



randstad life sciences

salary guide.

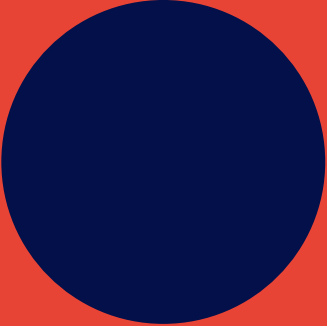
2018.

welcome to the


2018 salary guide.



While everyone's talking about buzzwords like 'work/life balance' and 'company culture,' the biggest lever for attracting today's top talent is still competitive compensation. Across every gender, generation and education level, the most important factor for choosing an employer remains attractive salary and benefits.¹



In today's competitive talent landscape, aligning pay with the overall market isn't enough. Your compensation offerings need to be more attractive than those of your competitors. Our 2018 Salary Guide provides a benchmark for assessing the strength of your pay rates against your competition, many of whom are vying for the same talent as you. If your company's compensation is below average, consider whether the salary savings justify the cost of losing talent to competitors.



Also, take note of the impact that geography has on pay if you plan to hire talent in other markets. We invite you to browse the guide's contents and connect with us to discuss how we can help you build a strong team or find your next great hire.

¹Randstad's Employer Branding Study, 2017



about this guide.

This guide provides compensation information for the most in-demand roles and skill sets within the pharmaceutical industry. Salary data points are provided for the geographic markets in which Randstad Life Sciences currently operates.

For more detailed information, descriptions of the job titles used or a market-specific analysis, please contact one of our staffing and recruitment specialists at your local Randstad Life Sciences office, or visit randstadlifesciences.com to learn how we can assist in all of your life sciences staffing and business needs.

find your salaries.

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Biometrics	Low	Average	High
Clinical SAS Programmer	\$64,800	\$86,400	\$97,200
Clinical Senior SAS Programmer	\$75,600	\$97,200	\$108,000
Director of SAS Programming	\$162,000	\$216,000	\$270,000
Clinical Data Analyst	\$43,200	\$54,000	\$70,200
Clinical Data Coordinator	\$59,400	\$75,600	\$86,400
Clinical Data Manager	\$70,200	\$86,400	\$97,200
Clinical Senior Data Manager	\$81,000	\$97,200	\$108,000
Director of Data Management	\$151,200	\$189,000	\$324,000
Biostatistician	\$75,600	\$102,600	\$129,600
Senior Biostatistician	\$86,400	\$118,800	\$151,200
Director of Biostatistics	\$162,000	\$216,000	\$432,000

Clinical Information Technology	Low	Average	High
Business Analyst	\$64,800	\$91,800	\$140,400
Senior Business Analyst	\$86,400	\$108,000	\$151,200
PV Database Programmer	\$108,000	\$135,000	\$162,000
Senior PV Database Programmer	\$145,800	\$162,000	\$189,000
Oracle Clinical Programmer	\$129,600	\$156,600	\$199,800
Senior Oracle Clinical Programmer	\$178,200	\$199,800	\$205,200
Clinical Systems Project Manager	\$140,400	\$162,000	\$216,000
Director of Clinical IT	\$216,000	\$324,000	\$378,000
Validation Analyst	\$108,000	\$135,000	\$178,200
Senior Validation Analyst	\$162,000	\$194,400	\$226,800

Clinical Science and Operations	Low	Average	High
Vice President of Clinical Research	\$270,000	\$387,180	\$540,000
Clinical Research Associate Director/Director	\$178,200	\$189,675	\$216,000
Clinical Study Manager (CSM)	\$86,400	\$132,143	\$162,000
Clinical Project Manager (CPM)	\$86,400	\$132,143	\$162,000
Clinical Research Associate (CRA)	\$48,600	\$56,769	\$75,600
Clinical Trial Associate (CTA)	\$30,240	\$38,086	\$46,440
Regional Monitor	\$59,400	\$102,600	\$129,600
Medical Director	\$194,400	\$297,686	\$432,000
Clinical Supply Chain Associate	\$54,000	\$57,732	\$64,800
Clinical Supply Chain Manager	\$70,200	\$80,532	\$86,400
Clinical Outsourcing Manager	\$86,400	\$132,143	\$162,000

Environmental Health and Safety	Low	Average	High
Environmental Health and Safety Coordinator	\$42,000	\$61,521	\$86,000
Environmental Health and Safety Specialist	\$27,000	\$37,800	\$54,000
Environmental Health and Safety Manager	\$59,400	\$82,655	\$97,200
Industrial Hygiene Officer	\$31,000	\$40,661	\$57,000

Laboratory	Low	Average	High
Technician	\$25,920	\$30,240	\$36,720
Laboratory Technician I	\$25,920	\$28,620	\$30,240
Laboratory Technician II	\$28,080	\$30,780	\$32,400
Laboratory Technician III	\$30,240	\$34,560	\$36,720
Documentation Specialist	\$37,440	\$52,000	\$58,240
Microbiologist	\$42,000	\$54,141	\$69,000
Lab Assistant	\$25,000	\$31,973	\$43,000
Lab Manager	\$56,000	\$81,232	\$123,000
Lab Supervisor	\$51,000	\$74,660	\$114,000
Lab Director	\$86,000	\$122,645	\$183,000

Medical and Scientific Affairs	Low	Average	High
Medical Affairs Project Manager	\$81,000	\$123,752	\$140,400
Commercial Training Specialist	\$41,040	\$67,346	\$77,760
Commercial Training Manager	\$73,440	\$83,041	\$105,840
Commercial Training Associate Director/Director	\$108,000	\$146,745	\$199,800
Medical Science Liaison	\$97,200	\$118,800	\$162,000
Senior Medical Science Liaison	\$129,600	\$172,800	\$189,000

Medical Writing	Low	Average	High
Regulatory Writer	\$70,200	\$78,464	\$86,400
Senior Regulatory Writer	\$84,240	\$106,655	\$118,800
Manager of Medical Writing	\$118,800	\$146,749	\$162,000
Associate Director/Director of Medical Writing	\$157,462	\$189,697	\$199,800
Publications Writer	\$70,200	\$78,300	\$97,200
Safety Writer	\$70,200	\$84,946	\$102,600
Quality Control Reviewer/Editor	\$70,200	\$82,944	\$91,800
Document Specialist	\$30,240	\$41,647	\$48,600

Pharma Corporate Position	Low	Average	High
Sourcer/Talent Acquisition	\$27,000	\$58,968	\$81,000
Recruiter	\$48,600	\$81,837	\$118,800
Procurement Specialist	\$54,000	\$60,345	\$64,800
Procurement Manager	\$70,200	\$82,568	\$86,400
Clinical Administrative Assistant/Senior Clinical Administrative Assistant	\$30,240	\$45,740	\$64,800
Training Specialist/Coordinator	\$41,040	\$67,346	\$77,760

Pharmacovigilance/Drug Safety	Low	Average	High
Medical Monitor/Reviewer	\$118,800	\$145,800	\$162,000
Medical Director	\$162,000	\$243,000	\$324,000
Medical Services Specialist	\$64,800	\$81,000	\$86,400
Drug Safety Nurse/Coordinator	\$64,800	\$81,000	\$86,400
Drug Safety Associate	\$82,080	\$108,000	\$135,000
Director of Safety	\$135,000	\$216,000	\$243,000
Medical Information Specialist	\$86,400	\$108,000	\$129,600

Quality, Process and Validation	Low	Average	High
Quality Control Specialist I	\$25,920	\$28,080	\$32,400
Quality Control Specialist II	\$30,240	\$35,640	\$38,880
Quality Control Specialist III	\$38,880	\$41,040	\$45,360
Quality Engineer	\$67,000	\$83,434	\$104,000
Process Engineer I	\$59,400	\$64,800	\$70,200
Process Engineer II	\$70,200	\$79,920	\$86,400
Process Engineer III	\$86,400	\$97,200	\$108,000
Process Development Engineer	\$74,000	\$90,401	\$113,000
Validation Specialist I	\$48,600	\$54,000	\$59,400
Validation Specialist II	\$54,000	\$62,640	\$70,200
Validation Specialist III	\$64,800	\$70,200	\$75,600
QA Associate	\$39,520	\$45,760	\$54,080
QA Auditor	\$45,560	\$60,300	\$99,160
QA Technician	\$36,180	\$47,811	\$61,640
QC Technician	\$26,000	\$37,069	\$51,000
QC Chemist	\$46,000	\$55,599	\$70,000
QC Analyst	\$42,000	\$54,141	\$69,000

