



Animal Health & Nutrition Technical Professional Salary Survey

July 2019

Presented by:



Continental Search

GREAT PEOPLE. GREAT CAREERS.

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Welcome to our 1st annual survey of technical professionals in animal health & nutrition!

Running a salary survey is relatively simple: figure out your questions, get a SurveyMonkey.com account, set it up and email the database. Simple. Providing relevant and actionable data from the survey, however, was another story all together. The responses we were able to collate from this survey were not clear cut. Compensation for technical professionals in the animal sciences is highly diverse. Here's an example:

We found that regardless the size of a company, if you were 1 of 115 respondents with a DVM or PhD, and had any direct reports you earned anywhere from under \$90K to over \$220K total compensation for 2018. The numbers are widely distributed and diverse. 20% earned less than \$90K while 25% earned over \$190K. In spite of data like this, the results can provide employers with comparisons which, in turn, allow them to compensate animal scientists with market rate salaries. It also provides those scientists data to know whether or not their compensation is market-based and what they can expect should they shop the employment market.

Before we go too far, we want to thank the 363 professionals who participated in our first annual survey. The largest portion of this group (39%) described themselves as being in technical or sales support for an animal nutrition or health company. 14% work for traditional feed companies. 10% work for an integrated swine or poultry company as a nutritionist or veterinarian. 13% work as independent consultants or with consulting groups. 12% in R&D or product development. 12% did not fit into any of our core categories, but we used their info in this report as possible.

In the following pages we provide information from anonymous respondents from across the USA. In some cases we have very concrete data. By that we mean that we had a sizable group of respondents. Typically, over 20 respondents for each criterion we mention. In other cases, we can provide only a few responses to each group. We have provided the number of respondents in each group so you can judge.

To understand the our analysis know that

- **Total compensation** means total taxable income shown on a W-2. We did not question perks and benefits in our survey.
- **Experience level or tenure** is not a factor in our survey. We endeavor to add that next year.
- **We did not get enough data on some jobs** to include in our analysis. We endeavor to add more geneticists, zoo professionals, and lab professionals next year.

If you desire information not shown in this report or if you want specific information, contact us and we will gladly dig into the results and provide specific examples that fit your criteria, direct inquiries to dan@continentalsearch.com.



Dan Simmons, CPC



Technical/Sales Support – Animal Health & Nutrition Suppliers

The 141 technical or sales support professionals we surveyed overwhelmingly (90%) worked for national or global companies. ~60% supported the entire USA, while another 12% worked both nationally and internationally. The balance worked regionally. 85% possess a PhD or DVM and 82% support external customers. We will focus on this group of 93 respondents in the next paragraphs.

Nearly every respondent in this group had a base salary over \$100K. The most common incentive structure was 10-20% of base salary at 46%. 31% had 20-30%. When viewing total compensation for this group, it was a traditional bell curve with 49% earning between \$130-\$190K, with 20% in the middle of that range. The range does not change if you select only DVMs or PhDs. Those 14 respondents who possess both a PhD and DVM fit the same range, but the numbers skew higher with nearly 30% earning \$190 - \$220K. Two earned more.

Reviewing the 20 respondents who support internal customers the numbers were still scattered. 25% earned under \$90K. 15% at \$110-\$130K. 15% at \$130-\$150K. 20% at \$150-\$170K. 25% over \$170K.

Here is a breakdown by species

Beef

There were 11 respondents in this category, 9 possess PhDs, one a DVM and MS, and one a DVM and PhD. 10 support external customers, this factor did not impact salary results. Total compensation ran the spectrum.

Solo Contributors	Managers
There were eight solo contributors, 1 had a base of less than \$90K, two at \$90 to \$110K and one at \$130-\$150K. Two had incentives of 0-10%. Four had 10-20% of base salary, one each at 20-30% and over 30%. Total compensation was one under \$90K, two at \$90-\$110K, three at \$130-\$150K, and one each at \$150-\$170K and \$170-\$190K.	The two supervisors in this group who managed 3 or more people earned a base salary of \$150-\$170K and \$170-\$190K, had an incentive program of 20-30% of base and earned \$190-\$220K, and over \$220K respectively. The supervisor who had 1-2 reports earned a base under \$90K, had an incentive of up to 10% of base and earned a total compensation under \$90K.

