

SALARY GUIDE

Science &
Pharmaceuticals



Judith Moffett
judith.moffett@cpl.ie
+353 1 614 6132

2020

Science & Pharmaceuticals

2020

Market Trends

Over the past two decades, the pharmaceutical, biotech and medical device industries have become key pillars of the Irish economy. In 2019, there were 22 biotech sites under construction and there are currently 90 bio-pharma plants in full manufacturing operations across Ireland, 40 of which are FDA-approved.

The Irish pharmaceutical landscape is thriving, with companies such as Pfizer and BMS achieving consistent, ground-breaking work in the industry. New companies that have recently entered the market are also making an impact such as WuXi Biologics and Takeda. Takeda, Japan's largest pharmaceutical company, has opened a state-of-the-art cancer drug plant in Dublin, delivering the first active pharmaceutical ingredient for Takeda outside of Japan. The company now employs over 300 people across two plants in Ireland.

Over the last decade, approximately €10 billion has been invested in the Irish bio-pharmaceutical sector, illustrating one of the biggest waves of biotech investment globally. This growth has resulted in an increased competition for talent, with flexible and contract work rising to accommodate the demands of the market's top candidates. Companies are now competing aggressively for candidates, which can be seen from the pro-active recruitment strategies being introduced by Ireland's top bio-pharma companies.

Opportunities Beyond the Capital

Areas outside of Dublin have experienced the most significant growth in seven years, with a 32% increase in regional investment by the end of June 2019 according to the IDA. This enables candidates to work in locations outside of the capital and other cities, where rent and house prices remain high. Life sciences and pharma companies have continued to grow in the Munster area, with international players like BioMarin, Janssen and Eli Lilly all establishing a presence in the south. Eli Lilly employs over 1,300 people at their manufacturing plant in Kinsale, while Janssen in Ringaskiddy had a €300 million addition to their existing site, creating up to 200 new jobs between 2019 and 2020. Abbvie and Abbott are also helping to build Sligo's profile in the industry.

Most in-Demand Knowledge Areas

- Quality Control
- Quality Assurance
- R&D
- Regulatory Affairs
- Manufacturing Technology Transfer

What Benefits are Most in Demand?

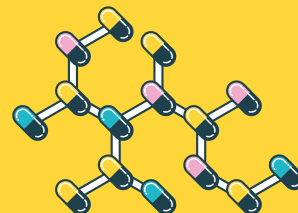
Many blue-chip and multinational companies are putting an emphasis on unique benefits and compensation. Full private healthcare for both staff and their families is prevalent with many employers offering long-term future planning, paying favorable pension contributions to attract and retain talent. We have also seen instances where employers are offering the option to take annual bonuses in the form of equity or shares. These tangible rewards have been instrumental in attracting new talent and helping to retain talent when other offers have been made.

Flexible and remote working also remain the most sought-after benefits from candidates who are looking for a better work-life balance.

How to Grow Your Career?

When starting out your career, longevity is often valued by employers. Staying in your first role for a few years, will not only help you develop your skills and experience, but it will help you to be seen as a loyal and committed employee. Try to bring new ideas and innovations to your role and go beyond your remit to be make an impact.

The Irish market is small, which means you can easily build up a reputation as a desirable employee. The newer generations of millennials and generation Z tend to move jobs more frequently, but staying with your first employer long enough to gain that early experience will help you prosper in the long term.



PERMANENT	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
Quality				
VP of Quality Dublin	180	275	180	210
Director of Quality Control	110	125	90	110
Manufacturing Director	120	170	120	150
QA/QC Supervisor	50	75	50	60
QA/QC Analyst	32	48	28	45
QA Technician/Specialist	30	45	30	45
Lab Technician	26	32	25	32
Lab Assistant	28	34	26	35
Director of Quality	90	180	90	137
Qualified Person	75	150	65	100
Quality Engineer	44	65	40	60
Analytical	Low	High	Low	High
Microbiology Analyst	32	42	28	38
Biochemist /Chemist	32	45	28	43
Analytical Chemist	34	50	30	45
Biotechnologist	35	55	33	40
Food QA Technologist	28	40	26	40
Regulatory Affairs	Low	High	Low	High
Director of Regulatory Affairs	80	120	80	110
Regulatory Affairs Manager	66	85+	60	80+
Regulatory Affairs/Registration Officer	30	50	30	50
Regulatory Affairs Officer	30	60	30	45
Drug Safety Associate	28	55	30	55
Compliance	Low	High	Low	High
Compliance Manager	65	85	55	85
Compliance Auditor	50	70	50	55
Compliance Analyst	35	45	30	40
Documentation	Low	High	Low	High
Documentation Officer	30	60	25	50
Documentation Control Administrator	28	37	25	35
Validation	Low	High	Low	High
Validation Manager	75	90	65	90
Validation Engineer	45	75	45	65
Validation Analyst	30	45	30	45
Health/Safety & Environment	Low	High	Low	High
Health & Safety Officer	45	60	40	55
Environmental Officer	40	50	30	45
Operations Manufacturing	Low	High	Low	High
Site Director/General Manager	180	275	180	275
QA/QC Manager	75	90	55	75

