

2019



THE NEW ZEALAND  
INSTITUTE OF FOOD SCIENCE  
& TECHNOLOGY INC



LawsonWilliams  
Specialist Recruitment

# New Zealand Food Industry

## SALARY SURVEY - NZIFST Members Report



# CONTENTS

- |     |  |     |  |
|-----|--|-----|--|
| 01. | Foreword   | 13. | Technical/Quality/Food Safety Officer/Technologist |
| 03. | NZIFST Introduction                                  | 13. | Quality Control Officer/Technician                 |
| 04. | General Survey results                               | 14. | Laboratory Manager                                 |
| 09. | Individual Position Results                          | 14. | Laboratory Technician/Analyst                      |
| 10. | Using this Salary data                               | 15. | Compliance/Food Safety Auditor                     |
| 11. | Technical Manager                                    | 15. | Health & Safety Manager                            |
| 11. | Product Development/Innovation Manager               | 16. | Engineering Manager - Projects                     |
| 11. | Food/Product Development/R&D/Sensory Technologist    | 16. | Maintenance/Reliability Manager                    |
| 11. | Process Engineer/Technologist                        | 16. | Maintenance Engineer - Mechanical/Electrical       |
| 12. | Research Scientist                                   | 16. | Automation & Control Engineer                      |
| 13. | Quality/Compliance Manager                           | 17. | Sales/Marketing/Business Development Manager       |
| 13. | Quality Assurance Supervisor/Coordinator/Team Leader | 18. | About Lawson Williams Consulting Group             |

The New Zealand Food Industry Salary Survey



# Foreword

The New Zealand Food industry is very significant in terms of New Zealand manufacturing making up around 34% of the total manufacturing turnover. It employs over 80000 people and contributes 4% of our GDP.

The food manufacturing industry is made up of approximately 3000 businesses. The majority are small producers with only approximately 200 of them employing more than 50 staff.

The industry supports a relatively small domestic market, however we have the capacity to produce food for approximately 5 times our population. We are consequently heavily export focussed with a reputation for high quality products, in particular volume based protein production. We export comparatively low volumes of value added products.

The food industry is however changing rapidly, with consumers broadening their expectations around taste and convenience. They are also concerned with food safety and transparency of supply chains. High levels of international competition also means companies are looking to differentiate themselves by investing in innovation.

The result of this emphasis on technology, innovation, food safety and sustainability is growing demand for technology, science, quality and engineering professionals in the food industry. An indication of this is the continuing inclusion of Food Technology on the regional occupational skills shortage lists in New Zealand.

With this increasing demand we believe it is timely for the industry to have a better understanding of remuneration of these specialists, leading to the creation of this Food Industry Salary Survey in 2019 by NZIFST and Lawson Williams Specialist Recruitment.

The New Zealand Institute of Food Science and Technology (NZIFST) is the country's leading professional association representing people working in the food industry, or in related research and teaching, who apply science, technology and engineering to the processing, manufacture and distribution of foods.

Lawson Williams Specialist Recruitment has been immersed in Food Industry recruitment in New Zealand since 1993. Our association with the New Zealand Institute of Food Science and Technology (NZIFST) began in 1988. As professional members of the Institute and as a recruitment organisation we are keen to contribute to the further development of Science and Technology careers in New Zealand.

It is our intention to build this salary survey to a minimum participation level of 300 companies to ensure strong validity across all positions surveyed. We intend for the survey to run annually and grow to be a reputed source of Salary Information for the Food Industry. We also intend that it will continue to be free for participating companies.

If you have participated in our inaugural year, we thank you for coming on board. We hope you gain value from the survey results and we look forward to your participation over the coming years as we build the quality of this survey.

We ask you to give us your feedback and make suggestions for improvement. This survey is for the industry so must deliver what you need. You can contact us at [surveys@lawsonwilliams.co.nz](mailto:surveys@lawsonwilliams.co.nz).

Regards

John Lawson  
Managing Director  
Lawson Williams Consulting Group Ltd



# Introduction from NZIFST

Everyone wants to know where their salary sits with respect to their peers and colleagues – right? We want to know that the dollar value placed on us by our employer reflects the industry's value for that role, coupled with our qualifications and experience.

On the other side of that coin, perhaps we are hiring someone as a production manager, or a new product development technician; someone to work on bench research at a CRI or assure that we fulfill food safety requirements or in any of the other myriad vital roles that support our food industry. In this case we need to pay the right salary to attract the best person for that job and correctly value their qualifications and experience.

NZIFST sees this salary knowledge as a valuable resource for members and for the wider food industry in assessing the value of technical roles within the industry, particularly important due to the ongoing skills shortage for technical staff and the current low level of unemployment in New Zealand.

In addition the large group of small to medium food companies in New Zealand struggle to access relevant salary information due to the high cost of existing surveys

On behalf of NZIFST, Lawson Williams designed a survey to discover the information that will be of value to all interested parties. The online survey was conducted during April and May. Respondents were employers, sharing information from their HR records. We thank you for your participation and complete confidentiality is assured.

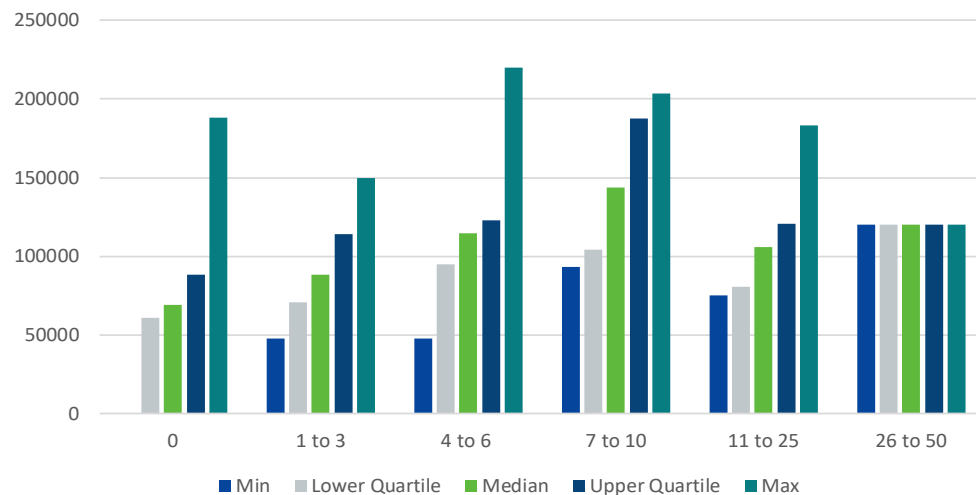
Lawson Williams has now analysed the results. Participating companies will receive access to the full report. NZIFST members will have access to the broader survey results on the NZIFST website.



