

# Employment Trends & Salary Survey 2017-18

in partnership with





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# SciPro

life sciences professionals.

Special thanks to Pharmiweb for their partnership on this project.



## Disclaimer

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## Introduction to SciPro

### Who we are

SciPro is a people business. We specialise in sourcing, advising and introducing highly skilled life sciences candidates to our client partners across the globe, helping them to achieve their business goals. The art of recruitment isn't solely about filling jobs, it's about matching people with people and creating harmonious and successful working environments.

As a leading staffing specialist with offices across Europe and North America our biggest asset is representing candidates of all levels across Research & Development, Operational Excellence & Performance, Manufacturing Quality, Compliance, Regulation, Data Management, Cost Optimisation and Innovation. We pride ourselves on being able to deliver to almost every requirement in your business, in any location you need it.

### What we do

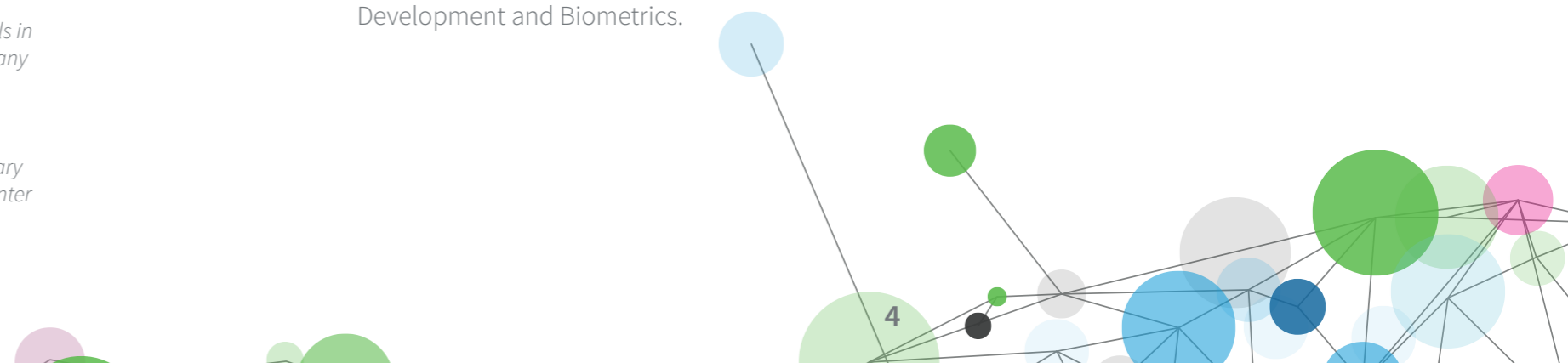
For candidates looking for their next role, it's so important to gain an understanding and insight into a potential new company.

Because we partner so closely with the businesses we work with we are able to really match candidates with opportunities and they can trust our consultation on company culture, reporting structure, growth plans and everything that could effect their working life. We believe in so much more than just matching skills to jobs.

### How can we help you?

Our service is about getting under the skin of requirements, advising on current and future staffing needs, adopting the company values and representing the employer brand. We are committed to understanding your candidate motivations, experience, character and career goals to truly match them with the right opportunity.

Our consultants are technically aligned specialists focusing on a single area within Quality, Regulatory Affairs, Clinical Operations & Development, Data Management, Project Management, Medical Affairs, Pharmacovigilance, Market Access & HEOR, Research & Development and Biometrics.



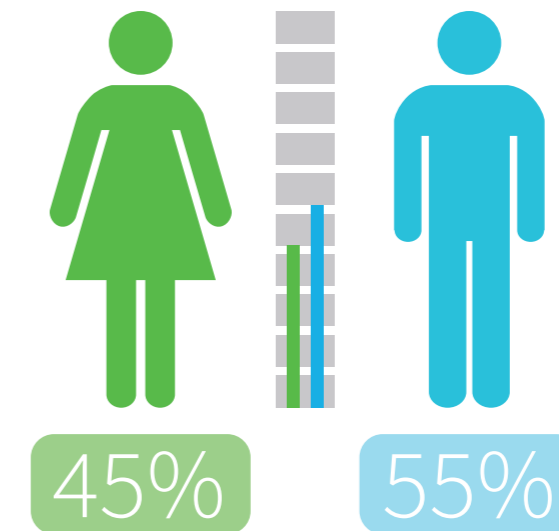


**Section 1**  
Demographics

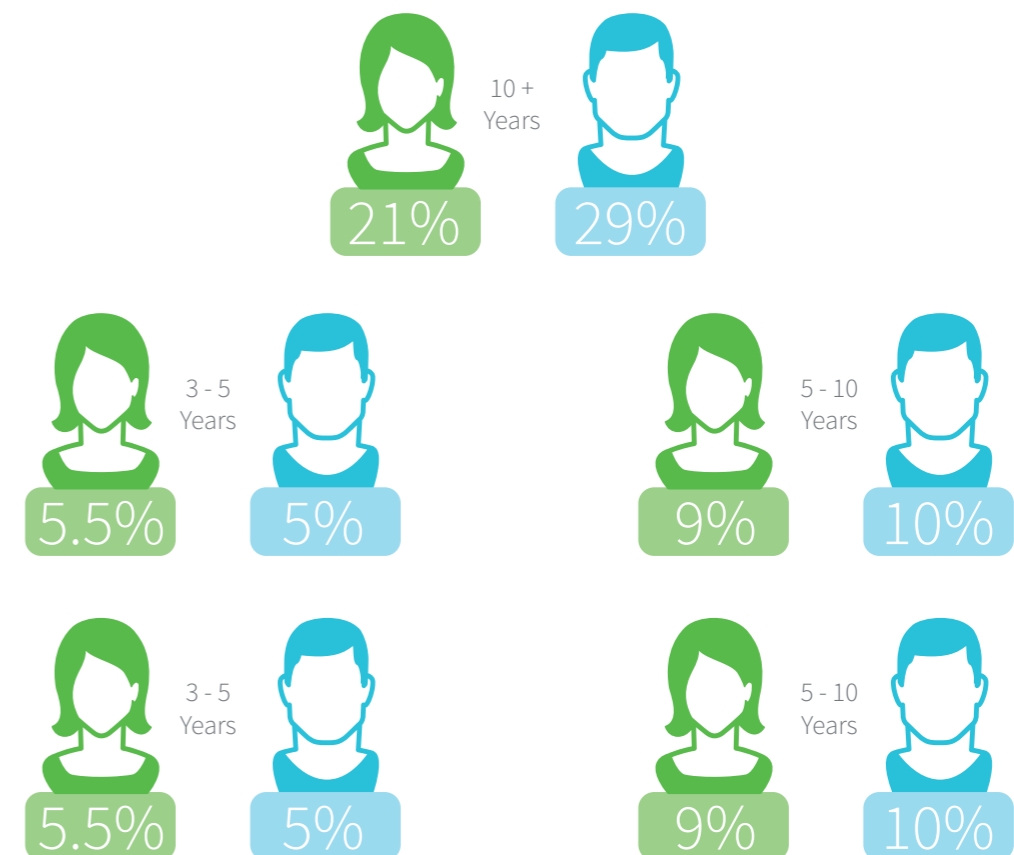
# Demographics

- Survey responses obtained from 65 different countries worldwide, covering 147 sectors.
- Majority of respondents have been at their current company for 1-2 years (24%), followed by 3-4 years (18%).
- The most represented age group among respondents was 45+ (38%).
- A significant portion of respondents currently work for companies with more than 5,000 employees (29%).
- Only 28% of respondents were a member of an affiliated body.
- 44% of overall respondents obtained a Masters Degree as their highest level of qualification.

