

Mercer Agriculture Survey and Forum



The Agriculture Compensation Survey provides organizations from the agricultural sector with current and comprehensive remuneration data on strategic industry specific positions.



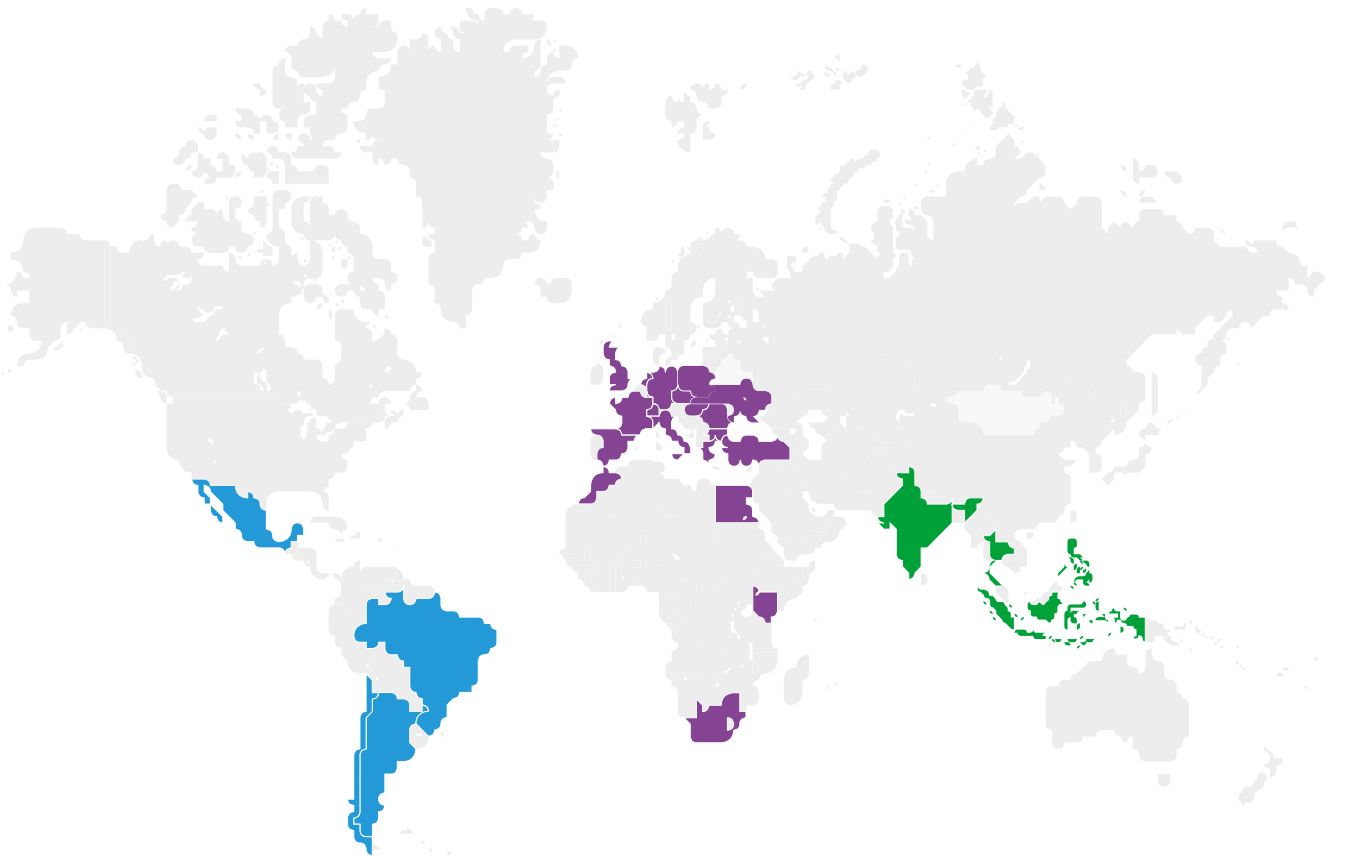
This survey covers a broad selection of benchmark positions ranging from industry-specific job families such as: Field Production Science, Product Regulatory Affairs, Agriculture Field Sales, Digital Farming, Science R&D and Field and Lab Research Science, to cross-industry supply chain roles or Head of functions and sub-functions.

