

The Salary Report

Insights for Food & Beverage Professionals and Employers



CURTIS FOOD
recruiters

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Overview

The Curtis Food Recruiters' Salary Report offers valuable data and perspectives on compensation and hiring trends in the food and beverage industry.

It draws on two years of our executive search and placement activity, incorporating insights from over 1,400 candidate interviews, market research, and reputable industry sources. This analysis highlights base salaries across key roles.

By sharing this resource, we aim to help employers and professionals make informed decisions in today's competitive talent market.



More Than Salary: What Really Matters

Base salary is just one piece of the puzzle when it comes to attracting and retaining talent. Today's professionals evaluate the full package, from benefits to workplace culture. Employers who prioritize non-salary factors gain a competitive edge.

Bonuses & Incentives

Compensation programs that focus on profitability and company values benefit both the company and its employees. At senior levels, this includes robust incentives designed to align leadership with organizational goals. C-Suite positions may receive bonuses averaging 40% or more, along with equity, stock options, or long-term incentive plans (LTIP), reflecting their strategic impact on company performance.

This approach extends to Manager and Executive-level roles, where bonuses typically range from 10% to 30% of base salary. For Sales and Marketing positions, performance-based incentives, like commissions tied to growth metrics, directly link rewards to outcomes.

Career Development Opportunities

Tuition reimbursement, professional certifications, and leadership training keep employees engaged and help them grow within their roles.

Remote & Flexible Work Options

Employers offering remote and hybrid options will have more access to top talent, as sought-after professionals often prefer to remain near family and support networks or in their chosen location.

Wellness Benefits

Nearly half of employees would trade a pay increase for better wellness benefits, according to [Mercer Global 2024 Talent Trends](#). Mental health support and physical wellness programs such as fitness incentives and preventive health screenings are increasingly valued.

Workplace Culture

Employees thrive when they feel valued and heard. By prioritizing transparency, collaboration, and meaningful recognition, companies create environments that foster loyalty and long-term retention.

The Future of Pay & Benefits

As the workplace evolves, these factors are reshaping what employers offer and what professionals expect.

Pay Transparency

Salary transparency laws are driving change. A [2023 SHRM study](#) found that employers listing salary ranges see 70% more applicants and higher-quality candidates. [HR Dive's tracker](#) is a helpful resource for staying informed about pay disclosure laws.

Remote Work Flexibility

Hybrid and remote options remain top priorities, with 60% of remote employees considering leaving if flexibility is reduced or revoked, [Gallup](#) reports.

Wellness Takes Center Stage

Burnout and rising healthcare costs are driving demand for expanded benefits. Companies are addressing these needs by offering therapy coverage, mental health days, and wellness stipends. PTO and flexible policies supporting work-life balance are now expectations, while companies covering employee or family healthcare premiums stand out in a competitive market.

Upskilling & AI Readiness

Demand for AI expertise is rising, yet only 25% of companies plan to offer training this year, according to the [2024 Work Trend Index by Microsoft and LinkedIn](#). Employers who invest in upskilling their teams position themselves as leaders in innovation and adaptability.

Focus on Retention

Replacing an employee can cost up to nine months' salary, according to a recent [Lano article](#), making retention strategies like career development and flexible benefits critical. The right leaders are also key, as poor management fuels turnover. Leadership metrics should go beyond profitability and efficiency to include how well leaders uphold company values, foster engagement within their teams, and contribute to retention goals.

Sustainability Matters

Environmentally responsible employers are highly regarded by today's workforce. Green commuting incentives and sustainability programs are rising in popularity.

Advice from Curtis Food Recruiters

Navigate today's food and beverage talent trends with CFR's expertise.



Julie Curtis

President

For Employers

In today's market, increasing wages alone is no longer enough to attract or retain top talent. To meet employee expectations, companies must prioritize cultivating a strong company culture and investing in employee wellness.

Demonstrating genuine care for employees' well-being, hiring in alignment with company values, and fostering an environment where everyone feels empowered to contribute helps create a thriving, high-performing workplace.

By adopting a comprehensive approach—focused on people, professional development, compensation, and creating a work environment that embodies belonging—companies can foster an atmosphere where employees feel supported, engaged, and motivated to stay.

Companies that adapt proactively to changing workforce expectations will not only attract top talent but also secure their long-term success.



Eli Jones

Director,
Executive Search

For Executive Talent

Given the competitive market, even the most polished executive must prepare for the role they want. You only get one chance to make a first impression, for both the candidate and the client. Each must ask and answer compelling questions, connect authentically, and sell themselves. Understand the goals and challenges of the role, your leadership style, and stay curious—this is the differentiator.



Ashton Hansen

Director,
Executive Search

For Executive Talent

Landing an executive role requires more than qualifications—it means positioning yourself as the candidate who delivers value and results. Prepare thoroughly, present yourself authentically, and demonstrate your ability to solve key challenges to secure both the job and the compensation package you seek.

