

SALARY GUIDE

2021

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PHARMACEUTICAL | MEDTECH | HEALTHCARE

NAAS | MULLINGAR | KILKENNY | OXFORD (UK)

TABLE OF CONTENTS

INTRODUCTION	1
TABLE OF CONTENTS	2
SENIOR EXECUTIVE	5
SALES & COMMERCIAL	6
MARKETING	7
HUMAN RESOURCES	9
ACCOUNTANCY & FINANCE	10
MEDICAL AFFAIRS	11
HEALTH ECONOMICS/MARKET ACCESS	12
PHARMACOVIGILANCE	13
CLINICAL RESEARCH	14
NURSING & HEALTHCARE	16
RESEARCH AND DEVELOPMENT	14
QUALITY, COMPLIANCE, REGULATORY AFFAIRS	17
LABORATORY & SCIENTIFIC	19
SUPPLY CHAIN & LOGISTICS	20
OFFICE SUPPORT	21
BENEFITS	22

Introduction



Bethann Doherty
Commercial Director

Welcome to the 2021 Pharmaforce Salary Guide.

The aim of this guide is to provide a comprehensive overview and insight into current salaries and benefits within the Pharmaceutical and Medical sectors across Ireland.

The data provided is based on an annual review of the salary information we have gathered within the last 12 months. We review employee salaries across a range of disciplines, their associated skills, level of experience etc. We also use market intelligence and data captured from within the market throughout the year to feed into our report.

2020 was a turbulent year for our industry, with Covid-19 forcing us to change our ways of working. We saw an overnight shift in how we communicate - internally within our own organisations but more importantly, how we communicate with Health Care Professionals. We saw first-hand, commercial and medical teams having to instantly adapt their skillset and engage in a virtual world with HCP's. Through our Training Division, Pharmaforce supported several local and International companies by virtually educating, upskilling and equipping teams to learn how to adapt to their new way of working.

We foresee this multichannel approach continuing, and the traditional Rep role inevitably becoming more Hybrid – utilising a host of channels to engage with HCP's.

We have seen some marginal increases in salaries within a select number of disciplines, and some roles that are currently in greater demand showing greater year on year increases. For example, digital marketing skills were in greater demand in the last 12 months in the industry, than previous years. Medical Affairs and Market Access has also seen a rise in demand for skilled expertise.

Skilled Engineers are in constant demand for Manufacturing and IT vacancies across the industry, with a regular pipeline of work available for those looking to contract or permanent employment. Certain skills such as Scrum Masters or CSV Engineers are in regular demand, with no difference in pay between urban and rural roles.

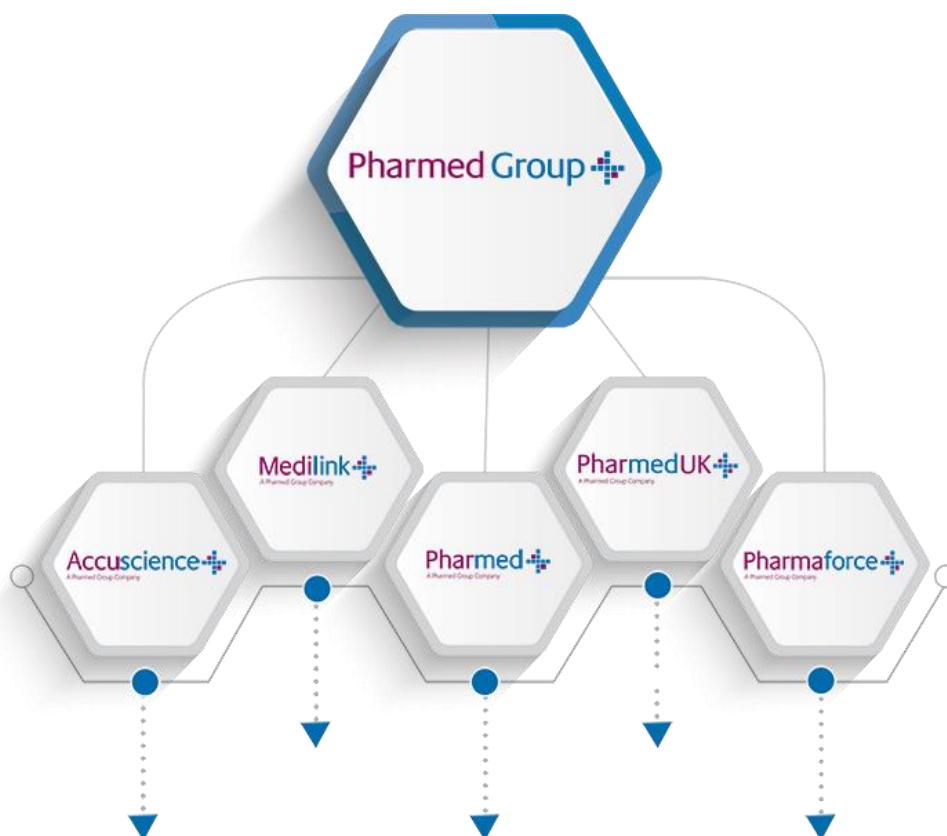
If you would like more information on specific salaries or virtual training, please get in touch on 086-783 1786 or email Bethann.doherty@pharmaforce.ie.

