



## **LIFE SCIENCES UK SALARY SURVEY - 2017**

**Nichola Quinn**

[info@classicconsulting.co.uk](mailto:info@classicconsulting.co.uk)

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## LIFE SCIENCES

The outlook is positive for life sciences, but job creation will emphasise an acute shortage of specialist skills.

With life sciences set to generate 250,000 jobs in the UK over the next ten years, we have seen high demand for professionals across the biometric, regulatory affairs, clinical research and drug safety functions. Consequently, the competition for talent remains fierce.

The biotechnology sector continued to attract public funding, recording its highest level of venture finance in recent years and continuing to grow.

Research and development in the UK has experienced similar growth due to a considerable number of pipeline projects coming into development.

Changes in pharmacovigilance legislation announced by the European Medicines Agency have increased demand for regulatory roles in the UK.

Pharmaceutical companies are investing in contractors and consultancies to ensure their regulatory submission management systems are compliant. There is a significant skills shortage in biometrics which has further been exacerbated by the discontinuation of the University of Reading MSc in Biometry, where several contract research organisations (CROs) previously recruited much of their talent. This has driven up salaries in the past year.

The industry now needs to consider where and how new skills will be channeled into life sciences. There needs to be greater collaboration between government bodies, industry leaders and education providers to deliver the skilled workforce the industry needs to ensure it remains globally competitive.

Despite the challenges created by the prevailing talent mismatch, the life sciences sector remaining buoyant throughout 2017. To manage the skills gap and attract the best talent, pharmaceutical and CROs should look at the specialist skills they will need as the year progresses, and position themselves early as the employer of choice.



Steve Bates, Chief Executive Officer, UK BioIndustry Association

*The UK life science sector continues to flourish based on solid fundamentals with a world-leading science base, a strong and supportive fiscal environment and the greatest number of pipeline products in Europe. The UK BioIndustry Association (BIA) has been at the forefront of creating an environment that makes the UK stand out from international competitors.*

*The life science sector makes an important contribution to the health and wealth of the UK. Its pharmaceutical and healthcare products drive better health outcomes for patients, support improvements in the NHS, and provide high quality jobs. The sector employs over 222,000 people and spends £4bn on R&D. It also attracts high levels of investment, with government support leading to £6bn in the last few years alone.*

*The BIA is committed to making the UK the third global cluster for life sciences. In order to achieve this ambitious vision, we need to build approximately 130 more clinical stage drug companies than we have today, creating 30,000 to 60,000 more direct, high skill jobs.*

*Interdisciplinary areas, such as personalised medicine, continue to drive the need for a range of highly skilled talent in the industry. In addition, the UK bioscience sector has identified an urgent need to replenish the experienced management teams which run pioneering companies. It is vital we identify the next generation of leadership talent, capturing the knowledge of our experienced biotech entrepreneurs to develop the management teams of the future. Talent management and development is a key priority for the BIA and the organisation is working on a project to signpost existing mentoring schemes to its membership.*

*The recent European Referendum result does not change the ambition of the BIA to make the UK the third global cluster for life sciences. Access to talent is a key driver of success in the life sciences sector and the BIA and its members will work constructively with government and agencies on how talent needs can be met in whatever future relationship the UK establishes with the European Union.*

## LIFE SCIENCES SALARIES (1)

<b>Biometrics – SAS programming</b>	<b>£ Range</b>	<b>£ Typical</b>
Vice President/Global Head	120000.00	£ 130,000.00
Senior Director of Programming	80,000 -100,000	£ 100,000.00
Director of Programming	75,000-90,000	£ 85,000.00
Associate Director of Programming	60,000-80,000	£ 70,000.00
SAS Programming Manager	55,000-70,000	£ 62,000.00
Project/Principal SAS Programmer	45,000-60,000	£ 50,000.00
Senior SAS Programmer	40,000-50,000	£ 45,000.00
SAS Programmer Level 2/ Associate Biostatistics	30,000-40,000	£ 35,000.00
SAS Programmer Level 1/ Associate Biostatistics	25,000-35,000	£ 30,000.00
<b>Biometrics – Statistics</b>	<b>£ Range</b>	<b>£ Typical</b>
Vice President/Global Head	120,000+	£ 130,000.00
Senior Director of Statistics	90,000-125,000	£ 112,500.00
Director of Statistics	80,000-110,000	£ 95,000.00
Project/Principal Statistician	50,000-70,000	£ 65,000.00
Senior Statistician	45,000-65,000	£ 55,000.00
Statistician Level 2/Biostatiscian 2/ Senior Associate Biostatistician	30,000-45,000	£ 40,000.00
Associate statistician/Biostatiscian/	27,000-35,000	£ 32,000.00
<b>Clinical research – CRO</b>	<b>£ Range</b>	<b>£ Typical</b>
Senior Director	100,000-120,000	£ 105,000.00
Director	80,000-100,000	£ 88,000.00
Senior Project Manager	60,000-75,000	£ 66,000.00
Project Manager	50,000-60,000	£ 54,000.00
Senior Clinical Research Nurse	35,000-45,000	£ 40,000.00
Clinical Research Nurse	30,000-33,000	£ 32,000.00
In-house Clinical Research Associate II	33,000-38,000	£ 35,000.00
In-house Clinical Research Associate I	30,000-33,000	£ 30,000.00
Senior Clinical Research Associate	37,000-45,000	£ 42,000.00
Clinical Research Associate II	33,000-38,000	£ 36,000.00
Clinical Research Associate	30,000-33,000	£ 32,000.00