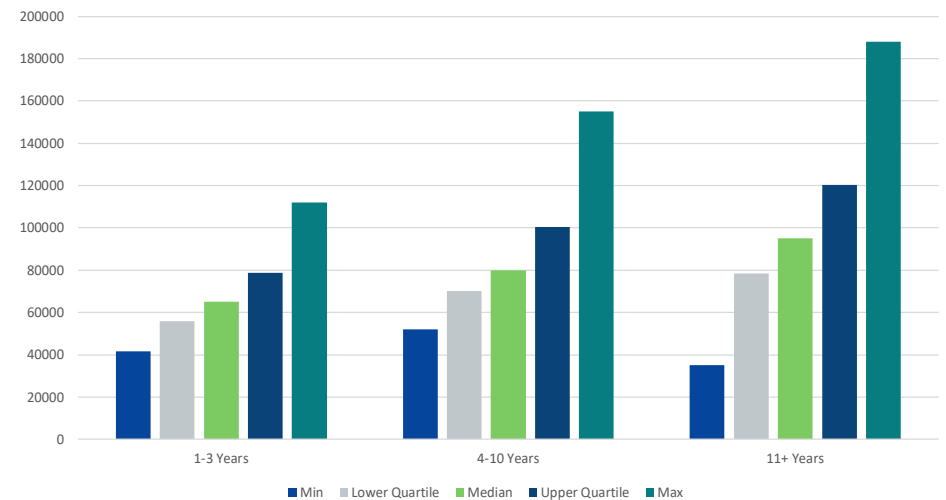
# 2019 SALARY SURVEY General Data

The following results are based on aggregated data across all positions

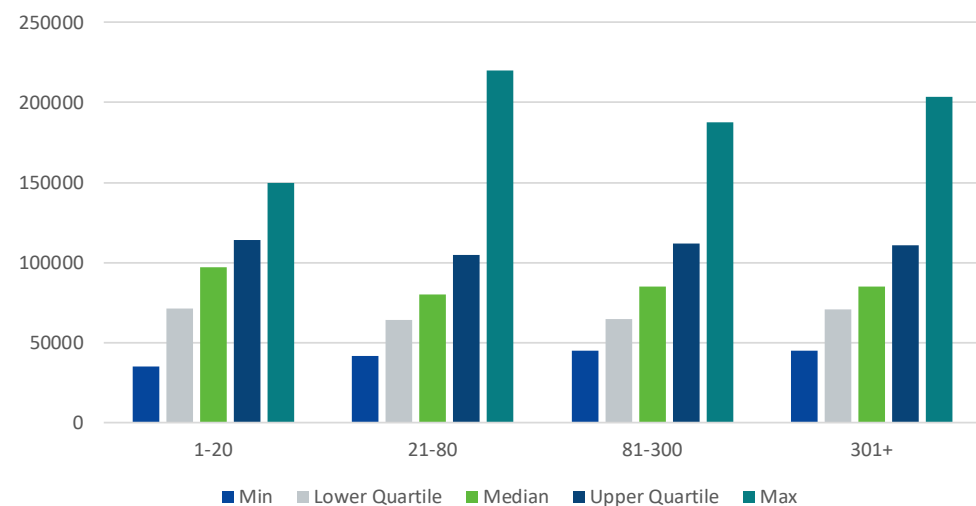
Salary - # of Reports (all data)



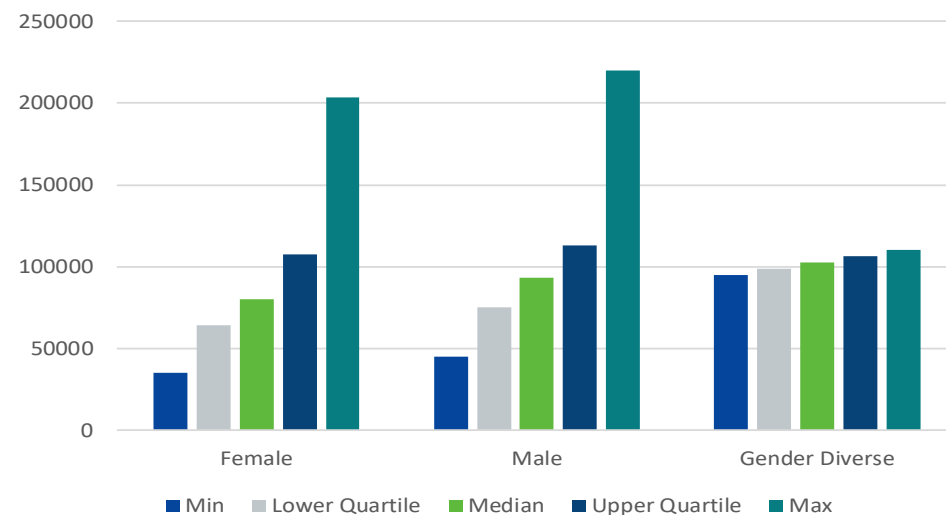
Salary - Years of Experience (all data)



Salary - Size of Company (all data)

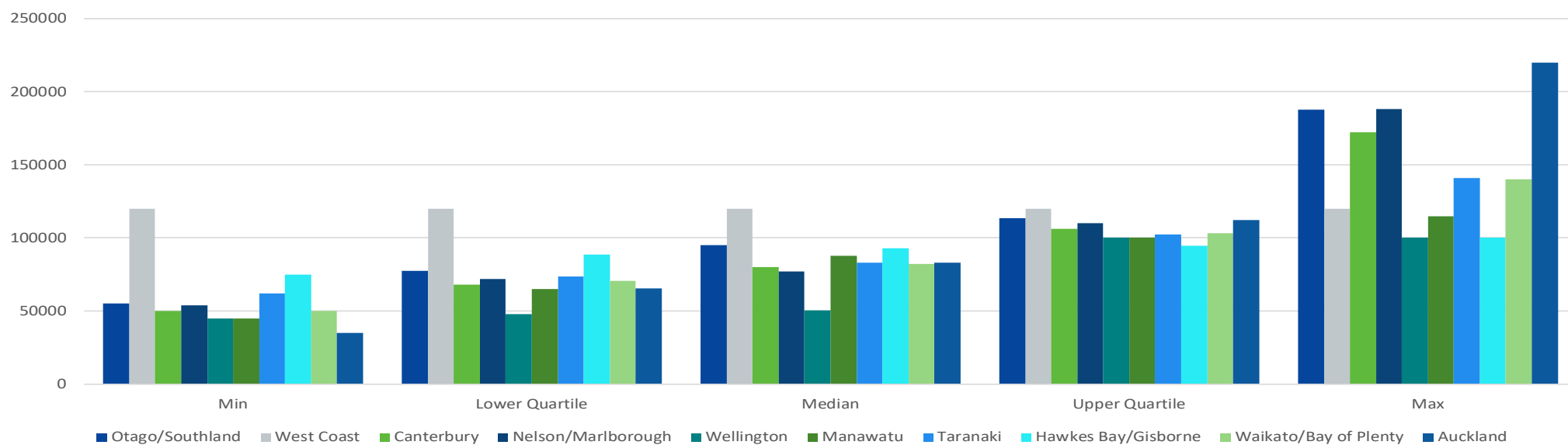
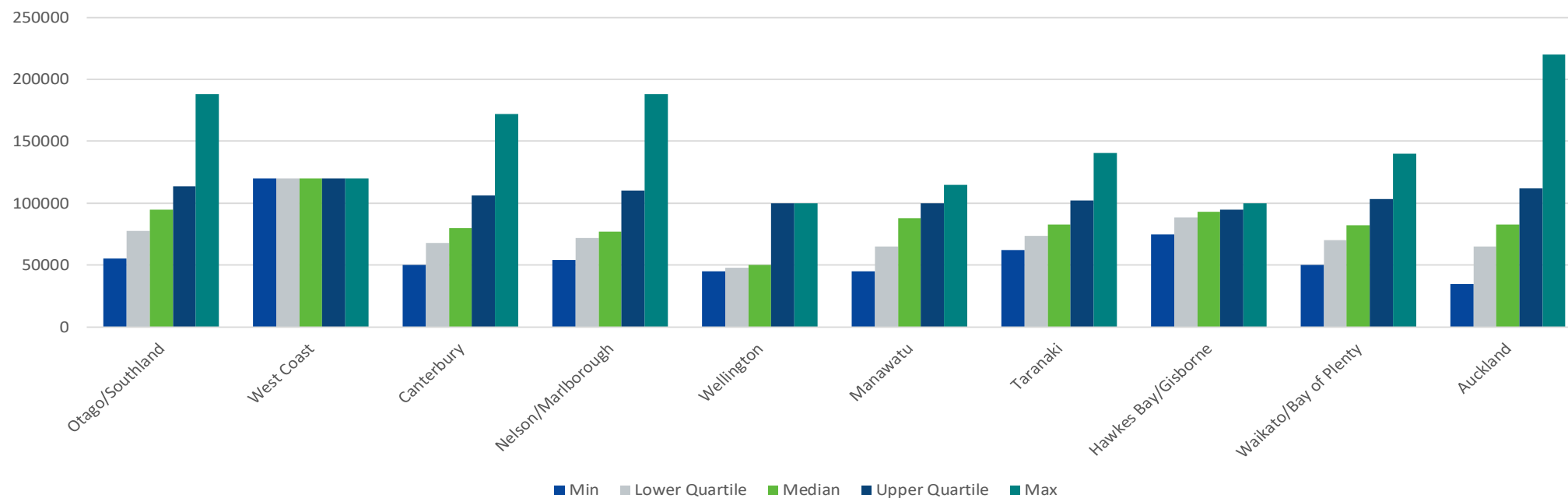


