

2019 Plastics Salary Survey Results

Compensation by Job Title



About the Survey

1,439 plastics professionals completed the 2019 Plastics Salary and Trends Survey, which asked participants about their compensation in 2018. It was conducted jointly by SPE-Inspiring Plastics Professionals (<https://4spe.org>) and the Recruiting Division of MBS Advisors (<http://recruiting.mbsadvisors.com>) in January and February 2019. It was implemented using the online survey tool SurveyMonkey (www.surveymonkey.com), with oversight and analysis by Brand Beacon Consulting.

Overall Average Compensation

2019 Average Base Salary	\$ 106,354
2019 Average Bonus / Incentive / Commission	\$ 27,875
2019 Average Total Cash Compensation	\$ 134,229

Average Compensation by Job Title

Position	Number of Respondents	Average Base Salary	Average Bonus / Incentive / Commission	Average Total Compensation
Administrative Support	4	\$46,793	\$2,129	\$48,922
Advertising or Marketing Specialist	2	\$42,500	\$7,500	\$50,000
Applications Engineer, in the field	23	\$105,131	\$25,203	\$130,334
Applications Engineer, in the office	24	\$89,788	\$6,215	\$96,002
Chief Executive Officer	34	\$186,394	\$145,552	\$331,945
Chief Financial Officer	4	\$151,250	\$61,250	\$212,500
Chief Information Officer	1	\$58,000	\$5,800	\$63,800
Chief Operating Officer	10	\$148,500	\$80,500	\$229,000
CNC Machinist	1	\$62,000	-	\$62,000
Color Specialist	2	\$63,500	\$400	\$63,900

2019 Plastics Salary Survey Results | Compensation by Job Title

Position	Number of Respondents	Average Base Salary	Average Bonus / Incentive / Commission	Average Total Compensation
Cost Analyst	2	\$62,328	\$500	\$62,828
Die Designer	3	\$54,247	\$667	\$54,913
Engineering Director or VP	35	\$148,686	\$45,930	\$194,616
Engineering Manager	71	\$114,525	\$24,910	\$139,435
Facility or Building Manager	3	\$107,833	\$6,000	\$113,833
Finance VP or Director	1	\$99,000	\$26,000	\$125,000
General Manager	30	\$112,816	\$29,250	\$142,066
Human Resources	2	\$62,000	\$4,500	\$66,500
Human Resources Manager	12	\$165,609	\$13,570	\$179,178
Industrial Engineer	5	\$58,058	\$3,660	\$61,718
Inside Sales/Customer Service	3	\$71,833	\$7,000	\$78,833
Lab Technician	12	\$55,530	\$5,559	\$61,089
Machine Designer	4	\$62,999	\$2,160	\$65,159
Maintenance Specialist, process machinery	12	\$100,583	\$11,875	\$112,458
Manufacturing Director	9	\$119,667	\$24,500	\$144,167
Manufacturing Engineer	41	\$82,123	\$18,387	\$100,509
Manufacturing Engineering Manager	11	\$104,527	\$13,809	\$118,336
Manufacturing Manager	14	\$80,647	\$19,236	\$99,883
Manufacturing VP	11	\$188,273	\$56,636	\$244,909
Marketing Manager	24	\$115,994	\$27,686	\$143,680
Materials Engineer	34	\$93,319	\$15,777	\$109,096
Mold Designer	8	\$55,091	\$1,829	\$56,920
Mold Technician	2	\$67,082	\$49,000	\$116,082
Moldmaker	1	\$45,000	\$2,000	\$47,000
Operations Director or Manager	15	\$104,667	\$32,373	\$137,040
Owner	7	\$145,714	\$208,143	\$353,857
Packaging Engineer	7	\$160,847	\$40,071	\$200,919
Planner or Scheduler	2	\$72,000	\$16,000	\$88,000
Plant Manager	20	\$90,907	\$15,242	\$106,148
President	21	\$144,500	\$50,667	\$195,167
Process Engineer	78	\$83,269	\$14,932	\$98,201
Process Technician	7	\$51,500	\$6,214	\$57,714
Product Designer or Engineer	58	\$89,973	\$7,774	\$97,747
Product Development VP or Manager	29	\$146,372	\$38,308	\$184,679
Product Manager or Product Specialist	18	\$106,242	\$19,557	\$125,798
Production Engineer	1	\$60,000	\$2,500	\$62,500
Production Manager	14	\$66,893	\$4,921	\$71,814

