

Life Science & Pharmaceutical

QUALITY & VALIDATION	Dublin €	Regional €
Director of Quality	120,000 - 180,000	120,000 - 150,000
QA Manager	70,000 - 90,000	65,000 - 85,000
QA Supervisor	60,000 - 80,000	55,000 - 70,000
QA Specialist	50,000 - 70,000	50,000 - 65,000
QC Manager	65,000 - 85,000	65,000 - 85,000
QC Supervisor	60,000 - 75,000	55,000 - 70,000
QC Specialist	60,000 - 70,000	50,000 - 65,000
QC Analyst (3-5 years' exp.)	48,000 - 65,000	44,000 - 55,000
QC Analyst (1-3 years' exp.)	32,000 - 45,000	30,000 - 42,000
Quality Engineer (3+ years' exp.)	50,000 - 65,000	50,000 - 60,000
Validation Manager	75,000 - 100,000	75,000 - 95,000
Validation Engineer (3+ years' exp.)	70,000 - 85,000	55,000 - 70,000
Validation Engineer (1-3 years' exp.)	45,000 - 60,000	40,000 - 55,000

REGULATORY	Dublin €	Regional €
Director of Regulatory Affairs	85,000 - 145,000	80,000 - 120,000
Regulatory Affairs Manager	75,000 - 100,000	65,000 - 80,000
Regulatory Affairs Specialist	50,000 - 65,000	50,000 - 60,000
Regulatory Affairs Officer	40,000 - 50,000	40,000 - 48,000
Qualified Person (QP)	80,000 - 115,000	75,000 - 90,000

ANALYTICAL	Dublin €	Regional €
Laboratory Manager	55,000 - 70,000	55,000 - 70,000
Laboratory Analyst (3-5 years' exp.)	40,000 - 55,000	40,000 - 55,000
Laboratory Analyst (1-3 years' exp.)	32,000 - 45,000	32,000 - 45,000

CLINICAL	Dublin €	Regional €
Clinical Operations Manager	65,000 - 95,000	60,000 - 80,000
Clinical Research Officer	50,000 - 65,000	40,000 - 55,000
Clinical Data Manager	40,000 - 55,000	45,000 - 55,000

RESEARCH & DEVELOPMENT	Dublin €	Regional €
R&D Director	90,000 - 180,000	90,000 - 120,000
R&D Manager	60,000 - 85,000	65,000 - 85,000
R&D Engineer	45,000 - 75,000	45,000 - 65,000
Formulation Manager	85,000 - 100,000	65,000 - 85,000
Process Chemist (3+ years' exp.)	45,000 - 60,000	45,000 - 60,000
Process Chemist (1-3 years' exp.)	35,000 - 45,000	35,000 - 42,000
Development Chemist (3+ years' exp.)	40,000 - 60,000	40,000 - 50,000
Development Chemist (1-3 years' exp.)	30,000 - 40,000	30,000 - 36,000

PHARMACOVIGILANCE	Dublin €	Regional €
PV Systems Associate	35,000 - 40,000	32,000 - 37,000
PV Quality & Compliance Associate	35,000 - 40,000	32,000 - 37,000
PV Systems Specialist	40,000 - 55,000	38,000 - 50,000
PV Team Lead	45,000 - 60,000	42,000 - 57,000
PV Scientist	50,000 - 60,000	48,000 - 57,000
PV Manager	60,000 - 80,000	55,000 - 75,000
Medical Information & Compliance Exec	45,000 - 55,000	42,000 - 52,000
Medical Writer	50,000 - 60,000	48,000 - 58,000

Life Sciences & Pharmaceutical

Ireland has developed a reputation of expertise in the science / pharmaceutical field. Ireland is currently host to 10 of the world's top pharmaceutical companies, 24 of the top 25 biopharma companies and 18 of the world's top medical device organisations. As a result, the demand for highly skilled candidates has increased and created competition. Salaries have gone up by 5-10% with some areas up to 14% across certain industries such as food. People are being paid well for specialised skill sets and the supply of these skill sets can be hard to find so employers are doing their best to retain their key staff with generous packages. Large international pharmaceutical companies are almost forced to pay a premium to ensure their production meets demand. This can be seen with high daily rate contractors who are essential to delivery KPIs in a fast-paced environment.

With a combined export value of over €80 billion, the life science sector in Ireland will face considerable challenges as a result of Brexit, not least in the management of what are very complex supply chains. Considerable efforts are being put in to managing where raw materials are coming from, whether they need to transit through the UK and whether alternatives are available or can be sourced through alternate channels if needed. Further to that, significant regulatory challenges are posed by both the compliance aspects of Brexit and the simultaneous introduction of new medical device regulations.

Despite the challenges that Brexit has presented, the life sciences sector has been growing strongly in 2019 and this effect has been seen all across the country with major announcements in Cork, Dublin, Galway and Limerick as well as outside the major hubs in locations such as Sligo, Mayo and Donegal. The food sector has gone through a period of growth in recent years particularly across nutraceuticals as the sector responds to market demands. This has created a whole new range of roles and as a result has had an effect on the limited supply of candidates thereby driving up the volume of counter-offers. Munster and Connaught in particular are booming in life sciences with a further 5,200 jobs predicted to be created by 2021. Much of this will be in the biologics and combination products area with companies moving to more complex and profitable products. Pharmaceutical organisations are now hiring those with medical device expertise as they expand into the combination product space. R&D is pushing companies into new territories. Medical device companies are moving into new technologies such as 3D printing and rapid prototyping so are looking for those with key skills in these areas.

Key skills that are in demand will include Quality Assurance professionals with experience of working with external and virtual manufacturers. We're also seeing an increase in the demand for regulatory affairs professionals in the medical device sector as the introduction of the new EU MDR regulations start to bite

in conjunction with the tightening of EU authorised Notified Bodies as the UK providers drop out.

Employees are still looking for a competitive package with strong base salaries and a comprehensive list of benefits but we're now seeing "wellness" become a consideration for both employee and employer. Employees are seeking more flexible working arrangements and employers are now offering on and off-site gym facilities and fitness classes along with wellness initiatives. Candidates are also becoming far more particular about the environment they work in and as such, quality and health & safety are hugely important when candidates are deciding on their next move in a candidate poor market.

For more information, contact Cathal O'Donnell on c.odonnell@brightwater.ie or Nigel O'Leary on n.oleary@brightwater.ie