Regulatory and Quality Assurance	Low	Average	High
Regulatory CMC Assistant	\$30,240	\$37,344	\$41,040
Regulatory CMC Specialist	\$43,200	\$59,162	\$73,440
Regulatory CMC Manager	\$75,600	\$95,037	\$118,800
Regulatory CMC Associate Director/Director	\$118,800	\$178,669	\$194,400
Regulatory Publishing Assistant	\$26,554	\$35,280	\$39,727
Regulatory Publishing Associate	\$41,580	\$53,748	\$64,800
Regulatory Publishing Manager	\$70,200	\$97,200	\$106,428
Regulatory Publishing Associate Director/Director	\$102,600	\$135,839	\$145,800
Regulatory Advertising and Promotions Assistant	\$27,000	\$36,504	\$37,800
Regulatory Advertising and Promotions Associate	\$41,040	\$57,590	\$70,200
Regulatory Advertising and Promotions Manager	\$75,600	\$111,010	\$119,880
Regulatory Advertising and Promotions Associate Director/Director	\$124,200	\$178,559	\$194,400
Regulatory Operations Assistant	\$30,240	\$37,344	\$41,040
Regulatory Operations Associate	\$43,200	\$59,162	\$73,440
Regulatory Operations Manager	\$75,600	\$95,037	\$118,800
Regulatory Operations Associate Director/Director	\$118,800	\$178,669	\$194,400
Regulatory Vice President	\$194,400	\$321,829	\$432,000
Regulatory Affairs Specialist	\$52,000	\$68,057	\$89,000
Regulatory Affairs Manager	\$74,000	\$100,832	\$129,000

Research Scientist/Research Associate	Low	Average	High
Research Scientist I	\$70,200	\$79,920	\$86,400
Research Scientist II	\$81,000	\$97,200	\$102,600
Research Scientist III	\$97,200	\$108,000	\$124,200
Research Associate I	\$30,240	\$35,640	\$37,800
Research Associate II	\$32,400	\$37,800	\$43,200
Research Associate III	\$43,200	\$50,760	\$59,400
Microbiologist	\$39,000	\$49,805	\$68,000
R&D Chemist	\$44,000	\$59,557	\$89,000
R&D Technician	\$42,880	\$54,458	\$81,740
Research Assistant	\$23,000	\$33,512	\$48,000
Molecular/Cell Biologist	\$40,000	\$52,647	\$73,000

Biometrics	Low	Average	High
Clinical SAS Programmer	\$60,000	\$75,000	\$90,000
Clinical Senior SAS Programmer	\$70,000	\$85,000	\$100,000
Director of SAS Programming	\$150,000	\$200,000	\$250,000
Clinical Data Analyst	\$40,000	\$52,500	\$65,000
Clinical Data Coordinator	\$55,000	\$67,500	\$80,000
Clinical Data Manager	\$65,000	\$77,500	\$90,000
Clinical Senior Data Manager	\$75,000	\$87,500	\$100,000
Director of Data Management	\$140,000	\$220,000	\$300,000
Biostatistician	\$70,000	\$95,000	\$120,000
Senior Biostatistician	\$80,000	\$110,000	\$140,000
Director of Biostatistics	\$150,000	\$275,000	\$400,000

Clinical Information Technology

Business Analyst	\$60,000	\$95,000	\$130,000
Senior Business Analyst	\$80,000	\$110,000	\$140,000
PV Database Programmer	\$100,000	\$125,000	\$150,000
Senior PV Database Programmer	\$135,000	\$155,000	\$175,000
Oracle Clinical Programmer	\$120,000	\$152,500	\$185,000
Senior Oracle Clinical Programmer	\$165,000	\$177,500	\$190,000
Clinical Systems Project Manager	\$130,000	\$165,000	\$200,000
Director of Clinical IT	\$200,000	\$275,000	\$350,000
Validation Analyst	\$100,000	\$132,500	\$165,000
Senior Validation Analyst	\$150,000	\$180,000	\$210,000

Clinical Science and Operations

Vice President of Clinical Research	\$250,000	\$375,000	\$500,000
Clinical Research Associate Director/Director	\$165,000	\$182,500	\$200,000
Clinical Study Manager (CSM)	\$80,000	\$115,000	\$150,000
Clinical Project Manager (CPM)	\$80,000	\$115,000	\$150,000
Clinical Research Associate (CRA)	\$45,000	\$57,500	\$70,000
Clinical Trial Associate (CTA)	\$28,000	\$35,500	\$43,000
Regional Monitor	\$55,000	\$87,500	\$120,000
Medical Director	\$180,000	\$290,000	\$400,000
Clinical Supply Chain Associate	\$50,000	\$55,000	\$60,000
Clinical Supply Chain Manager	\$65,000	\$72,500	\$80,000
Clinical Outsourcing Manager	\$80,000	\$115,000	\$150,000

Environmental Health and Safety	Low	Average	High
Environmental Health and Safety Coordinator	\$37,000	\$54,468	\$77,000
Environmental Health and Safety Specialist	\$25,000	\$37,500	\$50,000
Environmental Health and Safety Manager	\$55,000	\$72,500	\$90,000
Industrial Hygiene Officer	\$41,000	\$53,267	\$75,000

Laboratory	Low	Average	High
Technician	\$24,000	\$29,000	\$34,000
Laboratory Technician I	\$24,000	\$26,000	\$28,000
Laboratory Technician II	\$26,000	\$28,000	\$30,000
Laboratory Technician III	\$28,000	\$31,000	\$34,000
Documentation Specialist	\$37,440	\$52,000	\$58,240
Microbiologist	\$35,000	\$44,806	\$62,000
Lab Assistant	\$21,000	\$27,285	\$37,000
Lab Manager	\$51,000	\$74,945	\$114,000
Lab Supervisor	\$47,000	\$69,081	\$105,000
Lab Director	\$79,000	\$112,976	\$170,000

Medical and Scientific Affairs	Low	Average	High
Medical Affairs Project Manager	\$75,000	\$102,500	\$130,000
Commercial Training Specialist	\$38,000	\$55,000	\$72,000
Commercial Training Manager	\$68,000	\$83,000	\$98,000
Commercial Training Associate Director/Director	\$100,000	\$142,500	\$185,000
Medical Science Liaison	\$90,000	\$110,000	\$150,000
Senior Medical Science Liaison	\$120,000	\$160,000	\$175,000

Medical Writing	Low	Average	High
Regulatory Writer	\$65,000	\$72,500	\$80,000
Senior Regulatory Writer	\$78,000	\$94,000	\$110,000
Manager of Medical Writing	\$110,000	\$130,000	\$150,000
Associate Director/Director of Medical Writing	\$145,798	\$165,399	\$185,000
Publications Writer	\$65,000	\$77,500	\$90,000
Safety Writer	\$65,000	\$80,000	\$95,000
Quality Control Reviewer/Editor	\$65,000	\$75,000	\$85,000
Document Specialist	\$28,000	\$36,500	\$45,000

Pharma Corporate Position	Low	Average	High
Sourcer/Talent Acquisition	\$25,000	\$50,000	\$75,000
Recruiter	\$45,000	\$77,500	\$110,000
Procurement Specialist	\$50,000	\$55,000	\$60,000
Procurement Manager	\$65,000	\$72,500	\$80,000
Clinical Administrative Assistant/Senior Clinical Administrative Assistant	\$28,000	\$44,000	\$60,000
Training Specialist/Coordinator	\$38,000	\$55,000	\$72,000

Pharmacovigilance/Drug Safety	Low	Average	High
Medical Monitor/Reviewer	\$110,000	\$135,000	\$150,000
Medical Director	\$150,000	\$225,000	\$300,000
Medical Services Specialist	\$60,000	\$75,000	\$80,000
Drug Safety Nurse/Coordinator	\$60,000	\$75,000	\$80,000
Drug Safety Associate	\$76,000	\$100,000	\$125,000
Director of Safety	\$125,000	\$200,000	\$225,000
Medical Information Specialist	\$80,000	\$100,000	\$120,000

Quality, Process and Validation	Low	Average	High
Quality Control Specialist I	\$24,000	\$27,000	\$30,000
Quality Control Specialist II	\$28,000	\$32,000	\$36,000
Quality Control Specialist III	\$36,000	\$39,000	\$42,000
Quality Engineer	\$58,000	\$73,495	\$92,000
Process Engineer I	\$55,000	\$60,000	\$65,000
Process Engineer II	\$65,000	\$72,500	\$80,000
Process Engineer III	\$80,000	\$90,000	\$100,000
Process Development Engineer	\$60,000	\$77,405	\$96,000
Validation Specialist I	\$45,000	\$50,000	\$55,000
Validation Specialist II	\$50,000	\$57,500	\$65,000
Validation Specialist III	\$60,000	\$65,000	\$70,000
QA Associate	\$39,520	\$45,760	\$54,080
QA Auditor	\$41,990	\$55,575	\$91,390
QA Technician	\$33,345	\$44,064	\$56,810
QC Technician	\$27,000	\$38,211	\$53,000
QC Chemist	\$40,000	\$48,313	\$61,000
QC Analyst	\$39,000	\$52,321	\$67,000