Salary - Gender (all data)

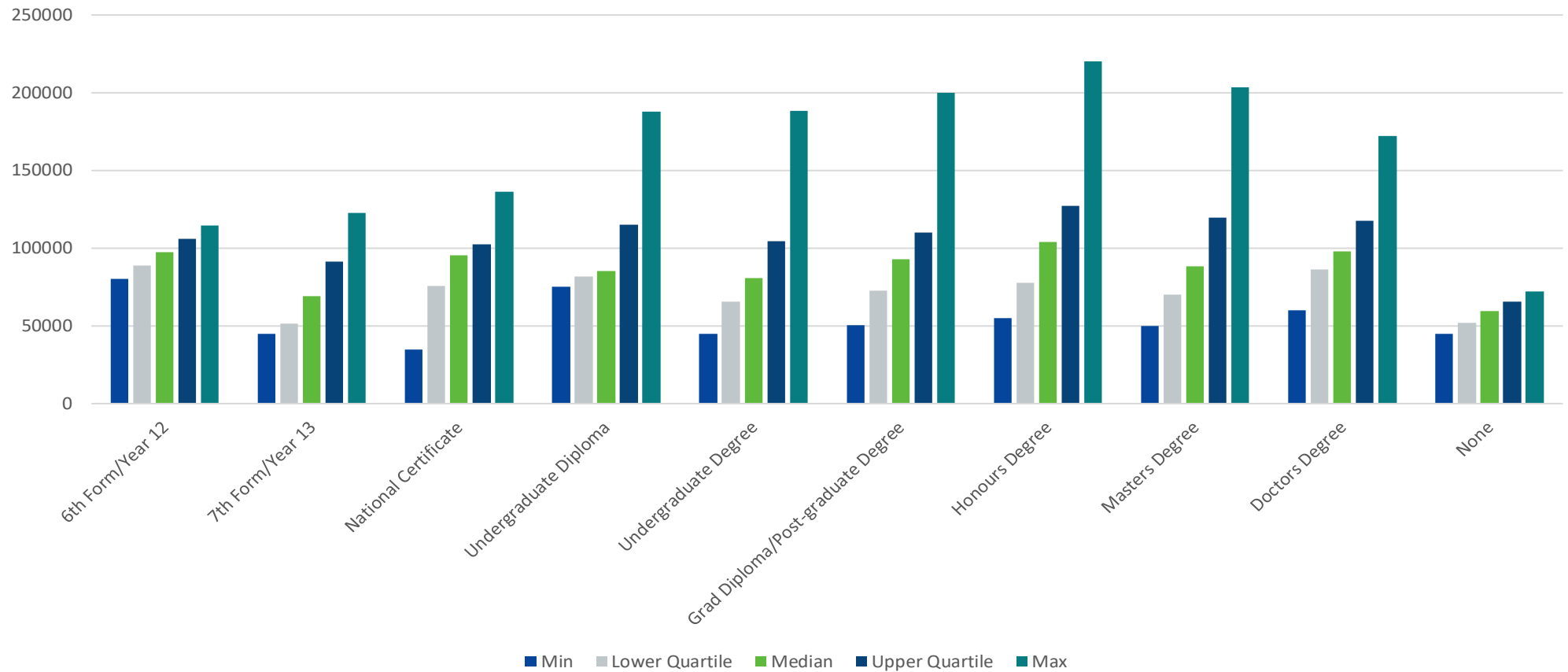




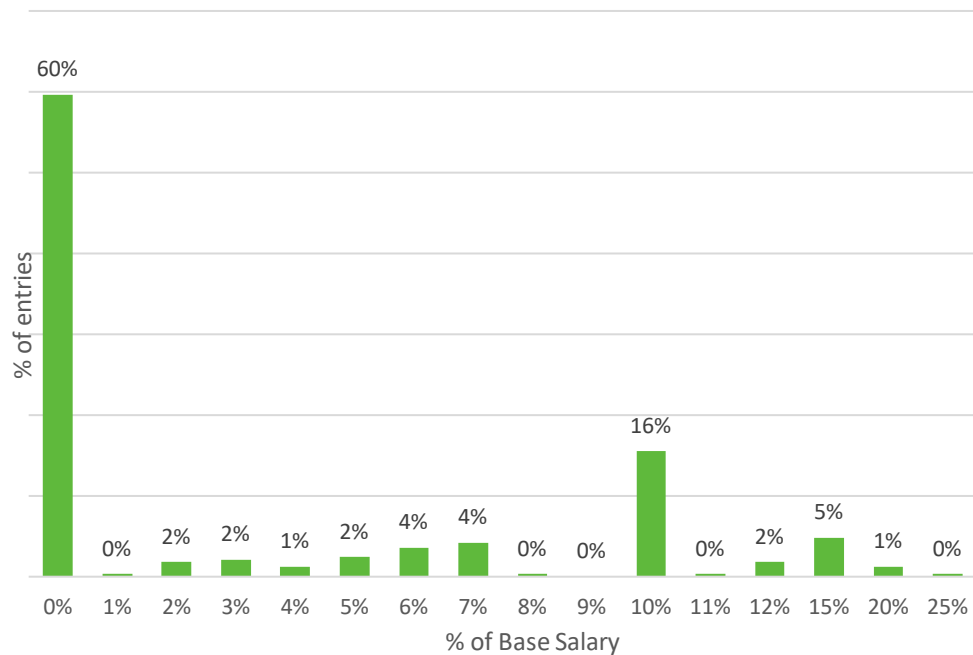
## Salary - by Location (all data)