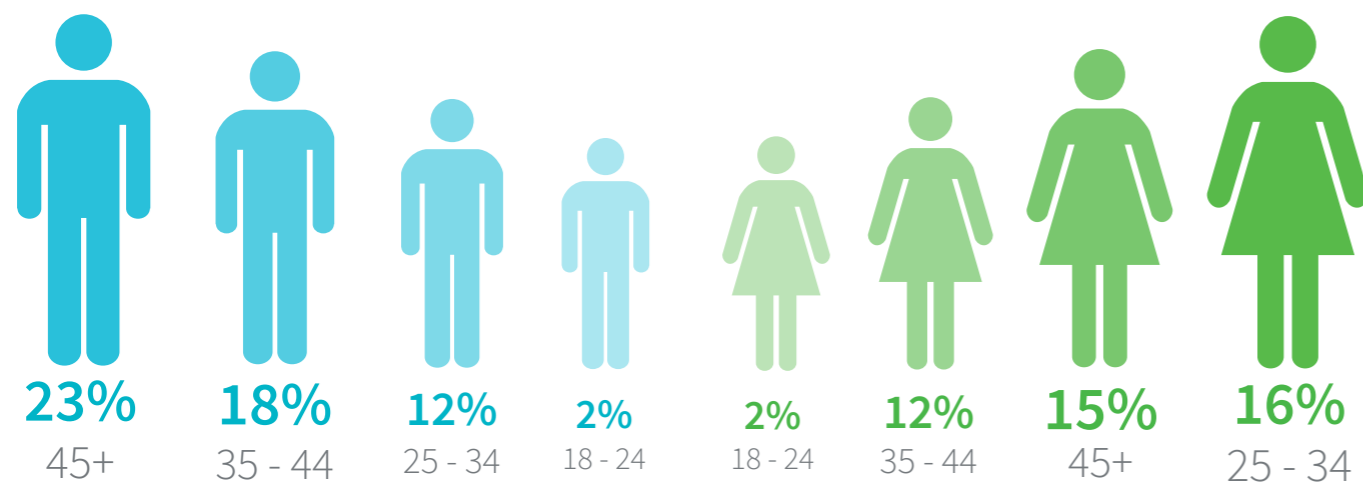
## Gender split



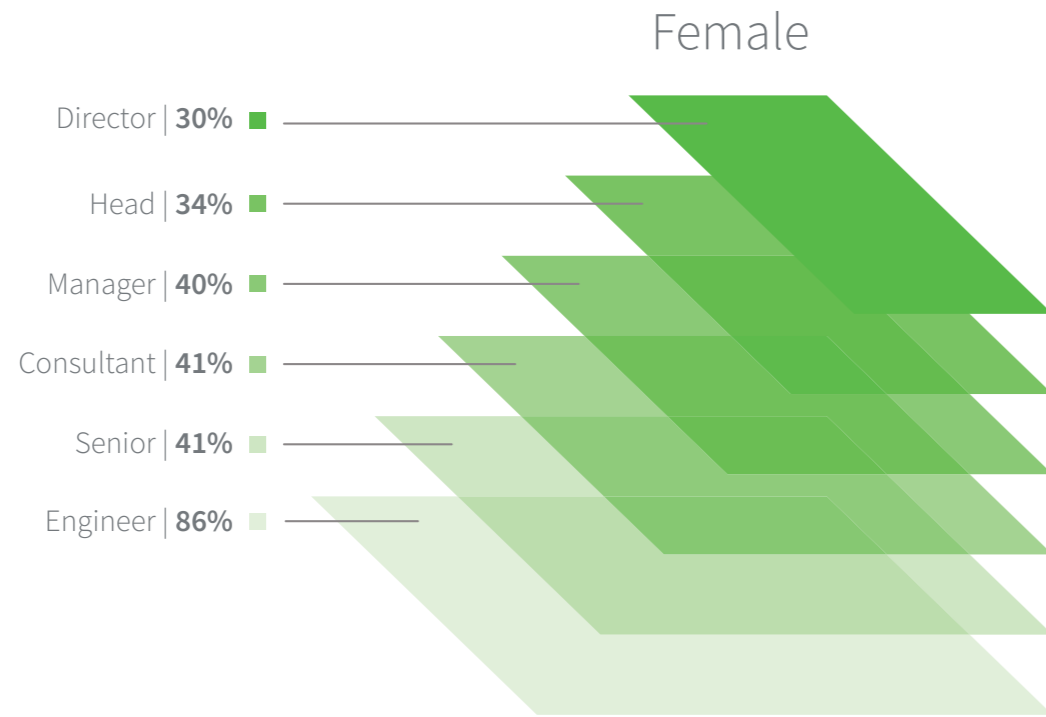
## What is your employment level?