Science & Pharmaceuticals 2020

PERMANENT (continued)	Dublin €k P/A		ROI €k P/A	
	Low	High	Low	High
Research & Development				
R&D Director	90	125	100	110
Process Development Manager	70	90	65	85
PhD Development Chemist	42	65	45	70
Senior Scientist/Chemist	42	57	40	55
Process Development Chemist	40	55	35	55
R&D Engineer	40	60	40	60
R&D Scientist	40	55	35	55
R&D Specialist	40	55	45	60
Formulation Scientist	40	60	40	60

Clinical	Low	High	Low	High
Director of Pharmacovigilance	110	160	85	110
Clinical Operations Manager	65	95	60	90
Biostatistics Manager	60	75+	55	75+
Clinical Research Officer	30	50	30	50
Clinical Data Manager	45	70	40	70

Statistician	Low	High	Low	High
Clinical Data Manager	45	70	40	70
Clinical Data Coordinator	28	35	28	35
Clinical Project Manager	40	80	50	90
Clinical Research Associate	35	70	35	65
Clinical Trials Assistant	28	35	25	35

Pharmaceutical	Low	High	Low	High
Pharmaceutical Engineer	40	70	37	65

Training	Low	High	Low	High
Training & Development Manager	55	80	50	65+
Quality & GMP Trainers	47	60	45	60

Tech Services	Low	High	Low	High
Director of Technical Services	90	125	90	110

CONTRACT	Dublin €P/Hour		ROI €P/Hour	
	Low	High	Low	High
Quality				
QA/QC Manager	33	40	17	28
QA/QC Supervisor	27	35	15	22
QA/QC Analyst	15	25	15	20
QA Technician/Specialist	15	30	10	15
Lab Technician	14	18	10	15
Lab Assistant	13	17	10	13

Analytical	Low	High	Low	High
Microbiology Analyst	15	25	13	17
Biochemist/Chemist	15	25	13	20
Analytical Chemist	17	30	13	16
Biotechnologist	15	25	14	25
Food QA Technologist	13	17	10	22
Microbiology Analyst	15	25	13	17

CONTRACT (continued)	Dublin €P/Hour		ROI €P/Hour	
	Low	High	Low	High
Regulatory Affairs				
Regulatory Affairs/Registration Officer	25	45	18	25
Regulatory Affairs Manager	35	49	30	45
Drug Safety Associate	19	24	18	25
Compliance				
Compliance Manager	35	45	30	40
Compliance Specialist	27	33	20	35
Compliance Auditor	33	38	18	25
Documentation				
Documentation Officer	18	33	18	25
Documentation Control Administrator	16	20	18	25
Validation				
Validation Manager	55	100	40	50
Validation Engineer	40	80	30	40
Validation Analyst	30	40	20	30
Health/Safety & Environment				
Health & Safety Officer	20	50	18	25
Environmental Officer	15	23	18	25
Lab Technician	13	17	18	25
Research & Development				
Process Development Manager	40	50	30	40
PhD Development Chemist	20	33	18	30
Senior Scientist/Chemist	22	33	25	35
R&D Engineer	22	30	20	30
R&D Scientist	22	30	20	30
Formulation Scientist	20	33	20	30
Clinical				
Medical Scientific Liaison	35	60	20	30
Biostatistics Manager	35	46	25	30
Statistician				
Clinical Data Manager	27	37	20	30
Clinical Data Coordinator	16	21	18	25
Clinical Project Manager	27	40	20	35
Clinical Research Associate	23	37	18	25
Clinical Trials Assistant	15	19	18	25
Pharmaceutical				
Pharmaceutical Engineer	42	60	25	25
Training				
Training & Development Manager	27	32	30	40
Quality & GMP Trainers	21	31	18	30