

# 2018 SALARY GUIDE

Science  
& Pharma

# SCIENCE & PHARMA

## In Demand for 2018



### Hot Jobs

- Quality Assurance Specialist/ Qualified Person
- Quality Control Specialist
- Validation Specialist
- Process Scientist
- Regulatory Affairs Specialist

### Top Skills

- Quality assurance
- Tech transfer
- Batch release
- Quality control
- Cleaning validation/computer systems validation



**“Ireland is now operating in the same ballpark as major science-funding countries around the world”**

**Professor Mark Ferguson – SFI Director**

## Salaries in 2018



Salaries increased in the latter half of 2017. According to the CSO website, average earnings increased in 12 of the 13 sectors in the Irish economy in 2017. The second largest increase was 4.8% in the scientific and technical sector. This trend doesn't look to change in 2018 as it will continue to be a very candidate driven market, which will drive salaries as companies compete to keep their talent and attract more.

## Top Tip For 2018



Qualified persons (QPs) are in very high demand at the moment. Pharmaceutical graduates who gain postgraduate qualifications in “QP” eligible courses satisfy the EU educational requirements concerning the ‘Qualified Person’ responsible for the manufacturing of human and veterinary medicinal products. Having these qualifications makes you very employable in the life sciences industry.

## Thoughts on the Market



Ireland has a long tradition of attracting manufacturing facilities from major life sciences companies and the life sciences sector in Ireland has continued to grow strongly in the last decade. There are now over 60,000 people employed in the industry, either directly or indirectly. This trend looks set to continue into 2018 with major expansions of many of the big pharma players across the country. The IDA reports the biopharmaceutical industry has made a capital investment of approximately €8 billion in new facilities in Ireland, predominantly in the last 10 years. This represents one of the largest investments in new biotech facilities anywhere in the world.

Out of the world's twenty-five largest independent, public biotech and pharma companies, Ireland is home to twenty-four of them. However recent figures put the number of pharmaceutical companies operating here at approximately seventy-five. While many of the large companies are major sources of employment here, new smaller start-up companies are also seeking out Ireland as a new home which is exciting in terms of R&D.

The growth of the biologics and biopharma industry in Ireland reflects current global trends. According to the Irish Times, sales of biologics products look set to grow by 10% in the next eight years. Given anticipated expansion and growth of new sites here in Ireland, it is estimated that there will be almost 8,500 potential job openings arising within the biopharma industry in Ireland over the next five years.

These investments promise the life sciences sector in Ireland will continue to thrive, with strong pharmaceutical hubs based in Dublin and Cork, and rapidly developing areas in Sligo, Waterford and Mayo. The future career opportunities for the scientific workforce is looking very strong for 2018 and beyond.



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*All salaries taken as annual in euros, based on working in Ireland. Bonus/car allowance not included. Figures are based on current market rates. Salaries are subject to variances based on the individual, the company size and other external factors. Parameters indicate the highest and lowest salary level for each position.*

### CLINICAL RESEARCH

#### DUBLIN

	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Data Coordinator	30k	30-38k	40k +
Trials Supervisor	35k +	40-45k	45k +
Trials Manager	35-45k	45-50k	55k
Director	75k +	80-85k	90k +

#### REST OF IRELAND

1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
30k	30-35k	35k +
35k +	40k +	45k +
35-40k	40-45k	50k
70k	75k +	80k +

## LABORATORY

	DUBLIN			REST OF IRELAND		
	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Microbiologist	30-35k	35-50k	50-60k	30k	35-40k	40-50k
QC Analyst	30-35k	35-45k	45-60k	30k	35-40k	40-50k
QC Supervisor	50-55k	55-60k	60-65k	40-45k	45-55k	55-60k
QC Manager	60-65k	65-75k	75-85k	55-60k	60-70k	70-80k
QA Specialist	30-35k	35-50k	50-65k	30-35k	35-45k	45-60k
QA Manager	65-70k	70-80k	80-90k	60-65k	65-75k	75-85k
Qualified Person	70-80k	80-90k	90-100k	60-70k	70-80k	80-90k
Validation Specialist	45-55k	55-65k	65-70k	40-45k	50-60k	60-65k
Validation Manager	60-65k	65-75k	75-90k	60-65k	65-70k	70-75k

## PRODUCTION

	DUBLIN			REST OF IRELAND		
	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Production Operator	30k	35k	40k +	25-30k	30k +	35k +
Production Manager	40-50k	50-60k	60-75k	40-45k	45-55k	60-70k
Director of Operations	80k +	90k +	100k +	70k +	70-80k	90k +

## REGULATORY & COMPLIANCE

	DUBLIN			REST OF IRELAND		
	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Regulatory Affairs Specialist	35-40k	45-55k	60-75k	30-35k	40-50k	50-65k
Regulatory Affairs Manager	50-60k	60-80k	85-100k	45-55k	55-65k	65-80k
Compliance Officer	30-35k	35-45k	45-55k	30-35k	35-40k	40-45k
Compliance Manager	55-65k	65-70k	75-90k	50-55k	55-65k	70-80k

## RESEARCH & DEVELOPMENT

	DUBLIN			REST OF IRELAND		
	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp	1-2 Years Exp	3-5 Years Exp	5 Years+ Exp
Process Chemist	40-45k	45-60k	65-70k	35-40k	40-50k	55-65k
Chemical Engineer	40-45k	45-60k	65-75k	40-45k	45-55k	55-65k
Project Manager	50-60k	60-70k	80-90k	45-55k	55-65k	65-75k
R&D Scientist	35-45k	45-55k	55-65k	30-35k	35-45k	45-50k
R&D Engineer	40-45k	45-55k	60-70k	35-40k	40-50k	50-60k
R&D Manager	65-70k	70-80k	80-90k	55-65k	65-75k	75-85k
Director	90-110k	120-140k	140-160k	80-90k	90-110k	120-140k





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