

2024 Spring Agriculture Offer Report

JOB FUNCTION	INDUSTRY	ANNUAL REVENUE	TITLE	BASE SALARY	BONUS	TOTAL CASH COMPENSATION	RESULT
Executive	Livestock Services	\$30M	CEO	\$365,000	\$182,500	\$547,500	Accepted
Operations	Livestock Production	\$91M	Chief Production Officer	\$350,000	\$175,000	\$525,000	Rejected
Marketing	Crop Protection	\$400M	VP, Marketing	\$300,000	\$129,000	\$429,000	Accepted
Purchasing	Commodities	\$530M	Product Group Manager	\$190,000	\$212,000	\$402,000	Rejected
Executive	Crop Protection	Startup	CEO	\$300,000	\$90,000	\$390,000	Accepted
Operations	Livestock Production	\$91M	Senior Director, Support Operations	\$280,000	\$92,400	\$372,400	Accepted
Executive	Livestock Production	\$15M	President	\$285,000	\$85,500	\$370,500	Accepted
Operations	Livestock Production	\$13M	President	\$235,000	\$70,500	\$305,500	Accepted
Logistics and Supply Chain	Crop Protection	\$400M	Director, Integrated Business Planning	\$244,000	\$61,000	\$305,000	Accepted
Executive	Livestock Production	\$10M	CEO	\$250,000	\$50,000	\$300,000	Accepted
Engineering	Biotech	\$600M	Director, Engineering Program	\$235,000	\$58,750	\$293,750	Accepted
Operations	Ag Equipment	\$60M	VP, Operations	\$180,000	\$72,000	\$252,000	Accepted
Executive	Ag Equipment	\$15M	General Manager	\$190,000	\$57,000	\$247,000	Accepted
Sales	Crop Protection	\$35M	Director, Sales and Technical Services	\$190,000	\$57,000	\$247,000	Accepted
Sales	Crop Protection	\$35M	Director, Global Asset Management	\$185,000	\$55,500	\$240,500	Accepted
Marketing	Crop Protection	\$400M	Brand Manager, Specialty Crops	\$187,500	\$46,875	\$234,375	Accepted
Finance & Accounting	Crop Protection	\$400M	Assistant Director, Finance	\$195,000	\$39,000	\$234,000	Accepted
Operations	Livestock Production	\$27B	Wean to Market Technical Director	\$175,000	\$43,750	\$218,750	Accepted
Operations	Livestock Production	\$900M	Director of Maintenance	\$180,000	\$36,000	\$216,000	Accepted
Executive	Livestock Production	\$10M	President	\$175,000	\$35,000	\$210,000	Accepted
Human Resources	Livestock Production	\$150M	VP, Human Resources	\$150,000	\$50,000	\$200,000	Accepted
Operations	Crop Production	\$355M	Executive Director, Operations	\$159,000	\$40,000	\$199,000	Accepted
Human Resources	Food Production	\$20M	Director, Human Resources	\$160,000	\$32,000	\$192,000	Accepted
Strategy	Specialty Crops	\$3B	Manager, Strategy and Business Development	\$160,000	\$28,800	\$188,800	Accepted
Operations	Livestock Production	\$27B	Senior Live Pork Veterinarian	\$140,000	\$28,000	\$168,000	Accepted
Operations	Livestock Production	\$33M	VP, Sow Production	\$145,000	\$20,000	\$165,000	Accepted
Human Resources	Food Production	\$25M	Director, Human Resources	\$130,000	\$26,000	\$156,000	Accepted
Human Resources	Food Production	\$25M	Director, Human Resources	\$130,000	\$26,000	\$156,000	Rejected
Operations	Livestock Production	\$900M	Assistant Director, Maintenance	\$120,000	\$24,000	\$144,000	Accepted
Sales	Animal Health	\$20M	Executive Account Manager	\$105,000	\$36,750	\$141,750	Accepted
Sales	Biotech	\$60M	Senior Account Executive	\$105,000	\$36,750	\$141,750	Accepted
Sales	Ag Equipment	\$60M	Territory Manager	\$96,000	\$44,000	\$140,000	Accepted
Operations	Biotech	\$5B	Operations Manager	\$111,000	N/A	\$111,000	Accepted

SOURCE: The data points are a subset of offers extended to Charles Aris candidates by Charles Aris clients since the beginning of 2022. Each row represents a unique candidate (i.e., no two rows are for the same candidate). Copyright 2024 Charles Aris, Incorporated. All rights reserved. Not to be utilized by any third party without the prior consent of Charles Aris, Incorporated.