

Survey Name:	2021 United States MBD/TRS - Manufacturing and Operations	Refinement:	All Data
Job Family:	Engineering & Science	Scale:	In Whole Numbers
Job Sub-family:	Technical Product Development/Research Operations	Currency:	US Dollar
Job Code:	ENS.02.001.M40	Number of Organizations:	177
Job Title:	Manufacturing Technical Product Development - Senior Manager (M4)	Number of Observations:	989
Job Type:	Job	Position Class:	53-61
Job Description:	Manufacturing Technical Product Development work focuses on improving or developing new products, components, equipment, systems, or processes including: <ul style="list-style-type: none"> •Ensuring that research and design methodologies meet established scientific and engineering standards •Assisting with formulating business plans and budgets for product development •Analyzing quality/safety test results to ensure compliance with internal and external standards •Monitoring product development outcomes to ensure technical, functional, cost, and timing targets are met In some organizations, may be responsible for managing product regulatory approval process. A Senior Manager (M4) typically manages a department or small unit that includes multiple teams led by Managers and/or Team Leaders. Responsibilities typically include: <ul style="list-style-type: none"> • Ownership of short to mid-term (1-3 years) execution of functional strategy and the operational direction of the Department. • Problems faced are often complex and require extensive investigation and analysis. • Requires ability to influence others to accept practices and approaches, and ability to communicate and influence executive leadership. 		

* More than 25% of the rates within the sample are supplied by one organization

** Note only the Mean and Median will be displayed if more than 50% of the incumbents are supplied by one organization

Compensation Element	No. of Orgs	No. of Obs	*/**	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	177	989		140,595	153,134	172,848	168,260	187,791	210,929
Salary Min	96	679		115,000	124,500	129,944	129,220	135,100	142,500
Salary Mid	96	676		155,088	166,000	174,256	173,100	184,600	189,600
Salary Max	96	679		186,108	207,000	218,371	214,000	234,800	244,900
STI Threshold % Base	27	157	*	2.0	6.0	7.7	7.5	10.0	14.7
STI Target	130	724		22,462	28,381	36,244	32,654	40,000	54,324
STI Target % of Base	130	724		15.0	17.0	20.4	20.0	21.0	25.0
STI Maximum % Base	83	425		25.6	30.0	40.3	40.0	44.5	60.0
STI Actual	128	696		13,000	19,513	41,512	37,588	55,717	73,750
STI Actual % Base	128	696		8.8	11.7	23.9	22.1	33.1	39.1
Sales Incentive (Target)	0	0		--	--	--	--	--	--
Sales Incentive Target % Base	0	0		--	--	--	--	--	--
Sales Incentive Actual	2	2	**	--	--	--	--	--	--
Sales Incentive Actual % Base	2	2	**	--	--	--	--	--	--
Profit Sharing Actual	7	58	**	--	--	3,276	1,011	--	--
Profit Sharing Actual % Base	7	58	**	--	--	1.8	0.6	--	--
Total Cash - Target	140	736		168,584	183,736	209,899	201,678	228,224	264,009
Total Cash Target - Receivers	130	724		169,502	184,283	210,455	202,085	228,940	264,015
Total Cash - Actual	177	989		148,800	170,000	202,400	200,110	226,024	255,892
Total Cash Actual - Receivers	130	702		160,290	185,625	214,204	210,985	236,509	264,312
LTI (B-S)	58	337		8,811	18,309	28,803	23,049	36,727	50,005
LTI % of Base (B-S)	58	337		4.7	9.4	15.7	13.8	18.7	27.0
TDC Target (B-S)	140	736		169,556	184,533	221,778	212,314	248,162	287,900
TDC Target (B-S), Rcvrs	50	293		212,133	222,740	257,588	248,933	284,400	314,666
TDC Actual (B-S)	177	989		149,663	172,357	212,214	206,000	242,965	274,848
TDC Actual (B-S) Rcvrs	58	337		202,075	222,980	251,710	243,932	270,842	311,981
Tenure - Organization	152	823		3	7	16	15	23	30