



2023 Q3 Offer Report Stiles Associates

Below, you'll find a sampling of critical roles we filled in Q3 of 2023 on behalf of client organizations. Both hiring managers and candidates 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

Q3 Filled Searches

Job Title	Client	Location	Compensation
SVP, Operations	Personal care brand	Northeast	\$350K + 50% bonus
COO	Precision manufacturing	West Coast	\$280K + 75% bonus
CEO	Specialty label designer and printer	Midwest	\$325K + 50% bonus
Divisional President	Pet products provider	Midwest	\$275K + 24% bonus
Director, Procurement	Personal care brand	Northeast	\$230K + 25% bonus
Director, Materials	Sustainable energy	Midwest	\$190K + 45% bonus + \$10K sign-on
Director, Logistics	Personal care brand	Northeast	\$190K + 25% bonus + \$20K sign-on
Regional Lean Director	Sustainable energy	Northeast	\$195K + 20% bonus + \$10K sign-on
Director, Engineering	PPE provider	West Coast	\$210K + 15% bonus
General Manager	Healthcare apparel rental	Southwest	\$172K + 20% bonus
Director, Operations	Lighting manufacturer	Canada	\$170K + 20% bonus
Plant Manager	Plastic packaging	Southeast	\$170K + 20% bonus
CFO	Manufacturer in fertilizer space	Midwest	\$165K + 15% bonus
Plant Manager	Funeral products and services	Midwest	\$155K + 20% bonus

Have a hiring need?

LET'S START A CONVERSATION