

2018 Plastics Salary Survey Results

Compensation by Job Title



About the Survey

1,998 plastics professionals completed the 2018 Plastics Salary and Trends Survey, which asked participants about their compensation in 2017. The survey was conducted by Brand Beacon in February and March 2018 for the Society of Plastics Engineers and MBS Advisors.

About MBS Advisors

MBS Advisors is a different kind of recruiting firm. We work exclusively with plastics, packaging, molding, and machinery companies. Our industry knowledge and vast network help us deliver exceptional candidates to our clients.

Average Compensation by Position

2018 Average Base Salary	\$100,988
2018 Average Bonus / Incentive / Commission	\$ 18,552
2018 Average Total Cash Compensation	\$119,540

Average Compensation by Position

Position	Number of Respondents	Average Base Salary	Average Bonus/ Incentive / Commission	Average Total Compensation
Accounts Payable / Receivable	1	\$52,000	-	\$52,000
Administrative Support	10	\$53,488	\$6,209	\$59,697
Advertising or Marketing Specialist	4	\$52,875	\$23,875	\$76,750
Applications Engineer, in the field	15	\$103,767	\$15,000	\$118,767
Applications Engineer, in the office	22	\$86,184	\$4,861	\$91,046
Chief Executive Officer	45	\$184,104	\$70,419	\$254,523
Chief Financial Officer	10	\$122,704	\$4,968	\$127,672

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Position	Number of Respondents	Average Base Salary	Average Bonus/ Incentive / Commission	Average Total Compensation
Chief Information Officer	1	\$118,963	-	\$118,963
Chief Operating Officer	23	\$131,934	\$41,894	\$173,828
Color Specialist	4	\$73,250	\$2,900	\$76,150
Controller	1	\$70,000	-	\$70,000
Customer Service/Inside Sales	5	\$59,300	\$6,300	\$65,600
Die Designer	9	\$134,828	\$8,170	\$142,998
Diemaker	2	\$39,500	\$3,750	\$43,250
Engineering Director	42	\$123,380	\$17,023	\$140,403
Engineering Manager	114	\$107,791	\$14,433	\$122,224
Facility or Building Manager	3	\$116,667	\$22,000	\$138,667
Finance VP or Director	5	\$116,609	\$15,980	\$132,589
General Manager	57	\$106,267	\$24,837	\$131,103
Industrial Engineer	8	\$57,563	\$4,938	\$62,500
Lab Technician	11	\$54,702	\$3,713	\$58,415
Machine Designer	4	\$46,685	\$1,063	\$47,748
Maintenance Specialist, process machinery	27	\$67,606	\$9,150	\$76,756
Manufacturing Director	13	\$127,608	\$23,325	\$150,933
Manufacturing Engineer	65	\$77,980	\$7,948	\$85,928
Manufacturing Engineering Manager	15	\$103,967	\$7,000	\$110,967
Manufacturing Manager	19	\$78,887	\$8,932	\$87,819
Manufacturing VP	16	\$151,125	\$62,438	\$213,563
Marketing Manager	41	\$109,260	\$18,416	\$127,676
Materials Engineer	47	\$86,473	\$9,643	\$96,117
Mold Designer	21	\$74,088	\$9,286	\$83,374
Mold Technician	12	\$45,333	\$2,876	\$48,209
Moldmaker	8	\$66,000	\$5,813	\$71,813
Operations Director or Manager	26	\$91,701	\$15,875	\$107,576
Packaging Engineer	4	\$104,625	\$13,750	\$118,375
Planner or Scheduler	1	\$90,000	\$15,000	\$105,000
Plant Manager	54	\$92,293	\$14,456	\$106,750
President	22	\$177,886	\$73,136	\$251,023
Process Engineer	104	\$76,760	\$4,919	\$81,679
Product Designer or Engineer	67	\$91,982	\$8,298	\$100,280
Product Development VP or Manager	48	\$132,662	\$17,867	\$150,529
Product Manager or Product Specialist	31	\$114,765	\$16,528	\$131,292
Production Manager	31	\$73,211	\$6,255	\$79,466
Production Supervisor	7	\$49,857	\$5,221	\$55,079

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Position	Number of Respondents	Average Base Salary	Average Bonus/ Incentive / Commission	Average Total Compensation
Program Manager	28	\$100,215	\$10,557	\$110,772
Project Engineer	43	\$79,989	\$4,975	\$84,964
Purchasing Agent	6	\$86,967	\$11,417	\$98,383
Purchasing Director or Manager	22	\$108,173	\$17,419	\$125,592
Quality Director	8	\$104,919	\$19,125	\$124,044
Quality Engineer	14	\$67,593	\$5,927	\$73,519
Quality Manager	28	\$71,271	\$6,025	\$77,296
Quality Technician	3	\$72,268	\$3,158	\$75,426
R&D Engineer, chemicals, resins, additives	114	\$98,400	\$10,991	\$109,391
R&D Engineer, mechanical	31	\$87,513	\$7,092	\$94,605
R&D Engineer, other	49	\$93,624	\$11,078	\$104,702
Safety Engineer	2	\$97,000	\$16,000	\$113,000
Safety Manager	3	\$95,000	\$14,500	\$109,500
Sales and Marketing Director	44	\$156,538	\$37,914	\$194,452
Sales and Marketing VP	35	\$156,668	\$49,684	\$206,352
Sales Manager	96	\$99,765	\$35,762	\$135,527
Sales Person or Account Manager	148	\$97,670	\$32,041	\$129,711
Shift Manager or Supervisor	7	\$34,979	\$3,836	\$38,815
Supply Chain Manager	4	\$70,612	\$4,807	\$75,419
Supply Chain VP or Director	2	\$79,000	-	\$79,000
Technical Support Manager	35	\$104,323	\$20,314	\$124,638
Technical Support Toolroom Manager	2	\$31,500	\$7,000	\$38,500
Technical Support, in the field	45	\$100,787	\$15,034	\$115,821
Tooling Engineer	27	\$89,499	\$7,661	\$97,159
Toolroom Manager	4	\$86,184	\$6,875	\$93,059
Other / Unspecified	122	\$96,909	\$14,501	\$111,410

Identify Top Talent in Plastics & Packaging

At MBS Advisors, we identify the top talent in plastics and packaging, and we help our client companies hire them. Our recruiting plans:

Sourcing: We source and submit candidates, and our clients control interviewing, negotiating, and onboarding.

Full-Cycle: A traditional recruiting product designed for higher priority situations.

Call us today for personal service. [413-362-7555](tel:413-362-7555)