



Animal Health & Nutrition Technical Professional Salary Survey

July 2020

Presented by



Continental Search
GREAT PEOPLE. GREAT CAREERS.

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Welcome to our 2nd annual survey of technical professionals in

Animal Health & Nutrition

Here's the good news. People loved our 2019 survey! We received kudos from many H.R. professionals, hiring executives, and respondents alike. Here's the bad news. We learned that it is difficult to get people to respond to a survey during a global pandemic. Individual responses dropped 22%. We understand how busy these professionals were and want to thank the 283 people who took the time to respond.

Of the 283 respondents, most (35%) described themselves as being in technical or sales support for animal nutrition or health companies. 13% work for traditional feed companies. 7% work for an integrated swine or poultry company as a nutritionist or veterinarian. 13% work as independent consultants or with consulting groups. 13% in R&D or product development. 9% work in academia or are grad students.

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 endeavor to add that next year.
- **We did not get enough data on some jobs** to include in our analysis.

An overview of our respondents

- **Company size:** 54% global companies, 13% national, 10% regional, others work for universities, small companies, or are self-employed
- **Where they work:** 54% work across the USA or US/Internationally, 18% in the midwest. The rest are across the nation.
- **Education:** 59% possess a PhD, 5% a PhD & DVM, 9% a DVM & MAM/MS, 9% a DVM. 10% a MS and 9% a BS degree
- **Species:** 10% Generalists, 27% Poultry, 24% Dairy & 22% Swine all well represented. 11% Beef.
- **Direct reports:** 60% are solo contributors, 20% supervise 1-2, 20% 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



Technical/Sales Support – Animal Health & Nutrition Suppliers

The 122 technical or sales support professionals we surveyed overwhelmingly (89%) worked for national or global companies. ~45% supported the entire USA, while another 15% worked both nationally and internationally. The balance worked regionally. 80% possess a PhD or DVM and 85% support external customers. We will focus on this group of 104 respondents in the next paragraphs.

88% of the respondent in this group had a base salary over \$100K. The most common incentive structure was 10-20% of base salary at 50% and 31% had 0-10%. When viewing total compensation for this group 49% earned between \$130-\$190K. 36% earned under \$130K, 15% earned \$190K. The range does not change if you select only DVMs or PhDs. Those 6 respondents who possess both a PhD and DVM fit the same range, but the numbers skew higher with nearly 34% earning over \$190K.

Reviewing the 12 respondents who support internal customers the numbers were still scattered. 42% earned \$90-\$130K. 42% at \$130-\$150K. 17% earns more than \$220K.

Here is a breakdown by species

Beef

There were 16 respondents in this category, 11 possess PhDs, 2 have MS, 1 a BS and 2 have DVM and PhD. 10 support external customers, this factor did not impact salaries. Total compensation ran the spectrum.

Solo Contributors	Managers
There were 10 solo contributors, two had a base of less than \$90K, one at \$90-\$110K, two at \$110-\$130K and five had & \$130-\$150K. Four 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, four at \$110-\$130K, five at \$130-\$150K.	Three supervisors in this group managed 3 or more people, two earned a base salary of \$150-\$170K and one over \$190K, two had a incentive program of 10-20% of base and one had 20-30%. Two earned \$130-\$150K and one earned more than \$220k. The three supervisors who had 1-2 reports all earned a base under \$90K. Two had an incentive of 10-20% of base and one had 30% of base salary. One earned a total compensation under \$90K, two earned between \$110-\$130K.

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 MS, works with external customers, has no direct reports, earned a base of \$90-\$100K with an incentive of 0-10% of base and had total compensation of \$110-\$130K.



Dairy

33 respondents focused on dairy, with 29 working for national or global companies and possessing a minimum of a PhD or DVM. We will focus on that group.

Solo Contributors

Base salaries in this group of 20 had one less than \$90K, seven at \$90-\$130K, two at \$130-\$150K, and eight at \$150-\$170K, one at each \$170-\$190K and \$190-\$220K. Twelve had an incentive plan of 10-20% of base salary with six at 0-10% and two at 20-30%. These incentive plans gave this group total compensation numbers of two less than \$90K, six at \$110-\$130K, nine at \$130-\$150K and three at \$190-\$220K.