Companion Animal

The respondent who focuses on companion animals tells us that he/she works for a global company with a small US team, works internationally, possesses a PhD, works with external customers, has 1 or 2 direct reports, earned a base of \$170-\$190K with an incentive of 20-30% of base and had total compensation of 170-\$190K.





Dairy

Forty-two respondents focused on dairy, with 35 working for national or global companies and possessing a minimum of a PhD or DVM. We will focus on that group.

Solo Contributors	Managers
Base salaries in this group of 25 had two less than \$90K, four at \$90K-\$110K, seven at \$110-\$130K, eight at \$130-\$150K, and four at \$150-\$170K. Half (13) had an incentive plan of 10-20% of base salary with nine at 0-10%, two at 20-30%, and one over 30%. These incentive plans gave this group total compensation numbers of two less than \$90K, two at \$90-\$110K, eight at \$110-\$130K, two at \$130-\$150K, five at \$150-\$170K, three at \$170-\$190K, and three at \$190-\$220K.	There were ten respondents in dairy tech services who manage others, 3 manage three or more. When reviewing base salaries, only one of this group earned \$90-\$110K, one at \$110-\$130K, three at \$130-\$150K, three earned at \$150-\$170K, one at \$170-\$190K, and one earned over \$220K. Incentive pay varied with two at 0-10%, seven at 10-20% and one at 20-30%. Comparing total compensation 1 earned less than \$100K, three earned \$110-\$130K, two at \$150-\$170K, one each at \$170-\$190K, \$190-220K and over \$220K.

Equine

The respondent who focuses on horses tells us that he/she works for a national company, covers the USA, possesses a DVM, works with external customers, has 1 or 2 direct reports, earned a base of \$130-\$150K with an incentive of 0-10% of base and had total compensation of \$130-\$150K.

Poultry

Forty-three respondents focus on poultry and 33 work for global companies, work with external customers and possess a minimum of an MS degree. We will focus on that group.

Having a DVM with a MS/MAM/PhD did not significantly impact these numbers. The key differentiator for this was whether the respondents had direct reports, and we will show these numbers separately.

Solo Contributors	Managers
Base salaries in this group of 22 had three at \$110-\$130K, six at \$130-\$150K, six at \$170-\$190K and one each at \$190-\$220K and over \$220K. Half (11) had an incentive plan of 20-30% of base salary with three at 0-10%, six at 10-20%, and two over 30%. These incentive plans gave this group total compensation numbers of three at \$110-\$130K, one at \$130-\$150K, six at \$150-\$170K, four at \$170-\$190K, five at \$190-\$220K, and three over \$220K.	There were 11 respondents in poultry tech services who manage 1 or more people. When reviewing base salaries, only one of this group earned \$90-\$110K, two at \$110-\$130K, one at \$150-\$170K, three earned \$170-\$190K, and four earned a base of \$190-\$220K. Incentive pay varied with two at 0-10%, six at 10-20% and three at 20-30%. None more. Comparing total compensation one earned less than \$90K, two earned \$110-\$130K, two at \$170-\$190K, the largest group (5) earned \$190-\$220K, and one earned over \$220K.