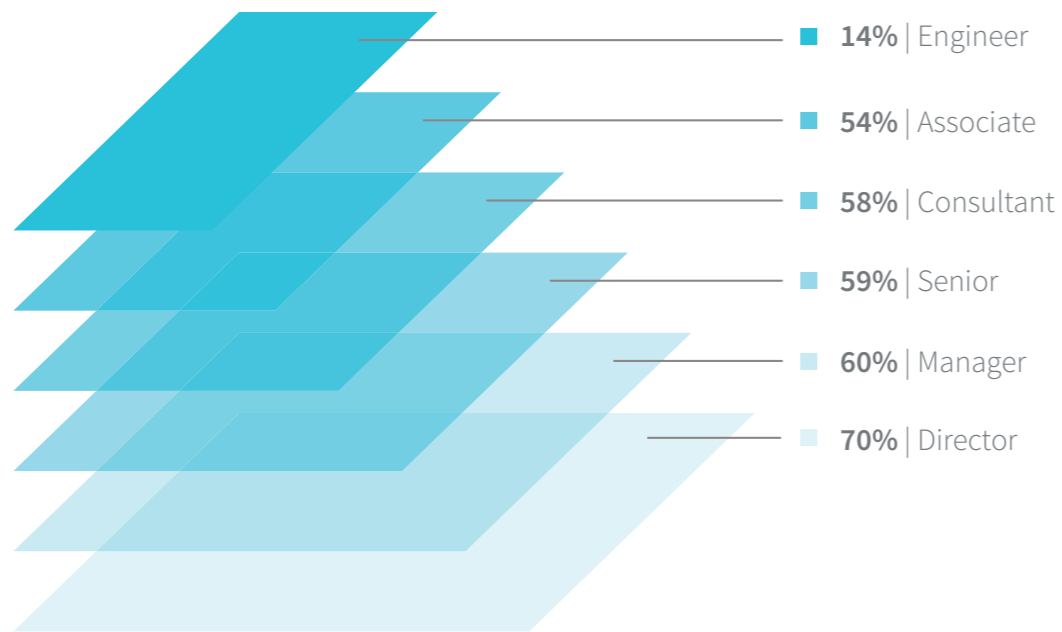
## Age of respondents



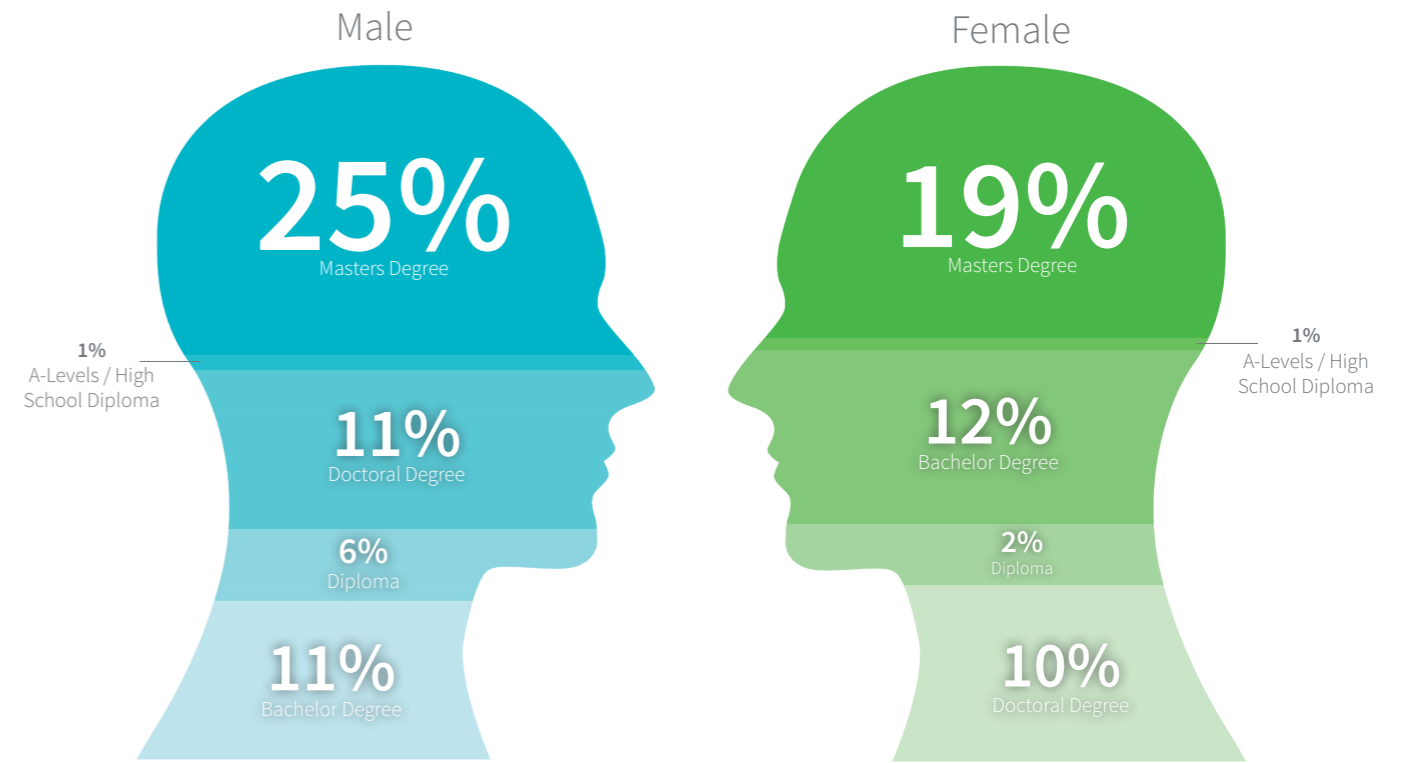
Job Titles



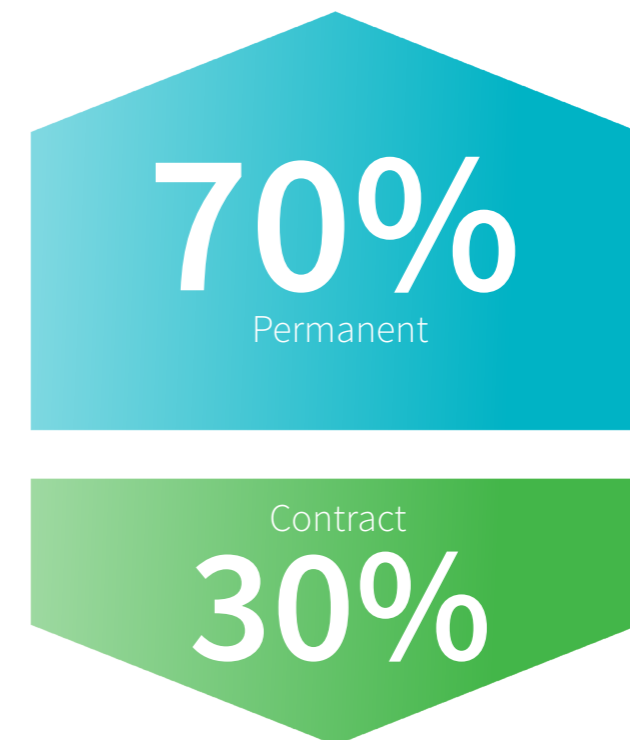
Male



Highest level of qualification completed



Respondents employment type





## Section 2

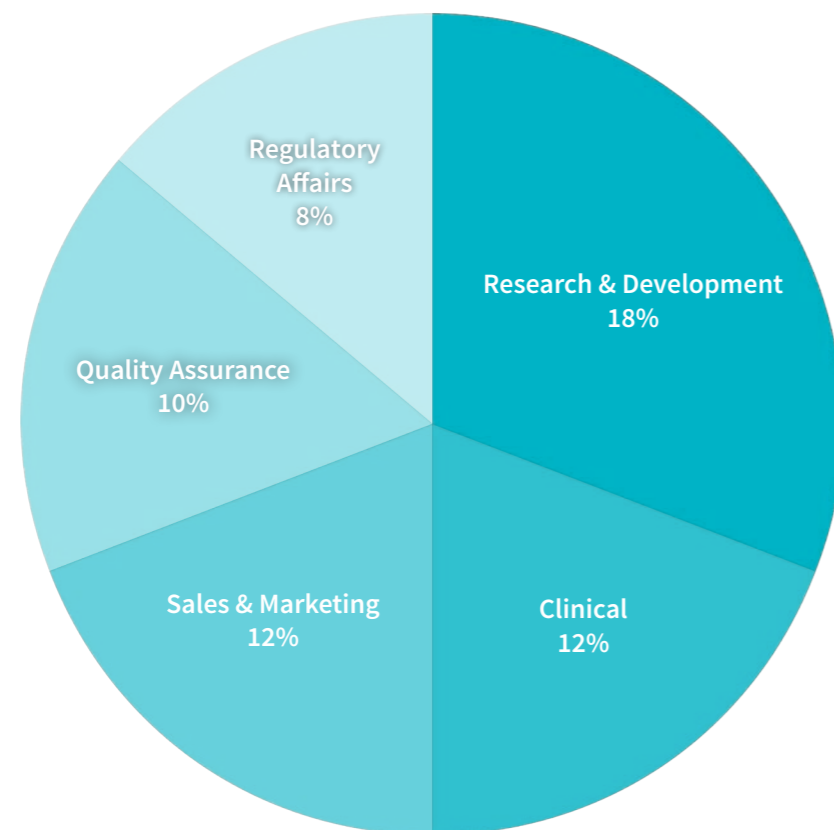
# Hiring Trends



## Hiring Trends

- Just over half of Hiring Managers are looking to grow their teams in 2018.
- 17% of Hiring Managers see their company's reputation as the main attraction for potential employees, followed closely by company culture (15%).
- 56% of Hiring Managers believe it is difficult to hire new talent.
- The vast majority (75%) of Hiring Managers believe it takes months for new talent to settle into their organization. However 17% believe new talent can settle within a week.
- 64% of respondents would consider relocating for a new opportunity.

Top 5 sectors for new hires in 2018

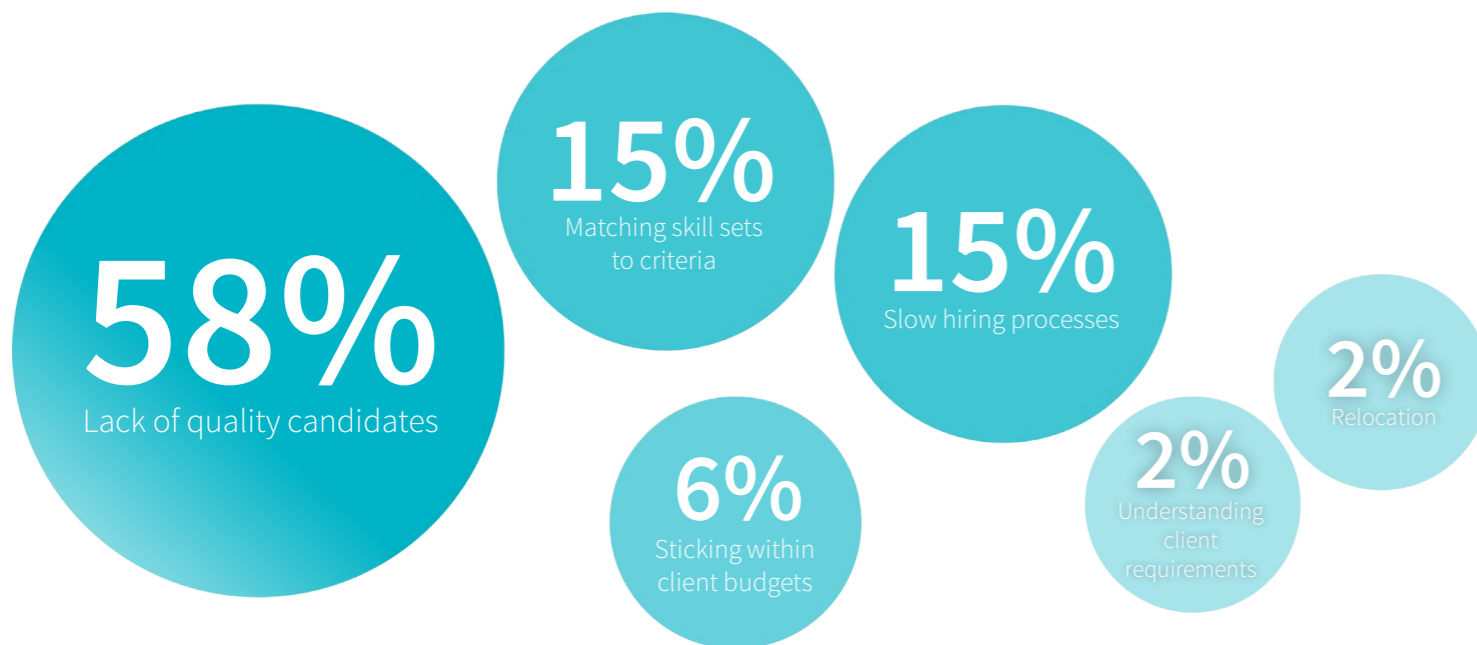


## Do Hiring Managers find it difficult to find new talent?

Sector	Yes	No
Research & Development	67%	33%
Clinical	27%	73%
Quality Assurance	43%	57%
Medical Devices	64%	36%
Regulatory Affairs	56%	44%
Medical Affairs	83%	17%
Pharmacovigilance	67%	33%
Manufacturing	75%	25%
Sales and Marketing	50%	50%
Quality Control	0%	100%
Biometrics	100%	0%
Pharmaceutical	50%	50%



What are the most challenging aspects of recruitment for Hiring Managers?



