply Chain Manager	\$75,000	\$120,000	\$165,000
Purchasing Manager	\$80,000	\$120,000	\$180,000
Logistics / Distribution Manager	\$75,000	\$105,000	\$150,000
Warehouse Manager	\$70,000	\$100,000	\$130,000
Warehouse Supervisor	\$60,000	\$75,000	\$100,000
Supply & Demand Planner	\$50,000	\$90,000	\$110,000
Buyer	\$55,000	\$80,000	\$125,000
Analyst	\$55,000	\$70,000	\$80,000
Supply Chain Specialist	\$45,000	\$65,000	\$90,000

## Environmental Health and Safety

Position Title	Low	Median	High
Director Environmental Health & Safety	\$100,000	\$150,000	\$240,000
EHS Manager	\$70,000	\$100,000	\$150,000
Environmental Health & Safety Specialist	\$50,000	\$75,000	\$120,000

## Quality / Food Safety / Regulatory

Position Title	Low	Median	High
VP of Quality / Food Safety	\$130,000	\$210,000	\$280,000
Director Food Safety and Quality	\$75,000	\$140,000	\$260,000
Regulatory Manager	\$85,000	\$120,000	\$155,000
Regulatory Specialist	\$60,000	\$90,000	\$120,000
Sanitation Manager	\$70,000	\$110,000	\$130,000
Sanitation Supervisor	\$55,000	\$75,000	\$90,000
Food Safety Quality Assurance Manager	\$60,000	\$105,000	\$160,000
Microbiologist	\$70,000	\$100,000	\$125,000
Quality Engineer	\$70,000	\$90,000	\$125,000
FSQA Auditor	\$60,000	\$80,000	\$150,000
Quality Specialist	\$60,000	\$80,000	\$100,000
Quality Assurance / Control Supervisor	\$60,000	\$80,000	\$100,000
Quality Coordinator / Lab Technician	\$45,000	\$70,000	\$105,000

## Human Resources

Position Title	Low	Median	High
Chief Human Resources Officer	\$160,000	\$220,000	\$300,000
Vice President Human Resources	\$120,000	\$195,000	\$300,000
Director Human Resources	\$80,000	\$150,000	\$220,000
Benefits / Compensation Manager	\$100,000	\$115,000	\$135,000
Human Resources Manager	\$70,000	\$110,000	\$160,000
Talent Acquisition	\$80,000	\$100,000	\$150,000
HR Business Partner	\$80,000	\$105,000	\$130,000
HR Generalist	\$50,000	\$80,000	\$110,000

## Food Science / Product Development

Position Title	Low	Median	High
SVP / Chief Science Officer	\$175,000	\$250,000	\$350,000
Vice President R&D and Innovation	\$150,000	\$200,000	\$300,000
Director of R&D	\$100,000	\$170,000	\$260,000
Principal Scientist	\$100,000	\$160,000	\$260,000
Research & Development Manager	\$80,000	\$135,000	\$200,000
R&D/Process Engineer	\$70,000	\$120,000	\$180,000
Sr. Food Scientist	\$90,000	\$120,000	\$175,000
Sensory Scientist	\$80,000	\$110,000	\$180,000
R&D Project Manager	\$80,000	\$110,000	\$140,000
Food Scientist	\$60,000	\$90,000	\$165,000
Chemist / Flavorist	\$60,000	\$90,000	\$150,000
R&D Chef	\$50,000	\$90,000	\$150,000
Product Development Specialist	\$65,000	\$90,000	\$100,000
Food Technologist	\$50,000	\$80,000	\$110,000
R&D Intern	\$50,000	\$60,000	\$70,000

## Engineering

Position Title	Low	Median	High
Vice President of Engineering	\$135,000	\$195,000	\$260,000
Director of Engineering & Maintenance	\$100,000	\$170,000	\$240,000
Engineering Manager	\$80,000	\$150,000	\$220,000
Continuous Improvement Manager	\$120,000	\$140,000	\$160,000
Project Engineering Manager	\$80,000	\$140,000	\$200,000
Project Engineer	\$80,000	\$120,000	\$150,000
Process Engineer	\$70,000	\$120,000	\$180,000
PLC Engineer	\$90,000	\$120,000	\$140,000
Plant Engineer / Mechanical Engineer	\$70,000	\$110,000	\$160,000
Packaging Engineer	\$80,000	\$105,000	\$140,000
Chemical Engineer	\$75,000	\$100,000	\$125,000
Sales Engineer	\$80,000	\$100,000	\$140,000
Quality Engineer	\$80,000	\$95,000	\$110,000
Design Engineer	\$60,000	\$90,000	\$120,000

## Maintenance

Position Title	Low	Median	High
Maintenance Manager	\$80,000	\$115,000	\$160,000
Maintenance Supervisor	\$65,000	\$80,000	\$120,000
Maintenance Technician	\$60,000	\$75,000	\$100,000

# Setting the Table for Greater Growth

As a nationally recognized food and beverage industry headhunter, Kinsa Group specializes in executive search and the placement of management, director, vice president and chief officer-level professionals throughout North America and around the globe.

- ▶ Our singular focus on the food and beverage industry ensures consistently better results.
- ▶ We're intentional, candid, and consultative - and that's what makes us the best at what we do.
- ▶ We offer several search options: Contingency, Priority, Retained and Contract.



Food and Beverage Executive Recruiters

 (414) 421-2000

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Kinsa Group is the executive search division of ABR Employment Services. Established in 1987, ABR provides staffing and recruiting workforce solutions. ABR is a 13-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, Wisconsin.