

DIRECTOR OF ENGINEERING - 405: ENGINEERING AND MANUFACTURING

2021 National Executive Compensation Survey

Director level engineering job. The job typically requires a degree in engineering and 8+ years of experience, including management experience. Responsibilities include planning, analyzing and evaluating all or several phases of engineering programs, plans and procedures. Reviews recommendations for designs and methods as well as equipment purchases. Coordinates the creation, development, design and improvement of corporate products to conform with established program objectives. Provides engineering consultation as requested. Works with top management to meet organizational objectives for all engineering activities. Directs the appropriate staffing of the engineering department. Controls budgets for engineering activities.

			BASE PAY						VARIABLE PAY					CASH COMPENSATION					
Data Effective: February 1, 2021	# of Orgs	# of Execs	Mean	10th	25th	Median	75th	90th	Mean	25th	Median	75th	Tgt %	Mean	10th	25th	Median	75th	90th
Total Responses	249	296	\$146,216	\$105,000	\$125,000	\$144,117	\$165,660	\$190,600	\$31,518	\$11,441	\$20,458	\$35,944	20.7	\$187,876	\$110,000	\$130,000	\$154,900	\$178,247	\$212,756
MANUFACTURING BY SALES VOLUME (IN MILLIONS)																			
\$5.0 - 9.9	10	10	\$141,315	\$80,600	\$95,975	\$105,000	\$199,750	\$264,625	-	-	-	-	1.7	\$141,315	\$80,600	\$95,975	\$111,000	\$199,750	\$264,625
\$10.0 - 14.9	19	21	\$136,285	\$104,041	\$115,864	\$135,000	\$154,834	\$161,308	\$17,516	\$10,809	\$14,658	\$21,000	10.0	\$136,285	\$109,169	\$117,000	\$141,450	\$163,056	\$195,560
\$15.0 - 24.9	25	29	\$136,361	\$94,874	\$109,449	\$130,192	\$148,746	\$175,357	\$18,703	\$9,356	\$20,228	\$28,000	14.2	\$136,361	\$103,000	\$110,000	\$136,920	\$150,375	\$177,357
\$25.0 - 49.9	52	55	\$140,419	\$103,515	\$120,276	\$140,265	\$160,651	\$170,310	\$18,308	\$7,000	\$12,500	\$30,590	7.7	\$140,419	\$110,971	\$120,000	\$148,500	\$162,683	\$193,477
\$50.0 - 99.9	32	38	\$150,944	\$109,400	\$129,059	\$140,250	\$159,109	\$206,426	\$37,362	\$8,000	\$20,161	\$36,999	17.7	\$150,944	\$109,400	\$129,059	\$147,136	\$174,651	\$257,716
\$100.0 - 249.9	28	40	\$155,836	\$123,782	\$141,086	\$162,400	\$170,000	\$175,090	\$26,442	\$18,306	\$25,064	\$32,809	17.7	\$155,836	\$123,782	\$141,086	\$170,968	\$181,983	\$196,252
\$250.0 - 499.9	14	17	\$160,477	\$119,213	\$140,506	\$157,553	\$180,264	\$204,052	\$22,353	\$9,555	\$16,400	\$28,106	14.4	\$160,477	\$119,213	\$140,506	\$166,974	\$191,800	\$228,112
\$500.0+	9	15	\$171,027	-	\$140,993	\$164,076	\$185,367	-	\$34,172	\$17,040	\$27,811	\$42,572	14.4	\$171,027	-	\$140,993	\$187,792	\$206,122	-
NON-MANUFACTURING BY SALES VOLUME (IN MILLIONS)																			
\$10.0 - 14.9	6	6	\$125,681	-	\$113,549	\$127,500	\$138,515	-	-	-	-	-	-	\$125,681	-	\$113,549	\$127,500	\$138,515	-
\$15.0 - 24.9	7	7	\$113,057	-	\$80,000	\$106,100	\$145,475	-	-	-	-	-	-	\$113,057	-	\$80,000	\$106,100	\$163,200	-
\$25.0 - 49.9	14	18	\$137,926	\$111,300	\$122,920	\$135,946	\$158,112	\$179,350	\$41,044	\$17,192	\$26,610	\$93,018	20.6	\$137,926	\$111,300	\$122,920	\$157,385	\$180,625	\$227,780
\$50.0 - 99.9	9	11	\$162,724	-	\$130,000	\$148,000	\$180,250	-	-	-	-	-	-	\$162,724	-	\$130,000	\$148,000	\$194,651	-
\$100.0 - 249.9	5	5	\$155,863	-	\$140,400	\$158,101	\$170,207	-	-	-	-	-	-	\$155,863	-	\$140,400	\$158,101	\$210,736	-
\$250.0 - 499.9	5	6	\$143,301	-	\$126,577	\$147,020	\$165,469	-	-	-	-	-	-	\$143,301	-	\$126,577	\$159,520	\$284,087	-
\$500.0+	5	9	\$157,277	-	\$123,416	\$209,000	\$214,500	-	-	-	-	-	-	\$157,277	-	\$123,416	\$280,700	\$285,315	-
ALL BY SALES VOLUME (IN MILLIONS)																			
\$0 - 4.9	5	5	\$159,460	-	\$115,929	\$150,000	\$207,723	-	-	-	-	-	-	\$159,460	-	\$115,929	\$193,540	\$308,170	-