Our deep industry databases contain a broad range of agricultural organizations from sectors such as: Agrochemical, Seeds Production and Processing as well as Soft Commodities Trading.

List of agro core roles surveyed

- Product Regulatory Affairs (Life Sciences and Agriculture)
- Technical/Scientific Consulting (Life Sciences and Agriculture)
- General Field Sales: Agricultural/Chemical and Seeds (Agriculture)
- General Field Sales: Agricultural/Chemical (Agriculture)
- General Field Sales: Specialty Agricultural/Chemical (Agriculture)
- Channel Sales: Seeds (Agriculture)
- Field Research Station Management (Agriculture)
- Field Product Development Operations (Agriculture)
- Discovery Biology (Agriculture)
- Lab Research Science (Agriculture)
- Field Research Science (Agriculture)
- Field Production Science: Agronomy (Agriculture)
- Science R&D Analytics: Bioinformatics (Agriculture)
- Research Technical Professional: Lab/Field (Agriculture)
- Field Research Technical Support (Agriculture)
- Plant Multiplication and Seeds Production (Agriculture)
- Soft Commodities (Agriculture) Trading
- Soft Commodities (Agriculture) Trade Execution
- Soft Commodities Origination (Agriculture)
- Other Trading and Dealing Operations

Available worldwide



| LATAM | EMEA | APAC |
|---|---|--|
| <ul style="list-style-type: none">• Argentina• Brazil• Chile• Mexico | <ul style="list-style-type: none">• Bulgaria• Czech Republic*• Egypt• France• Germany• Greece• Hungary• Italy• Kenya• Morocco• Netherlands• Poland• Romania• Slovakia*• South Africa• Spain• Switzerland*• Turkey• UK• Ukraine | <ul style="list-style-type: none">• India• Indonesia• Philippines• Thailand |

* Czech Republic, Slovakia and Switzerland would be published every other year (2022, 2024)

Offers information on all elements of total remuneration



Annual base salary

Monthly base salary times the number of months guaranteed



Total guaranteed cash compensation

Base salary plus guaranteed allowances



Annual total cash compensation

Total guaranteed cash compensation plus short-term incentive, sales incentive, profit sharing or other incentive awards



Total direct compensation

Total cash compensation plus long-term incentive awards, valued using Black-Scholes methodology for appreciation-based awards



Annual total remuneration

Total direct compensation plus benefits and perquisites

What do you receive?

Online access

Data delivered online through Mercer WIN®, accessible anywhere, at any time. Fully customize searches and statistics according to your individual needs, and receive instant comparisons of your organization's data against the market.

Actual market data

Detailed market analysis of individual positions within job families, helping you determine which positions and families are paid a premium in the market and which are paid below overall market levels.

Survey overview

A general review of typical salary practices and compensation mix, employment trends, and other economic indicators related to human resource management decisions.

Market regression

Regression statistics and graphs by Mercer position class (IPE job level) and functional area (e.g. R&D, sales and marketing) for each of the major components of total Compensation.

Benefits and prevalence summary

Information on short-term and long-term incentive provision and benefits practices, including company cars, pensions, and medical benefits.

Custom analysis

Custom statistics tailored to your needs, based on: peer groups, revenue size, total employees, location (cities/provinces), and more, using Mercer WIN®.

Online data submission

[Mercer Data Connector](#) moves the entire data submission process online, which means it's faster, easier and more enjoyable for clients to participate in our surveys. It is the first component of the Data-as-a-Service portal that revolutionizes online data acquisition.

Comprehensive job catalog

[Mercer Job Library](#) is a globally consistent catalog for Mercer's compensation and benefits surveys, providing one catalog and job analysis approach for virtually every existing job. With the aggregated roll-ups, relationships between jobs becomes clearer – with data that best reflects your jobs and labor markets. From deeply specialized industry roles to combinations of related jobs within the broader talent pool.

Agriculture HR Forum

Purpose and mission

The **Agriculture (AG) HR Forum** is a Mercer-facilitated network established for companies operating within or in close proximity to the agricultural industry. The purpose of the Forum is to facilitate peer interaction and the exchange of ideas and information on topics of mutual interest. The Forum focuses on practices and developments in human resources, with emphasis on compensation and benefits.