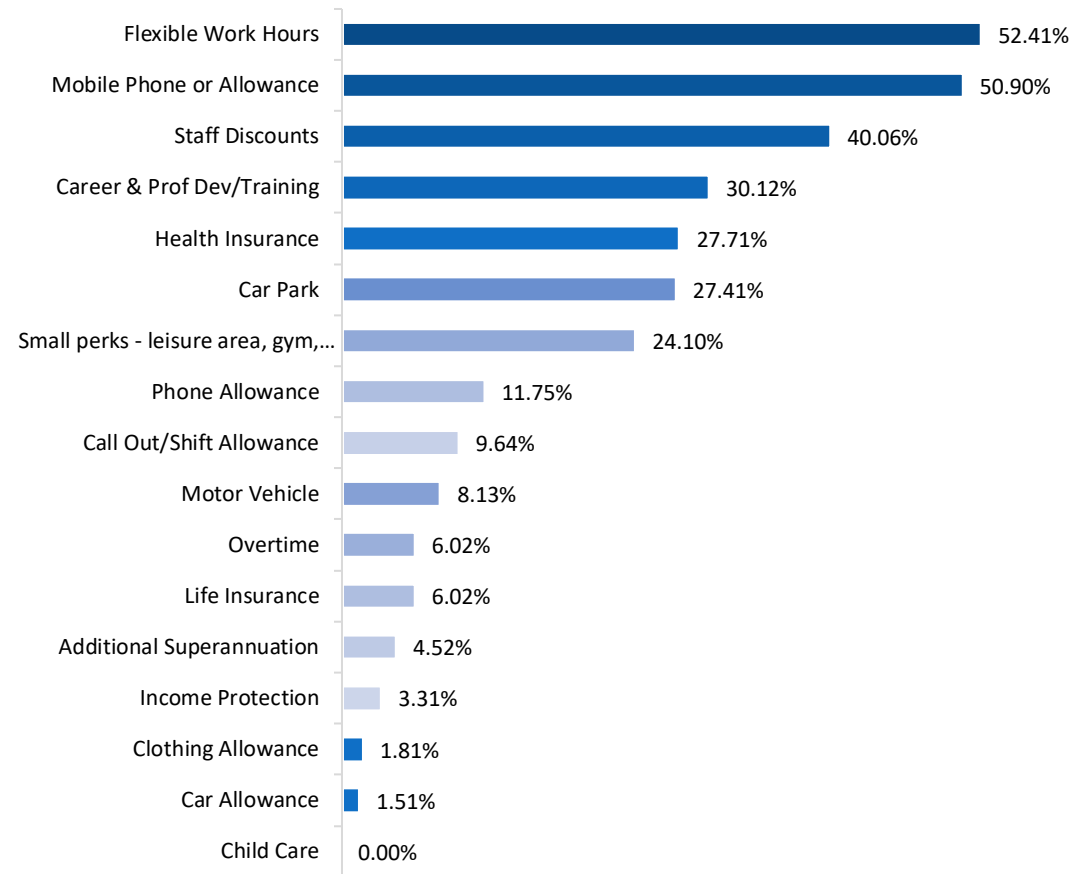
## Salary - Level of Qualification (all data)



## Bonus/Commission received (all data)



## Benefits - % receiving (all data)





# 2019 SALARY SURVEY Position Data



# Using this Salary Data

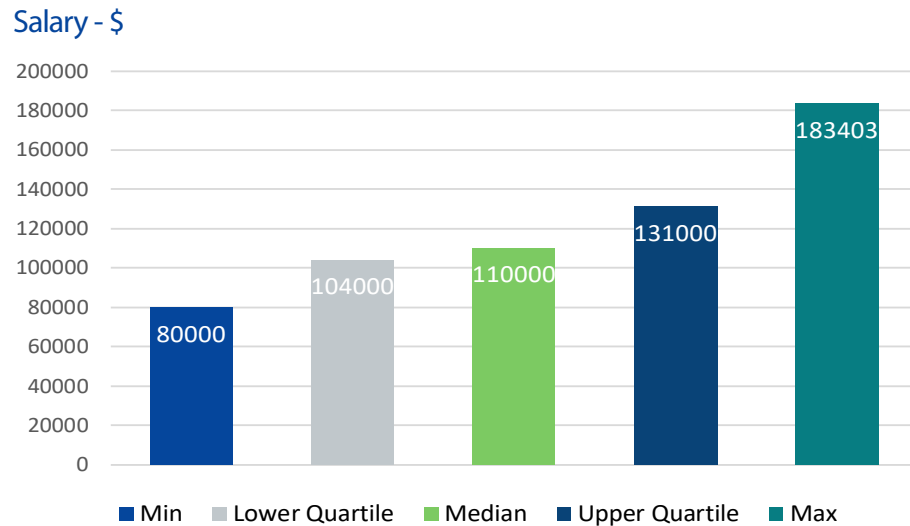
The data for this survey was collected from New Zealand Food Industry manufacturers and suppliers to provide an understanding of the remuneration packages being paid for positions in which NZIFST members are often employed.

The following salary data shows base salary only and provides you an understanding of the range of base salaries being paid in 2019.

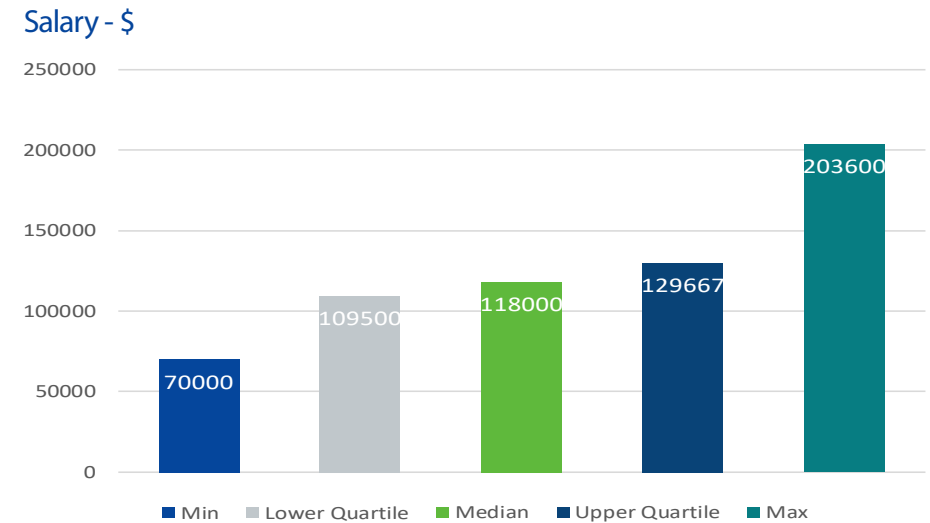
It is important to consider that base salary is only one component of a remuneration package. Other factors contribute to your total remuneration such as other benefits, bonuses, location, level of education etc and these factors can contribute to significant variation of total remuneration across individual positions.

