



Animal Health & Nutrition Technical Professional Salary Survey

Aug 2021

Presented by



Continental Search

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Welcome to our 3rd annual survey of technical professionals in

Animal Health & Nutrition

We're excited about our 2021 survey. People loved our 2019 & 2020 surveys! We know because **95% of respondents asked to have a copy of the results** this year as have many H.R. professionals and hiring executives. Individual responses increased 12% over last year. We understand how busy these professionals were and want to **thank the 322 people who took the time to respond**.

Of the 322 respondents, most (37%) described themselves as being in technical or sales support for animal nutrition or health companies. (14%) work for traditional feed companies. (9%) work for an integrated swine or poultry company as a nutritionist or veterinarian. (12%) work as independent consultants or with consulting groups. (12%) in R&D or product development. (5%) work in academia.

These results provide information from anonymous respondents from across the USA. In some cases, we have detailed 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 them appropriately.

To understand the our analysis know that

- **Total compensation** means total taxable income shown on a W-2.
- **Experience level or tenure** is not a factor in our survey.
- **We did not get enough data on some jobs** to include in our analysis.

An overview of our respondents

- **Company size:** 56% global companies, 16% national, 11% regional, others work for universities, small companies, or are self-employed
- **Where they work:** 55% work across the USA or US/Internationally, 17% in the midwest. The rest are across the nation.
- **Education:** 57% possess a PhD, 5% a PhD & DVM, 5% a DVM & MAM/MS, 10% a DVM. 17% a MS and 7% a BS degree
- **Species:** 88% Generalists, 24% Poultry, 23% Dairy & 27% Swine all well represented. 13% Beef and 5% Pet & Equine.
- **Direct reports:** 58% are solo contributors, 23% supervise 1-2, 18% supervise 3 or more

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 concrete examples that fit your criteria, direct inquiries to

dan@continentalsearch.com.

Dan Simmons, CPC

P.S. A shout-out to my admin team for their help in creating this beautiful report!



Technical/Sales Support

Animal Health & Nutrition Suppliers



The 119 technical or sales support professionals we surveyed, 74% work in animal nutrition, and 26% in animal health/pharmaceuticals. 52% supported the entire USA, while another 14% worked both nationally and internationally. The balance worked regionally. 76% possess a PhD or DVM (or more) and 80% support external customers. We will focus on this group of 90 respondents.

13% of the respondent in this group had a base salary under \$110K. 17% at \$110-\$130K, 19% at \$130K - \$150K. Also at 19% were those with a base salary of \$150K-\$170K. 17% at \$170K-\$190K. 12% had a base of \$190K-\$220K and 3% had a base in excess of \$220K.

The most common incentive structure was 10-20% of base salary at 53%, 19% have 20-30%, and 23% have 0-10%. The balance were over 30%. When viewing total compensation for this group 47% earned between \$130-\$190K. 27% earned under \$130K, 38% earned \$190K.

Here is a breakdown by species

Beef



Of the 17 respondents in this category who possess at least 1 doctorate degree. 11 support external customers, this factor did not impact salaries. Total compensation ran the spectrum. For info on data for MS or BS, call us.



Solo Contributors	Managers
There were 10 solo contributors. 9 had incentive pay from 0-20%. Taxable income for this group was 2 under \$90K, 3 at \$150K-\$170K. The other 5 were one each in our categories including one over \$220K.	Four supervisors in this group managed 3 or more people. Two earned base salary of \$170K- \$190K and two from \$190K - \$220K. All 4 had incentive programs from 10-30%. Two earned \$190K-\$220K and two over \$220K. The three who supervised 1-2 were paid a total that ranged from under \$90K to \$150K.

Companion Animal

We did not receive enough data in this area to publish. For details, please call Dan Simmons at (888) 276-6789.

Dairy

34 respondents focused on dairy, 91% work in nutrition and 9% in health. None were in the Mountain States or on the West Coast. This year we had 11 respondents with a BS or MS with 36% earning a taxable income of under \$90K. 36% earned \$110K-\$130K, 18% at \$130-\$150K and 1 between \$190-\$220K.