2019 Plastics Salary Survey Results | Compensation by Job Title

Position	Number of Respondents	Average Base Salary	Average Bonus / Incentive / Commission	Average Total Compensation
Production Supervisor	6	\$57,150	\$15,400	\$72,550
Project Engineer	43	\$79,754	\$8,654	\$88,408
Purchasing Agent	8	\$60,488	\$14,401	\$74,888
Purchasing Director or Manager	11	\$187,382	\$7,727	\$195,109
Quality Director	6	\$91,750	\$8,104	\$99,854
Quality Engineer	9	\$65,146	\$2,018	\$67,164
Quality Manager	10	\$75,804	\$7,805	\$83,609
Quality Technician	1	\$58,760	\$2,500	\$61,260
R&D Engineer, chemicals, resins, additives	88	\$110,973	\$16,530	\$127,503
R&D Engineer, mechanical	20	\$80,325	\$21,293	\$101,618
R&D Engineer, other	44	\$125,223	\$11,810	\$137,033
R&D or Laboratory Manager	45	\$110,375	\$10,817	\$121,192
Safety Engineer	2	\$121,500	\$20,500	\$142,000
Safety Manager	1	\$95,000	\$7,500	\$102,500
Sales and Marketing Director	18	\$140,263	\$60,571	\$200,834
Sales and Marketing VP	23	\$151,035	\$64,883	\$215,917
Sales Manager	75	\$108,602	\$41,763	\$150,366
Sales Person or Account Manager	89	\$92,946	\$40,379	\$133,325
Shift Manager or Supervisor	4	\$71,730	\$27,250	\$98,980
Simulation Design Engineer	5	\$89,000	\$7,400	\$96,400
Supply Chain Manager	6	\$101,957	\$26,900	\$128,857
Supply Chain VP or Director	4	\$135,000	\$18,750	\$153,750
Technical Support Manager	19	\$99,468	\$33,703	\$133,171
Technical Support, in office	12	\$93,800	\$9,716	\$103,516
Technical Support, in the field	26	\$106,072	\$16,237	\$122,310
Technology Manager	16	\$116,250	\$36,731	\$152,981
Tooling Engineer	19	\$90,661	\$11,937	\$102,597
Tooling Manager	14	\$100,318	\$9,393	\$109,711
Training Manager	1	\$114,000	\$8,000	\$122,000
Other	56	\$101,681	\$33,957	\$135,638

Identify Top Talent in Plastics & Packaging

At MBS Advisors, we identify the top talent in plastics and packaging, and we help our clients hire them. Our recruiting plans are Sourcing, Full Hire, and Long Term.

Call the recruiting division directly at **413-362-7555**.

About SPE-Inspiring Plastics Professionals

84 countries and 22,500+ members strong, we unite plastics professionals worldwide—helping them succeed and strengthening their skills through networking, events, training, and knowledge sharing.

No matter where you work in the plastics industry value chain—whether you're a scientist, engineer, technical personnel or a senior executive—nor what your background is, education, gender, culture or age—we are here to serve you.

About MBS Advisors

MBS is an employment recruiter serving companies in plastics, packaging, molding, and machinery. The firm identifies and places approximately 100 middle and upper level professionals every year. Cumulative first-year compensation totals more than \$200,000 million over the firm's history. MBS also provides M&A advisory and investment banking services for injection molders, plastics processors, and engineered component manufacturers.