# Technical/Development Positions

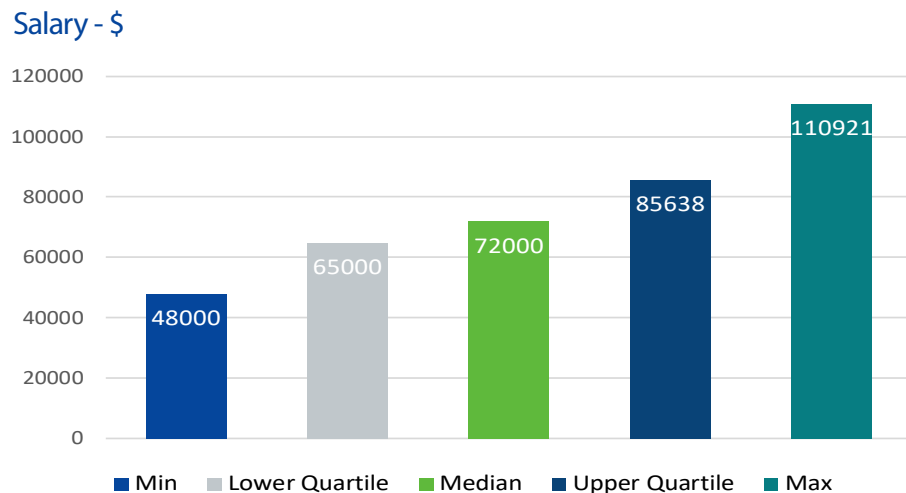
## Technical Manager



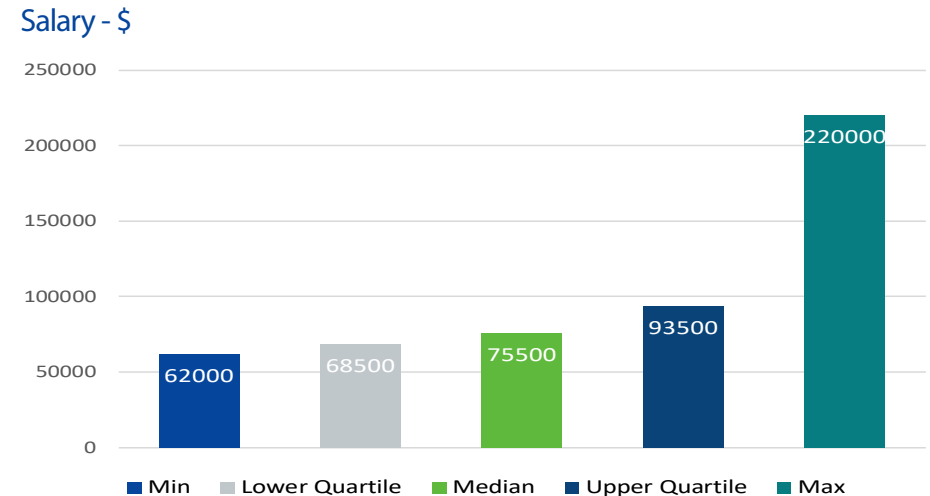
## Product Development/Innovation Manager