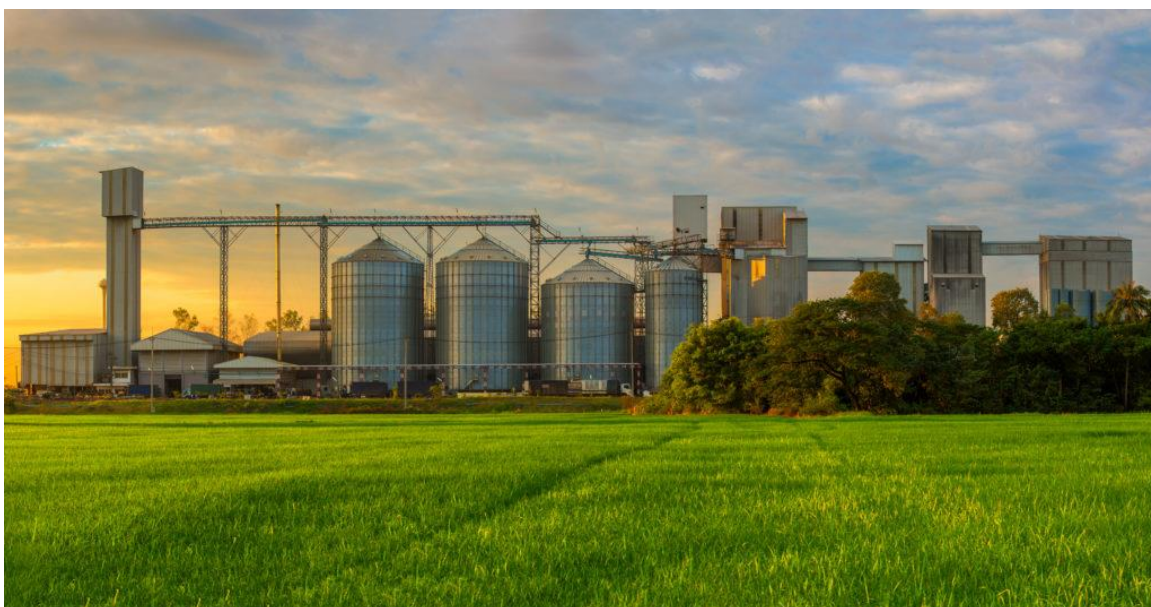




Swine

Twenty-six respondents focused on pigs and all work for national or global companies, 25 work with external customers. Again the biggest differentiator was whether the respondents had direct reports, we will show these numbers separately.

Solo Contributors	Managers
Base salaries in this group of 16 had one less than \$90K, three at \$110-\$130K, five at \$130-\$150K, four at \$150-\$170K, and three at \$170-\$190K. Half (8) had an incentive plan of 10-20% of base salary with one at 0-10%, and seven at 10-20%. These incentive plans gave this group total compensation numbers of one at \$90-\$110K, two at \$110-\$130K, six at \$130-\$150K, four at \$150-\$170K, one at \$170-\$190K, and two at \$190-\$220K.	There were nine respondents in poultry tech services who manage more people, 8 manage three or more. We will focus on those. When reviewing base salaries, only one of this group earned \$110-\$130K, four earned at \$150-\$170K, and three earned over \$220K. Incentive pay varied with three at 0-10%, one at 10-20% and three at 20-30%. One was over 30%. Comparing total compensation one earned \$130-\$150K, three at \$150-\$170K, one at \$170-\$190K, and three earned over \$220K.



Feed Manufacturer Nutritionists and Formulators

Solo Contributors

The 50 respondents who work in nutrition for traditional feed companies hail from across the USA. 60% possess a PhD. The incentive program for this group is typically conservative with 54% at 10% or less and 30% at 10-20%. 68% are solo contributors without direct reports. We will focus on this group in the next paragraphs.

Generalists

The two generalists both service external customers and earn a base plus a 10-20% incentive package that provides them a total compensation of \$150K-\$170K.

Beef

The two beef nutritionists who responded both earn a total compensation of \$130-\$150K regardless of their base/incentive plan.

Dairy

The predominate group of PhDs focused on dairy. None of those 10 earned a base under \$110K. Half earned \$130-\$150K in total compensation. The rest earned up to \$220K+

If you need specific salary information on dairy or beef professionals, give me a call.

Rick Pascual

Dairy & Beef Recruiter
Continental Search
302-544-9288



Equine

The two equine nutritionists who responded had incentive pay at 10-20% and earned ~\$90K or ~\$150K.