About Pharmaforce

Pharmaforce, a wholly Irish company was founded in 2009 by Declan Devine, Bethann Doherty (and Co-founders), and is part of the award-winning Pharmed Group. Pharmaforce is Irelands leading Contract Outsourcing & Recruitment company, dedicated to the Healthcare Industry.

We provide short, medium, or long-term outsourced commercial and resourcing solutions to allow you supplement your business effectively and speedily. Our Talent Acquisition division provides a range of services to support your HR and recruitment teams – with a core emphasis on matching the right person with the right role and company.

Pharmaforce, part of the Pharmed Group, is a leading Irish healthcare company that provides sales, marketing, distribution, and support services to all sectors of the healthcare market. A wholly Irish company, the Group operates across three core business units in several locations across Ireland and the UK and currently employs 185 people.



Disclaimer:

The following salary guide contained herewith has been designed to represent average salaries across a range of roles within the pharmaceutical industry. The figures listed represent annual salaries only and do not include pension, health, bonuses, stock options or shares, cars or car allowances or any other pay or non-pay benefits. All salaries listed are in Euro.

SENIOR EXECUTIVES

JOB TITLE	Low (€) 000	High (€) 000
CEO/ MD	200	400
Chief Financial Officer	160	250
Chief Operations Officer	160	250
Head of Risk and Compliance	160	200
VP/ Operations Director	150	220
VP/ HR Director	100	190
Head of Audit	140	200
Corporate Finance Director	115	185
Head of Legal/ Legal Director	100	200
CTO	110	180
COO	110	240
Country Manager (50+ employees)	100	200
Country Manager (<50 employees)	100	160
Business Unit Director	100	160
Commercial Director	90	160
Programme Director	90	120
Sales Director	90	140

SALES AND COMMERCIAL



JOB TITLE	Dublin (€)	Regional (€)
Country Manager (50+ employees)	100	200
Country Manager (<50 employees)	90	150
Business Unit Director	90	150
Business Unit Manager	80	120
Commercial Director	80	160
Commercial Manager	65	110
Program Director	70	120
Sales Director	75	150
Head of Business Development	75	140
Business Development Director	85	150
Business Development Manager	50	90
Business Development Executive	27	60
National Sales Manager	70	100
Regional Sales Manager	60	85
National Account Manager (Hospital)	65	85
Hospital Key Account Manager	50	75
Pharmacy Key Account Manager	50	70
Key Account Manager (Medical Devices)	45	75
Territory Manager (Pharmaceutical)	45	75
Territory Manager (Medical Devices)	40	65
Territory Manager (Pharmacy)	30	55

MARKETING

TITLE	Low (€) 000	High (€) 000
Global Head of Marketing	110	220
Director of Marketing	85	160
Head of Marketing	80	150
Head of Online/ Digital Marketing	85	150
Digital Marketing Manager	50	80
Digital Marketing Specialist	35	55
Digital/ Online Marketing Executive	30	45
SEO Executive	30	45
Visual Comms Specialist/ Graphic Design	28	55
Online/Digital/e-Marketing Manager	45	75
Digital Marketing Analyst	30	45
E-Commerce Marketing Manager	40	70
E-Commerce Marketing Executive	30	40
Marketing and Business Development Manager	45	80
Marketing and Communications Manager	50	70
Marketing Manager	50	85
Assistant Marketing Manager	35	70
Marketing Executive	30	48
Marketing Executive Entry Level	25	40

MARKETING

JOB TITLE	Low (€) 000	High (€) 000
Senior Brand Lead	80	140
Brand Lead	70	130
Brand Manager RX	55	80
Brand Manager OTC	45	70
Brand Activation Manager	45	65
Assistant Brand Manager	40	55
Senior Product Manager	60	90
Product Manager (3-5 years)	40	80
Product Manager (1-3 years)	35	60
Product Executive	25	50
Events Manager	40	65
Affiliate Marketing Manager	40	70
Content Manager	35	65
Insights Manager	45	75
Social Media Manager	45	70
Social Media Executive	30	40
Demand Generation Marketing Manager	50	90
Communications Manager	50	90
Communications Executive	35	45