## Food/Product Development/R&D/Sensory Technologist

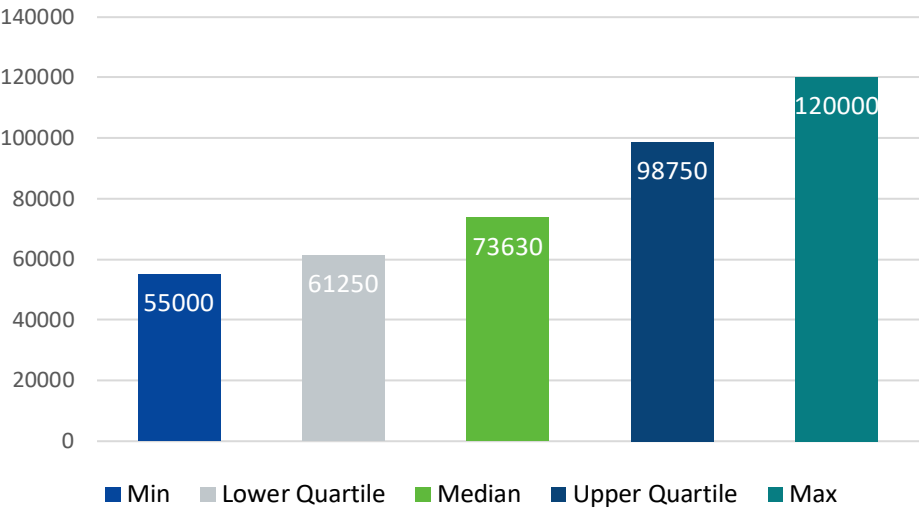


## Process Technologist/Engineer



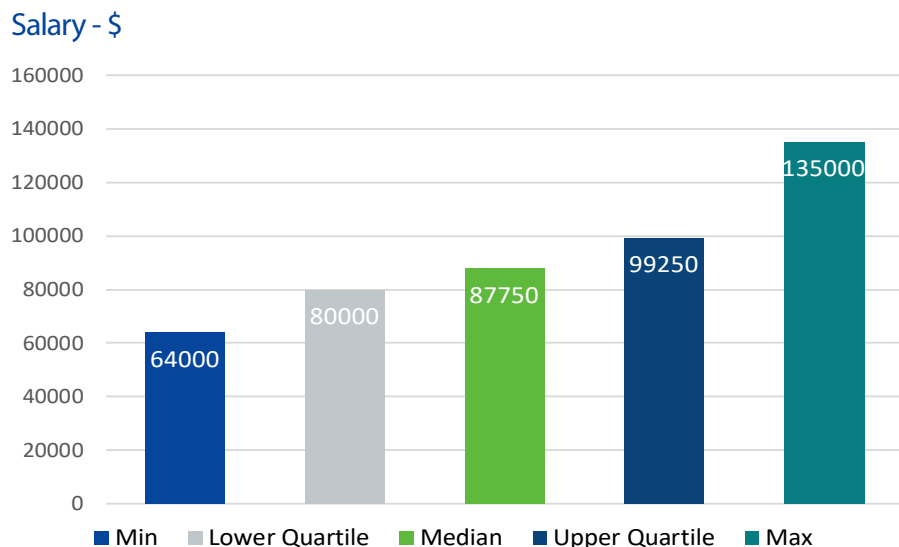
# Research Scientist

Salary - \$

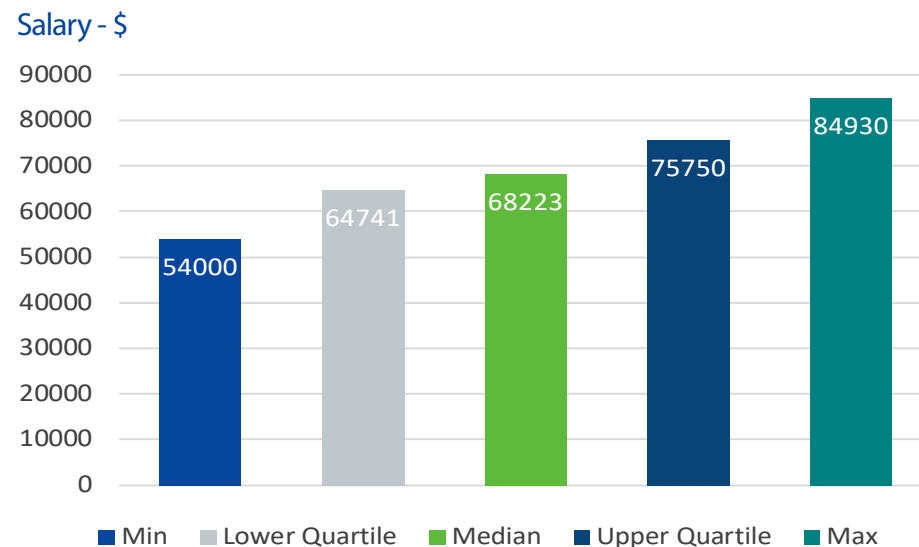


# Quality Positions

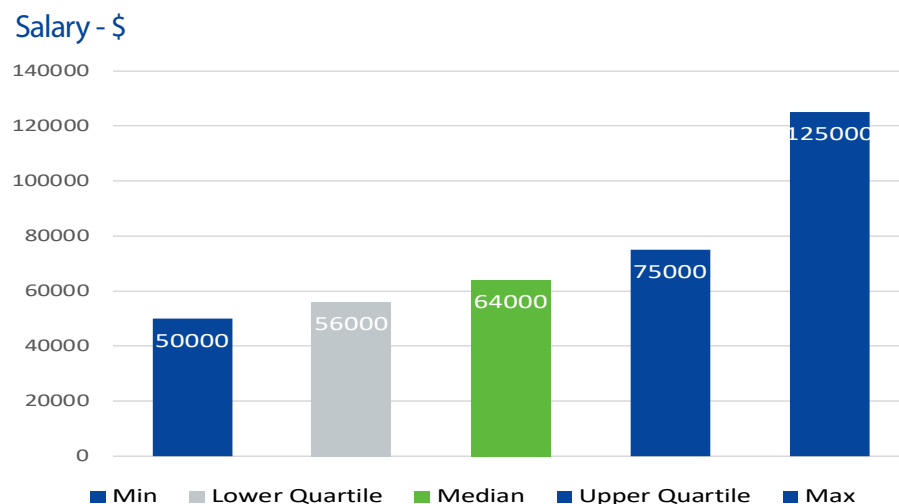
## Quality Manager



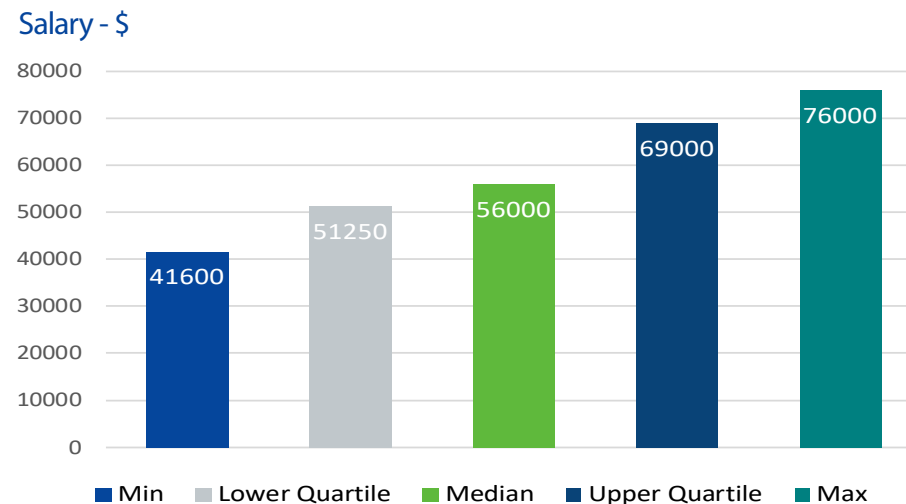
## Quality Assurance Supervisor/Coordinator/Team Leader