Managers

There were nine 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, three at \$130-\$150K, one at \$150K-\$170K, two at \$170K-\$190K, and two earned \$190-\$220K. Incentive pay varied with three at 0-10%, five at 10-20% and one over 30%. Comparing total compensation three earned \$110-\$130K and six earned \$150-\$170K.



Equine

There were two respondents who focus on horses tells us that they work for global companies, covers the USA, possesses a DVM & MS, works with external customers, has no direct reports, earned a base of \$150-\$170K. One has incentive of 10%-20% and another at 20-30% of base and had total compensation of \$130-\$150K.

Poultry

Twenty-eight respondents focus on poultry and 26 work for global companies and 2 covers the USA, 24 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.

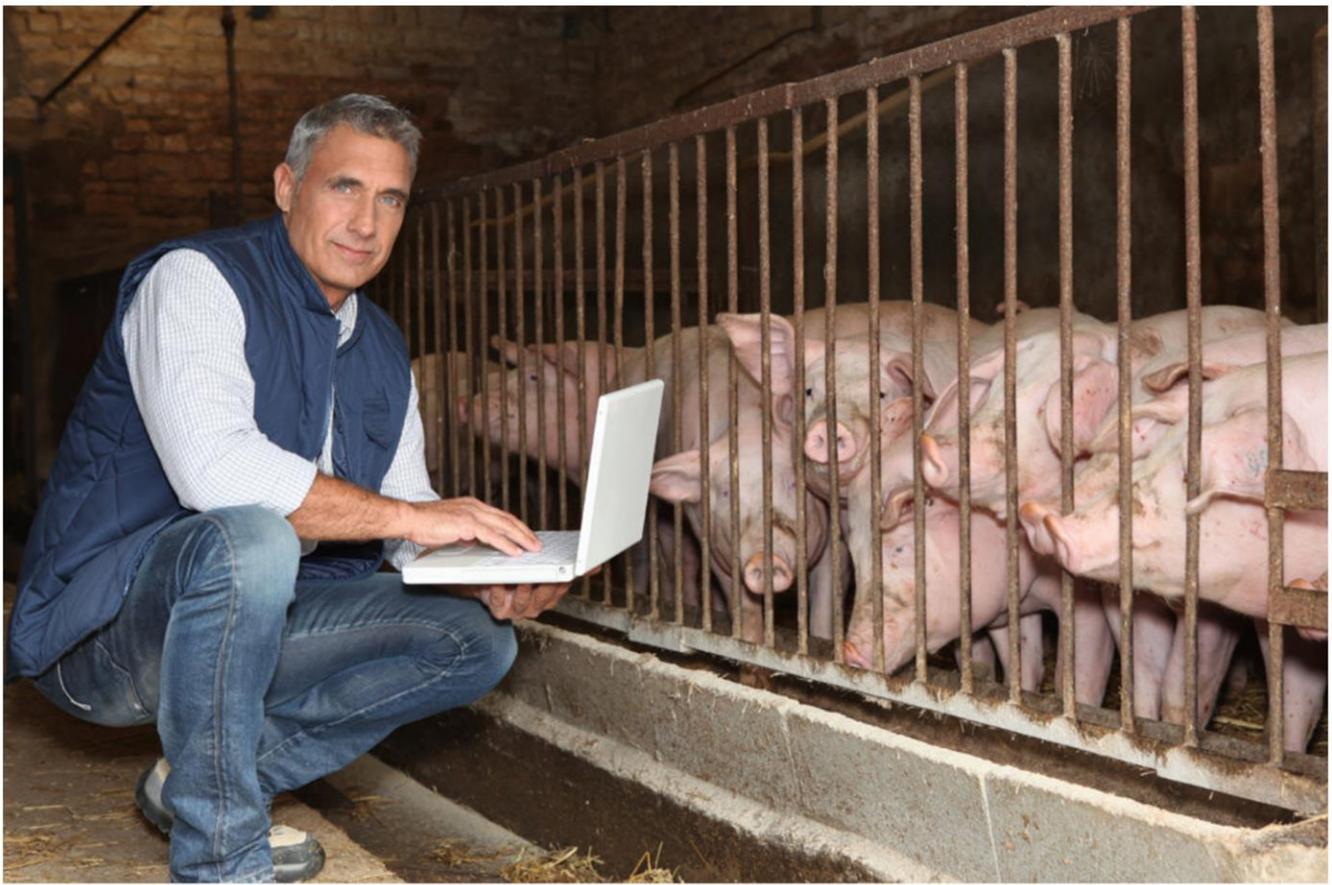
Solo Contributors

Base salaries in this group of 17 had six at \$110-\$130K, five at \$130-\$150K, four at \$150-\$170k and two at \$170-\$190K. 5 had an incentive plan of 20-30% of base salary with two at 0-10%, eight at 10-20%, and two over 30%. These incentive plans gave this group total compensation numbers of four at \$110-\$130K, ten at \$130-\$150K and three at \$190-\$220K.

Managers

There were 11 respondents in poultry tech services who manage 1 or more people. When reviewing base salaries, two of this group earned \$90-\$110K, two at \$110-\$130K, one each at \$130-\$150K and \$150-\$170K, two earned \$170-\$190K, one earned \$190-\$220K and only one earned a base of over \$220K. Incentive pay varied with two at 0-10%, five at 10-20% and three at 20-30% and one over 30%. Comparing total compensation one earned less than \$90K, three earned \$110-\$130K, three at \$130-\$150K, two at \$190-\$220K, and two earned over \$220K.





Swine

Twenty-seven respondents focused on pigs and all work for national or global companies, 26 work with external customers. Again the biggest differentiator was whether the respondents had direct reports, we will show these numbers separately.

Solo Contributors

Base salaries in this group of 20, one had less than \$90K, one at \$90-\$110K, three at \$110-\$130K, seven at \$130-\$150K, five at \$150-\$170K, and two at \$170-\$190K and one at \$190-\$220K. Twelve had an incentive plan of 10-20% of base salary with six at 0-10%, and two at 20-30%. These incentive plans gave this group total compensation numbers of two less than \$90K, 5 at \$110-\$130K, ten at \$130-\$150K, three at \$190-\$220K.