Regulatory and Quality Assurance	Low	Average	High
Regulatory CMC Assistant	\$28,000	\$33,000	\$38,000
Regulatory CMC Specialist	\$40,000	\$54,000	\$68,000
Regulatory CMC Manager	\$70,000	\$90,000	\$110,000
Regulatory CMC Associate Director/Director	\$110,000	\$145,000	\$180,000
Regulatory Publishing Assistant	\$24,587	\$28,627	\$32,667
Regulatory Publishing Associate	\$38,500	\$49,250	\$60,000
Regulatory Publishing Manager	\$65,000	\$77,500	\$90,000
Regulatory Publishing Associate Director/Director	\$95,000	\$115,000	\$135,000
Regulatory Advertising and Promotions Assistant	\$25,000	\$30,000	\$35,000
Regulatory Advertising and Promotions Associate	\$38,000	\$51,500	\$65,000
Regulatory Advertising and Promotions Manager	\$70,000	\$90,500	\$111,000
Regulatory Advertising and Promotions Associate Director/Director	\$115,000	\$147,500	\$180,000
Regulatory Operations Assistant	\$28,000	\$33,000	\$38,000
Regulatory Operations Associate	\$40,000	\$54,000	\$68,000
Regulatory Operations Manager	\$70,000	\$90,000	\$110,000
Regulatory Operations Associate Director/Director	\$110,000	\$145,000	\$180,000
Regulatory Vice President	\$180,000	\$290,000	\$400,000
Regulatory Affairs Specialist	\$57,000	\$75,270	\$97,000
Regulatory Affairs Manager	\$73,000	\$100,252	\$128,000

Research Scientist/Research Associate

Research Scientist I	\$65,000	\$72,500	\$80,000
Research Scientist II	\$75,000	\$85,000	\$95,000
Research Scientist III	\$90,000	\$102,500	\$115,000
Research Associate I	\$28,000	\$31,500	\$35,000
Research Associate II	\$30,000	\$35,000	\$40,000
Research Associate III	\$40,000	\$47,500	\$55,000
Microbiologist	\$35,000	\$44,806	\$62,000
R&D Chemist	\$42,000	\$57,360	\$84,000
R&D Technician	\$39,520	\$50,190	\$75,335
Research Assistant	\$21,000	\$29,857	\$43,000
Molecular/Cell Biologist	\$36,000	\$49,247	\$68,000

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Biometrics	Low	Average	High
Clinical SAS Programmer	\$55,200	\$73,600	\$82,800
Clinical Senior SAS Programmer	\$64,400	\$82,800	\$92,000
Director of SAS Programming	\$138,000	\$184,000	\$230,000
Clinical Data Analyst	\$36,800	\$46,000	\$59,800
Clinical Data Coordinator	\$50,600	\$64,400	\$73,600
Clinical Data Manager	\$59,800	\$73,600	\$82,800
Clinical Senior Data Manager	\$69,000	\$82,800	\$92,000
Director of Data Management	\$128,800	\$161,000	\$276,000
Biostatistician	\$64,400	\$87,400	\$110,400
Senior Biostatistician	\$73,600	\$101,200	\$128,800
Director of Biostatistics	\$138,000	\$184,000	\$368,000

Clinical Information Technology	Low	Average	High
Business Analyst	\$55,200	\$78,200	\$119,600
Senior Business Analyst	\$73,600	\$92,000	\$128,800
PV Database Programmer	\$92,000	\$115,000	\$138,000
Senior PV Database Programmer	\$124,200	\$138,000	\$161,000
Oracle Clinical Programmer	\$110,400	\$133,400	\$170,200
Senior Oracle Clinical Programmer	\$151,800	\$170,200	\$174,800
Clinical Systems Project Manager	\$119,600	\$138,000	\$184,000
Director of Clinical IT	\$184,000	\$276,000	\$322,000
Validation Analyst	\$92,000	\$115,000	\$151,800
Senior Validation Analyst	\$138,000	\$165,600	\$193,200

Clinical Science and Operations	Low	Average	High
Vice President of Clinical Research	\$230,000	\$329,820	\$460,000
Clinical Research Associate Director/Director	\$151,800	\$161,575	\$184,000
Clinical Study Manager (CSM)	\$73,600	\$112,567	\$138,000
Clinical Project Manager (CPM)	\$73,600	\$112,567	\$138,000
Clinical Research Associate (CRA)	\$41,400	\$48,359	\$64,400
Clinical Trial Associate (CTA)	\$25,760	\$32,444	\$39,560
Regional Monitor	\$50,600	\$87,400	\$110,400
Medical Director	\$165,600	\$253,584	\$368,000
Clinical Supply Chain Associate	\$46,000	\$49,180	\$55,200
Clinical Supply Chain Manager	\$59,800	\$68,602	\$73,600
Clinical Outsourcing Manager	\$73,600	\$112,567	\$138,000

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Environmental Health and Safety	Low	Average	High
Environmental Health and Safety Coordinator	\$38,000	\$55,356	\$77,000
Environmental Health and Safety Specialist	\$23,000	\$32,200	\$46,000
Environmental Health and Safety Manager	\$50,600	\$70,409	\$82,800
Industrial Hygiene Officer	\$27,000	\$34,163	\$48,000

Laboratory	Low	Average	High
Technician	\$22,080	\$25,760	\$31,280
Laboratory Technician I	\$22,080	\$24,380	\$25,760
Laboratory Technician II	\$23,920	\$26,220	\$27,600
Laboratory Technician III	\$25,760	\$29,440	\$31,280
Documentation Specialist	\$36,440	\$51,000	\$57,240
Microbiologist	\$35,000	\$44,983	\$61,000
Lab Assistant	\$22,000	\$29,014	\$39,000
Lab Manager	\$48,000	\$70,033	\$107,000
Lab Supervisor	\$44,000	\$64,408	\$99,000
Lab Director	\$73,000	\$104,889	\$158,000

Medical and Scientific Affairs	Low	Average	High
Medical Affairs Project Manager	\$69,000	\$105,418	\$119,600
Commercial Training Specialist	\$34,960	\$57,368	\$66,240
Commercial Training Manager	\$62,560	\$70,739	\$90,160
Commercial Training Associate Director/Director	\$92,000	\$125,005	\$170,200
Medical Science Liaison	\$81,000	\$99,000	\$135,000
Senior Medical Science Liaison	\$108,000	\$144,000	\$157,500

Medical Writing	Low	Average	High
Regulatory Writer	\$59,800	\$66,840	\$73,600
Senior Regulatory Writer	\$71,760	\$90,855	\$101,200
Manager of Medical Writing	\$101,200	\$125,009	\$138,000
Associate Director/Director of Medical Writing	\$134,134	\$161,593	\$170,200
Publications Writer	\$59,800	\$66,700	\$82,800
Safety Writer	\$59,800	\$72,362	\$87,400
Quality Control Reviewer/Editor	\$59,800	\$70,656	\$78,200
Document Specialist	\$25,760	\$35,477	\$41,400

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Pharma Corporate Position	Low	Average	High
Sourcer/Talent Acquisition	\$23,000	\$50,232	\$69,000
Recruiter	\$41,400	\$69,713	\$101,200
Procurement Specialist	\$35,680	\$46,000	\$55,200
Procurement Manager	\$59,800	\$70,336	\$73,600
Clinical Administrative Assistant/Senior Clinical Administrative Assistant	\$25,760	\$38,964	\$55,200
Training Specialist/Coordinator	\$34,960	\$57,368	\$66,240

Pharmacovigilance/Drug Safety	Low	Average	High
Medical Monitor/Reviewer	\$99,000	\$121,500	\$135,000
Medical Director	\$135,000	\$202,500	\$270,000
Medical Services Specialist	\$54,000	\$67,500	\$72,000
Drug Safety Nurse/Coordinator	\$54,000	\$67,500	\$72,000
Drug Safety Associate	\$68,400	\$90,000	\$112,500
Director of Safety	\$112,500	\$180,000	\$202,500
Medical Information Specialist	\$72,000	\$90,000	\$108,000