## Technical/Quality Assurance/Food Safety Officer



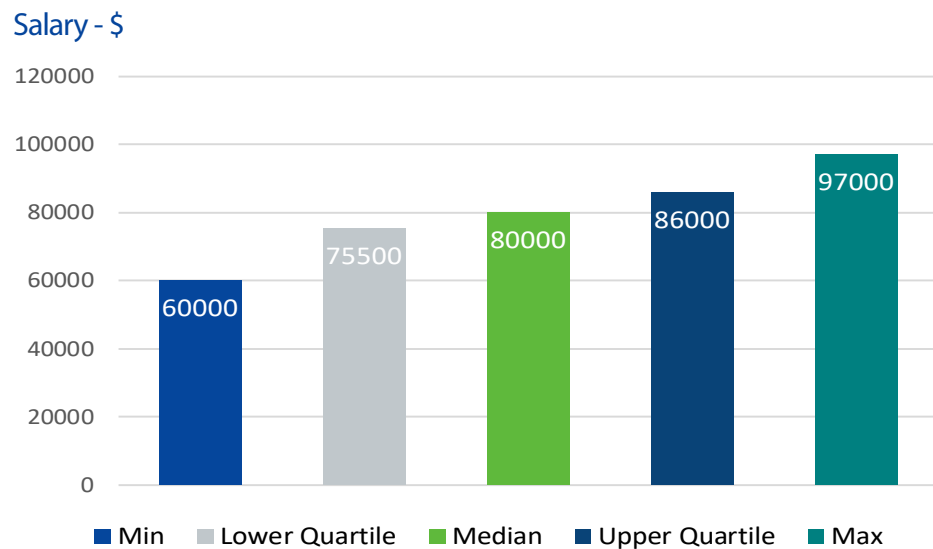
## Quality Control Officer/Technician



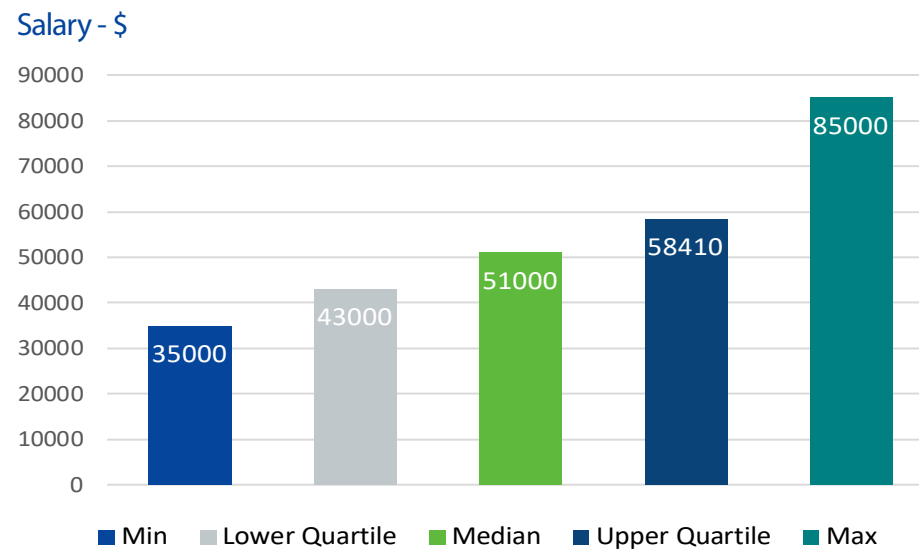


# Laboratory Positions

## Laboratory Manager

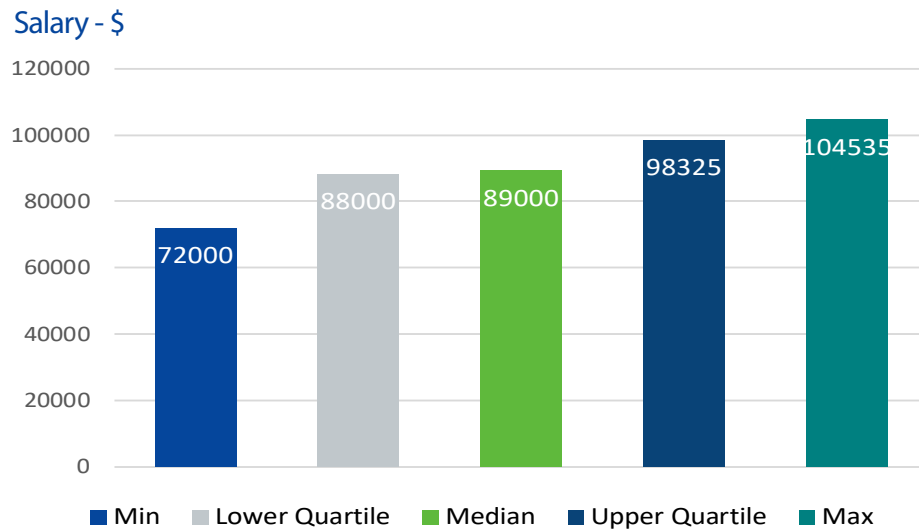


## Laboratory Technician/Analyst

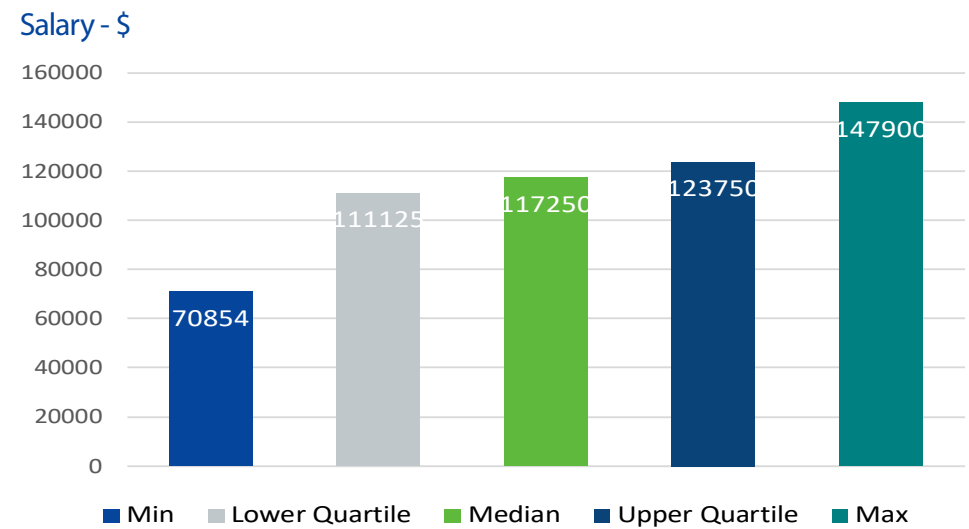


# Compliance/Health& Safety Positions

## Compliance/Food Safety Auditor ● <10 responses



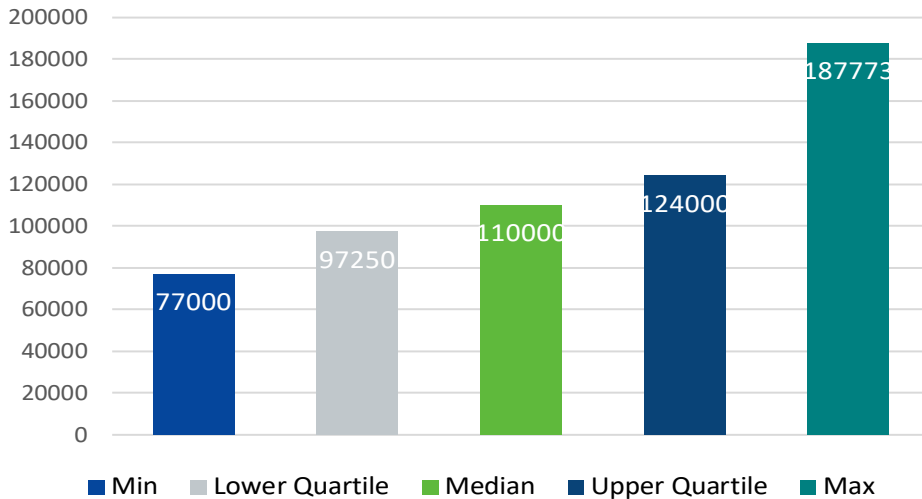
## Health & Safety Manager ● <10 responses



