



# FoodCareers

INTRODUCING FOOD MANUFACTURING PROFESSIONALS

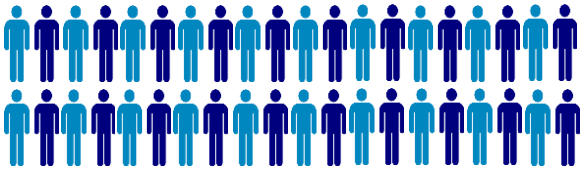
## 2016 Salary Survey

# Sales Engineers & Technical Sales Managers

(Food/FMCG Machinery & Components)



## About the Salary Survey Respondents



216  
Respondents



98%  
Male

Average Age  
47



### Where the bulk of the respondents live

North West – 18.7%

West Midlands – 11.2%

East Midlands – 14.9%

South East – 17.7%

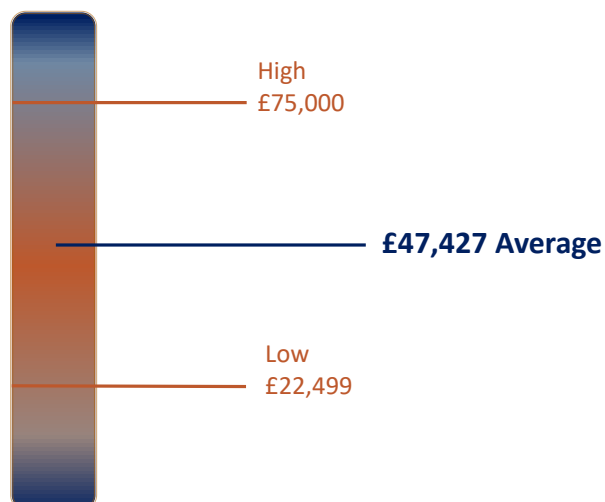
It was surprising that only 2% of survey respondents were Female. However, only 9% of the UK Engineering workforce is Female (Skills & Demands from Industry – 2015 Survey), which goes some way in explaining the low presence of females employed in Food/FMCG Machinery sales roles, as 85% of respondents held formal engineering qualifications. This highlights that Food/FMCG Machinery sales is a male dominated vocation and the industry may benefit from increasing the representation of females in sales positions.



51% of survey respondents employed in National sales roles lived in the North West or Midlands. This is not surprising given the easy access to major motorway links (both North & South) these areas have, allowing sales professional's to cover large geographical areas on behalf of their employers (engineering / food machinery companies).

## Average Basic Salaries & P60 Earnings

### Average Basic Salary (UK Wide)



**40%** of survey respondents said they are **Dissatisfied** with their pay conditions.



Of all the respondents who said they were Dissatisfied with their pay, **43%** of them worked within the Material Handling & Process machinery sector.

Although **75%** of people working within the Compressed Air sector were Satisfied with their basic salary, over **90%** of them were Dissatisfied with their bonus/commission structure.

**30-35** year olds were the most Satisfied age group when it came to basic salary, with 80% of them being Satisfied or Very Satisfied.

Only **9%** of respondents said they left their last company for better pay. The main driver for moving seems to be the chance of further career progression.

### Average Basic Salaries by Sector

Automation Systems	£50,356
Compressed Air	£42,499
Inspection & Vision Equipment	£46,249
Material Handling & Processing	£46,643
Primary Packaging Machinery	£57,793
Secondary Packaging Machinery	£46,499

### Average P60 Earnings by Annual Sales Turnover

Annual Sales Turnover		Average P60 Earnings
Below £500K	=	£35,129
£500K - £999k	=	£47,499
£1M - £2M	=	£50,249
£2M - £3M	=	£55,999
£3M+	=	£60K +

### Reasons for leaving last Employment

Dismissed by former employer	2%
Relocated	6%
Pay Increase	9%
Reduce Travel	9%
Made Redundant	20%
Unhappy with previous employer	20%
Career Progression	34%

