



2025

# FOOD MANUFACTURING INDUSTRY COMPENSATION GUIDE



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**Building a better workplace,  
one candidate at a time.**

# What Makes Us Different?

For employers in the food manufacturing industry, Titan Search Group stands out as an exceptional partner.

With a deep understanding of the industry's nuances, challenges, and requirements, Titan Search Group has carved a niche for itself, demonstrating a consistent track record of success in matching companies with the best talent.

## A Specialized Approach to Recruitment



### 1. Deep Industry Knowledge

Titan Search Group is not a generic recruitment agency trying to fit into the food manufacturing space. We are a specialized entity that has built expertise in the industry. Our in-depth understanding means we know the challenges, trends, and qualifications necessary for a candidate to succeed in this domain.



### 2. Practice Areas

While many agencies have a one-size-fits-all approach, Titan Search Group recognizes the vastness and complexity of the food manufacturing sector. **We have dedicated practice areas that cater to the distinct segments of the industry, ensuring that employers get candidates who are a perfect fit for specific roles.**

# Comprehensive Coverage

Titan Search Group's unique selling proposition lies in our comprehensive approach. We have specialists who focus on every part of the food manufacturing process, including:



**Operations**



**Engineering**



**Food Safety & Quality**



**Supply Chain and Distribution**

Titan Search Group ensures that the candidates we recommend are not only skilled but are also the best fit for the company's specific needs.

## IMPACT ON HIRING

# The Shortage of Talent in the Food Manufacturing Industry

The food manufacturing industry is currently facing a significant shortage of talent, which is leading to changes in hiring practices.

Here are some examples of how the shortage of Food Manufacturing industry talent is impacting hiring:



### Removal of Degree Requirements

Food Manufacturing companies are removing degree requirements for candidates.



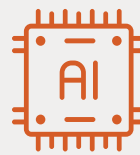
### Reliance on Temporary Labor

It is costly, with high markups on workers' hourly rates, high turnover, and reduced productivity.



### Increase in Pay and Benefits

Higher hourly rates, bonuses, and improved healthcare and retirement plans.



### Machine Learning on the Rise

North America has seen a hiring boom in food industry companies for roles centered on machine learning.

Are you paying at industry levels and creating an attractive employer brand?

# 2025 Salary Numbers

At Titan Search Group, our unparalleled focus on the industry has given us unique insights and expertise.

## C-Suite

POSITION/TITLE	LOWER	MEDIAN	UPPER
Chief Executive Officer	\$180,000	\$320,000	\$550,000
Chief Operating Officer	\$150,000	\$280,000	\$350,000
Chief Financial Officer	\$150,000	\$270,000	\$400,000
Chief Human Resources Officer	\$120,000	\$220,000	\$300,000
Chief Supply Chain Officer	\$140,000	\$235,000	\$350,000

## TPM

POSITION/TITLE	LOWER	MEDIAN	UPPER
Directors of Operational Excellence	\$120,000	\$160,000	\$250,000
TPM Pillar Leadership Roles	\$90,000	\$140,000	\$180,000
Plant Level OPEX	\$80,000	\$120,000	\$160,000
TPM-Centric Manufacturing Professionals	\$70,000	\$110,000	\$150,000

## Operations

POSITION/TITLE	LOWER	MEDIAN	UPPER
Directors of Operations	\$160,000	\$300,000	\$390,000
Vice President of Operations	\$120,000	\$240,000	\$320,000
Plant Managers	\$80,000	\$140,000	\$240,000
Production Managers	\$60,000	\$120,000	\$140,000
Production Supervisors	\$50,000	\$80,000	\$120,000

## Engineering

POSITION/TITLE	LOWER	MEDIAN	UPPER
Directors of Engineering	\$120,000	\$180,000	\$240,000
Vice President of Engineering	\$120,000	\$160,000	\$240,000
Engineering Managers	\$90,000	\$125,000	\$160,000
Project Engineers	\$70,000	\$95,000	\$120,000
Process Engineers	\$60,000	\$85,000	\$110,000
Automation & Controls Engineers	\$70,000	\$100,000	\$130,000

\*Note\* Information in this 2024 Salary Guide was gathered from a variety of reliable sources including the U.S. Bureau of Labor Statistics, online resources, and our direct experience in compensation from the last twelve months of executive search and placement activity. The content represents The Titan Search Group's analysis of information obtained from sources believed to be reliable. No representation or warranty (express or implied) is given as to the accuracy and completeness of the information contained in the publication.

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## Food Safety & Quality

POSITION/TITLE	LOWER	MEDIAN	UPPER
Directors of Food Safety & Quality	\$100,000	\$160,000	\$220,000
Vice President of Quality	\$155,000	\$170,000	\$190,000
Quality Assurance Managers	\$70,000	\$100,000	\$130,000
Sanitation Managers	\$60,000	\$85,000	\$110,000
Food Safety Supervisors	\$50,000	\$70,000	\$90,000

## Supply Chain & Logistics

POSITION/TITLE	LOWER	MEDIAN	UPPER
Directors of Supply Chain	\$110,000	\$170,000	\$230,000
Vice President of Supply Chain & Distribution	\$120,000	\$180,000	\$240,000
Warehouse Manager	\$60,000	\$90,000	\$120,000
Supply Chain Manager	\$70,000	\$105,000	\$140,000
Transportation & Logistics Manager	\$65,000	\$97,500	\$130,000
Warehouse Supervisor	\$45,000	\$65,000	\$85,000

## Sales & Marketing

POSITION/TITLE	LOWER	MEDIAN	UPPER
Directors of Sales & Sales Operations	\$110,000	\$165,000	\$220,000
Vice President of Sales	\$120,000	\$155,000	\$240,000
Directors of Marketing	\$100,000	\$150,000	\$220,000
Sales Managers	\$70,000	\$110,000	\$150,000
Marketing Managers	\$60,000	\$100,000	\$140,000
Brand Managers	\$70,000	\$105,000	\$140,000

## Human Resources & Environmental Health and Safety

POSITION/TITLE	LOWER	MEDIAN	UPPER
Directors of Human Resources	\$100,000	\$155,000	\$210,000
Director of EHS	\$90,000	\$140,000	\$190,000
Plant Human Resources Managers	\$60,000	\$95,000	\$130,000
EHS Managers	\$65,000	\$102,500	\$140,000
Safety Supervisors	\$50,000	\$75,000	\$100,000
HR Generalists	\$45,000	\$65,000	\$85,000