Quality, Process and Validation	Low	Average	High
Quality Control Specialist I	\$22,080	\$23,920	\$27,600
Quality Control Specialist II	\$25,760	\$30,360	\$33,120
Quality Control Specialist III	\$33,120	\$34,960	\$38,640
Quality Engineer	\$61,000	\$76,138	\$95,000
Process Engineer I	\$50,600	\$55,200	\$59,800
Process Engineer II	\$59,800	\$68,080	\$73,600
Process Engineer III	\$73,600	\$82,800	\$92,000
Process Development Engineer	\$61,000	\$74,362	\$94,000
Validation Specialist I	\$41,400	\$46,000	\$50,600
Validation Specialist II	\$46,000	\$53,360	\$59,800
Validation Specialist III	\$55,200	\$59,800	\$64,400
QA Associate	\$38,520	\$44,760	\$52,080
QA Auditor	\$35,360	\$46,800	\$76,960
QA Technician	\$28,080	\$37,107	\$47,840
QC Technician	\$25,000	\$36,046	\$50,000
QC Chemist	\$41,000	\$50,235	\$64,000
QC Analyst	\$37,000	\$49,293	\$63,000

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Regulatory and Quality Assurance	Low	Average	High
Regulatory CMC Assistant	\$25,760	\$31,812	\$34,960
Regulatory CMC Specialist	\$36,800	\$50,398	\$62,560
Regulatory CMC Manager	\$64,400	\$80,957	\$101,200
Regulatory CMC Associate Director/Director	\$101,200	\$152,199	\$165,600
Regulatory Publishing Assistant	\$22,620	\$30,054	\$33,841
Regulatory Publishing Associate	\$35,420	\$45,786	\$55,200
Regulatory Publishing Manager	\$59,800	\$82,800	\$90,660
Regulatory Publishing Associate Director/Director	\$87,400	\$115,715	\$124,200
Regulatory Advertising and Promotions Assistant	\$23,000	\$31,096	\$32,200
Regulatory Advertising and Promotions Associate	\$34,960	\$49,058	\$59,800
Regulatory Advertising and Promotions Manager	\$64,400	\$94,564	\$102,120
Regulatory Advertising and Promotions Associate Director/Director	\$105,800	\$152,105	\$165,600
Regulatory Operations Assistant	\$25,760	\$31,812	\$34,960
Regulatory Operations Associate	\$36,800	\$50,398	\$62,560
Regulatory Operations Manager	\$64,400	\$80,957	\$101,200
Regulatory Operations Associate Director/Director	\$101,200	\$152,199	\$165,600
Regulatory Vice President	\$165,600	\$274,151	\$368,000
Regulatory Affairs Specialist	\$47,000	\$62,175	\$81,000
Regulatory Affairs Manager	\$59,000	\$81,799	\$105,000

Research Scientist/Research Associate	Low	Average	High
Research Scientist I	\$59,800	\$68,080	\$73,600
Research Scientist II	\$69,000	\$82,800	\$87,400
Research Scientist III	\$82,800	\$92,000	\$105,800
Research Associate I	\$25,760	\$30,360	\$32,200
Research Associate II	\$27,600	\$32,200	\$36,800
Research Associate III	\$36,800	\$43,240	\$50,600
Microbiologist	\$35,000	\$44,983	\$61,000
R&D Chemist	\$40,000	\$53,906	\$80,000
R&D Technician	\$33,280	\$41,667	\$63,440
Research Assistant	\$19,000	\$27,675	\$40,000
Molecular/Cell Biologist	\$36,000	\$49,342	\$68,000

Biometrics	Low	Average	High
Clinical SAS Programmer	\$67,200	\$89,600	\$100,800
Clinical Senior SAS Programmer	\$78,400	\$100,800	\$112,000
Director of SAS Programming	\$168,000	\$224,000	\$280,000
Clinical Data Analyst	\$44,800	\$56,000	\$72,800
Clinical Data Coordinator	\$61,600	\$78,400	\$89,600
Clinical Data Manager	\$72,800	\$89,600	\$100,800
Clinical Senior Data Manager	\$84,000	\$100,800	\$112,000
Director of Data Management	\$156,800	\$196,000	\$336,000
Biostatistician	\$78,400	\$106,400	\$134,400
Senior Biostatistician	\$89,600	\$123,200	\$156,800
Director of Biostatistics	\$168,000	\$224,000	\$448,000

Clinical Information Technology

Business Analyst	\$67,200	\$95,200	\$145,600
Senior Business Analyst	\$89,600	\$112,000	\$156,800
PV Database Programmer	\$112,000	\$140,000	\$168,000
Senior PV Database Programmer	\$151,200	\$168,000	\$196,000
Oracle Clinical Programmer	\$134,400	\$162,400	\$207,200
Senior Oracle Clinical Programmer	\$184,800	\$207,200	\$212,800
Clinical Systems Project Manager	\$145,600	\$168,000	\$224,000
Director of Clinical IT	\$224,000	\$336,000	\$392,000
Validation Analyst	\$112,000	\$140,000	\$184,800
Senior Validation Analyst	\$168,000	\$201,600	\$235,200

Clinical Science and Operations

Vice President of Clinical Research	\$280,000	\$401,520	\$560,000
Clinical Research Associate Director/Director	\$184,800	\$196,700	\$224,000
Clinical Study Manager (CSM)	\$89,600	\$137,038	\$168,000
Clinical Project Manager (CPM)	\$89,600	\$137,038	\$168,000
Clinical Research Associate (CRA)	\$50,400	\$58,872	\$78,400
Clinical Trial Associate (CTA)	\$31,360	\$39,497	\$48,160
Regional Monitor	\$61,600	\$106,400	\$134,400
Medical Director	\$201,600	\$308,711	\$448,000
Clinical Supply Chain Associate	\$56,000	\$59,871	\$67,200
Clinical Supply Chain Manager	\$72,800	\$83,515	\$89,600
Clinical Outsourcing Manager	\$89,600	\$137,038	\$168,000

Environmental Health and Safety	Low	Average	High
Environmental Health and Safety Coordinator	\$40,000	\$57,973	\$81,000
Environmental Health and Safety Specialist	\$28,000	\$39,200	\$56,000
Environmental Health and Safety Manager	\$61,600	\$85,716	\$100,800
Industrial Hygiene Officer	\$31,000	\$39,690	\$56,000

Laboratory

Technician	\$26,880	\$31,360	\$38,080
Laboratory Technician I	\$26,880	\$29,680	\$31,360
Laboratory Technician II	\$29,120	\$31,920	\$33,600
Laboratory Technician III	\$31,360	\$35,840	\$38,080
Documentation Specialist	\$37,440	\$52,000	\$58,240
Microbiologist	\$38,000	\$49,492	\$67,000
Lab Assistant	\$24,000	\$31,101	\$42,000
Lab Manager	\$54,000	\$78,539	\$119,000
Lab Supervisor	\$49,000	\$72,217	\$111,000
Lab Director	\$83,000	\$118,651	\$178,000

Medical and Scientific Affairs

Medical Affairs Project Manager	\$84,000	\$128,335	\$145,600
Commercial Training Specialist	\$42,560	\$69,840	\$80,640
Commercial Training Manager	\$76,160	\$86,117	\$109,760
Commercial Training Associate Director/Director	\$112,000	\$152,180	\$207,200
Medical Science Liaison	\$108,000	\$132,000	\$180,000
Senior Medical Science Liaison	\$144,000	\$192,000	\$210,000

Medical Writing

Regulatory Writer	\$72,800	\$81,370	\$89,600
Senior Regulatory Writer	\$87,360	\$110,606	\$123,200
Manager of Medical Writing	\$123,200	\$152,184	\$168,000
Associate Director/Director of Medical Writing	\$163,294	\$196,722	\$207,200
Publications Writer	\$72,800	\$81,200	\$100,800
Safety Writer	\$72,800	\$88,092	\$106,400
Quality Control Reviewer/Editor	\$72,800	\$86,016	\$95,200
Document Specialist	\$31,360	\$43,189	\$50,400

Pharma Corporate Position	Low	Average	High
Sourcer/Talent Acquisition	\$28,000	\$61,152	\$84,000
Recruiter	\$50,400	\$84,868	\$123,200
Procurement Specialist	\$56,000	\$62,580	\$67,200
Procurement Manager	\$72,800	\$85,626	\$89,600
Clinical Administrative Assistant/Senior Clinical Administrative Assistant	\$31,360	\$47,434	\$67,200
Training Specialist/Coordinator	\$42,560	\$69,840	\$80,640

