



## June 2020: NATIONAL SALARY SURVEY: AGRIJOBS

### **AGRONOMIST – SALES:**

The following salary indicators are based on the successful candidate having a degree or formal qualifications in Agricultural Science / Horticultural Science / equivalent + industry experience.

#### **GRADUATES**

A Graduates salary range is \$55K – \$65K Base + Super (the location and size of business they are employed by are determining factors for the salary). Graduates are also provided with training, mentoring and in-services or professional development opportunities to assist them with their transition into commercial employment. Other benefits may include a vehicle, phone and computer / tablet. It takes graduates approximately 2 x full seasons and 2 x production cycles to become familiar with the performance of products in the field as well as pests and diseases encountered under different environmental conditions.

#### **AGRONOMIST – SALES: 1-2 YEARS' EXPERIENCE**

Salary range of \$55K - \$70K Base + Super. Other benefits may include a vehicle, phone, KPI based performance incentives, professional development, in-services and a computer / tablet. A lot will depend on the value of merchandise that is being sold. You will find outliers in these salary ranges and benefits packages - is, i.e. a bit more or a bit less. We have noticed (on an ad hoc basis) that more remote candidates and those with larger sales targets generally get paid more.

#### **AGRONOMIST – SALES: 3-4 YEARS' EXPERIENCE**

Salary range of \$70K – \$85K Base + Super. Other benefits may include a vehicle, phone, KPI based performance incentives, professional development, in-services and a computer / tablet.

#### **AGRONOMIST – SALES: 5-10 YEARS' EXPERIENCE**

At this stage of an Agronomists career, salaries tend to stop their meteoric rise and stabilise at around \$80K - \$105K Base + Super. Other benefits may include a vehicle, phone, KPI based performance incentives, professional development, in-services and a computer / tablet. However, this is the time when a lot of Agronomists start to be mentored towards a management level role. This can be via tailored mentoring, escalation into graduated management level duties and goal-mapping.

#### **AGRONOMIST – SALES: 10 YEARS' + EXPERIENCE**

For these candidates, salaries do not increase as steeply as with previous brackets. The range on offer is between \$85K – \$130K Base + Super. Other benefits may include a vehicle, phone, KPI based performance incentives, professional development, in-services and a computer / tablet.

Many of these candidates tend to want to move out of Sales Agronomy and start consulting / contracting privately or operate on a fee for service arrangement with the company that they are working for. They may also work in some form of management position within the company. There is also a large tendency for this level of candidate to want to balance work and lifestyle and they seek flexibility in their work options.

**MANAGEMENT ROLES: AGRONOMIST – SALES:**

Wondering what your career options are in the long-term if you are a Sales Agronomist? The following are some roles that we have recently recruited for and filled successfully.

**STATE / REGIONAL SALES AGRONOMY MANAGER / BUSINESS DEVELOPMENT MANAGERS:**

Traditionally get anywhere from \$90K - \$130k Base + Super depending on the client.

**TECHNICAL AGRONOMY MANAGERS:**

\$85K - \$120K Base + Super. After gaining considerable experience in the field with agronomy and related inputs a sales agronomist may move into a technical agronomy role. These roles may focus on commercial trials / demonstrations of current technologies / new industry products. The role may also focus on training and development of junior staff within a large company or corporate organisation.

**NATIONAL MANAGERS:**

\$110K Base + Super - \$155K Base + Super depending on the size of the company and also the sizes of the teams that they manage.

**GENERAL MANAGERS:**

\$130K - \$185k Base + Super. This is a broad range and key factors that influence salary are role responsibility, the size of the business, location, number of staff and travel etc. There is usually also a performance bonus attached to meeting KPI's.

**TERMS OF THE SALARY SURVEY:**

- This salary survey has been compiled based on placements made by Agrijobs Australia with our clients over the last eighteen months.
- This has been conducted on a national basis and is based solely on the Agronomy Sector.
- The above band-widths are based on the candidates having a relevant tertiary qualification.
- This is a snap shot of salary band widths across a wide range of Agronomy industries including broadacre, horticulture & irrigated agriculture.