Solo Contributors	Managers
Base salaries in this group of 19, two at \$90K-\$110K, five at \$110K-\$130K, six at \$130K-\$150K, five at \$150-\$170K, one at \$190K-\$220K. Incentives are 3 at 0-10%, 13 at 10-20%, 3 at 20-30%. Total W2s \$90K-\$110K and 3 at \$220K.	There were 4 respondents in dairy tech services two manage 1-2 and they earned W2 incomes of \$90-\$110K. Two manage three or more. Both has a base salary of \$170-\$190K and taxable income of \$190K-\$220K.



Equine

The single respondent who focuses on horses tells us that he/she works for a global company, covers the USA, possesses a DVM, works with external customers, has no direct reports, earned a base of \$150-\$170K with incentive of 10%-20%. (Thanks again, Doc! We will try and get more next year!)



Poultry

Twenty-eight respondents focus on poultry, 27 work for global companies. 25 possess a minimum of an MS degree, most work with external customers. We will focus on this group of 25.

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

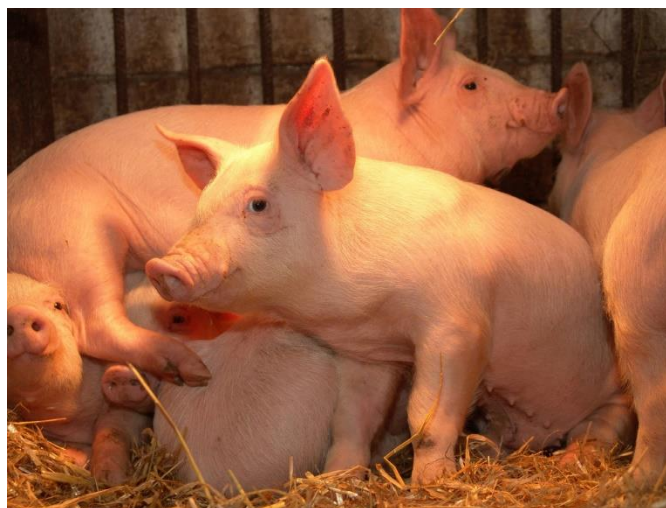
Base salaries in this group of 15 had 3 at \$90-\$110K, 2 at \$110-\$130K, 3 at \$130-\$150K, 1 at \$150-\$170k, 3 at \$170-\$190K, one at \$190 - 220K, and 2 at 220K+. 5 had an incentive plan of 0-10% of base salary, with five at 10-20%, four at 20-30%, and 1 over 30%. Total compensation ran the scale with three over \$220K.

Managers

There were 10 respondents in poultry tech services who manage others, all had doctorate degrees. 6 manage 1-2 people and 4 manage 3 or more people. When reviewing base salaries, two of this group earned \$90-\$110K, two at \$110-\$130K, two at \$150-\$170K, one earned \$170-\$190K, two earned \$190-\$220K and only one earned a base of over \$220K. Incentive pay varied with two at 0-10%, four at 10-20% and two at 20-30% and two over 30%.

Swine

Thirty-three respondents focused on pigs and 32 work for national or global companies, 29 work with external customers. All but one had a MS degree or above. We will examine these 28. Again the biggest difference was whether the respondents had direct reports, we will show these numbers separately.



Solo Contributors

Base salaries in this group of 23, two had \$90-\$110K, four at \$110-\$130K, seven at \$130-\$150K, five at \$150-\$170K, three at \$170-\$190K and two at \$190-\$220K. Seven did not have an incentive plan. Eleven at 10-20%, and five at 20-30%. These incentive plans gave this group total compensation of three less than \$90K, two at \$110K - \$130K six at \$130-\$150K, five at \$150-\$170K, four at \$170-\$190K, two at \$190-\$220K. If you consider those with MS degrees, the numbers are about the same.

Managers

There were 9 respondents in poultry tech services who manage, five manage 1-2 people, four manage 3 or more. 2 have MS degrees.