HUMAN RESOURCES

JOB TITLE	Low (€) 000	High (€) 000
VP/ HR Director	100	187
Senior HR Manager/ HR Business Partner	65	95
Compensations and Benefits Manager	70	110
HR Manager/ HR Business Partner	50	75
HR Advisor	45	60
HR Generalist	35	60
HR Administrator	25	38
Talent Acquisition Manager	55	90
Talent Acquisition Specialist	35	55
Learning and Development Manager	50	80
Learning and Development Specialist	40	60
Organisational Development Manager	60	100
Organisational Development Specialist	45	70
Recruitment Manager	50	85
Recruitment Specialist	35	55

ACCOUNTANCY & FINANCE

JOB TITLE	Low (€) 000	High (€) 000
Head of Tax	120	260
Tax Director	100	190
Tax Manager	75	100
Tax Accountant	55	80
Head of Audit	120	200
Chief Financial Officer	140	300
Corporate Finance Director	100	185
Financial Controller	70	120
Finance Manager	60	90
Financial Accountant	50	70
Part-Qualified Accountant	30	50
Compliance Manager	55	95
Compliance Officer	30	55
Credit Control Manager	48	65
Accounts Payable Manager	50	65
Senior Accounts Payable/ Receivable	30	45
Accounts Payable/ Receivable	30	40

MEDICAL AFFAIRS

Job Title	Low	High
Executive Management/VP of Medical Affairs	150	200
Senior Medical Affairs Director	110	150
Medical Director	100	130
Head of Medical Affairs	90	120
Senior Medical Advisor	80	100
Medical Advisor (2+ years)	75	95
Medical Advisor Junior (<2 years)	65	70
Medical Affairs Manager	70	100
Medical Science Liaison Manager (5+ Team)	80	100
Medical Science Liaison (5+ years)	75	90
Medical Science Liaison (3+ years)	70	80
Medical Science Liaison (1-2 years)	65	75
Medical Science Liaison (Entry Level)	55	70
Medical Information Associate	45	70
Medical information Officer	30	50

HEALTH ECONOMICS MARKET ACCESS

JOB TITLE	Low (€) 000	High (€) 000
Senior Consultant- Global HTA	100	170
Health Economics Consultant	90	150
Health Economics Junior	50	85
Senior Market Access and Pricing Manager	80	130
Senior Health Economist – Modelling	65	100
Market Access and HEOR Manager	70	100
Market Access Consultant	45	60
Healthcare Strategy and Value Manager	65	95
Engagement Manager- Pricing & Market Access	60	85
Biostatistics Manager	55	75
Statistical Programmer	40	55
Senior Research Associate	50	70
Research/Business Analyst	40	60
Market Access Writer	40	60

PHARMACOVIGILANCE

JOB TITLE	Low (€) 000	High (€) 000
Director of Pharmacovigilance	80	140
Associate Director of Pharmacovigilance	80	110
Senior Pharmacovigilance Manager	70	95
Pharmacovigilance Manager	60	90
Senior Pharmacovigilance Officer	55	70
Pharmacovigilance Scientist	50	60
Medical Writer	50	60



CLINICAL RESEARCH

JOB TITLE	Low (€) 000	High (€) 000
VP Clinical Research	150.	180
Clinical Director	80	130
Clinical Operations	80	130
Clinical Operations Manager	60	100
Clinical Research Officer	40	65
Clinical Data Manager	45	70
Clinical Data Coordinator	28	40
Clinical Project Manager	40	85
Clinical Research Associate	35	70
Clinical Research Assistant	25	35
Clinical Trials Manager	60	90
Clinical Trials Project Manager	60	90
Clinical Trials Assistant	25	35
Pharmaceuticals Engineer	37	70

RESEARCH AND DEVELOPMENT

JOB TITLE	Low (€) 000	High (€) 000
Chief Medical/ Scientific Officer	130	170
VP R&D	100	180
Head of Research	65	90
R&D Engineer/ Manager	45	65
Senior Scientist	45	57
Drug Discovery Scientist	45	50
Scientist	35	55
Formulation Scientist	40	60
Analytical Chemist	30	50
Biotechnologist	28	55

NURSING & HEALTHCARE



JOB TITLE	Low (€) 000	High (€) 000
Clinical Nurse Manager 3	56	63
Clinical Nurse Manager 2	49	58
Clinical Nurse Manager 1	45	55
Midwife (Registered)	29	46
Staff Nurse (Registered)	29	46
Healthcare Assistants	27	34
Physiotherapist	35	55
Dietician	35	52

QUALITY, COMPLIANCE, REGULATORY AFFAIRS

Quality

JOB TITLE	Low (€) 000	High (€) 000
Director of Quality	95	150
QA Manager	65	90
QA Supervisor	55	80
QA Specialist	45	70
QA Analyst	26	60
QC Manager	60	90
QC Supervisor	55	75
QC Specialist	50	70
QC Analyst	28	55
QA Technician/ Specialist	28	50