Pharmacovigilance/Drug Safety	Low	Average	High
Medical Monitor/Reviewer	\$132,000	\$162,000	\$180,000
Medical Director	\$180,000	\$270,000	\$360,000
Medical Services Specialist	\$72,000	\$90,000	\$96,000
Drug Safety Nurse/Coordinator	\$72,000	\$90,000	\$96,000
Drug Safety Associate	\$91,200	\$120,000	\$150,000
Director of Safety	\$150,000	\$240,000	\$270,000
Medical Information Specialist	\$96,000	\$120,000	\$144,000

Quality, Process and Validation	Low	Average	High
Quality Control Specialist I	\$26,880	\$29,120	\$33,600
Quality Control Specialist II	\$31,360	\$36,960	\$40,320
Quality Control Specialist III	\$40,320	\$42,560	\$47,040
Quality Engineer	\$58,000	\$73,130	\$91,000
Process Engineer I	\$61,600	\$67,200	\$72,800
Process Engineer II	\$72,800	\$82,880	\$89,600
Process Engineer III	\$89,600	\$100,800	\$112,000
Process Development Engineer	\$70,000	\$86,041	\$107,000
Validation Specialist I	\$50,400	\$56,000	\$61,600
Validation Specialist II	\$56,000	\$64,960	\$72,800
Validation Specialist III	\$67,200	\$72,800	\$78,400
QA Associate	\$39,520	\$45,760	\$54,080
QA Auditor	\$39,100	\$51,750	\$85,100
QA Technician	\$31,050	\$41,032	\$52,900
QC Technician	\$27,000	\$38,152	\$53,000
QC Chemist	\$46,000	\$56,125	\$71,000
QC Analyst	\$39,000	\$51,498	\$66,000

Regulatory and Quality Assurance	Low	Average	High
Regulatory CMC Assistant	\$31,360	\$38,727	\$42,560
Regulatory CMC Specialist	\$44,800	\$61,354	\$76,160
Regulatory CMC Manager	\$78,400	\$98,557	\$123,200
Regulatory CMC Associate Director/Director	\$123,200	\$185,286	\$201,600
Regulatory Publishing Assistant	\$27,537	\$36,587	\$41,198
Regulatory Publishing Associate	\$43,120	\$55,739	\$67,200
Regulatory Publishing Manager	\$72,800	\$100,800	\$110,369
Regulatory Publishing Associate Director/Director	\$106,400	\$140,870	\$151,200
Regulatory Advertising and Promotions Assistant	\$28,000	\$37,856	\$39,200
Regulatory Advertising and Promotions Associate	\$42,560	\$59,723	\$72,800
Regulatory Advertising and Promotions Manager	\$78,400	\$115,121	\$124,320
Regulatory Advertising and Promotions Associate Director/Director	\$128,800	\$185,172	\$201,600
Regulatory Operations Assistant	\$31,360	\$38,727	\$42,560
Regulatory Operations Associate	\$44,800	\$61,354	\$76,160
Regulatory Operations Manager	\$78,400	\$98,557	\$123,200
Regulatory Operations Associate Director/Director	\$123,200	\$185,286	\$201,600
Regulatory Vice President	\$201,600	\$333,749	\$448,000
Regulatory Affairs Specialist	\$51,000	\$67,067	\$87,000
Regulatory Affairs Manager	\$61,000	\$86,031	\$110,000

Research Scientist/Research Associate

Research Scientist I	\$72,800	\$82,880	\$89,600
Research Scientist II	\$84,000	\$100,800	\$106,400
Research Scientist III	\$100,800	\$112,000	\$128,800
Research Associate I	\$31,360	\$36,960	\$39,200
Research Associate II	\$33,600	\$39,200	\$44,800
Research Associate III	\$44,800	\$52,640	\$61,600
Microbiologist	\$38,000	\$49,492	\$67,000
R&D Chemist	\$41,000	\$58,344	\$83,000
R&D Technician	\$36,800	\$46,736	\$70,150
Research Assistant	\$20,000	\$29,392	\$42,000
Molecular/Cell Biologist	\$40,000	\$54,669	\$75,000

Biometrics	Low	Average	High
Clinical SAS Programmer	\$67,200	\$89,600	\$100,800
Clinical Senior SAS Programmer	\$78,400	\$100,800	\$112,000
Director of SAS Programming	\$168,000	\$224,000	\$280,000
Clinical Data Analyst	\$44,800	\$56,000	\$72,800
Clinical Data Coordinator	\$61,600	\$78,400	\$89,600
Clinical Data Manager	\$72,800	\$89,600	\$100,800
Clinical Senior Data Manager	\$84,000	\$100,800	\$112,000
Director of Data Management	\$156,800	\$196,000	\$336,000
Biostatistician	\$78,400	\$106,400	\$134,400
Senior Biostatistician	\$89,600	\$123,200	\$156,800
Director of Biostatistics	\$168,000	\$224,000	\$448,000

Clinical Information Technology	Low	Average	High
Business Analyst	\$67,200	\$95,200	\$145,600
Senior Business Analyst	\$89,600	\$112,000	\$156,800
PV Database Programmer	\$112,000	\$140,000	\$168,000
Senior PV Database Programmer	\$151,200	\$168,000	\$196,000
Oracle Clinical Programmer	\$134,400	\$162,400	\$207,200
Senior Oracle Clinical Programmer	\$184,800	\$207,200	\$212,800
Clinical Systems Project Manager	\$145,600	\$168,000	\$224,000
Director of Clinical IT	\$224,000	\$336,000	\$392,000
Validation Analyst	\$112,000	\$140,000	\$184,800
Senior Validation Analyst	\$168,000	\$201,600	\$235,200

Clinical Science and Operations	Low	Average	High
Vice President of Clinical Research	\$280,000	\$401,520	\$560,000
Clinical Research Associate Director/Director	\$184,800	\$196,700	\$224,000
Clinical Study Manager (CSM)	\$89,600	\$137,038	\$168,000
Clinical Project Manager (CPM)	\$89,600	\$137,038	\$168,000
Clinical Research Associate (CRA)	\$50,400	\$58,872	\$78,400
Clinical Trial Associate (CTA)	\$31,360	\$39,497	\$48,160
Regional Monitor	\$61,600	\$106,400	\$134,400
Medical Director	\$201,600	\$308,711	\$448,000
Clinical Supply Chain Associate	\$56,000	\$59,871	\$67,200
Clinical Supply Chain Manager	\$72,800	\$83,515	\$89,600
Clinical Outsourcing Manager	\$89,600	\$137,038	\$168,000

Environmental Health and Safety	Low	Average	High
Environmental Health and Safety Coordinator	\$42,000	\$60,979	\$85,000
Environmental Health and Safety Specialist	\$28,000	\$39,200	\$56,000
Environmental Health and Safety Manager	\$61,600	\$85,716	\$100,800
Industrial Hygiene Officer	\$31,000	\$40,217	\$57,000

Laboratory	Low	Average	High
Technician	\$26,880	\$31,360	\$38,080
Laboratory Technician I	\$26,880	\$29,680	\$31,360
Laboratory Technician II	\$29,120	\$31,920	\$33,600
Laboratory Technician III	\$31,360	\$35,840	\$38,080
Documentation Specialist	\$30,000	\$37,813	\$52,250
Microbiologist	\$38,000	\$49,261	\$67,000
Lab Assistant	\$23,000	\$29,464	\$40,000
Lab Manager	\$53,000	\$77,461	\$117,000
Lab Supervisor	\$48,000	\$71,085	\$109,000
Lab Director	\$82,000	\$116,990	\$175,000

Medical and Scientific Affairs	Low	Average	High
Medical Affairs Project Manager	\$84,000	\$128,335	\$145,600
Commercial Training Specialist	\$42,560	\$69,840	\$80,640
Commercial Training Manager	\$76,160	\$86,117	\$109,760
Commercial Training Associate Director/Director	\$112,000	\$152,180	\$207,200
Medical Science Liaison	\$108,000	\$132,000	\$180,000
Senior Medical Science Liaison	\$144,000	\$192,000	\$210,000

Medical Writing	Low	Average	High
Regulatory Writer	\$72,800	\$81,370	\$89,600
Senior Regulatory Writer	\$87,360	\$110,606	\$123,200
Manager of Medical Writing	\$123,200	\$152,184	\$168,000
Associate Director/Director of Medical Writing	\$163,294	\$196,722	\$207,200
Publications Writer	\$72,800	\$81,200	\$100,800
Safety Writer	\$72,800	\$88,092	\$106,400
Quality Control Reviewer/Editor	\$72,800	\$86,016	\$95,200
Document Specialist	\$31,360	\$43,189	\$50,400