Those leading 1-2, two had taxable wages of \$90-\$110K, two had \$130K-\$150K, and one earned \$150K-\$170K. Education had no bearing on earning.

Of those four leading a team of 3 or more, two had taxable compensation of \$170-\$190K, two earned \$220K+. All had doctorate degrees.

Feed Manufacturer Nutritionists and Formulators

Solo Contributors

11 were Formulators/In-House Nutritionists – three had BS degrees, two had taxable incomes of less than \$90K and one earned \$90-\$110K. 4 had MS degrees and had taxable incomes of less than \$90K. The 4 with PhDs had taxable income scattered at one each, from less than \$90K, \$90k – 110K, \$190K – \$220K, and \$220K+.



13 were in technical support and all possess doctorate degrees. Three had taxable incomes of \$90K-\$110K, two \$110K-\$130K, three at \$130K-\$150K, two at \$150-\$170K, and one each at \$170K-\$190K, \$190K-\$220K, & \$220K+. The two top earners work in dairy. Beef topped at \$150K. The one poultry respondent was at ~\$170K. Swine topped at \$170K-\$190K. For a further breakdown, contact Dan@continentalsearch.com.

Managers/Executives

This group of 9 is made up of those with a MS, or a PhD. Two work with beef, four with swine, three with dairy. Seven have 1 or 2 direct reports, two lead 3 or more.

The two with 3 or more direct reports had taxable income of either \$150K-\$170K or \$190-\$220K.

The seven respondents with 1-2 or more direct reports, 2 had MS degrees and had taxable income of either less than \$90K, or \$90-\$110K. Of those with doctorate degrees one earned less than \$90K, two earned \$90-\$110K, one was at \$110K-\$130K and one of \$190K-\$220K. Those four in swine topped at \$110K. The rest were across the board.

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



Integrated Companies

Thirty respondents to our survey work for integrated companies including veterinarians (6) and nutritionists (24).

Beef

Nutritionists	Veterinarians
The 3 beef nutritionists who responded each has PhD. One has 1-2 direct reports, supports external customers, earns a base salary of \$110-\$130K and has an incentive package of 0-10% of base pay taking total compensation to \$110-\$130K. Those two without direct reports have an incentive package of 0-10%. One has a base and total comp of less than \$90K. The other has a base of \$90-\$110K.	The beef veterinarian who responded supports external customers, has 3 or more direct reports and earns a base salary of more than \$220K and has an incentive package of 0-10%.



Dairy

Nutritionists	Veterinarians
Of the eight dairy nutritionists working for integrated companies 5 have PhD degrees and 3 have BS degrees. 5 are solo contributors. One earns less than \$90K/yr, one at \$110K - \$130K, one at \$130K-\$150K, and two at \$220K+. The PhD with 1-2 direct reports earned less than \$90K. Those two PhDs with 3 or more direct reports earned either \$150-\$170K or \$190K-220K. This group ran coast to coast.	The dairy veterinarian who responded works for global company, supports external customers, lives in Midwest, has no direct reports and earns a base salary of >\$90K and incentives of 0-10%. Remember if you want more details in any are of this report, contact Dan at dan@continentalsearch.com .

Poultry

Nutritionists

Of the five poultry nutritionists responding to the survey all supervise others and possess either a MS or PhD. The MS has a taxable income of >\$90K. Those with PhDs had taxable income of one at \$130-\$150K, one at \$170-\$190K, one at \$190K-\$220K and one at \$220K+.

The two who supervise 1-2 earn either \$130K - \$150K or \$190K-\$220K. With 3+ either \$170K - \$190K or over \$220K.

Veterinarians

Three poultry veterinarians responded to this survey. Two have no direct reports and have a base salary of either \$130-\$150K or \$170K-\$190K and incentive of 20-30% or 30%+. One has a DVM, the other also has a MS/MAM.

The other supervises 3+ with a base salary of \$150K-\$170K and and incentive of 30%+ for an income of \$190K-\$220K.

