



# 2022 Offer Report Stiles Associates

Below, you'll find a sampling of mission-critical roles we filled in 2022 on behalf of client organizations. Both hiring authorities and candidates alike will find this beneficial to grasp a better understanding of the marketplace demands in several sectors.

*Note: Compensation data does not include equity or LTIP*

## C-suite

Job Title	Client Industry	Region	Salary
COO	Manufacturing	Southeast	\$900,000
CFO	Steel	Northeast	\$892,000
COO	Packaging	Southeast	\$883,750
Operating Principle	Private Equity	West Coast	\$775,000
Managing Director	Private Equity	West Coast	\$700,000
President	Manufacturing / Consumer Products	Midwest	\$680,000
Chief Supply Chain Officer	Manufacturing / Consumer Products	Midwest	\$675,000
President	Manufacturing	Mid-South	\$637,500
Operating Principle	Private Equity	West Coast	\$625,000
COO	Subsurface Infrastructure	West Coast	\$450,000
COO	Consumer Products	Southwest	\$402,000
COO	Chemicals	Midwest	\$370,500

## Operations / Supply Chain

Job Title	Client Industry	Region	Salary
VP, Operations	Industrial Manufacturing	Midwest	\$500,000
SVP, Operations	Packaging	Midwest	\$490,000
VP, Operations	Manufacturing	Midwest	\$425,000
Executive VP, Operations	Steel	Southwest	\$412,500
VP, Procurement	Manufacturing	Open	\$394,000

## Operations / Supply Chain (cont.)

Job Title	Client Industry	Region	Salary
VP, Operations & Supply Chain	Manufacturing	Southeast	\$344,250
VP, Operations	Food & Beverage	Midwest	\$331,500
Director, Operations	Energy	Mid-Atlantic	\$317,250
VP, Innovation	Manufacturing	Midwest	\$307,500
VP, Distribution	Apparel	West Coast	\$292,500
Sr. Director, Sourcing & Supply Chain	Manufacturing	Open	\$292,500
VP, Distribution	Apparel	West Coast	\$282,000
Director, Distribution	Food & Beverage; Retailer	West Coast	\$278,000
EVP, Operations	CPG Wholesaler	Northeast	\$275,000
VP, Operations	Professional Services	Southeast	\$215,000

## Operational Excellence / Lean

Job Title	Client Industry	Region	Salary
Lean Operations Principal	Private Equity	Northeast	\$550,000
Regional VP, Manufacturing	Packaging	West Coast	\$458,500
VP, Operational Excellence	Healthcare	Midwest	\$382,500
VP, Manufacturing	Packaging	Central	\$371,250
Director, Manufacturing	Manufacturing	Midwest	\$337,500
VP, Operational Excellence	Healthcare	Midwest	\$333,500
General Manager	Steel	Mexico	\$321,894
VP, Aftermarket	Plastics	Midwest	\$303,500
Director, Operational Excellence	Manufacturing	Midwest	\$299,000
Director, Pricing Strategy	Manufacturing / Consumer Products	Midwest	\$264,000
Director of Operational Excellence	Healthcare	Southeast	\$262,000
Sr. Manager, Operational Excellence	Manufacturing	Mid-South	\$240,000
PEX Lean Engineer	Pharmaceuticals	Southeast	\$234,600
Director, S&OP Planning	Packaging	Midwest	\$195,500
Plant Manager	Manufacturing	Northeast	\$172,500
Operational Excellence Practice Lead	Healthcare	Southwest	\$170,000

## Support Services

Job Title	Client Industry	Region	Salary
Sr. Director, Human Resources	Steel	Northeast	\$362,500
VP, Human Resources	Manufacturing	Southeast	\$222,000
Director, HR	Manufacturing	Northeast	\$216,000
VP, Accounting	Manufacturing	Northwest	\$206,250
Controller	Manufacturing	Southwest	\$192,000
VP, Sales	Machining	Midwest	\$175,000

How can we help with your next critical hire?

**LET'S START A CONVERSATION**



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