## LIFE SCIENCES SALARIES (2)

Clinical research – Pharma	£ Range	£ Typical
Director Clinical Operations	80,000-90,000	£ 82,000.00
Programme Manager	75,000-90,000	£ 85,000.00
Head of Clinical Operations	75,000-90,000	£ 85,000.00
Clinical Operations Manager	50,000-65,000	£ 55,000.00
Principal Study Manager	65,000-75,000	£ 70,000.00
Senior Study Manager	60,000-70,000	£ 65,000.00
Study Manager	50,000-60,000	£ 55,000.00
Senior Clinical Research Associate	37,000-45,000	£ 42,000.00
Clinical Research Associate II	33,000-38,000	£ 36,000.00
Clinical Research Associate	30,000-33,000	£ 32,000.00
Senior Clinical Trial Associate	32,000-38,000	£ 35,000.00
Clinical Trial Associate	26,000-32,000	£ 30,000.00
Commercial	£ Range	£ Typical
Director of Marketing	80,000-110,000	£ 95,000.00
Digital Marketing Manager	60,000-80,000	£ 70,000.00
UK Marketing Manager	60,000-70,000	£ 65,000.00
UK Brand Manager	45,000-55,000	£ 50,000.00
Associate Brand Manager	28,000-35,000	£ 30,000.00
EU/Global Brand Manager	65,000-85,000	£ 80,000.00
Commerical Intelligence Manager	55,000-75,000	£ 70,000.00
Key Account Manager	45,000-55,000	£ 50,000.00
Hospital Sales Specialist	35,000-45,000	£ 40,000.00
Senior Contract & Outsourcing Manager	70,000-90,000	£ 80,000.00
Contract & Outsourcing Manager	45,000-65,000	£ 55,000.00
Outsourcing Administrator	30,000-40,000	£ 35,000.00
Business Development Director (CRO)	100,000-120,000	£ 120,000.00
Associate Business Development Director (CRO)	80,000-100,000	£ 90,000.00
Business Development Manager (CRO)	50,000-60,000	£ 60,000.00
Business Development Executive (CRO)	30,000-50,000	£ 40,000.00

## LIFE SCIENCES SALARIES (3)

Health economics	£ Range	£ Typical
Senior Director of Market Access	80,000-150,000	£ 120,000.00
Director/Head of Market Access	60,000-110,000	£ 95,000.00
Senior Manager Market Access	55,000-75,000	£ 70,000.00
Manager Market Access	50,000-70,000	£ 60,000.00
Senior Director of Health Economics	90,000-120,000	£ 115,000.00
Director of Health Economics	70,000-110,000	£ 95,000.00
Observational Research Manager	45,000-60,000	£ 55,000.00
Senior Health EC Manager	60,000-80,000	£ 75,000.00
Health EC Manager	45,000-70,000	£ 60,000.00
Senior Health Economist	45,000-65,000	£ 60,000.00
Health Economist	30,000-55,000	£ 50,000.00
Medical information	£ Range	£ Typical
Medical Information Director/ Head of Medical Information	55,000-85,000	£ 65,000.00
Medical Information Manager	45,000-60,000	£ 50,000.00
Senior Medical Information Officer/ Associate/Specialist	35,000-40,000	£ 40,000.00
Medical Information Officer/ Associate/Specialist	25,000-35,000	£ 33,000.00
Scientific Advisor	40,000-55,000	£ 50,000.00
Medical Science Liaison	40,000-65,000	£ 55,000.00
Regulatory affairs	£ Range	£ Typical
Vice President	145,000+	£ 145,000.00
Senior Director	100,000-140,000	£ 120,000.00
Director	80,000-100,000	£ 95,000.00
Associate Director	70,000-85,000	£ 80,000.00
Senior Manager	60,000-75,000	£ 70,000.00
Manager	48,000-60,000	£ 55,000.00
Senior Officer/Associate	35,000-47,000	£ 45,000.00
Officer/Associate	20,000-35,000	£ 32,000.00