Validation

Validation Manager	65	100
Validation Engineer (3+ years)	65	85
Validation Engineer (1-3 years)	45	60
Validation Analyst	30	45
Qualified Person (5+ years)	70	100
Qualified Person (0-5 years)	55	80

QUALITY, COMPLIANCE, REGULATORY AFFAIRS

Compliance

JOB TITLE	Low (€) 000	High (€) 000
Compliance Manager (5+ years)	65	110
Compliance Manager (0-5 years)	45	80
Compliance Officer (5+ years)	35	55
Compliance Officer (0-5 years)	30	50
Compliance Analyst	30	45
Compliance Auditor	50	70
Documentation Officer	25	60
Documentation Control Administrator	25	35
Biochemist/ Chemist	30	45
Health and Safety Officer	40	60
Environmental Officer	28	50
Process Development Manager	60	90
PhD Development Chemist	45	70
Senior Scientist/ Chemist	45	55
Process Development Chemist	35	55

REGULATORY AFFAIRS

Head of Regulatory Affairs	80	140
Regulatory Affairs Manager	65	90
Regulatory Affairs Officer	40	65
Registration Officer	35	55



LABORATORY & SCIENTIFIC

Laboratory

JOB TITLE	Low (€) 000	High (€) 000
Laboratory Manager	50	70
Laboratory Supervisor	40	60
Lab Technician	25	35
Lab Assistant	25	35
Microbiology Manager	55	85
Microbiology Supervisor	50	70
Microbiology Analyst	28	50

Analytical

JOB TITLE	Low (€) 000	High (€) 000
Analytical/ Technical Manager	65	90
Analytical / Technical Supervisor	50	80
Process Development Manager	60	90
Process Scientist	30	45

SUPPLY CHAIN AND LOGISTICS

JOB TITLE	Low (€) 000	High (€) 000
Supply Chain Director	90	180
Supply Chain Manager	65	110
Supply Chain Specialist	50	75
Head of Procurement	85	150
Procurement/ Purchasing Manager	65	90
Purchasing Specialist	35	55
Vendor Manager	50	65
Materials Manager	50	65
Buyer/ Planner	40	65
Director of Operations	90	125
Plant/ Operations Manager	70	110
Logistics Manager	55	75
Warehouse Manager	45	70
Warehouse Supervisor	35	50
Stock Control Manager	35	50
Inventory Controller	25	45
Customs Administrator	25	35

OFFICE SUPPORT

Job Title	Low	High
Office Manager	35	65
Office Junior	20	25
Secretary	25	50
Team Secretary	25	45
Medical Secretary	25	45
Legal Secretary	35	45
Personal Assistant	30	60
Executive Assistant	35	60
Receptionist	20	35
Administrator	20	40
Sales Administrator	25	35
Office Administrator	20	30
Ecommerce Administrator	25	40
Finance Assistant	20	30
Accounts Clerk	22	30
Data Entry	20	30
Data & Administrative Assistant	20	30
Customer Services Representative	20	35
Dictaphone Typist	23	35

The types of benefits provided by companies in the life sciences sectors (medical devices, pharma and biotech) vary by role, company size and location. Companies offering base salaries in the lower range, may offer additional employee benefits over the standard ones. The following is an overview of some of the benefits provided to new employees.

EMPLOYEE BENEFITS



Standard Benefits

Annual Leave

- An average of 25 days with additional days offered after each year of service.

Bonus

- Performance related with amount varying between 10-20% of basic salary. Other bonuses are fixed amounts and performance or KPI based.

Commission

- Earnings based on sales activity - amount varies from 2-10% of sales.

Car Allowance

- Primarily offered in roles that require travel for work (€8k-15k PA)

Company Car

- Primarily offered in roles that require travel for work

Health Insurance

- Offered on an Individual basis or includes Spouse and Family.

Pension

- A defined benefit scheme offering an average employer contribution of 5-7%.

Lunch Allowance

- Primarily offered in Sales/Field based role (€11.50-€13 per business day - unreceipted)



Additional benefits

More and more companies are going to great lengths to recruit talented employees and ultimately create a loyal, motivated and healthy workforce. The types of benefits offered by companies can play a role when a candidate is considering whether to accept a job offer. In addition, many employees would now choose additional benefits over a pay raise. The following are some of the more popular benefits that companies are now offering.

Income protection	Life Assurance	Subsidised Gym Membership	Flexible Working/Work from Home (after Covid)
Paid Paternity Leave	Educational Assistance	Share incentives/Stock Options	Cycle to Work Scheme
TaxSaver Commuter Tickets	Professional Memberships	Company Discounts	Paid Home Internet
Dental Insurance	Medical Checks	Additional Benefits	

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