How are Hiring Managers adapting their recruitment strategy for Millennials?

Utilizing more social media	38%
Offer flexible work hours	23%
Offer different benefits	14%
More networking events	13%
Move away from Job boards	7%
Other	5%

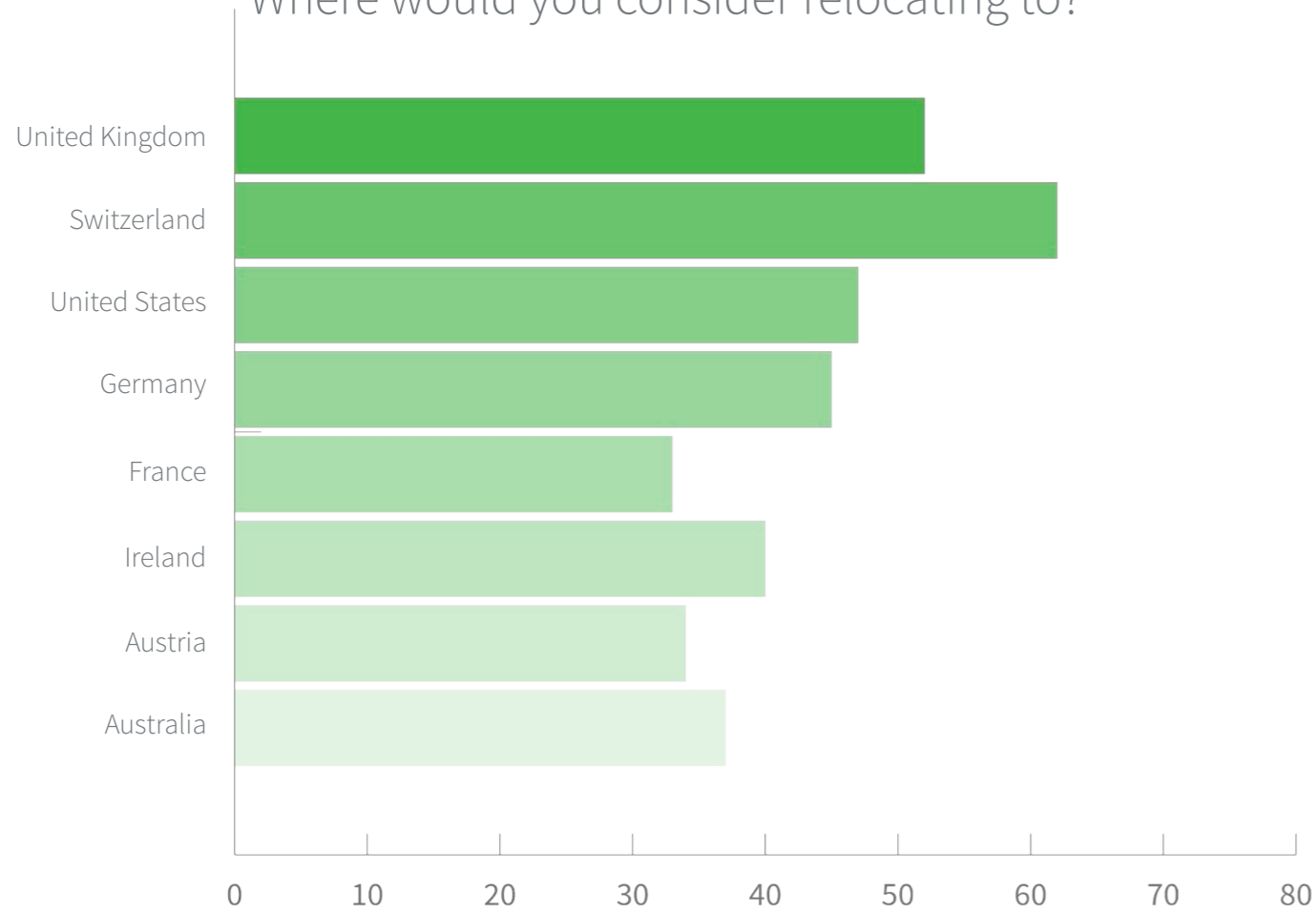
How long does it take new talent to settle into organization?

Sector	First day	Within a week	A few months	Longer than 6 months
Research & Development	0%	17%	78%	5%
Clinical	9%	9%	64%	18%
Quality Assurance	0%	0%	80%	20%
Regulatory Affairs	0%	37%	63%	0%
Medical Affairs	0%	33%	67%	0%
Pharmacovigilance	0%	60%	40%	0%
Manufacturing	0%	0%	100%	0%
Quality Control	0%	0%	100%	0%

Would you consider relocating for a role?

Level of seniority	Yes	No
Graduate	75%	25%
1-3 years	68%	32%
3-5 years	69%	31%
5-10 years	67%	33%
10 years +	61%	39%

Where would you consider relocating to?





**Section 3**  
What Attracts Employees?



## What Attracts Employees?

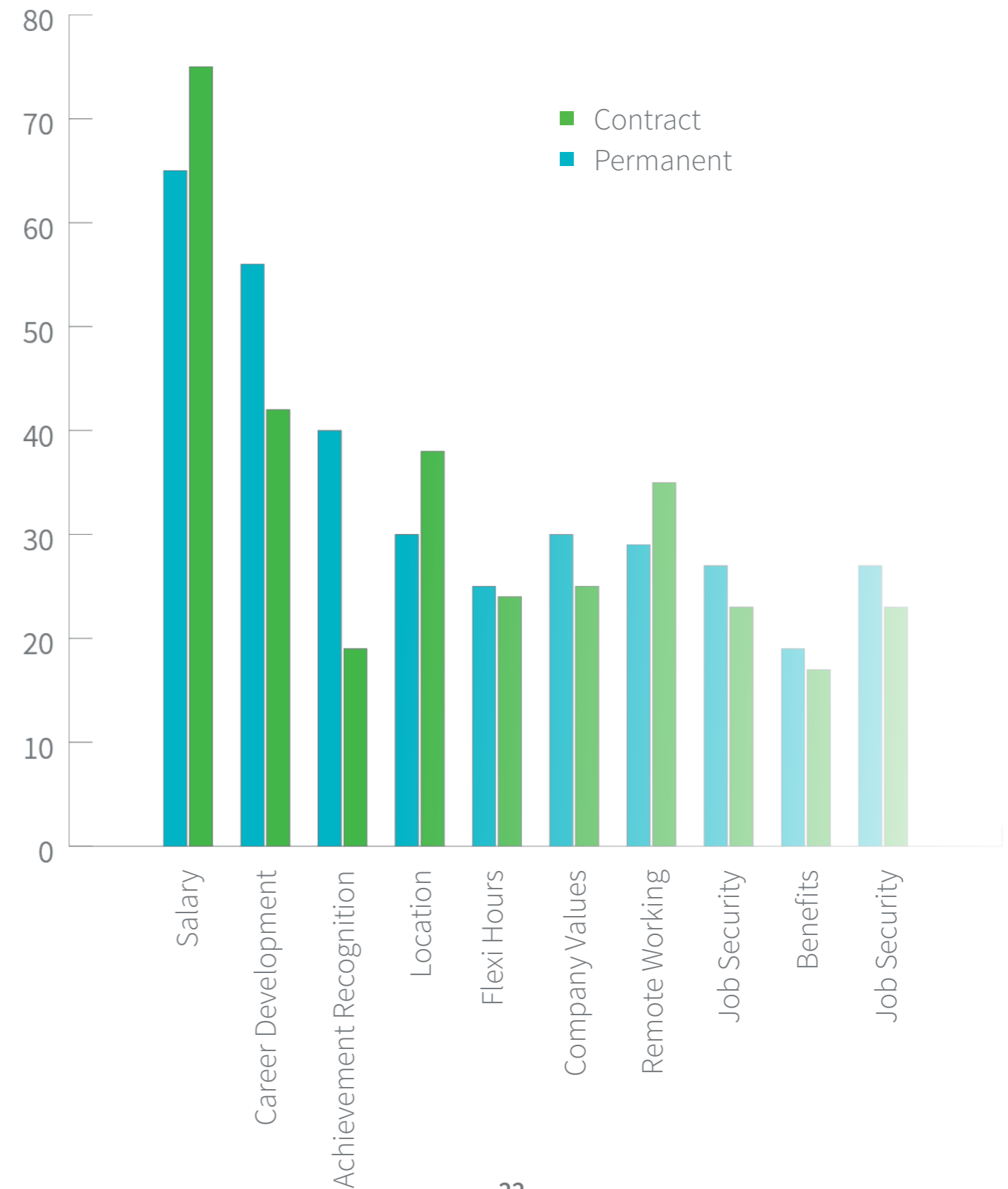
- 28% of respondents working for SME's would prefer to work for larger organizations.
- According to our research, 31% of respondents gave a rating of 4/5 (5 being strong) based on how valued they feel in their company. Only 5% gave a rating of 1/5.
- After 1-2 years, over half of employees are more negative about their role as they were in the beginning.
- Our research shows companies are underestimating the importance of employee salaries as the leading factor for attracting talent. Only 10% believe their employee salaries is their main attraction; while 26% of talent seeking work see salaries as the most important factor.
- When asked "why choose a career in Life Sciences", 21% stated the decision was down to 'an interest in Science'. 15% stated it was to 'help people'. 7.5% stated it was due to obtaining a respectable qualification in the field.
- When questioned "How likely are you to look for a new role in the next 12 months?" 58% of non-US respondents said they were "very likely" or "likely".