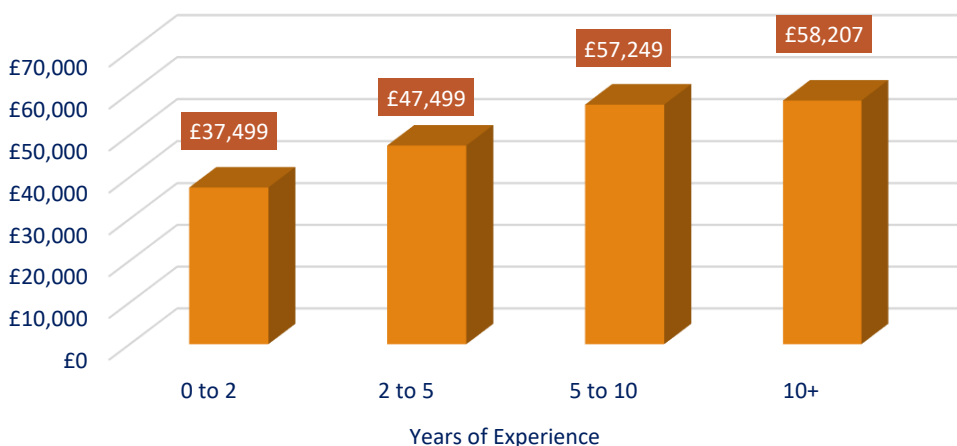
## Pay versus Experience

Employers in the Food Machinery sector value experience and will pay handsomely for it. As the below charts demonstrate, an individual's basic salary would typically increase by nearly **£10,000** once they had accumulated 5 years of Technical Sales experience. This level of financial increase vs experience was also evident across respondents P60 earnings, but surprisingly we did not see a similar pattern for those exceeding 10 years experience of Technical Sales. This indicates that it takes sales professionals in the Food machinery sector 10 years to reach the upper limits of their earning potential

### Average Basic Pay by Experience Level

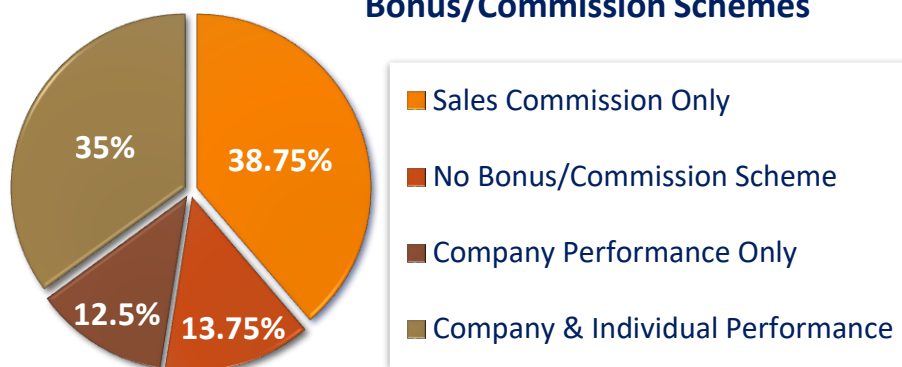


### Average P60 Earnings by Experience Level



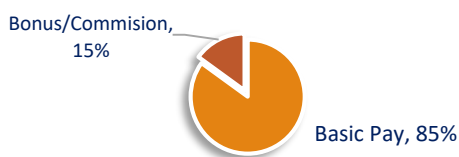
## Bonus, Commission & Additional Benefits

### Bonus/Commission Schemes



Those that received no form of bonus or commission structure were also the lowest paid in terms of basic salary.

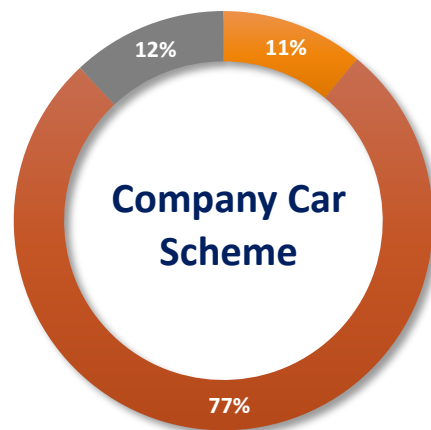
Individuals that only received commission based on a % of their sales did see the biggest increase between their basic pay and P60 pay, but it was respondents that also benefited from a company bonus that earned the most overall.



**15%** of Basic Salary  
Average Bonus Rate

60% of respondents who don't benefit from a company car scheme covered the international market, so spend the majority of their time traveling overseas. The remaining individuals either claim back mileage costs or have access to a company pool car when visiting customers.

Where some job disciplines such as Project Managers, Operations Managers and Product Managers seem to be moving more towards Car Allowance options, it seems that Technical Sales Professionals, who typically spend more time on the road, are still very much focused on the fully Expensed Company Car option.



- Car Scheme - Car Allowance
- Car Scheme - Company Car
- No Company Car Scheme

### Additional Company Benefits

**34%** - Private Healthcare (46% of the healthcare plans included an additional family member)

**55%** - Contributory Pension (Not Auto Enrolment)

**8%** - Working Away Allowance

## Do Engineering Qualifications Matter?

# 85%

of survey respondents said they held some form of recognised Engineering Qualification.