Managers

There were seven respondents in poultry tech services who manage 1 or more people, 2 manage three or more. When reviewing base salaries, one of this group earned less than \$90k, one at \$90-\$110K, one at \$110-\$130K, two earned at \$130-\$150K, one at \$150-\$170K and one earned \$190-\$220K. Incentive pay varied with three each at 0-10%, three at 10-20% and one at 20-30%. Comparing total compensation three earned \$110-\$130K, two earned \$130-\$150K and two earned \$190-\$220K.



Feed Manufacturer Nutritionist and Formulators

Solo Contributors

Of the 13 Nutritionists who work for traditional feed manufacturers, 11 have PhDs. These 11 work for regional, national, and global companies across the USA. We will focus on these 11. Five focus on swine, five on dairy, and one on poultry. Ten support external customers. Four earned a base salary of \$110-\$130K, Three between \$130-\$150K and four between \$150-\$170K. Incentive packages ran from six has 0-10%, four has 10-20% and one at 20-30%. The one with the highest percentage earned \$190K+. The rest fell within the stated ranges.

The two respondents who have a BS and an MS degree each earned a base and total compensation of under \$90K, regardless of incentive packages. If you desire a further breakdown, contact Dan@continentalsearch.com.

Managers/Executives

This group is made up of those with a BS, MS, or a PhD. Two work with beef, three with swine, four with dairy. 67% of this group support external customers, but as the group is small, we are not separating them. 78% have 1 or 2 direct reports, 22% have 3 or more.

The two with 3 or more direct reports had an incentive package of 0-10% and a base salary of either \$170-\$190K or \$190-\$220K.

The seven respondents with 1-2 or more direct reports had an incentive packages evenly distributed from of 0-30%+. Base salaries ranged from three with less than \$90K, 2 with \$90-\$110K, and one each at \$130-\$150K and \$150-170K. Total compensation ranged from one at less than \$90K, four (57%) at \$110-130K, and two at \$130-\$150K.

Interestingly enough, education did not impact compensation in this group. It is possible that most of the respondents with doctorate degrees are early in their careers as their base salaries (\$90 -\$110K) and incentives totaled \$110-\$130K.