The forum brings together Global/Regional Human Resources and/or Reward Senior Leaders from large multinationals, for in person and virtual peer to peer learning and sharing sessions.



Annual
membership fee:

€5,000

Frequency and location of meetings

The Forum will meet twice per year to enable member networking and exchange of ideas and discussions on issues of interest to the community. Meetings are typically held in Spring and Fall.

Participants/AG HR Forum members:

- Adama
- Archer Daniel Midland
- BASF and Nunhems
- Bayer
- Bunge
- Corteva
- Enza Zaden
- ICL
- KWS
- Limagrain
- Nufarm
- Syngenta
- UPL and Advanta Seeds
- Yara



For details about the Forum please contact:

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Powerful and flexible data analysis online with Mercer WIN®

The Mercer Workforce Intelligence Network® (Mercer WIN®) provides a single point of access to our unparalleled survey data and analytics. Mercer WIN helps you easily break down complex data into usable information on compensation and other HR issues.

Features include custom views, cross-market data, unlimited peer groups, market refinements, My Data comparison against the market*, job combination, reporting in Excel and much more. All available at no additional cost!

* For participants only.



Quickly access information, with clear, simple navigation functions.



Simultaneously compare data across industries, regions and countries.



Produce multi-market refinements in one view.

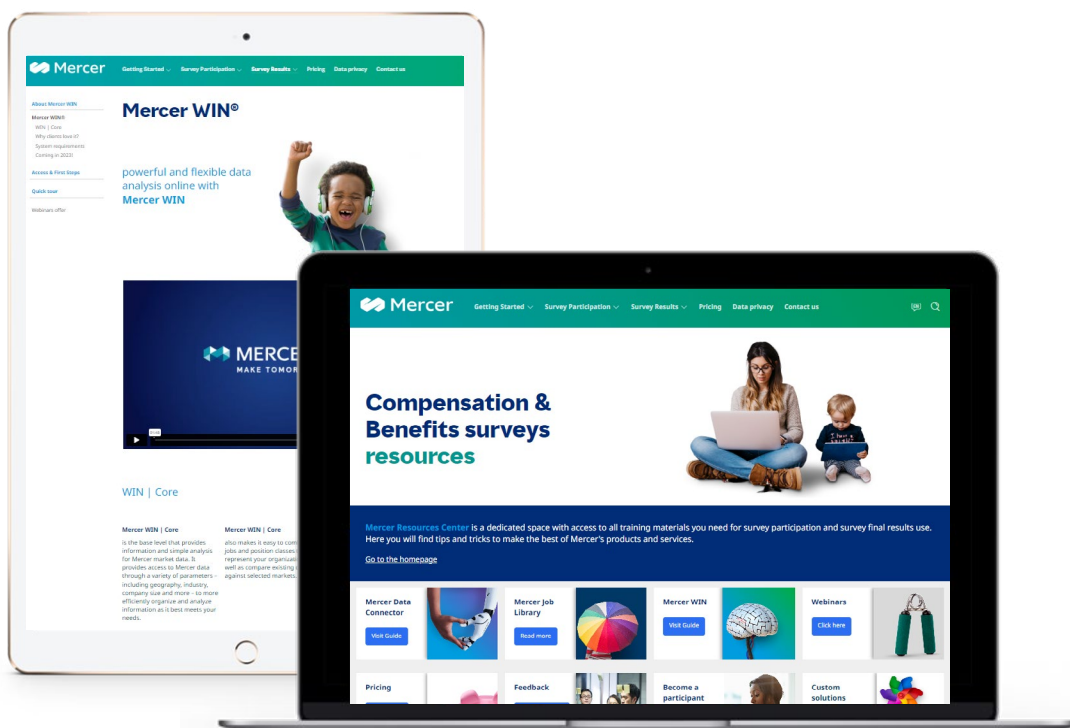


Analyze and compare by job, family, career level and position.



Generate custom charts, graphs and reports at the click of a button.

Mercer WIN® screenshots



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For further information, please contact your local Mercer office or visit Agriculture [website](#).