## LIFE SCIENCES SALARIES (4)

Scientific	£ Range	£ Typical
Lab Manager	25,000-35,000	£ 30,000.00
Lab Technician	15,000-20,000	£ 17,000.00
QC Scientist	25,000-35,000	£ 25,000.00
Development Scientist	25,000-33,000	£ 30,000.00
Associate Scientist	20,000-25,000	£ 20,000.00
Microbiologist	25,000-35,000	£ 30,000.00
Senior / Principal Pharmaceutical Scientist	40,000-60,000	£ 50,000.00
Senior / Principal Molecular & Cell Biologist	40,000-60,000	£ 50,000.00
Bioinformatician	33,000-45,000	£ 38,000.00
Senior/Principal Bioinformatician	42,000-58,000	£ 48,000.00
Computational Scientist	36,000-48,000	£ 43,000.00
Senior / Principal Computational Scientist	50,000-65,000	£ 54,000.00
PK/DMPK Scientist	35,000-50,000	£ 42,000.00
Pharmacovigilance and drug safety	£ Range	£ Typical
Head of Drug Safety	85,000-125,000	£ 95,000.00
GMC Registered Physician	80,000-120,000	£ 80,000.00
Pharmacovigilance Associate Director (Non-GMC)	65,000-80,000	£ 75,000.00
Pharmacovigilance Manager	50,000-65,000	£ 55,000.00
Pharmacovigilance Team Leader	40,000-65,000	£ 50,000.00
Pharmacovigilance Scientist (Senior)	35,000-65,000	£ 50,000.00
Medical Writer – PSUR/RMPs	35,000-55,000	£ 40,000.00
PV Project Manager/Coordinator	30,000-55,000	£ 40,000.00
Pharmacovigilance Officer	20,000-40,000	£ 35,000.00
Pharmacovigilance Associate	18,000-30,000	£ 25,000.00



## LIFE SCIENCES SALARIES (5)

<b>Quality assurance – GMP</b>	<b>£ Range</b>	<b>£ Typical</b>
Director	75,000-100,000	£ 90,000.00
Associate Director	70,000-90,000	£ 80,000.00
Qualified Person	65,000-85,000	£ 75,000.00
Responsible Person	55,000-65,000	£ 57,000.00
Senior Manager	55,000-65,000	£ 60,000.00
Manager	50,000-60,000	£ 55,000.00
Senior Officer	40,000-50,000	£ 45,000.00
Officer	35,000-45,000	£ 40,000.00
CSV Manager	55,000-65,000	£ 55,000.00
Validation Engineer	30,000-55,000	£ 40,000.00
<b>Quality assurance – GCP</b>	<b>£ Range</b>	<b>£ Typical</b>
Director	80,000-100,000	£ 90,000.00
Associate Director	75,000-90,000	£ 80,000.00
Senior Manager	65,000-75,000	£ 70,000.00
Manager	55,000-65,000	£ 60,000.00
Senior Auditor	50,000-60,000	£ 55,000.00
Auditor	40,000-50,000	£ 45,000.00
Senior / Principal Pharmaceutical Scientist	40,000-60,000	£ 50,000.00
Admin – GMP & GCP	25,000-35,000	£ 30,000.00
Systems Manager – GMP & GCP	45,000-55,000	£ 50,000.00
Systems Manager	45,000-55,000	£ 50,000.00

## LIFE SCIENCES SALARIES (6)

Medical affairs/ Clinical development	£ Range	£ Typical
Associate Clinical Director	85,000-110,000	£ 95,000.00
Senior Clinical Development Physician	75,000-90,000	£ 80,000.00
Clinical Development Physician	70,000-85,000	£ 75,000.00
Clinical Research Director	75,000-110,000	£ 90,000.00
Clinical Research Physician	70,000-90,000	£ 80,000.00
Chief Medical Officer	160,000-200,000	£ 180,000.00
Vice President	130,000-170,000	£ 150,000.00
Executive Medical Director	120,000-150,000	£ 140,000.00
Senior Medical Director	110,000-150,000	£ 130,000.00
Medical Director	95,000-125,000	£ 110,000.00
Associate Medical Director	90,000-110,000	£ 100,000.00
Medical Manager	80,000-100,000	£ 90,000.00
Senior Medical Advisor	65,000-85,000	£ 75,000.00
Medical Advisor	55,000-70,000	£ 65,000.00

## Contact Classic Consulting

Classic Consulting  
Imperial House  
40-42 Queens Road  
Brighton  
BN1 3XB

Telephone: 01273 607129

Fax: 01273 376999

Email: [info@classicconsulting.co.uk](mailto:info@classicconsulting.co.uk)

Web: [www.classicconsulting.co.uk](http://www.classicconsulting.co.uk)



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