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

Rick Pascual

Dairy & Beef Recruiter

Continental Search

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Integrated Companies

Twenty-two respondents to our survey work for integrated companies including veterinarians (6) and nutritionists (16).

Beef

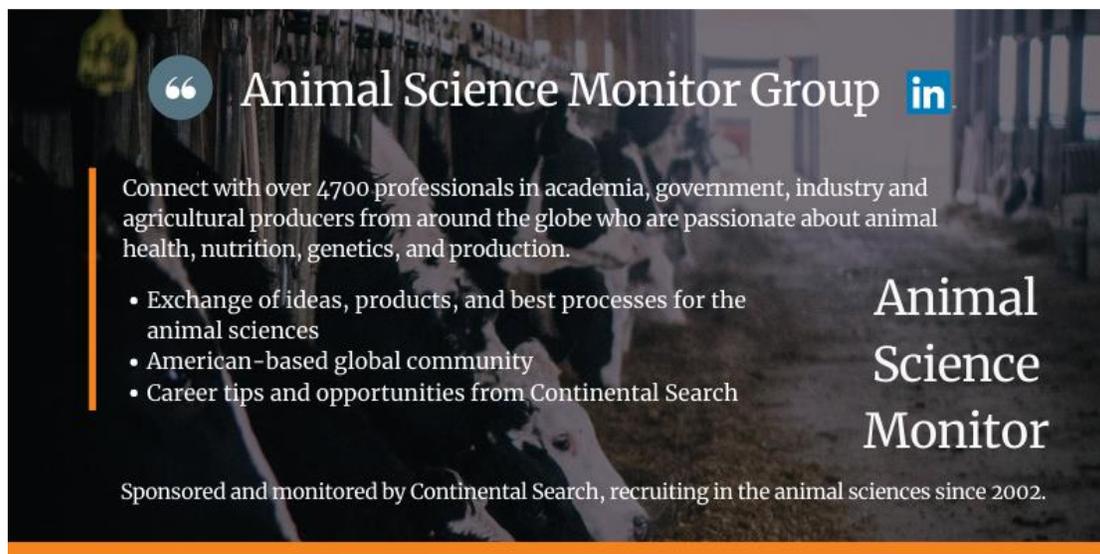
Nutritionists	Veterinarians
<p>The three beef nutritionists who responded all have BS degrees only. One has 1-2 direct reports, supports internal customers, earns a base salary of \$90-\$100K and has an incentive package of 10-20% of base pay taking total compensation to \$110-\$130K. Those two without 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 \$150-\$170K and earned \$150K.</p>	<p>The beef veterinarian who responded supports external customers, has 3 or more direct reports and earns a base salary of \$220K+ and has an incentive package of 0-10%.</p>

Dairy

Nutritionists

The two dairy nutritionists who work for integrated companies with PhD degrees service internal customers, and have no direct reports. One earns a base of \$170-\$190K, the other a base over \$220K. One has an incentive package of 0-10% of base, the other over 30%. Both earn over \$220K.

The respondent with a BS degree lives in the upper midwest, has no direct reports, earns a base of \$90-\$110K, has minimal incentive and earned under \$100K.



“ Animal Science Monitor Group 

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- American-based global community
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Animal Science Monitor

Sponsored and monitored by Continental Search, recruiting in the animal sciences since 2002.

Poultry

Nutritionists	Veterinarians
<p>Of the two poultry nutritionists responding to the survey who do not supervise others both possess a PhD and earn a base salary of \$110-\$130K with incentive that takes them to \$130-\$150K. The nutritionist who works for a Poultry breeder, who has a BS degree earns a base between \$90-\$110K, has a bonus to 10-20%, and had total W2 \$110-\$130K.</p>	<p>The poultry veterinarian without direct reports responding to this survey lives on Delmarva, supports internal customers, has a DVM degree, earns a base of \$170k-\$190K and a bonus of 20-30% of base providing a total compensation of over \$220K.</p>

The two poultry veterinarians who supervise 1-2 direct reports work for either a regional or local company on Delmarva or on the west coast. Both possess a DVM and MS/MAM, and support internal customers only. One earns a base of less than \$90K with an incentive of 0-10% and a total income of less than \$90K. The other has a base of more than \$220K, a bonus over 30% of base salary with an income over \$220K.