In the US

**45%**

of respondents actively  
**looked for a new role**  
 within the past year.

What are the top 10 most important factors affecting job satisfaction?



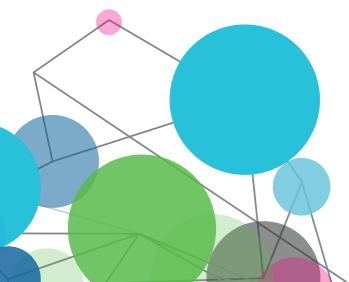
Do you feel the same about your role as you did in the beginning?

Duration at company	No	Yes
20+ years	70%	30%
15-19 years	44%	56%
10-15 years	66%	34%
5-9 years	66%	34%
3-4 years	62%	38%
1-2 years	53%	47%
6-12 months	49%	51%
Under 6 months	21%	79%

What are the contributing factors to leaving a role?

Contract	% of Responses
Advance in rate elsewhere	26%
N/A I wouldnt leave a contract early I will always fulfill it	23%
Lack of career development	21%
Location	16%
Change in company values	8%
Other	6%

Permanent	% of Responses
Lack of career development	37%
Advance in salary elsewhere	34%
Location	13%
Change in company values	12%
Other	3%
Job security	1%



How confident do you feel about your job security?

	UK	US	Germany	Switzerland
Very confident	25%	35%	23%	37%
Quite confident	40%	35%	39%	27%
Neither nor	15%	20%	27%	27%
Quite concerned	15%	5%	7%	5%
Very concerned	5%	5%	4%	4%

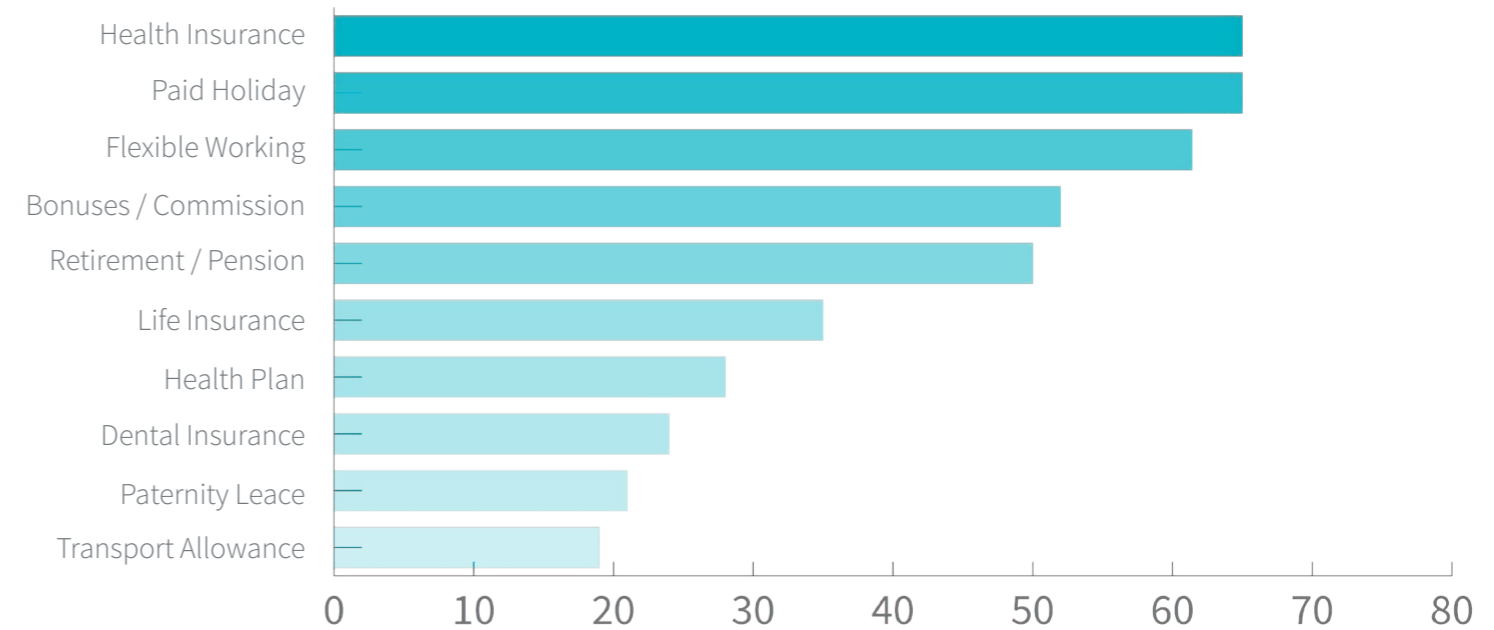
Most important factors looked for in a job



What do you think attracts employees to your company?

Reputation in your field	23%
Company culture	19%
Training & development	14%
Flexible work hours	14%
Your company benefits	11%
Employee salaries	10%
Promotional opportunities	9%

What are job seekers looking for in new roles?





## Section 4 Benefits

# Benefits

- 66% of employees expect salaries to increase over the next year. However, only 27% of Hiring Managers expect an increase.
- 41% of Permanent candidates have stated they are not happy with their package, while 46% of contract candidates also not satisfied.
- 46% of respondents (excluding US) receive 4-6 weeks paid holiday, followed by 27% receiving 3-4. In the US, 36% of respondents receive 2-3 weeks paid vacation.
- 68% of contract workers have the option for remote / flexible working in their current contract.
- 52% of European respondents stated they were satisfied with their current benefits package, while only 45% of US respondents said they were happy.
- Globally, receiving a health plan is not a prominent benefit. However, in the US 80% of respondents receive this incentive as part of their package.

## Are you happy with your overall package?

Clinical		
Years experience	No	Yes
10 years +	39%	61%
5-10 years	31%	69%
3-5 years	0%	100%
1-3 years	20%	80%
Graduate	50%	50%

Medical Affairs		
Years experience	No	Yes
10 years +	23%	77%
5-10 years	0%	100%
3-5 years	75%	25%
1-3 years	50%	50%
Graduate	33%	67%

Medical Devices		
Years experience	No	Yes
10 years +	11%	89%
5-10 years	64%	36%
3-5 years	50%	50%
1-3 years	50%	50%
Graduate	33%	67%





## Pharmaceutical

Years experience	No	Yes
10 years +	100%	0%

## Pharmacovigilance

Years experience	No	Yes
10 years +	20%	80%
5-10 years	50%	50%
3-5 years	60%	40%
1-3 years	60%	40%
Graduate	100%	0%

## Quality Assurance

Years experience	No	Yes
10 years +	36%	64%
5-10 years	31%	69%
3-5 years	29%	71%
1-3 years	100%	0%
Graduate	50%	50%

## Regulatory Affairs

Years experience	No	Yes
10 years +	47%	53%
5-10 years	50%	50%
3-5 years	57%	43%
1-3 years	100%	0%
Graduate	0%	100%

