



# 2023 Q1 Offer Report Stiles Associates

Below, you'll find a sampling of mission-critical roles we filled in Q1 of 2023 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*

## Q1 Filled Searches

Job Title	Client	Location	Compensation
Operating Partner	Mid-market private equity firm	USA	\$375K + 50% bonus
COO	Quality assurance solutions	Midwest	\$325K + 40% bonus
COO	High-performance PPE provider	Northeast	\$300K + 50% bonus
VP, Quality	Interactive fitness training	Mtn. West	\$285K + 30% bonus
SVP, Operations	Wall décor and print-on-demand	Southeast	\$240K + 50% bonus
VP, Operations	Artisan personal care	Midwest	\$250K + 35% bonus
COO	Components manufacturer	Northeast	\$250K + 20% bonus
Director, Materials	Sustainable energy	Midwest	\$190K + 45% bonus + sign-on
Director, Business Ops.	Heating, A/C and plumbing	West Coast	\$220K + 20% bonus
Director, Operations	Building products distributor	Midwest	\$175K + 30% bonus + sign-on
VP, Product Development	Firearm manufacturer	Midwest	\$180K + 10% bonus + sign-on
Director, Engineering	Vehicle and part manufacturer	Southwest	\$180K + sign-on
VP, Supply Chain	Metal and components supplier	Southeast	\$180K + 20% bonus
Dir., Lean Transformation	Sustainable waste and energy	Southeast	\$170K + 20% bonus + sign-on
Director, Supply Chain	Boat interior manufacturer	Midwest	\$170K + 10% bonus + sign-on
Dir., Planning & Inventory Ctrl.	Auto designer and manufacturer	Southeast	\$140K + 25% bonus + sign-on

Have a hiring need?

**LET'S START A CONVERSATION**