The poultry veterinarian who supervises 3 or more works in the southeast or on Delmarva, has DVM & MS/MAM degrees, earns a base of \$170-\$190K, has a bonus of 30%+ of base and earned more than \$220K.

The three poultry nutritionists working for integrated operations who responded who supervise 1-2 had base salaries of \$110-\$130K (1) and \$150-\$170K (2). They had incentives of 10-20% of base (2) and 20-35% of base (1). Total taxable income for these were \$110-\$130K (1), and \$130-\$150K (2).

The poultry nutritionist working for a national company, supervising the USA with 3 or more direct reports, has a PhD, earns a base of \$190K-\$220K, with an incentive of 10%-20% of base and a taxable income of \$190-\$220K.

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

Trish Valenzuela

Swine & Poultry Recruiter

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Swine

Nutritionists	Veterinarians
The solo contributor, swine nutritionist, who does not supervise others has a MS degree, works internationally for a small global company, supporting external customers. S/he earns a base salary of less than \$90K an incentive of 10-20% of base and earned under \$90K.	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.

Three respondents who are swine nutritionists supervise others. One has 1-2 direct reports, the others have 3 or more. All support internal customers. The nutritionist with 1-2 direct reports has a base salary of \$90-\$110K, an incentive of 0-10% of base and earned \$110-\$130K. The two who supervise 3 or more have a base salary of \$130-\$150K, an incentive of 0-10% of base and earned either \$110-\$130K or \$130-\$150K.

The swine veterinarian who replied to our survey lives in the Ohio Valley, works for a regional company, has a DVM and MS degree, supports internal customers, earns a base of \$130-\$150K, with a bonus of 0-10% of base that brought his/her income to \$130-\$150K.



Consultants – either solo or with a group

This group consists of 38 independent nutritionists or veterinarians who work solo or for a private consulting group. 16% work nationally and 34% internationally, 71% of respondents do not have direct reports. We will focus on that group in each species and discipline.

Nutrition

The 15 respondents of this group all possess a PhD. 93% 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 12 respondents in this group, five possess a DVM and MS/MAM, one a DVM & PhD. These respondents work across all species including equine. Nearly half support internal customers.

Beef

Beef Nutrition

Two independent beef nutritionists completed our survey. Both had a PhD and earned between \$130-\$150K with an incentive of 0-10% of base and has a total W2 \$130-\$150K.

Beef Veterinary

One works for a global company with a small US team. S/he works internationally, possesses a DVM and an MS degree, supports internal customers, earns a base of \$90-\$110K, has an incentive of 0-15% of base and earned a total of \$90-\$110K. The other works for a regional company in the upper midwest, has a DVM, works with external customers, earns a base of \$130K-\$150K, has an incentive of 0-15% of base and earned a total of \$110 - \$130K.



Companion Animal Veterinary

Two independent companion animal DVMs responded to our survey, both work for smaller firms in either the Plains/Mountain States or in the Southwest/Texas. Both have a DVM degree and have 1-2 direct reports. One earns a base under \$90K with little incentive and earned under \$90K, the other a base of \$90-\$110K with incentives of 10-20% earned \$110-\$130K.

Dairy

Dairy Nutrition

All of the independent nutritionists responding to our survey possess a PhD, serve external customers, and have no direct reports. Two earn base + incentive of under \$90K. The other has a base and over \$220K with an incentive over 30% of base.

Dairy Veterinary

Of the three dairy veterinarians responded to the survey, two in the midwest and one in the west coast. two work with internal customer, one work with external customer. The two with internal customer both earns a total <\$90K a year including incentives. The DVM who supports external customers is self-employed in the midwest, has 1-2 direct reports, earns a base of \$110K-\$130K with an incentive of 0-10% of base for a total of \$130-\$150K.



Equine

Equine Nutrition

This year we had an equine nutritionist respond to our survey. She/he is self-employed, works internationally with external customers, has a PhD, has no direct reports and earned between \$90-\$110K.

Equine Veterinary

Two equine veterinarians completed our survey, both focus on internal customers with no direct reports. The one in the southeast/Delmarva has a DVM and MS degree, has a base of over \$200K with 30% incentive. The other works on the west coast, has a DVM with a base of \$130K-\$150K and an incentive of 20-30% of base.