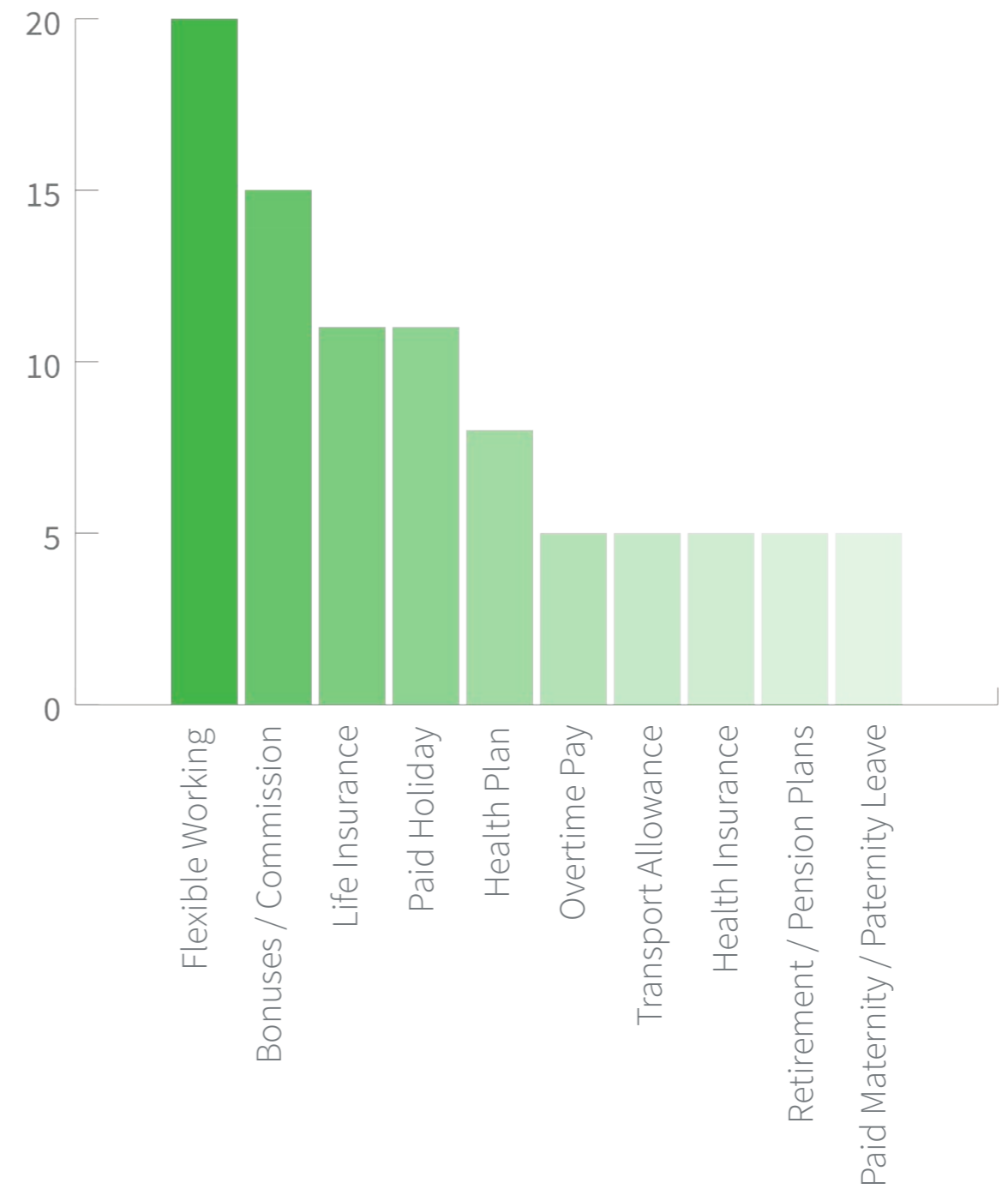
## Research &amp; Development

Years experience	No	Yes
10 years +	47%	53%
5-10 years	64%	36%
3-5 years	100%	0%
1-3 years	33%	67%
Graduate	0%	100%

What benefits do you currently receive? (Permanent)

	Global	UK	USA	Europe
Retirement/Pension Plan	63%	76%	68%	44%
Health Insurance	57%	50%	80%	16%
Flexible working	56%	49%	59%	65%
Bonuses/Commission	52%	46%	64%	40%
Paid maternity/leave	44%	45%	77%	25%
Life Insurance	36%	35%	66%	7%
Transport allowance	26%	21%	14%	16%
Dental Insurance	25%	21%	68%	5%
Health Plan	23%	21%	80%	7%
Overtime Pay	15%	12%	7%	13%

What benefits do employees believe they should receive? (%)





**Section 5**  
Industry Trends

## Industry Trends

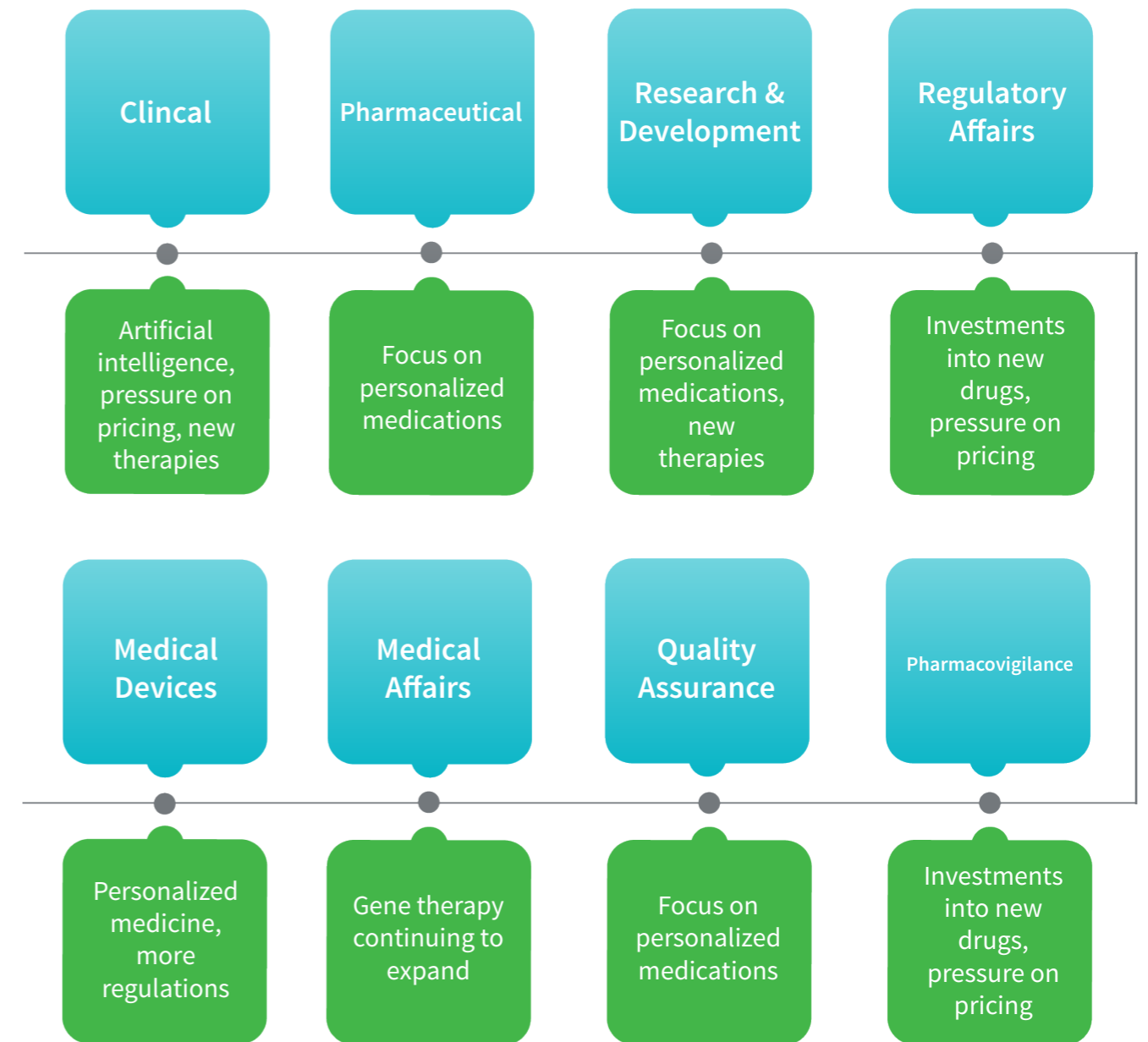
- When establishing where organizations are planning their investment for 2018, Quality Assurance and Medical Devices were there areas holding more priority.
- As a general consensus across sectors, a prominent trend seems to be a focus on personalized medication.
- According to this survey, between other agreements across the industry, Biotech companies are at the centre of innovation.
- When questioned, 'which therapeutic area do you see having major investment in 2018?', the majority of responses pointed to Oncology (36% of total responses).
- When questioned, 'which therapeutic area do you see having less investment in 2018?', the majority of responses pointed to rare diseases (26% of total responses).