Poultry

The poultry nutritionist who responded deals with internal customers, was heavily incentivized with more than 30% of his/her compensation coming from incentive pay and earned between \$190-\$220K.



Swine

The two swine nutritionists who responded had minimal incentive income and earn base salaries of either \$110-\$130K or \$130-\$150K.

With a Master's Degree Only

The nine respondents who work for feed manufacturers who possess a MS degree work with external and internal customers and have minimal incentive programs. 78% had less than \$90K in taxable income in 2018. None earned over \$150K unless they had direct reports. (See below.)

Managers/Executives

This group is made up of those with a MS degree, a PhD or a PhD/DVM combination. While most were ruminant-focused, 10 of the 16, most species were represented here. Almost 70% of this group support external customers, but as the group is small, we are not separating them. Two thirds of this group has 1 or 2 direct reports, one third has 3 or more.

Those with 3 or more direct reports typically earn \$150K, with none less than \$110K. The highest earner topped \$220K.

Of those 11 supervisors with 1 or 2 direct reports, 73% have an incentive program of 10% or less of their base salaries. 73% earned less than \$100K in 2018. The other 3 earned \$130 - \$150K (2) and \$170-\$190K.

Integrated Companies

Thirty-five repondents to our survey work for integrated companies including both veterinarians (14) and nutritionists (21).

Beef

Nutritionists	Veterinarians
The three beef nutritionists in our survey all have Bachelor's degrees and work in the Midwest, with one working in the north. Two earned under \$90K last year with less than 10% incentive pay. The other has a base salary over \$190K and 10% or less in incentive pay.	The two beef veterinarians who work for integrated companies in our survey cover the entire nation, work for national companies and both have more than three direct reports. Both have base salaries over \$150K and earned over \$220K in 2018.



Dairy

Nutritionists

The five dairy nutritionists who work for integrated companies have PhD degrees. Incentive plans are across the board from less than 10% to over 30% with no rhyme or reason. Salaries range from under \$90K to over \$200K. All respondents live in the Ohio Valley, or somewhere in the Midwest.

Poultry

Nutritionists

Of the five poultry nutritionists responding to the survey four possess a PhD and one has a MS degree. The individual with the MS degree earned a base of \$90-\$110K, had a 10 - 20% bonus potential and earned \$110 - \$130K. The PhDs earn a base salary of \$150-\$170K (3) and one earned a base between \$190- \$220K. All had bonuses of 10% to over 30%. Three of this group earned \$150 - \$170K and one between \$190 - \$220K. Whether or not these individuals had direct reports did not impact their earnings.

Veterinarians

Of the 14 respondents who are veterinarians, nine work for poultry companies, 11 work on Delmarva or in the southeast and 15 cover the entire USA. Individuals in this category must possess a DVM or VMD degree. We also had them identify themselves separately if they also possessed a PhD or an MS/MAM degree. The top earners possess a DVM and a MS/MAM degree, not a PhD. Possessing a PhD degree does not appear to impact earnings with the integrated companies, but the MS/MAM does. 55% of respondents had this latter education combination.

The group of solo contributors who possess a DVM (or more) work for regional, national, and global companies. Salaries are competitive among the groups with the regional company being slightly less on the base salary. Of the 8 in this group, one had a base of \$90-\$110K, one \$110 - \$130K, and two were at \$130 - \$150K. The other half included one at \$170 - \$190K and three at \$190 - \$220K. This group is highly incentivized compared to other groups. 50% had incentive potential to over 30% of base salary. We did not have a level over 30% so we cannot tell where the bonus caps for this group. Two had incentives of 20-30%, the other two at 10% or less.

Total compensation for this group saw three over \$220K, one at \$150-\$170K, two at \$130-\$150K with the others at \$110 - \$130K and \$90- \$110K.

Two of these individuals manage 1-2 others and earn a base over \$190K have an incentive package of at least 20% and earn over \$220K. The other manager in our survey had a base of \$130-\$150K, a bonus potential over 30% of his/her salary and earned \$150-\$170K. He/she has a DVM degree.