Pharma Corporate Position	Low	Average	High
Sourcer/Talent Acquisition	\$28,000	\$61,152	\$84,000
Recruiter	\$50,400	\$84,868	\$123,200
Procurement Specialist	\$56,000	\$62,580	\$67,200
Procurement Manager	\$72,800	\$85,626	\$89,600
Clinical Administrative Assistant/Senior Clinical Administrative Assistant	\$31,360	\$47,434	\$67,200
Training Specialist/Coordinator	\$42,560	\$69,840	\$80,640

Pharmacovigilance/Drug Safety	Low	Average	High
Medical Monitor/Reviewer	\$132,000	\$162,000	\$180,000
Medical Director	\$180,000	\$270,000	\$360,000
Medical Services Specialist	\$72,000	\$90,000	\$96,000
Drug Safety Nurse/Coordinator	\$72,000	\$90,000	\$96,000
Drug Safety Associate	\$91,200	\$120,000	\$150,000
Director of Safety	\$150,000	\$240,000	\$270,000
Medical Information Specialist	\$96,000	\$120,000	\$144,000

Quality, Process and Validation	Low	Average	High
Quality Control Specialist I	\$26,880	\$29,120	\$33,600
Quality Control Specialist II	\$31,360	\$36,960	\$40,320
Quality Control Specialist III	\$40,320	\$42,560	\$47,040
Quality Engineer	\$63,000	\$78,857	\$98,000
Process Engineer I	\$61,600	\$67,200	\$72,800
Process Engineer II	\$72,800	\$82,880	\$89,600
Process Engineer III	\$89,600	\$100,800	\$112,000
Process Development Engineer	\$74,000	\$90,835	\$113,000
Validation Specialist I	\$50,400	\$56,000	\$61,600
Validation Specialist II	\$56,000	\$64,960	\$72,800
Validation Specialist III	\$67,200	\$72,800	\$78,400
QA Associate	\$37,500	\$60,024	\$68,250
QA Auditor	\$42,500	\$56,250	\$92,500
QA Technician	\$33,750	\$44,600	\$57,500
QC Technician	\$28,000	\$39,331	\$55,000
QC Chemist	\$45,000	\$54,913	\$70,000
QC Analyst	\$41,000	\$53,942	\$69,000

Regulatory and Quality Assurance	Low	Average	High
Regulatory CMC Assistant	\$31,360	\$38,727	\$42,560
Regulatory CMC Specialist	\$44,800	\$61,354	\$76,160
Regulatory CMC Manager	\$78,400	\$98,557	\$123,200
Regulatory CMC Associate Director/Director	\$123,200	\$185,286	\$201,600
Regulatory Publishing Assistant	\$27,537	\$36,587	\$41,198
Regulatory Publishing Associate	\$43,120	\$55,739	\$67,200
Regulatory Publishing Manager	\$72,800	\$100,800	\$110,369
Regulatory Publishing Associate Director/Director	\$106,400	\$140,870	\$151,200
Regulatory Advertising and Promotions Assistant	\$28,000	\$37,856	\$39,200
Regulatory Advertising and Promotions Associate	\$42,560	\$59,723	\$72,800
Regulatory Advertising and Promotions Manager	\$78,400	\$115,121	\$124,320
Regulatory Advertising and Promotions Associate Director/Director	\$128,800	\$185,172	\$201,600
Regulatory Operations Assistant	\$31,360	\$38,727	\$42,560
Regulatory Operations Associate	\$44,800	\$61,354	\$76,160
Regulatory Operations Manager	\$78,400	\$98,557	\$123,200
Regulatory Operations Associate Director/Director	\$123,200	\$185,286	\$201,600
Regulatory Vice President	\$201,600	\$333,749	\$448,000
Regulatory Affairs Specialist	\$52,000	\$68,599	\$89,000
Regulatory Affairs Manager	\$66,000	\$90,969	\$116,000

Research Scientist/Research Associate	Low	Average	High
Research Scientist I	\$72,800	\$82,880	\$89,600
Research Scientist II	\$84,000	\$100,800	\$106,400
Research Scientist III	\$100,800	\$112,000	\$128,800
Research Associate I	\$31,360	\$36,960	\$39,200
Research Associate II	\$33,600	\$39,200	\$44,800
Research Associate III	\$44,800	\$52,640	\$61,600
Microbiologist	\$38,000	\$49,261	\$67,000
R&D Chemist	\$44,000	\$58,817	\$88,000
R&D Technician	\$40,000	\$50,800	\$76,250
Research Assistant	\$27,000	\$38,599	\$56,000
Molecular/Cell Biologist	\$37,000	\$50,636	\$70,000

Biometrics	Low	Average	High
Clinical SAS Programmer	\$67,200	\$89,600	\$100,800
Clinical Senior SAS Programmer	\$78,400	\$100,800	\$112,000
Director of SAS Programming	\$168,000	\$224,000	\$280,000
Clinical Data Analyst	\$44,800	\$56,000	\$72,800
Clinical Data Coordinator	\$61,600	\$78,400	\$89,600
Clinical Data Manager	\$72,800	\$89,600	\$100,800
Clinical Senior Data Manager	\$84,000	\$100,800	\$112,000
Director of Data Management	\$156,800	\$196,000	\$336,000
Biostatistician	\$78,400	\$106,400	\$134,400
Senior Biostatistician	\$89,600	\$123,200	\$156,800
Director of Biostatistics	\$168,000	\$224,000	\$448,000

Clinical Information Technology

Business Analyst	\$67,200	\$95,200	\$145,600
Senior Business Analyst	\$89,600	\$112,000	\$156,800
PV Database Programmer	\$112,000	\$140,000	\$168,000
Senior PV Database Programmer	\$151,200	\$168,000	\$196,000
Oracle Clinical Programmer	\$134,400	\$162,400	\$207,200
Senior Oracle Clinical Programmer	\$184,800	\$207,200	\$212,800
Clinical Systems Project Manager	\$145,600	\$168,000	\$224,000
Director of Clinical IT	\$224,000	\$336,000	\$392,000
Validation Analyst	\$112,000	\$140,000	\$184,800
Senior Validation Analyst	\$168,000	\$201,600	\$235,200

Clinical Science and Operations

Vice President of Clinical Research	\$280,000	\$401,520	\$560,000
Clinical Research Associate Director/Director	\$184,800	\$196,700	\$224,000
Clinical Study Manager (CSM)	\$89,600	\$137,038	\$168,000
Clinical Project Manager (CPM)	\$89,600	\$137,038	\$168,000
Clinical Research Associate (CRA)	\$50,400	\$58,872	\$78,400
Clinical Trial Associate (CTA)	\$31,360	\$39,497	\$48,160
Regional Monitor	\$61,600	\$106,400	\$134,400
Medical Director	\$201,600	\$308,711	\$448,000
Clinical Supply Chain Associate	\$56,000	\$59,871	\$67,200
Clinical Supply Chain Manager	\$72,800	\$83,515	\$89,600
Clinical Outsourcing Manager	\$89,600	\$137,038	\$168,000

Environmental Health and Safety	Low	Average	High
Environmental Health and Safety Coordinator	\$42,000	\$60,658	\$85,000
Environmental Health and Safety Specialist	\$28,000	\$39,200	\$56,000
Environmental Health and Safety Manager	\$61,600	\$85,716	\$100,800
Industrial Hygiene Officer	\$31,000	\$40,072	\$56,000

Laboratory	Low	Average	High
Technician	\$26,880	\$31,360	\$38,080
Laboratory Technician I	\$26,880	\$29,680	\$31,360
Laboratory Technician II	\$29,120	\$31,920	\$33,600
Laboratory Technician III	\$31,360	\$35,840	\$38,080
Documentation Specialist	\$30,240	\$38,115	\$52,820
Microbiologist	\$38,000	\$49,035	\$67,000
Lab Assistant	\$22,000	\$28,993	\$39,000
Lab Manager	\$48,000	\$69,883	\$106,000
Lab Supervisor	\$43,000	\$64,413	\$99,000
Lab Director	\$73,000	\$104,908	\$158,000

Medical and Scientific Affairs	Low	Average	High
Medical Affairs Project Manager	\$84,000	\$128,335	\$145,600
Commercial Training Specialist	\$42,560	\$69,840	\$80,640
Commercial Training Manager	\$76,160	\$86,117	\$109,760
Commercial Training Associate Director/Director	\$112,000	\$152,180	\$207,200
Medical Science Liaison	\$108,000	\$132,000	\$180,000
Senior Medical Science Liaison	\$144,000	\$192,000	\$210,000

