

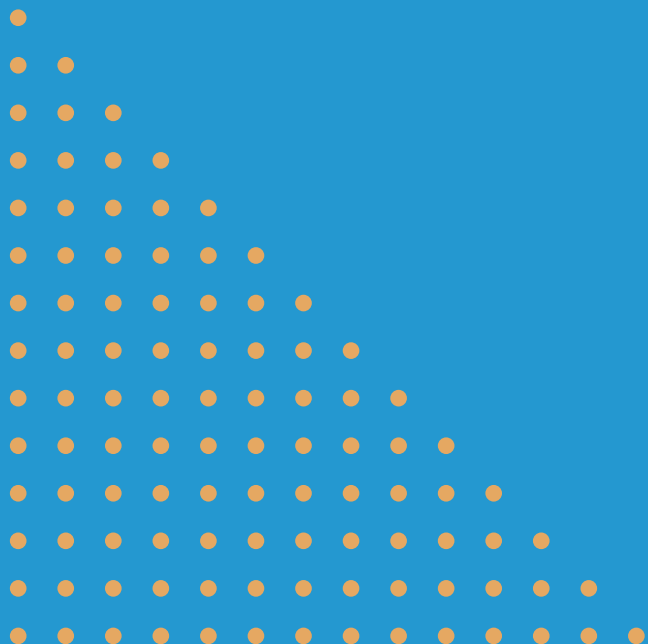


Brightwater

RECRUITMENT SPECIALISTS

SALARY SURVEY LIFE SCIENCES

2022



SALARY SURVEY

LIFE SCIENCES 2022



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LIFE SCIENCES

The Life Sciences market has been extraordinarily busy in the last number of years and the pandemic has done very little to halt its growth, if anything, it has contributed to it as organisations within the sector pivot to meet demand.

Roles in demand include quality, regulatory affairs, medical affairs and clinical and project management. We've noted a rise in salaries by 5-10% depending on the roles and companies due to the demand in the market, a shortage of niche skills and the fact that many employers want highly skilled individuals with leadership experience or potential. These are in short supply which in turn has driven up salaries.

In terms of flexible, hybrid or remote working, we've noticed a dramatic shift in the life sciences sector since the start of the pandemic. Employers are offering more flexibility in terms of working hours as well as the opportunity to work in either a hybrid model or 100% fully remote working model. This has proved an advantage for organisations as it has meant a widening of the available pool of talent. For example, a Senior QA person who is QP qualified for a virtual QA role with a Dublin based company, may now live in Munster. Alternatively a Senior PM with a science background who is PMP, works in devices while living in Dublin can be considered for a role with a devices company in Galway.

Bonuses across the life sciences sector did not seem to be affected during the pandemic. For 2022, organisations have offered sign-on bonuses or increase in salary (incorporating bonuses into the package) for new employees. If a potential employee is forfeiting a bonus of €5k with their current company, the hiring company will offer a sign-on bonus or an additional €5k in the salary to counter this and secure the candidate. Car allowances are still being offered despite travel opportunities decreasing and active job seekers still very much value this as a benefit in their remuneration packages.

The pandemic has very much highlighted the importance of mental health. Organisations across every sector are focusing very much on mental health and wellness programmes and the life sciences sector is no exception. Many companies are now offering an additional day's leave for mental health/wellness. Companies also are placing huge emphasis on wellness programmes and are now offering as standard either fully paid or heavily subsidised gym memberships. Educational reimbursements and support for further training is also a huge talking point when structuring remuneration packages and we expect this to continue throughout 2022.

SALARY SURVEY

LIFE SCIENCES 2022

NO.	POSITION	€
01.	Directors Quality	120,000 – 150,000
02.	Senior QA Managers / Associate Directors QA	90,000 – 120,000
03.	Standalone QA Managers- Virtual Operations	75,000 – 90,000
04.	Senior QA Professionals (QP's)	70,000 – 85,000
05.	Auditing Professionals (Site inspection readiness / Inspection management)	90,000 – 120,000
06.	QC Managers (site based)	75,000 – 90,000
07.	Associate Director – Regulatory Affairs	90,000 – 120,000
08.	Senior Project Managers (Science/Eng backgrounds + PMP or equivalent)	85,000 – 130,000
09.	Project Managers (Science/Eng backgrounds + PMP or equivalent)	65,000 – 85,000
10.	Analytical Services Managers (virtual roles)	75,000 – 85,000
11.	Senior Clinical Project Managers (Clinical Operations)	85,000 – 95,000
12.	Drug Safety -QPPV	80,000 – 110,000

Brightwater has selected roles that have been the most in demand this year and those we predict will be in demand in 2022 and we are showing typical salary ranges for each role. Please note that these salaries are base salaries only and do not include bonuses or other benefits.

For further details on salaries across Life Sciences please
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