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



“Join Animal Health & Nutrition Group on

We are presently working with a wide range of clientele in the dairy and beef industry including:

- Global companies who have teams in the US and Canada
- US – based feed additive companies
- Large commercial feed companies
- Leading mineral companies
- Animal health companies

Animal
Science
Monitor



Swine

Nutritionists	Veterinarians
<p>Of the three solo contributor swine nutritionists, one has a MS and earned less than \$90K total. The two Ph.D.s both earn a base of \$130K - \$150K.</p> <p>Their incentive plan is 10-20% of base and their taxable income was \$130K-\$150K.</p>	<p>We only had one respondent who works for a global company in Midwest, possesses a DVM degree and works with internal customers. His/her base salary is \$170-\$190K with an incentive of 10-20% of base and total compensation between \$190-\$220K. He/she has 1-2 direct reports.</p>

The three respondents who are swine nutritionists supervise others. Two have 1-2 direct reports, the two have 3 or more. The nutritionist with 1-2 direct reports with a MS degree had a total W-2 of >\$90K. The one with a Ph.D. has a base of \$130-\$150K and a minimal incentive plan.

The two with Ph.D.s who supervise 3 or more have a base salary of \$130-\$150K, with either an incentive of 0-10% or 20-30%. Both earned a total of \$130-\$150K.



Consultants – either solo or with a group



This group consists of 37 independent nutritionists or veterinarians who work solo or for a private consulting group. 27% work nationally and 24% internationally, others work regionally. 59% of respondents do not have direct reports, whether one has direct reports does not impact one's ability to earn at the top of the range.

Nutrition

The 22 respondents of this group 19 possess a PhD., 3 have a MS. 86% support external customers and incomes are across the board. We will look at by species. These respondents work across all species including equine.

Veterinary

Of the 15 respondents in this group, seven possess a DVM and MS/MAM, and eight DVM only. These respondents work across all species including pet.

Beef

Beef Nutrition

Three independent beef nutritionists completed our survey. 2 had a PhD and 1 had MS only. The MS supervises 1-2 and had a base of \$90K-\$110K and earned <\$110K. One PhD had no direct reports. S/He had a base of \$130-\$150K and minimal bonus. The other has 3+ direct reports, a base of \$130-\$150K and total comp of \$150K-\$170K.

Beef Veterinary

One works for a small/local company with a small in Ohio Valley. S/he works internationally, possesses a DVM and an MS degree, supports internal customers, has 1-2 direct reports, earns a base of \$90-\$110K, has an incentive of 0-10% of base and earned a total of \$90-\$110K.

Dairy

Dairy Nutrition

22 independent nutritionists responded to our survey. 19 possess a PhD, and 3 a MS. Education does not impact earnings. Total earnings ran from <\$90K to >\$220K. The key determinate is supervising 3+ with those who do earning \$150K-\$220K. Questions? Call Dan Simmons at (888) 276-6789.



Dairy Veterinary

Both dairy veterinarians who responded to the survey are in the New England/NY/PA. One works with internal customers, other one work with external customers. The one with internal customers earns a total \$110-\$130K with a bonus of 0-10% of base. The other who supports external customers works in Small/Local company in the New England/NY/PA, has no direct reports, earns a base of >90K with an incentive of 0-10% of base.

Equine

Equine Nutrition

This year we had an equine nutritionist respond to our survey. She/he is self-employed, works nationally with external customers, has a PhD, has no direct reports and earned between \$130-\$150K.

Poultry



Poultry Nutrition

Eleven independent poultry nutritionists completed our survey. Ten possess a PhD. Education did not impact earnings. Having 3+ reports impacts income. Having none or up to 2 does not. Here are the W-2 results of the 11. One <\$90K, two earned \$90K-\$110K, one at \$130-\$150K, two at \$170K - \$190K. Two earned \$190K-\$220K. Two earned over \$220K. More info? Call Dan Simmons at (888) 276-6789.

Poultry Veterinary

The two respondents completed our survey, both are self-employed and works internationally. Both have a DVM and MS/MAM. Support external (1) & internal (1) customers without direct reports. Both earn a base of \$150-\$170K. Both had total earnings over \$220K.