For the following high priority areas, these functions had the **highest investment**:

Quality Assurance  
**Manufacturing**

Medical Devices  
**Sales & Marketing**

What are the leading trends heading into 2018?





Where do employees see their company making investment for 2018?

Research & Development	
Research & Development	53%
Sales & Marketing	15%
Manufacturing	13%
People	9%
Funding	4%
Technology	2%
Consulting	2%
Building Capacity & Infrastructure	1%
Clinical Care	1%

Biometrics	
Sales & Marketing	39%
Research & Development	25%
People	25%
Funding	13%

Clinical	
Research & Development	45%
Sales & Marketing	25%
People	22%
Systems	2%
Acquisitions	1%
Clinical Trial	1%
Service	1%
Funding	1%
Acquiring Smaller Businesses	1%
New Facility	1%

Quality Assurance	
Manufacturing	34%
Research & Development	27%
Sales & Marketing	25%
People	11%
New MDR & ISO	2%
Wholesaler	2%
Providing Services	1%



Medical Devices	
Sales & Marketing	31%
Research & Development	30%
Manufacturing	15%
People	13%
Funding	4%
None	2%
Consultancy	2%
New Medical Device Regulations	2%
No Investment	1%

Regulatory Affairs	
Research & Development	42%
Sales & Marketing	21%
Manufacturing	16%
People	14%
Funding	5%
Quality	2%

Medical Affairs	
Research & Development	38%
Sales & Marketing	30%
People	20%
Manufacturing	5%
Business Development	3%
Health Services	3%
Outsourcing Services	3%

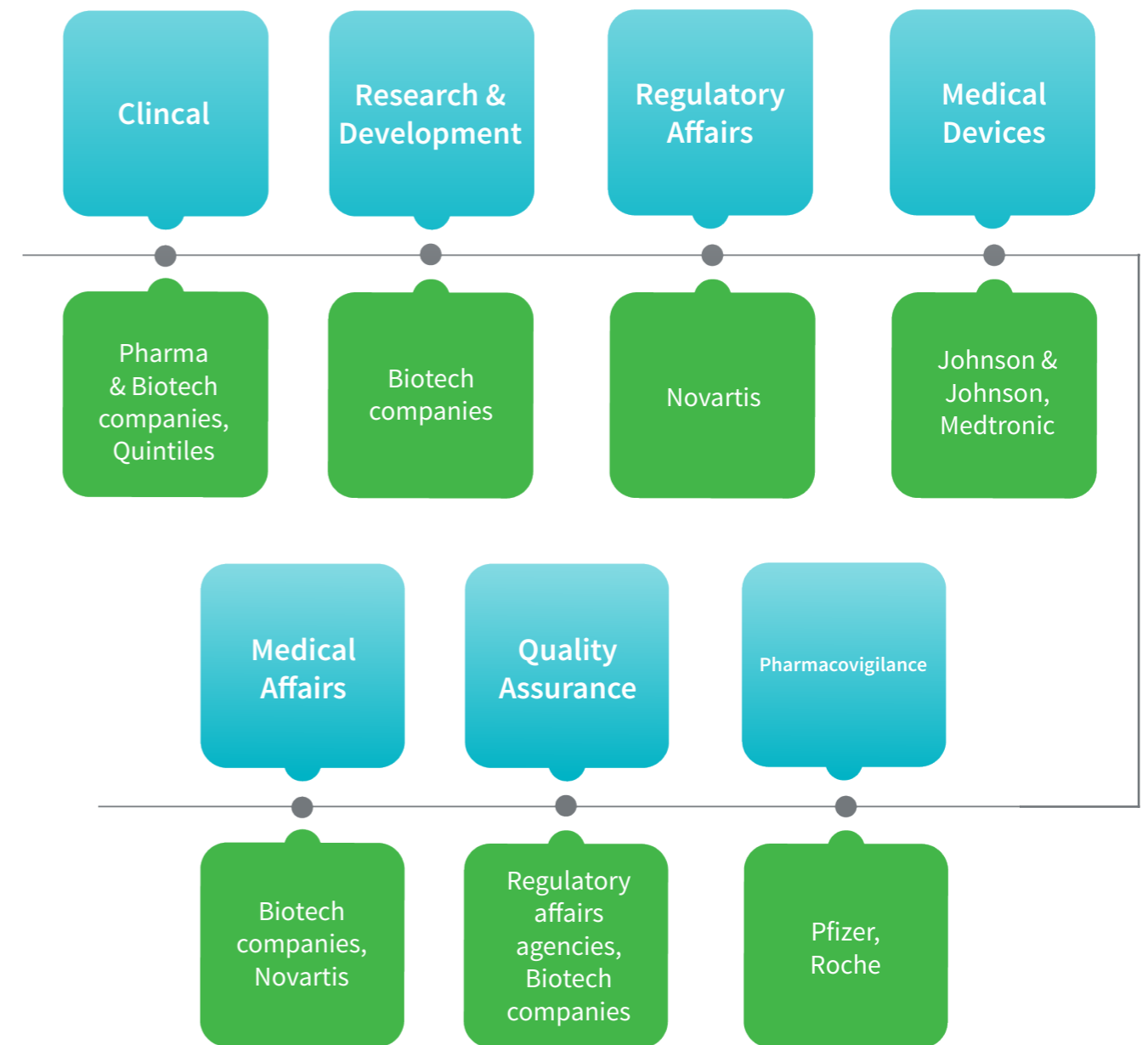
Pharmacovigilance	
Research & Development	32%
Sales & Marketing	29%
People	19%
Manufacturing	14%
General Growth	3%
Funding	3%



### Reason for unsuccessful interviews

Sectors	Lack of Experience	Lack of Qualifications	Language	Location	Salary Expectation
Clinical	64%	0%	0%	0%	36%
Pharmacovigilance	17%	17%	0%	50%	17%
Research & Development	83%	0%	0%	17%	0%
Regulatory Affairs	75%	0%	0%	0%	25%
Medical Devices	25%	0%	0%	50%	25%
Medical Affairs	100%	0%	0%	0%	0%
Nursing	50%	50%	0%	0%	0%
Statistics	50%	50%	0%	0%	0%
Quality Assurance	0%	0%	0%	100%	0%
Biometrics	100%	0%	0%	0%	0%
Sales & Marketing	100%	0%	0%	0%	0%