\$5.0 - 9.9	14	14	\$150,541	\$87,000	\$101,775	\$144,050	\$199,750	\$243,785	-	-	-	-	-	\$150,541	\$87,000	\$101,775	\$152,050	\$199,750	\$243,785
\$10.0 - 14.9	25	27	\$133,740	\$102,341	\$116,728	\$135,000	\$152,500	\$160,327	-	-	\$14,800	\$20,000	10.0	\$133,740	\$106,267	\$118,158	\$135,000	\$156,684	\$182,238
\$15.0 - 24.9	32	36	\$131,263	\$88,894	\$106,902	\$130,008	\$146,988	\$170,767	\$12,062	\$5,000	\$15,900	\$20,000	14.2	\$131,263	\$93,262	\$109,378	\$136,286	\$150,563	\$171,367
\$25.0 - 49.9	66	73	\$139,890	\$106,799	\$122,080	\$138,600	\$160,103	\$170,609	\$22,442	\$8,000	\$14,500	\$20,000	23.0	\$139,890	\$106,799	\$122,080	\$150,000	\$168,287	\$197,265
\$50.0 - 99.9	41	49	\$153,530	\$110,000	\$130,169	\$141,440	\$169,178	\$203,755	\$37,691	\$8,000	\$20,161	\$32,000	21.7	\$153,530	\$113,097	\$134,469	\$148,000	\$175,181	\$252,797
\$100.0 - 249.9	33	45	\$155,840	\$124,459	\$140,400	\$160,000	\$170,000	\$177,060	\$29,317	\$18,800	\$25,380	\$30,000	25.2	\$155,840	\$131,000	\$154,229	\$170,000	\$181,967	\$199,134
\$250.0 - 499.9	19	23	\$155,957	\$117,638	\$140,000	\$150,000	\$175,127	\$200,000	\$66,795	\$9,488	\$14,448	\$31,000	14.5	\$155,957	\$125,472	\$140,000	\$166,974	\$185,599	\$251,535
\$500.0+	14	24	\$166,116	\$119,642	\$136,947	\$168,102	\$211,250	-	\$9,067	\$20,165	\$27,000	\$72,000	19.6	\$166,116	\$123,416	\$151,064	\$198,049	\$273,456	\$285,315
EMPLOYMENT SIZE																			
1 - 24	5	5	\$172,466	-	\$118,506	\$204,000	\$210,660	-	-	-	-	-	11.7	\$172,466	-	\$118,506	\$204,000	\$210,660	-
25 - 49	21	22	\$137,768	\$94,912	\$105,000	\$122,682	\$170,494	\$195,600	-	-	\$13,090	\$61,360	30.1	\$137,768	\$98,000	\$115,416	\$144,403	\$198,500	\$232,460
50 - 74	30	33	\$141,042	\$107,561	\$123,676	\$136,284	\$157,497	\$174,074	\$12,000	\$3,596	\$14,981	\$34,056	24.9	\$141,042	\$108,881	\$123,676	\$146,800	\$169,502	\$183,100
75 - 99	26	30	\$138,039	\$100,810	\$123,097	\$140,400	\$169,030	\$187,000	\$12,000	\$8,764	\$12,520	\$14,500	7.8	\$138,039	\$100,810	\$123,354	\$141,495	\$156,684	\$176,860
100 - 199	60	66	\$141,715	\$108,200	\$128,402	\$139,378	\$148,000	\$175,453	\$17,450	\$8,000	\$13,562	\$31,225	13.1	\$141,715	\$109,100	\$130,000	\$143,606	\$165,387	\$194,184
200 - 499	67	80	\$149,623	\$105,079	\$121,827	\$145,172	\$164,850	\$186,840	\$46,184	\$8,000	\$21,377	\$42,921	19.0	\$149,623	\$108,871	\$127,500	\$155,747	\$184,494	\$250,316
500 - 999	26	37	\$163,593	\$131,148	\$142,526	\$165,000	\$200,195	\$241,148	\$41,902	\$11,441	\$31,841	\$73,134	22.5	\$163,593	\$138,422	\$164,929	\$175,000	\$259,020	\$285,206
1000+	13	22	\$145,685	\$106,692	\$140,745	\$164,058	\$170,000	\$198,000	\$29,023	\$9,622	\$27,811	\$43,615	16.4	\$145,685	\$108,115	\$140,776	\$170,000	\$189,936	\$221,869
MAJOR NAICS INDUSTRY CATEGORY																			
Utilities	13	18	\$153,653	\$124,674	\$135,235	\$169,000	\$212,000	\$212,000	-	-	-	-	26.3	\$153,653	\$124,674	\$135,235	\$161,784	\$281,059	\$286,103
Construction	7	9	\$144,825	-	\$123,450	\$136,284	\$170,000	\$195,000	-	-	-	-	47.3	\$144,825	-	\$123,450	\$159,500	\$213,500	-
Non-Durable Goods Manufacturing	30	34	\$151,314	\$113,489	\$132,800	\$151,492	\$182,702	\$203,039	\$14,576	\$24,454	\$36,375	\$36,375	21.0	\$151,314	\$122,724	\$139,383	\$163,599	\$185,063	\$232,013
Durable Goods Manufacturing	162	194	\$146,413	\$104,833	\$124,000	\$143,298	\$181,010	\$203,269	\$9,622	\$17,479	\$33,758	\$33,758	19.5	\$146,413	\$109,306	\$130,144	\$151,858	\$175,921	\$201,807
Wholesale Trade	9	10	\$149,716	-	\$131,000	\$146,738	\$165,000	\$185,000	-	-	-	-	20.0	\$149,716	-	\$131,000	\$151,685	\$186,008	-
Professional, Scientific & Technical Svcs	10	12	\$149,166	\$93,128	\$113,000	\$140,980	\$176,800	\$204,700	\$38,347	\$13,325	\$34,187	\$60,000	19.7	\$149,166	\$97,418	\$139,859	\$169,566	\$188,750	\$271,531
Public Administration	5	5	\$111,857	-	\$90,000	\$105,000	\$129,130	-	-	-	-	-	3.0	\$111,857	-	\$97,878	\$107,303	\$129,131	-