Medical Writing	Low	Average	High
Regulatory Writer	\$72,800	\$81,370	\$89,600
Senior Regulatory Writer	\$87,360	\$110,606	\$123,200
Manager of Medical Writing	\$123,200	\$152,184	\$168,000
Associate Director/Director of Medical Writing	\$163,294	\$196,722	\$207,200
Publications Writer	\$72,800	\$81,200	\$100,800
Safety Writer	\$72,800	\$88,092	\$106,400
Quality Control Reviewer/Editor	\$72,800	\$86,016	\$95,200
Document Specialist	\$31,360	\$43,189	\$50,400

Pharma Corporate Position	Low	Average	High
Sourcer/Talent Acquisition	\$28,000	\$61,152	\$84,000
Recruiter	\$50,400	\$84,868	\$123,200
Procurement Specialist	\$56,000	\$62,580	\$67,200
Procurement Manager	\$72,800	\$85,626	\$89,600
Clinical Administrative Assistant/Senior Clinical Administrative Assistant	\$31,360	\$47,434	\$67,200
Training Specialist/Coordinator	\$42,560	\$69,840	\$80,640

Pharmacovigilance/Drug Safety	Low	Average	High
Medical Monitor/Reviewer	\$132,000	\$162,000	\$180,000
Medical Director	\$180,000	\$270,000	\$360,000
Medical Services Specialist	\$72,000	\$90,000	\$96,000
Drug Safety Nurse/Coordinator	\$72,000	\$90,000	\$96,000
Drug Safety Associate	\$91,200	\$120,000	\$150,000
Director of Safety	\$150,000	\$240,000	\$270,000
Medical Information Specialist	\$96,000	\$120,000	\$144,000

Quality, Process and Validation	Low	Average	High
Quality Control Specialist I	\$26,880	\$29,120	\$33,600
Quality Control Specialist II	\$31,360	\$36,960	\$40,320
Quality Control Specialist III	\$40,320	\$42,560	\$47,040
Quality Engineer	\$65,000	\$81,657	\$102,000
Process Engineer I	\$61,600	\$67,200	\$72,800
Process Engineer II	\$72,800	\$82,880	\$89,600
Process Engineer III	\$89,600	\$100,800	\$112,000
Process Development Engineer	\$71,000	\$87,191	\$109,000
Validation Specialist I	\$50,400	\$56,000	\$61,600
Validation Specialist II	\$56,000	\$64,960	\$72,800
Validation Specialist III	\$67,200	\$72,800	\$78,400
QA Associate	\$37,800	\$60,504	\$70,940
QA Auditor	\$42,840	\$56,700	\$93,240
QA Technician	\$34,020	\$44,957	\$57,960
QC Technician	\$26,000	\$36,175	\$50,000
QC Chemist	\$45,000	\$54,749	\$69,000
QC Analyst	\$42,000	\$56,137	\$71,000

Regulatory and Quality Assurance	Low	Average	High
Regulatory CMC Assistant	\$31,360	\$38,727	\$42,560
Regulatory CMC Specialist	\$44,800	\$61,354	\$76,160
Regulatory CMC Manager	\$78,400	\$98,557	\$123,200
Regulatory CMC Associate Director/Director	\$123,200	\$185,286	\$201,600
Regulatory Publishing Assistant	\$27,537	\$36,587	\$41,198
Regulatory Publishing Associate	\$43,120	\$55,739	\$67,200
Regulatory Publishing Manager	\$72,800	\$100,800	\$110,369
Regulatory Publishing Associate Director/Director	\$106,400	\$140,870	\$151,200
Regulatory Advertising and Promotions Assistant	\$28,000	\$37,856	\$39,200
Regulatory Advertising and Promotions Associate	\$42,560	\$59,723	\$72,800
Regulatory Advertising and Promotions Manager	\$78,400	\$115,121	\$124,320
Regulatory Advertising and Promotions Associate Director/Director	\$128,800	\$185,172	\$201,600
Regulatory Operations Assistant	\$31,360	\$38,727	\$42,560
Regulatory Operations Associate	\$44,800	\$61,354	\$76,160
Regulatory Operations Manager	\$78,400	\$98,557	\$123,200
Regulatory Operations Associate Director/Director	\$123,200	\$185,286	\$201,600
Regulatory Vice President	\$201,600	\$333,749	\$448,000
Regulatory Affairs Specialist	\$52,000	\$68,506	\$88,000
Regulatory Affairs Manager	\$66,000	\$90,578	\$116,000

Research Scientist/Research Associate

Research Scientist I	\$72,800	\$82,880	\$89,600
Research Scientist II	\$84,000	\$100,800	\$106,400
Research Scientist III	\$100,800	\$112,000	\$128,800
Research Associate I	\$31,360	\$36,960	\$39,200
Research Associate II	\$33,600	\$39,200	\$44,800
Research Associate III	\$44,800	\$52,640	\$61,600
Microbiologist	\$38,000	\$49,035	\$67,000
R&D Chemist	\$43,000	\$58,938	\$88,000
R&D Technician	\$40,320	\$51,206	\$76,860
Research Assistant	\$21,000	\$31,110	\$45,000
Molecular/Cell Biologist	\$39,000	\$53,025	\$73,000

Biometrics	Low	Average	High
Clinical SAS Programmer	\$70,800	\$94,400	\$106,200
Clinical Senior SAS Programmer	\$82,600	\$106,200	\$118,000
Director of SAS Programming	\$177,000	\$236,000	\$295,000
Clinical Data Analyst	\$47,200	\$59,000	\$76,700
Clinical Data Coordinator	\$64,900	\$82,600	\$94,400
Clinical Data Manager	\$76,700	\$94,400	\$106,200
Clinical Senior Data Manager	\$88,500	\$106,200	\$118,000
Director of Data Management	\$165,200	\$206,500	\$354,000
Biostatistician	\$82,600	\$112,100	\$141,600
Senior Biostatistician	\$94,400	\$129,800	\$165,200
Director of Biostatistics	\$177,000	\$236,000	\$472,000

Clinical Information Technology

Business Analyst	\$70,800	\$100,300	\$153,400
Senior Business Analyst	\$94,400	\$118,000	\$165,200
PV Database Programmer	\$118,000	\$147,500	\$177,000
Senior PV Database Programmer	\$159,300	\$177,000	\$206,500
Oracle Clinical Programmer	\$141,600	\$171,100	\$218,300
Senior Oracle Clinical Programmer	\$194,700	\$218,300	\$224,200
Clinical Systems Project Manager	\$153,400	\$177,000	\$236,000
Director of Clinical IT	\$236,000	\$354,000	\$413,000
Validation Analyst	\$118,000	\$147,500	\$194,700
Senior Validation Analyst	\$177,000	\$212,400	\$247,800

Clinical Science and Operations

Vice President of Clinical Research	\$295,000	\$423,030	\$590,000
Clinical Research Associate Director/Director	\$194,700	\$207,238	\$236,000
Clinical Study Manager (CSM)	\$94,400	\$144,379	\$177,000
Clinical Project Manager (CPM)	\$94,400	\$144,379	\$177,000
Clinical Research Associate (CRA)	\$53,100	\$62,026	\$82,600
Clinical Trial Associate (CTA)	\$33,040	\$41,613	\$50,740
Regional Monitor	\$64,900	\$112,100	\$141,600
Medical Director	\$212,400	\$325,249	\$472,000
Clinical Supply Chain Associate	\$59,000	\$63,078	\$70,800
Clinical Supply Chain Manager	\$76,700	\$87,989	\$94,400
Clinical Outsourcing Manager	\$94,400	\$144,379	\$177,000

Environmental Health and Safety	Low	Average	High
Environmental Health and Safety Coordinator	\$48,000	\$69,140	\$97,000
Environmental Health and Safety Specialist	\$29,500	\$41,300	\$59,000
Environmental Health and Safety Manager	\$64,900	\$90,308	\$106,200
Industrial Hygiene Officer	\$35,000	\$45,284	\$64,000

Laboratory	Low	Average	High
Technician	\$28,320	\$33,040	\$40,120
Laboratory Technician I	\$28,320	\$31,270	\$33,040
Laboratory Technician II	\$30,680	\$33,630	\$35,400
Laboratory Technician III	\$33,040	\$37,760	\$40,120
Documentation Specialist	\$32,000	\$45,560	\$62,000
Microbiologist	\$43,000	\$55,794	\$75,000
Lab Assistant	\$29,000	\$37,647	\$51,000
Lab Manager	\$68,000	\$97,496	\$146,000
Lab Supervisor	\$62,000	\$88,872	\$143,000
Lab Director	\$104,000	\$145,149	\$216,000