# Engineering Positions

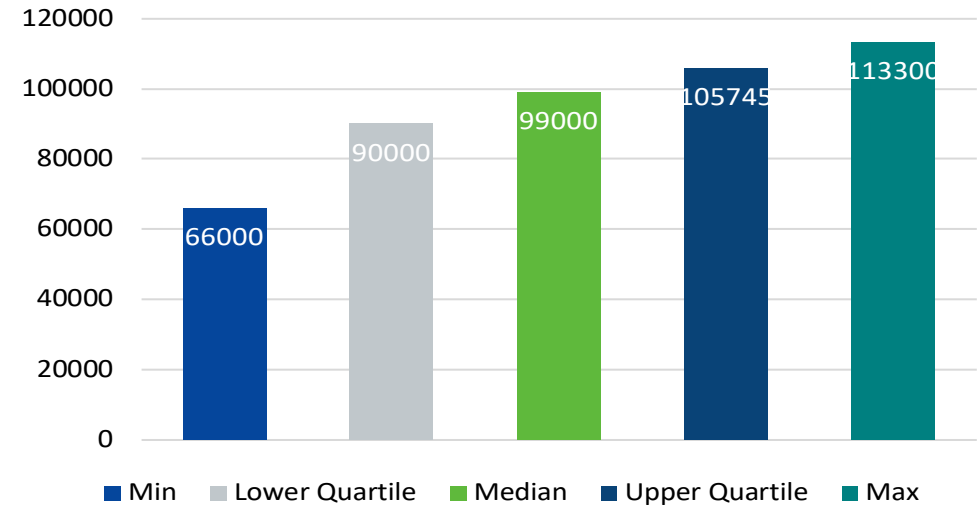
## Engineering Manager - Projects

Salary - \$



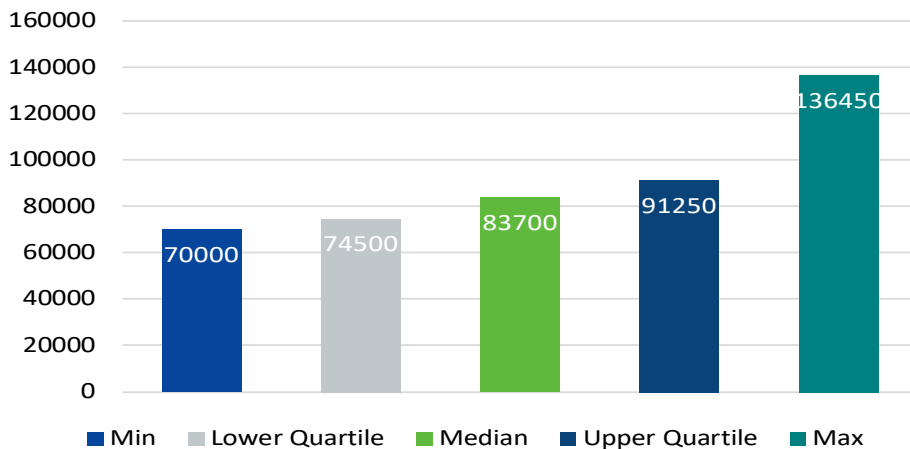
## Maintenance/Reliability Manager ● <10 responses

Salary - \$



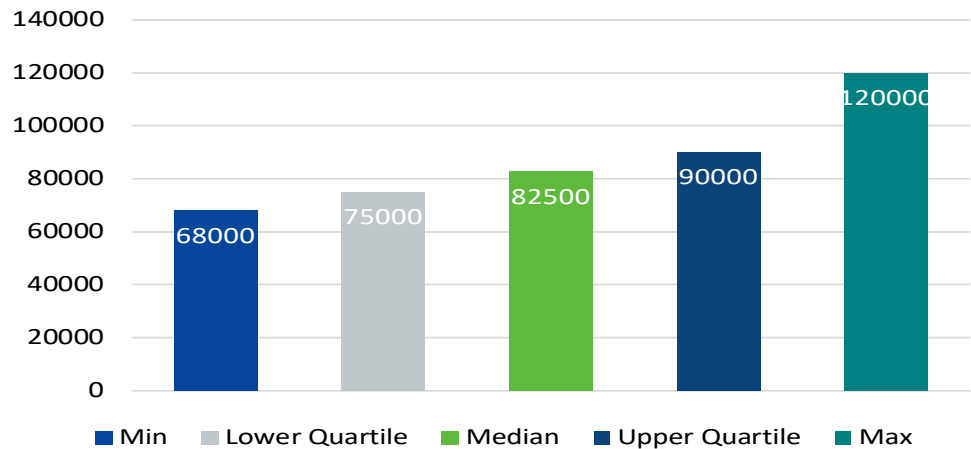
## Maintenance Engineer - Mechanical/Electrical

Salary - \$



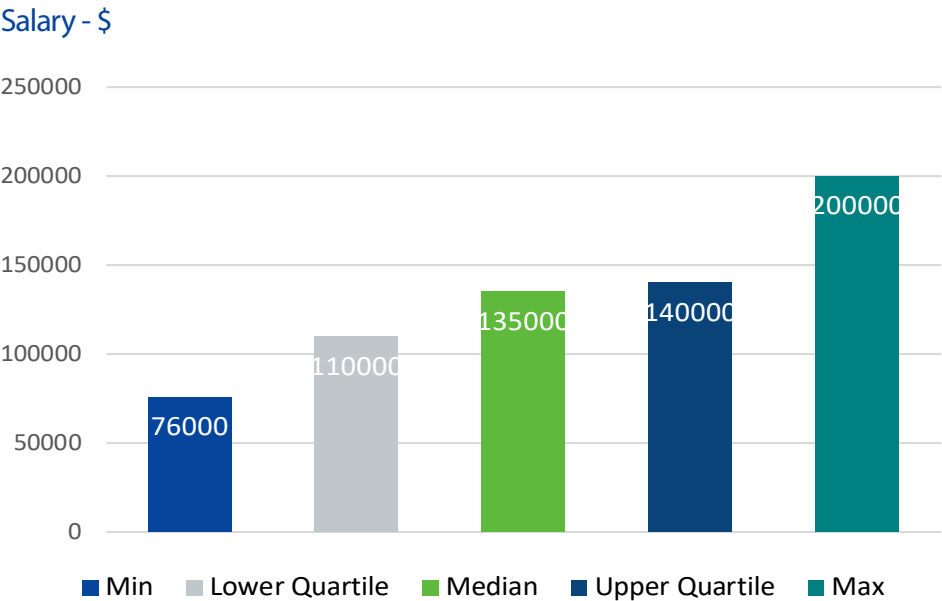
## Automation & Control Engineer ● <10 responses

Salary - \$



# Sales & Marketing - Ingredients

## Sales/Marketing/Business Development Manager - Ingredients





# About the authors

Lawson Williams Consulting Group is a Recruitment Solutions business.

We work with a wide range of New Zealand businesses and for over 25 years delivered **improved recruitment outcomes** and **reduced the total cost of recruitment**.

The business operates with 3 Recruitment brands...



Specialising in..  
Manufacturing and Operations  
Supply Chain and Procurement  
Technical, Quality and Health and Safety  
Engineering  
Lean and Continuous Improvement  
Sales and Marketing



Specialising in..  
Human Resources  
Accounting  
Customer Services  
Office Support  
Tech/Trade/Ops  
Sales and Marketing



Leadership recruitment for  
New Zealand organisations

We provide...

## End to end recruitment...

As recruitment specialists our role is to know who is right. It's about experience, capability, potential and fit. Today's recruitment specialist must know both the market and the people in it. With over 25 years recruiting in New Zealand, including the completion of thousands of successful assignments we have become an authority within our areas of recruitment specialisation.

## Recruitment Consulting...

Our Recruitment consulting team work with clients who are looking for a fit for purpose recruitment solution, not always requiring our end to end specialist recruitment services. We work with Managers, Human Resources and Internal Recruitment to develop, implement or supplement unique recruitment services.

## HR Services....

Our clients often have human resources management needs that require reliable access to senior level HR experience, but not on a full-time basis. Whether it's a one-off project or on-going support and advice throughout the year, HR Services can develop and provide the HR service or support to meet your requirements.