Swine

Swine Nutrition

Five independent swine nutritionists responded to our survey. Four possess a PhD and one only MS. The MS has no direct reports, a base of <\$90K & earned \$90K-\$110K. The one that have 1-2 direct reports earned a base of \$190-\$220K, and have a bonus potential of 10-20%. Of those without direct reports, one had a \$110-\$130K, one at \$150-\$170K, and one at \$190-\$220K. Incentives were 0-10% of base for these three.

Swine Veterinary

Three independent swine veterinarians responded. They work for small or regional groups in the Midwest or Upper Midwest, one has both DVM and MS degree and two has DVM only. All three have 1-2 direct reports. Having a MS did not impact wages. One has a base of \$90K-\$110K, one at \$110K-\$130K and the last with \$170K-\$190K. Two have incentive pay of 0-10%, the third at 20-30%. Top dollar in this group was over \$220K with bonuses.



Researchers/Product Development

Thirty-nine respondents are product development or are researchers. 24 identified themselves as "researcher/product development" and 15 as "nutritionists/R&D". Overall earnings were similar.

54% work with monogastric animals. 10% are generalists, 28% work with ruminants. 8% work with equine or pet.

Incentive packages for this group were 64% from zero to 10% of base, 28% from 10% - 20%, and 8% over 20%.

Beginning with those with a MS degree, there are 3 who do not have direct reports, their W2 incomes were all less than \$90K. Three have 1-2 direct reports. Two had W2's of <\$90K, and one at \$170-190K. The one with 3+ reports had a W2 of \$130K-\$150K. 4 of these work with swine. The other major groups had one each.



Of those with at least one doctorate degree 29 of 32 listed a PhD as their education. First, solo contributors, these 17 are almost equally spread over dairy, beef, swine, and poultry, with one generalist. 10 of 17 have an incentive package or 0-10%, 7 have 10-20%. Incomes are so varied that we will explore these by species by W2 income.

The 4 who work in beef have W2s of one each: \$90-\$110K, \$110-\$130K, \$130-\$150K and \$150-170K. In dairy, the 4 have W2s of one each: <\$90K, \$90-\$110K, \$110-\$130K, and \$130-\$150K. The 3 in poultry have W2s of one each: \$90-\$110K, \$110-\$130K, and \$190K - \$220K. In swine, 4 were <\$90K, \$90-\$110K, \$110-\$130K, and \$190K - \$220K.

Of the nine that have 1-2 direct reports, 4 work in poultry. One earned <\$90K, two at \$110K-\$130K, and one at \$150K-\$170K. The two in swine earn \$130K - \$150K. The two generalists are at \$130K-\$150K and \$70K-\$190K. The respondent in dairy earned \$110K-\$130K.

Six had 3 or more direct reports. Incomes were wide. The three in poultry had one <\$90K, one \$110K-\$130K, and one \$220K+. The other three work as a generalist, in equine, or in pet. The generalist earned \$190K - \$220K, the other two earned \$220K+

Pet Food Formulators/Nutritionists

The pet food formulator who responded works for a global company, in the midwest/Ohio Valley, has a PhD, services internal customers, without direct reports. S/he earns a base of \$90-\$110K, has an incentive of 0-10% of base and earned \$130-\$150K.



Academia

While this survey was more focused on commercial positions, we did have sixteen professors and extension agents contribute across all species. 19% of these educators earned <\$90K a year, 44% at \$90-\$110K, 12.5% at \$110-\$130K, 12.5% \$130-\$150K, 6.25% at \$150-\$170K, and , 6.25% at \$170-\$190K. 87.5% has 0-10% incentives and 6.25% had 10-20% of base and 6.25% had more than 30%.

About Continental Search

Building on a Strong History

Founded in 1996 by Dan Simmons, CPC, Continental Search began recruiting in animal agriculture in 2002 with a focus on animal health and nutrition. Since 2008, our team and client base has grown to include pork and poultry producers and processors.

Since its inception, our team has helped over 100 companies across the United States, Canada, and Thailand recruit and hire over 600 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!

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