Medical and Scientific Affairs	Low	Average	High
Medical Affairs Project Manager	\$88,500	\$135,210	\$153,400
Commercial Training Specialist	\$44,840	\$73,581	\$84,960
Commercial Training Manager	\$80,240	\$90,730	\$115,640
Commercial Training Associate Director/Director	\$118,000	\$160,333	\$218,300
Medical Science Liaison	\$106,200	\$129,800	\$177,000
Senior Medical Science Liaison	\$141,600	\$188,800	\$206,500

Medical Writing	Low	Average	High
Regulatory Writer	\$76,700	\$85,729	\$94,400
Senior Regulatory Writer	\$92,040	\$116,531	\$129,800
Manager of Medical Writing	\$129,800	\$160,337	\$177,000
Associate Director/Director of Medical Writing	\$172,042	\$207,261	\$218,300
Publications Writer	\$76,700	\$85,550	\$106,200
Safety Writer	\$76,700	\$92,812	\$112,100
Quality Control Reviewer/Editor	\$76,700	\$90,624	\$100,300
Document Specialist	\$33,040	\$45,503	\$53,100

Pharma Corporate Position	Low	Average	High
Sourcer/Talent Acquisition	\$29,500	\$64,428	\$88,500
Recruiter	\$53,100	\$89,415	\$129,800
Procurement Specialist	\$59,000	\$65,933	\$70,800
Procurement Manager	\$76,700	\$90,213	\$94,400
Clinical Administrative Assistant/Senior Clinical Administrative Assistant	\$33,040	\$49,975	\$70,800
Training Specialist/Coordinator	\$44,840	\$73,581	\$84,960

Pharmacovigilance/Drug Safety

Medical Monitor/Reviewer	\$129,800	\$159,300	\$177,000
Medical Director	\$177,000	\$265,500	\$354,000
Medical Services Specialist	\$70,800	\$88,500	\$94,400
Drug Safety Nurse/Coordinator	\$70,800	\$88,500	\$94,400
Drug Safety Associate	\$89,680	\$118,000	\$147,500
Director of Safety	\$147,500	\$236,000	\$265,500
Medical Information Specialist	\$94,400	\$118,000	\$141,600

Quality, Process and Validation

Quality Control Specialist I	\$28,320	\$30,680	\$35,400
Quality Control Specialist II	\$33,040	\$38,940	\$42,480
Quality Control Specialist III	\$42,480	\$44,840	\$49,560
Quality Engineer	\$72,000	\$90,062	\$112,000
Process Engineer I	\$64,900	\$70,800	\$76,700
Process Engineer II	\$76,700	\$87,320	\$94,400
Process Engineer III	\$94,400	\$106,200	\$118,000
Process Development Engineer	\$77,000	\$94,106	\$117,000
Validation Specialist I	\$53,100	\$59,000	\$64,900
Validation Specialist II	\$59,000	\$68,440	\$76,700
Validation Specialist III	\$70,800	\$76,700	\$82,600
QA Associate	\$42,000	\$67,227	\$72,600
QA Auditor	\$47,600	\$63,000	\$103,600
QA Technician	\$37,800	\$49,952	\$64,400
QC Technician	\$33,000	\$46,154	\$64,000
QC Chemist	\$45,000	\$54,936	\$69,000
QC Analyst	\$44,000	\$58,779	\$75,000

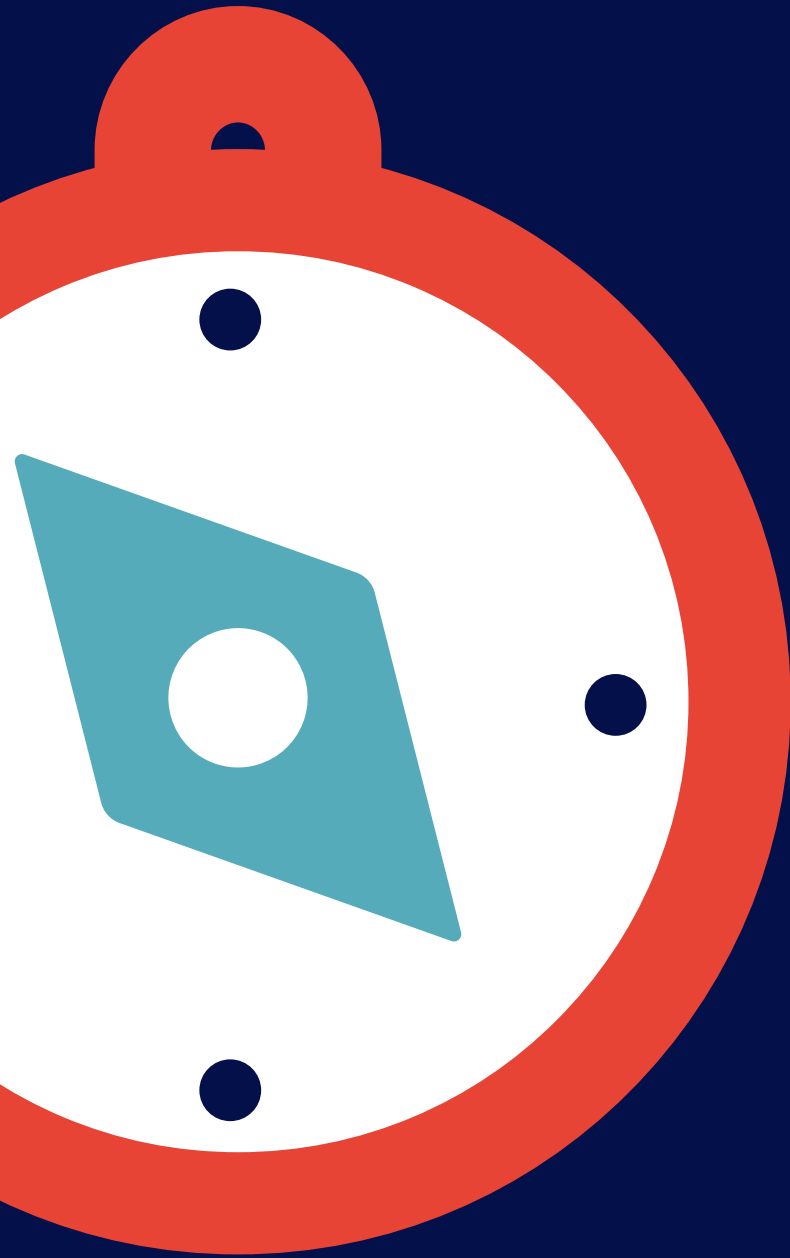
Regulatory and Quality Assurance	Low	Average	High
Regulatory CMC Assistant	\$33,040	\$40,802	\$44,840
Regulatory CMC Specialist	\$47,200	\$64,640	\$80,240
Regulatory CMC Manager	\$82,600	\$103,836	\$129,800
Regulatory CMC Associate Director/Director	\$129,800	\$195,212	\$212,400
Regulatory Publishing Assistant	\$29,013	\$38,547	\$43,405
Regulatory Publishing Associate	\$45,430	\$58,725	\$70,800
Regulatory Publishing Manager	\$76,700	\$106,200	\$116,282
Regulatory Publishing Associate Director/Director	\$112,100	\$148,417	\$159,300
Regulatory Advertising and Promotions Assistant	\$29,500	\$39,884	\$41,300
Regulatory Advertising and Promotions Associate	\$44,840	\$62,922	\$76,700
Regulatory Advertising and Promotions Manager	\$82,600	\$121,289	\$130,980
Regulatory Advertising and Promotions Associate Director/Director	\$135,700	\$195,092	\$212,400
Regulatory Operations Assistant	\$33,040	\$40,802	\$44,840
Regulatory Operations Associate	\$47,200	\$64,640	\$80,240
Regulatory Operations Manager	\$82,600	\$103,836	\$129,800
Regulatory Operations Associate Director/Director	\$129,800	\$195,212	\$212,400
Regulatory Vice President	\$212,400	\$351,628	\$472,000
Regulatory Affairs Specialist	\$63,000	\$82,863	\$106,000
Regulatory Affairs Manager	\$81,000	\$110,734	\$140,000

Research Scientist/Research Associate

Research Scientist I	\$76,700	\$87,320	\$94,400
Research Scientist II	\$88,500	\$106,200	\$112,100
Research Scientist III	\$106,200	\$118,000	\$135,700
Research Associate I	\$33,040	\$38,940	\$41,300
Research Associate II	\$35,400	\$41,300	\$47,200
Research Associate III	\$47,200	\$55,460	\$64,900
Microbiologist	\$43,000	\$55,794	\$75,000
R&D Chemist	\$50,000	\$66,651	\$99,000
R&D Technician	\$44,800	\$56,896	\$85,400
Research Assistant	\$25,000	\$35,375	\$51,000
Molecular/Cell Biologist	\$39,000	\$52,529	\$72,000

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