Poultry

Poultry Nutrition

Seven independent poultry nutritionists completed our survey, all possess a PhD. Six support external customers and we will focus on this group. Only one had direct reports which did not impact earnings.

Two earned a base of \$130-\$150K, one each \$150-\$170K and \$170-\$190K. Two earned a base over \$220K. Four had an incentive of 0-10% of base. One each at 10-20% and 20-30%. Taxable incomes were two at \$130-\$150K, three at \$190-\$220K and one over \$220K.

Poultry Veterinary

The four respondents completed our survey, three work internationally and one nationally. One has a DVM. Two a DVM and MS/MAM, and one DVM & PhD. All support external customers without direct reports. Two earn a base under \$90K, one a base of \$190-220K and, one more than \$220K. Three work with an incentive of 0-10% of base. One over 30% of base. One had total earnings of under \$90K, two at \$130-\$150K and two over \$220K.

Swine

Swine Nutrition

Five independent swine nutritionists responded to our survey. Two work in the midwest, two nationally, and two internationally. All possess a PhD. Four work with external customers, one with internal. This factor does not impact earnings. The two that have direct reports earn either a base of \$150-\$170K or \$170-\$190K, and have a bonus potential of 0-10% or 20-30%. Of those without direct reports, one had a base of \$110-\$130K and two had a base of \$130-\$150K. Incentives were 0-10% of base.



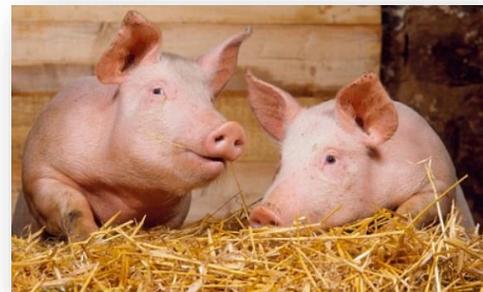
Swine Veterinary

One independent swine veterinarian responded. S/he works for a regional group in the Ohio Valley, has both a DVM and MS degree, works with internal customers and has 3 or more direct reports. With a base salary of \$130K-\$150K and an incentive of 0-10% of base, this person earned \$130-\$150K.

Researchers/Product Development

Twenty-three researchers and product development professionals responded to our survey. Twenty worked for regional, national or international companies. Twenty-two has post graduate degrees. Nearly half supported internal; customers. All species group were represented.

10% were generalists, 21% worked with ruminant animals, 53% worked with monogastric animals. 16% worked in pet or with equine.





Incentive packages for this group were 54% from zero to 10% of base, 32% from 10% - 20%, and 16% were over 20%.

Of the 9 who do not have direct reports, their base incomes were two at less than \$90K, two at \$90-\$110K, one at \$110-\$130K, two at \$135-\$150K and two between \$190-220K. Five had incentives of 0-10%. Three at 10-20% of base and one at 20-30% of base. Total compensation had two less than \$90K, four between \$110-\$130K, one at \$130-\$150K, and two between \$190-\$220K.

Of the five that have 1-2 direct reports, all possess a PhD. These are across species and service both internal and external customers. Two have base salaries of \$110-\$130K, one at \$130-\$150K, one at \$190-\$220K, and one over \$220K. Incentive packages ranged from two who had 0-10%, to one each at 10-20%, 20-30% and over 30%.

Of those five managers who direct 3 or more, one has a MS degree, three a PhD, and one a DVM & PhD. Interestingly, neither species focus, nor education impacted earnings. While bases salaried varied greatly, overall earnings did not. Base salaries ranged from under \$90K to \$150-\$170K, but overall incomes including incentives were nearly evenly divided at \$110-\$130 and \$130-\$150K.

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 \$110-\$130K, has an incentive of 10-20% of base and earned \$130-\$150K.

Academia

While this survey was more focused on commercial positions, we did have twenty-two professors and extension agents contribute across all species. 55% of these educators earned <\$90K a year, 20% at \$90-\$110K, 9% at \$110-\$130K, 13% \$130-\$150K, and 5% at \$170-\$190K. 90% has 0-10% incentives and 10% had 10-20% of base.

Four grad students and others at universities contributed. Not surprisingly, the four graduate students who replied earned less than \$90K last year.



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 550 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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