If you need specific salary information on poultry or swine professionals, give me a call.

Trish Valenzuela

Swine & Poultry Recruiter

Continental Search

302-601-0869



Swine

Nutritionists

The five swine nutritionists in our survey all have PhD degrees and live in the Midwest or cover the entire USA. Whether or not these individuals had direct reports did not impact their earnings. One of these had a taxable income less than \$90K. Three between \$130-\$150K and one between \$150-\$170K. None had an incentive package over 20% of base.

Veterinarians

We only had one respondent who was a veterinarian who works for a swine company. His/her base salary is \$110-\$130K with an incentive of 20-30% of base. He/she has 1-2 direct reports.



Consultants – either solo or with a group

Nutrition

This group consists of 45 independent nutritionists or veterinarians who work solo or for a private consulting group. 25% work nationally or even internationally. Two thirds of respondents do not have direct reports. We will focus on that group in each species.

Veterinary

The 24 respondents work across the nation and internationally (5). Eighteen possess a DVM degree, six also have a MS or MAM degree. These respondents work across all species including equine and pet. Half had direct reports. As a whole, 42% earned less than \$90K. 25% earned under \$110K. Here is a breakdown by species.

Beef

Beef Nutrition

Two independent beef nutritionists completed our survey. The PhD earned between \$130K and \$150K, the one with the MS degree earned under \$90K.

Beef Veterinary

The four respondents work in 4 different regions, the southeast, the Midwest, the upper Midwest, and the Plains/Mountain states. Two had external customers, two internal. Only one had direct reports with 3 or more. Those without direct reports had total compensation of less than \$90K (2) and \$90-\$110K (1). The supervisor earned \$130-\$150K.



Companion Animal Veterinary

As a firm we do very little in companion animal veterinary, for deeper information, the AVMA is probably your best source. Five respondents from the southeast/Delmarva (3), the Midwest (1) and the Plains/Mountain states (1) did contribute to our data. Four of these earned a base of \$90K or less, the other \$110-\$130K. Incentives ranged up to 30% of base. Total taxable income for 3 was less than \$90K with the other two earning \$90-\$110K. Having direct reports did not necessarily put you in the top range.

Dairy

Dairy Nutrition

Nine independent dairy nutritionists completed our survey. The two with BS degrees earned under \$90K last year. The rest earned anywhere from less than \$90K (5) to over \$220K (1) with the other three scattered in the middle.

Dairy Veterinary

The five dairy veterinarians in our survey are an interesting group. Two work internationally, one works nationally, 1 in the Midwest, and the other in the Plains/Mountain states. One has a MS degree. 60% have external customers. 40% internal. Three have direct reports. The two with 3 or more direct reports could not be more different in incomes, one earning less than \$90K and the other over \$220K. The two who work internationally are also at the ends of the spectrum with one earning less than \$90K and the other over \$220K. Regrettably the data provided no conclusions for this group. We believe the answer here lies in the total number of cows on the farms each veterinarian services.



Equine Veterinary

The equine veterinarian who responded to our survey lives on the west coast, has no direct reports earns a base of \$110-\$130K with a 10% incentive program and earned between \$130- \$150K.

Poultry

Poultry Nutrition

Five independent poultry nutritionists completed our survey. One with a MS degree, three with PhD and one with a PhD/DVM. None had direct reports. Three earned less than \$90K, the other two earned \$150-\$170K.



Poultry Veterinary

The three respondents work in for different size groups, from large global groups to being self-employed. Two work internationally, the other in the southeast/Delmarva region. Two have MS/MAM degrees. All support external customers. Two have three or more direct reports. Having direct reports did not seem to impact earnings. Two had base salaries of \$110-\$130K. The other \$130-\$150K. Incentive packages ranged from 0-10% to over 30%. Taxable incomes were \$90-\$110K, \$130-\$150K, and \$150-\$170K.