### Who is leading the way in innovation?





**Section 6**  
Diversity

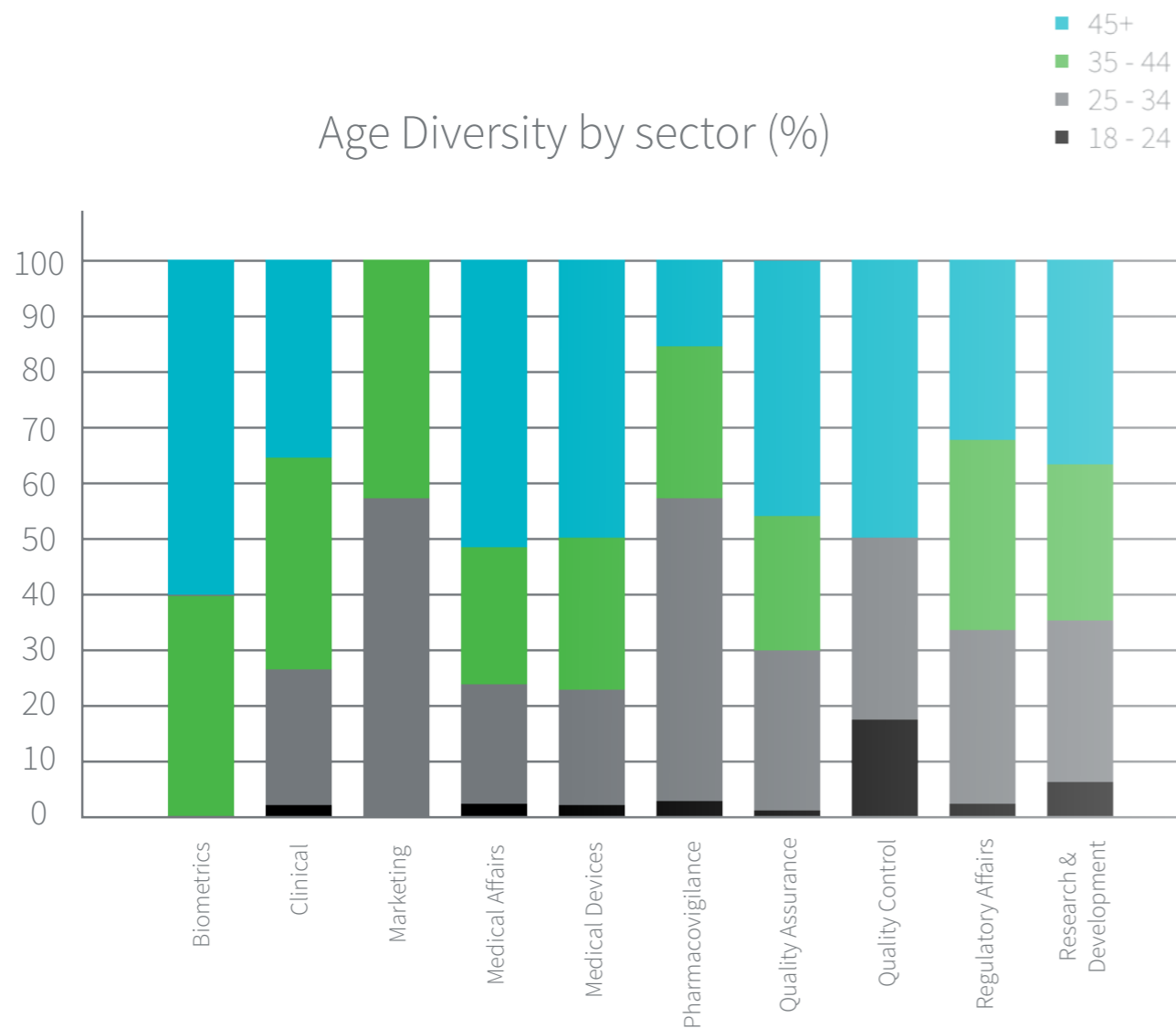




## Diversity

- The most reoccurring approximate segment of males to females within Life Science organizations was 50%/50% (24%), closely followed by 40%/60% (21%).
- 44% of people believe age discrimination is present within the Life Sciences industry.
- When asked “Are you satisfied with your overall benefit package?” 60% of males answered yes. 43% females answered yes when asked the same question.
- According to our research, the majority of females gave a rating of 3/5 (32%) based on how valued they feel in their company. Compared to majority of males who gave a rating of 5/5 (39%).
- In terms of highest qualifications achieved between genders, the biggest gap between male and females are those who obtained Master Degrees (Male: 25% - Female: 19%).

Age Diversity by sector (%)



According to our research, the majority of females gave a rating of

3 | 5

based on how **valued they feel** in their company

\*5 = highly valued\*





## Section 7 Salaries



# Salaries

## Regulatory Affairs

Job Title	Perm		
	Europe (€)	USA (\$)	UK (£)
Regulatory Affairs Associate	51,000	137,000	40,000
Senior Regulatory Officer	40,000	65,000	35,000
Regulatory Affairs Manager	61,000	127,000	55,200
Head of Regulatory Affairs	85,000	174,000	78,000
Regulatory Affairs Director	110,000	188,000	100,000
Regulatory Specialist	54,500	80,000	45,000

Job Title	Contract (daily rate)		
	Europe (€)	USA (\$)	UK (£)
Regulatory Affairs Associate	630	-	300
Senior Regulatory Officer	730	-	400
Regulatory Affairs Manager	800	800	430
Head of Regulatory Affairs	900	680	500
Regulatory Affairs Director	1,000	850	630
Regulatory Specialist	700	350	300

## Research & Development

Job Title	Perm		
	Europe (€)	USA (\$)	UK (£)
Clinical Scientist	45,000	125,000	32,000
Director of therapy	90,000	210,000	100,000
Junior Scientist	40,000	60,000	18,000
Scientist	42,500	65,000	25,000
Senior Scientist	50,000	130,000	35,000
Principal Scientist	58,000	140,000	50,000
Team Leader	60,000	140,000	55,000
Project Leader	64,000	140,000	60,000

Job Title	Contract (daily rate)		
	Europe (€)	USA (\$)	UK (£)
Clinical Scientist	315	365	280
Director of therapy	595	520	420
Junior Scientist	259	275	210
Scientist	280	275	210
Senior Scientist	315	285	210
Principal Scientist	385	310	280
Team Leader	420	330	280
Project Leader	420	460	350

## Clinical

Job Title	Perm		
	Europe (€)	USA (\$)	UK (£)
Clinical Trials Manager	60,000	120,000	55,000
Clinical Study Manager	60,000	120,000	56,000
Clinical Project Manager	60,000	135,000	50,000
Senior Clinical Project Manager	70,000	145,000	60,000
Clinical Operations Manager	80,000	120,000	70,000
Clinical Director	100,000	200,000	95,000
VP of Clinical Research	150,000	250,000	120,000

Job Title	Contract (daily rate)		
	Europe (€)	USA (\$)	UK (£)
Clinical Trials Manager	325	380	175
Clinical Study Manager	350	420	250
Clinical Project Manager	400	500	350
Senior Clinical Project Manager	120	525	400
Clinical Operations Manager	150	550	420
Clinical Director	150	650	500
VP of Clinical Research	170	815	950

## Pharmacovigilance

Job Title	Perm		
	Europe (€)	USA (\$)	UK (£)
PV Officer	50,000	80,000	30,000
Pharmacovigilance Manager	65,000	120,000	40,000
Senior PV Manager	75,000	130,000	60,000
Asc. Pharmacovigilance Director	80,000	140,000	70,000
PV Director	90,000	150,000	100,000
VP PV	95,000	165,000	145,000

Job Title	Contract (daily rate)		
	Europe (€)	USA (\$)	UK (£)
PV Officer	490	190	140
Pharmacovigilance Manager	700	270	200
Senior PV Manager	800	410	300
Asc. Pharmacovigilance Director	870	470	350
PV Director	1,050	660	490
VP PV	1,250	970	720

## Medical Affairs

Job Title	Perm		
	Europe (€)	USA (\$)	UK (£)
Head of Medical Affairs	75,000	250,000	70,000
Chief Medical Officer	120,000	250,000	80,000
Medical Advisor	60,000	80,000	55,000
Medical Affairs Manager	80,000	90,000	55,000
Medical Director	90,000	197,000	128,000
Scientific Advisor	75,000	90,000	40,000
Senior Medical Advisor	85,000	100,000	50,000

Job Title	Contract (daily rate)		
	Europe (€)	USA (\$)	UK (£)
Head of Medical Affairs	-	-	-
Chief Medical Officer	-	-	-
Medical Advisor	300	-	200
Medical Affairs Manager	500	410	300
Medical Director	700	810	600
Scientific Advisor	420	510	690
Senior Medical Advisor	400	470	350

## Quality Assurance

Job Title	Perm		
	Europe (€)	USA (\$)	UK (£)
QA Officer	30,000	70,000	30,000
Senior QA Officer	40,000	85,000	39,000
QA Manager	60,000	120,000	45,000
Head of Quality	87,000	185,000	50,000
Director of Quality	93,700	150,000	15,000
VP of Quality	260,000	235,000	20,000
Quality Systems Manager	45,000	85,000	40,000
QC Analyst	47,700	35,000	22,000
QC Team Leader	50,000	46,500	35,000
QC Manager	60,000	65,000	50,000
QA Auditor	55,000	75,800	57,000

Job Title	Contract (daily rate)	
	Europe (€)	UK (£)
QA Officer	200	140
Senior QA Officer	225	200
QA Manager	560	400
Head of Quality	650	520
Director of Quality	700	620
VP of Quality	845	750
Quality Systems Manager	595	400
QC Analyst	560	110
QC Team Leader	190	170
QC Manager	270	240
QA Auditor	325	300

On average Life Sciences Professionals (18 - 24 yrs) in the **US** earn an annual average of

**\$60,000**

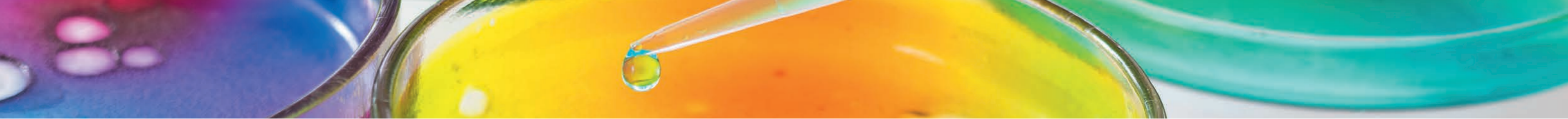
**£26,000**  
for the **UK**

**€22,530**  
for **Germany**

# Section 8

## Our Teams





## Our Teams - Contact Us

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