C-Suite Executive

Position Title	Lower	Median Base Salary	Upper
Chief Executive Officer CEO	\$250,000	\$350,000	\$600,000
Chief Operating Officer COO	\$200,000	\$300,000	\$400,000
President	\$200,000	\$280,000	\$400,000
Chief Supply Chain Officer CSCO	\$250,000	\$300,000	\$400,000
Chief Commercial Officer CCO	\$200,000	\$289,000	\$380,000
Chief Marketing Officer CMO	\$204,000	\$254,500	\$355,000
Chief Technical Services Officer CTSO	\$200,000	\$275,000	\$400,000
Chief Quality Officer CQO	\$220,000	\$275,000	\$350,000
Chief Human Resources Officer CHRO	\$220,000	\$275,000	\$350,000
Chief Financial Officer CFO	\$165,000	\$300,000	\$480,000

Operations

Position Title	Lower	Median Base Salary	Upper
Chief Operating Officer	\$200,000	\$300,000	\$400,000
VP of Operations	\$215,000	\$260,000	\$375,000
Director of Manufacturing	\$140,000	\$200,000	\$250,000
Director of Engineering	\$182,000	\$210,000	\$240,000
General Manager	\$110,000	\$230,000	\$265,000
Plant Manager/Director	\$120,000	\$174,000	\$250,000
Operations/Production Manager	\$95,000	\$130,000	\$200,000
Engineering Manager	\$120,000	\$152,000	\$195,000

Supply Chain & Logistics

Position Title	Lower	Median Base Salary	Upper
Chief Supply Chain Officer	\$250,000	\$300,000	\$400,000
VP of Supply Chain	\$130,000	\$249,500	\$325,000
VP of Procurement	\$185,000	\$244,000	\$302,000
VP of Warehouse & Transportation	\$200,000	\$250,000	\$300,000
Director of Supply Chain	\$130,000	\$209,000	\$265,000
Director of Logistics	\$150,000	\$200,000	\$215,000
Director of Procurement	\$140,000	\$200,000	\$260,000
Supply Chain Manager	\$110,000	\$150,000	\$185,000
Procurement Manager	\$102,000	\$136,500	\$180,000
Logistics Manager	\$90,000	\$105,000	\$130,000

Sales

Position Title	Lower	Median Base Salary	Upper
Chief Commercial Officer	\$200,000	\$289,000	\$380,000
VP of Sales	\$120,000	\$234,500	\$325,000
Director of Sales	\$100,000	\$200,000	\$285,000
National Account Manager	\$110,000	\$150,000	\$180,000
Key Account Manager	\$70,000	\$145,000	\$225,000
Business Development Manager	\$75,000	\$150,000	\$225,000
Account Manager	\$70,000	\$120,000	\$175,000

Marketing

Position Title	Lower	Median Base Salary	Upper
Chief Marketing Officer	\$204,000	\$254,500	\$355,000
VP of Marketing	\$200,000	\$275,000	\$300,000
Director of Brand Management & Innovation	\$180,000	\$230,000	\$280,000
Director of Marketing	\$160,000	\$191,500	\$220,000
Marketing Manager	\$105,000	\$149,000	\$150,000
Brand Manager	\$83,000	\$114,000	\$138,000

Research & Development

Position Title	Lower	Median Base Salary	Upper
Chief Technical Services Officer	\$200,000	\$275,000	\$400,000
VP of Research & Development	\$185,000	\$275,000	\$350,000
Director of Research & Development	\$150,000	\$200,000	\$230,000
Research & Development Manager	\$115,000	\$140,000	\$180,000
Food Scientist	\$90,000	\$110,000	\$150,000

Food Safety & Quality Assurance

Position Title	Lower	Median Base Salary	Upper
Chief Quality Officer	\$220,000	\$275,000	\$350,000
VP of Food Safety & Quality Assurance	\$200,000	\$232,500	\$300,000
Director of Food Safety & Quality Assurance	\$150,000	\$186,000	\$248,000
Quality Assurance Manager	\$130,000	\$148,000	\$185,000
Quality Control Manager	\$120,000	\$142,500	\$160,000

Human Resources

Position Title	Lower	Median Base Salary	Upper
Chief Human Resources Officer	\$220,000	\$275,000	\$350,000
VP of Human Resources	\$130,000	\$247,000	\$300,000
Director of Human Resources	\$120,000	\$170,000	\$215,000
Human Resources Manager	\$90,000	\$125,000	\$180,000

Finance

Position Title	Lower	Median Base Salary	Upper
Chief Financial Officer	\$165,000	\$300,000	\$480,000
VP of Finance	\$160,000	\$261,000	\$450,000
Controller	\$103,000	\$145,000	\$300,000
Director of Accounting & Finance	\$160,000	\$175,000	\$220,000
Financial Planning & Analysis Manager	\$90,000	\$145,000	\$165,000
Finance Manager	\$115,000	\$140,000	\$172,000
Senior Financial Analyst	\$70,000	\$100,000	\$130,000



About Curtis Food Recruiters

Since 2006, CFR has been building exceptional executive teams in partnership with clients across the food and beverage industry. With decades of market expertise and proven recruitment success, we engage top-performing talent to transform organizations in food manufacturing, retail (grocery and convenience), and foodservice.

- **Targeted Approach:** By combining our deep understanding of the market with competency-based selection, we ensure precise alignment between candidate and client needs. With an average fill time of 68 days, our process is both efficient and impactful.
- **Unmatched Quality:** The caliber of professionals we present and the trusted partnerships we've built with our clients set us apart in executive recruitment. With 80% of our placements remaining in their role or being promoted within three years and 75% of searches coming from repeat clients, our results speak for themselves.
- **National Reach:** We maintain strong relationships across the country, offering insights into market trends, compensation benchmarks, and leadership success factors.

At Curtis Food Recruiters, we go beyond placement—fostering long-term success for both the individuals we place and the organizations we serve. Whether you're seeking leadership talent or your next career opportunity, we are here to help.



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