### Engineering Qualifications Held

- 15% - No Engineering Qualifications
- 4% - NVQ (Level 1,2 or 3)
- 17% - City & Guilds
- 35% - ONC/HNC/HND
- 29% - Degree/Higher Degree

### Engineering Degree

+ 22% More Pay



Engineering Qualifications Held	Basic Salary (Average)	P60 Earnings (Average)
None	£40,833	£46,582
NVQ (Level 1, 2 or 3)	£42,499	£47,499
City & Guilds	£44,443	£51,537
ONC/HNC/HND	£49,120	£57,402
Degree/Higher Degree	£50,702	£59,422

As the above table demonstrates, there is a direct correlation between the level of engineering qualifications people held and their overall earnings. Sales professionals that hold an Engineering Degree are likely to earn nearly 22% more than individuals without any recognised Engineering Qualification.

62% of respondents working within the Inspection & Vision Machinery market are educated to Degree level. This is 27% more than other sectors, indicating a clear desire by business-owners and directors within the Inspection & Vision Machinery sector to recruit employees perceived as the brightest and most educated.

Interestingly, the survey shows Degree educated sales professionals working within the Inspection & Vision Machinery market were paid less than Degree educated respondents across other machinery sectors. Perhaps Degree educated employees from within Inspection & Vision Machinery companies find the technologically-driven and innovative work in areas such as foreign body and product defect detection more appealing than other areas of the Machinery sales market that attract higher salaries but are less pioneering?

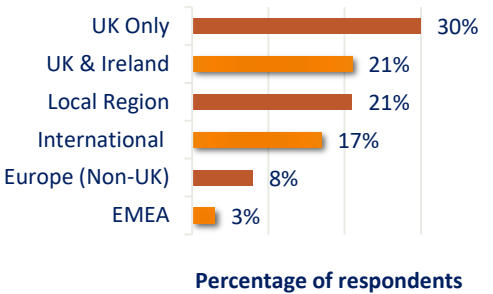
64% of those who didn't hold any Engineering Qualifications worked in the Material Handling & Process Machinery sector, indicating this sector is more open to considering non-engineering candidates.

£5M+ Based on the salary survey results, 98% of individuals that achieved sales turnover of £5Million or more, held some level of Engineering Qualifications.



## Sales Regions, Travel & Language Skills

### Sales Regions Covered

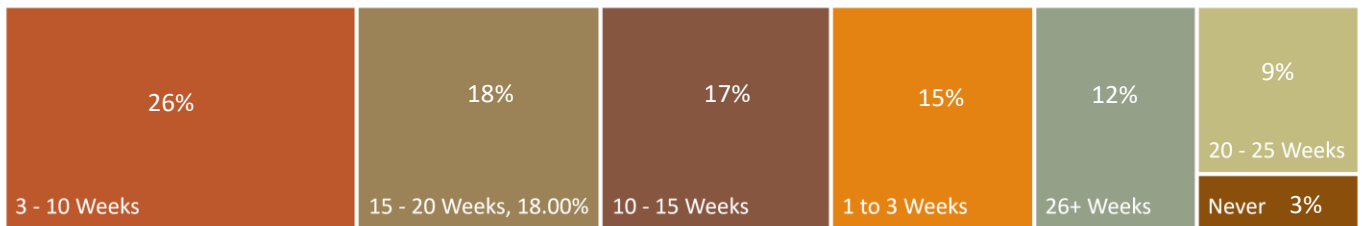


**73%** of respondents stated they were “Home Based”, visiting customers and Head Office on a regular basis.

On Average, Individuals that covered the International Market earn **£13K** more per year than those covering only the UK.

On average, sales professionals that also sell to Ireland earn **£5K** more than if they just covered the UK.

### Time Spent Away from Home Per Year



**1 in 5** survey respondents said they were dissatisfied with the amount of time they spend away from home.



**1 in 2** Participants said they could speak a second language to at least a Limited working proficiency.

**££££££££ + 7%**

Individuals who stated they could speak a second language earned an additional 7% on average.

Only **50%** of respondents covering international markets admitted to holding additional language skills, further highlighting that English is still the universal ‘Business Language’.

### Top 3 Languages spoken by Survey Respondents



1. German



2. French



1. Italian



## FoodCareers

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### About Us

Food Careers Ltd is a niche Recruitment Consultancy entirely devoted to the Food & Drink Industry since its inception in 2002. We work closely with Food & Drink Manufacturers, Food Suppliers, Food Machinery Builders, Food Packaging Suppliers and Food Logistics companies throughout the UK and Europe.

Handling Permanent & Interim recruitment assignments in a salary range of £20,000 to £120,000 pa, we recruit across a range of disciplines including: Engineering, Manufacturing, Operations, Quality, Technical, Compliance, Supply Chain, Logistics, Sales, Marketing, Procurement, Product Development, Laboratory and Human Resources.

If you would like to discuss the details of this Salary Survey further, please get in touch.



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