Swine

Swine Nutrition

Five independent swine nutritionists completed our survey. Three have direct reports. None have an incentive plan over 20% of base. Salaries range from \$130 to over \$220K. Four have PhDs and earned \$150-\$170K (2), \$170-\$190K (1) and one over \$220K. The one with an MS earned \$130-\$150K.



Swine Veterinary

The six veterinarians caring for pigs in our survey typically had an incentive plan of 0-10% of their base salary (5 of 6), the other had 10% to 20%. 4 work for a local group (3) or are self-employed (1). The other two work for global groups. One works internationally, the rest work in the Midwest only. Two had MS degrees along with their DVM. One had a base salary of \$90K or less, two earned \$90-\$110K, one earned \$130-\$150K and the highest earned \$150-\$170K. The individual who works internationally earned \$90K - \$110K.

Researchers/Product Development

Forty-three researchers and product development professionals responded to our survey. Eight were self employed, four worked for small or regional companies. The other 31 worked for national or global companies. Of these 31 individuals, 27 possess a DVM, PhD, or both. We focus on this group initially.

22% were generalists, 19% worked with ruminant animals, 48% worked with monogastric animals. 11% worked in pet or with equine.



Of the 27 in this group, those with a DVM degree seemed to earn more than those with a PhD, on average. These DVMs were not necessarily top end, but all earned well above \$90K, together with four other PhDs.



Overall, 33% of this group earned less than \$90K. 22% earned between \$90 and \$110K. The other 45% (11) run the gamut from \$110K to over \$220K.

Incentive packages for this group were 52% from zero to 10% of base and 41% from 10% - 20%.

Five of this group had more than three direct reports. 2 had total compensation of \$90-\$110K, two earned over \$190K with one over \$220K. One

earned less than \$90K. There is no rhyme or reason that we could see. We checked to see if species focus (or lack of) impacted these results and it did not. Keep in mind that we already accounted for company size, all were national or global. Supporting internal or external customers did not sway the numbers.

There were seven respondents to this survey who work in R&D or product development who possess a BS or MS degree. They work for companies of all sizes. They work dairy cows, pets and pigs. 6 of these 7 earned a base of less than \$90K last year. Having direct reports did not put respondents above that level. Incentives were typically 10% or less, 6 of 7. 5 of these 7 had taxable income under \$90K, one between \$90-\$110K and the other \$110-\$130K.

Pet Food Formulators/Nutritionists

We had two respondents in this area. Both possess a PhD degree. Both have a base salary between \$110K and \$130K with bonuses of zero to 10% and 10 to 20%. One earned between \$110K and \$130K as total compensation, the other between \$130K and \$150K.

Academia

While this survey was more focused on commercial positions, we did have five professors, two extension agents, four grad students and others at universities contribute. Here is what we learned.

The extension agent and five of the six assistant or associate professors earned less than \$90K, one earned between \$90-\$110K.

Not surprisingly, the four graduate students who replied earned less than \$90K last year.



The other respondents in academia were solo respondents that we could not compare.

About Continental Search

Building on a Strong History

Continental Search was founded in 1996 by Dan Simmons. The firm began working in animal agriculture in 2002 and in 2018 expanded from feed industry recruiting into two divisions: Animal Health and Nutrition and Agriculture Technology and Manufacturing. Since its inception, our team has helped nearly 100 different companies across the United States and Canada hire over 525 professionals.

We are excited to see what the future holds, and we look forward to partnering with new client companies on their hiring priorities. Contact us for a free consultation.

WE LOOK FORWARD TO SPEAKING WITH YOU!

(888) 276-6789 | dan@continentalsearch.com

P.O. BOX 400, OCEANVIEW, DE 19970
www.continentalsearch.com

The Animal Health & Nutrition Team



Trish Valenzuela, CPC, PRC
Recruiter
Poultry & Swine



Dan Simmons, CPC
Division Manager
Animal Health and Nutrition



Rick Pascual, CPC, PRC
Recruiter
Dairy & Beef

