Pharmaforce

A Pharmed Group Company

SALARY GUIDE 2019

PHARMACEUTICAL I MEDTECH I HEALTHCARE

ABOUT PHARMAFORCE

Pharmaforce is one of Ireland's leading contract sales organisations (CSO) and resourcing solutions providers within the pharmaceutical, medical and healthcare sectors. We are part the Pharmed Group, a leading healthcare and pharmaceutical services provider across UK and Ireland.

We provide companies with the commercial infrastructure and professional expertise to help grow their business and reach revenue goals, without the overhead costs of recruiting, training and managing people. Our established infrastructure, partnership approach and results-driven pharmaceutical sales teams provide cost-control, flexibility and proven results.

In business for over 10 years, Pharmaforce is also the HR and Resourcing arm of the Pharmed Group, which makes us uniquely positioned to have more in-depth conversations with both our client's and candidates.

ABOUT THE SURVEY

The Pharmaforce Salary Guide provides a comprehensive overview of current salaries and benefits within the Pharmaceutical and Medical sectors across Ireland. The data is based on an annual review of the salary information from candidates placed within the relevant year, their current salaries and their associated skills vs salaries and data captured from within the market.

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	Ireland
CEO/Managing Director	200-400
Chief Financial Officer	150-250
Chief Operations Officer	150-250
Chief Technology Officer	110-180
Head of Risk & Compliance	150-200
VP/Operations Director	140-220
Head of Audit	135-190
Corporate Finance Director	115-185
Group Financial Director	100-140
Financial Controller	90-130
VP/HR Director	100-187
Head of Legal / Legal Director	100-200+
Country Manager (50+ employees)	100-180
Country Manager (<50 employees)	90-150
Business Unit Director	90-150
Commercial Director	80-160
Programme Director	70-120

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SALES & COMMERCIAL

JOB TITLE	Dublin (€)	Regional (€)
Country Manager (50+ employees)	120-180	100-150
Country Manager (<50 employees)	115-150	90-130
Business Unit Director	100-150	90-140
Commercial Director	95-160	80-140
Programme Director	80-120	70-100
Sales Director	85-130	80-120
National Sales Manager	70-110	70-100
Regional Sales Manager	65-85	55-75
National Account Manager	70-85	50-70
Head of Business Development	80-120	75-110
Business Development Director	90-135	85-110
Business Development Manager	60-90	55-80
Business Development Executive	40-60	30-55

SALES & COMMERCIAL

JOB TITLE	Dublin (€)	Regional (€)
Hospital Key Account Manager	55-70	50-65
Key Account Manager (Pharma)	55-80	50-70
Key Account Manager (Medical Devices)	50-75	45-65
Territory Manager (Pharmaceutical)	50-75	45-70
Territory Manager (Medical Devices)	45-65	40-55
Territory Manager (Pharmacy)	35-55	30-50
Hospital Sales Representative (5+yrs exp)	60-70	60-70
Hospital Sales Representative (3-5yrs exp)	55-60	55-60
Hospital Sales Representative (1-3yrs exp)	50-55	50-55
GP Sales Representative (5+yrs exp)	50-55	50-55
GP Sales Representative (2-5yrs exp)	40-50	40-50
GP Sales Representative (Entry Level)	35-45	35-45
Pharmacy Sales Representative	35-45	28-40
Clinical Sales Specialist (Devices)	45-60	35-55
EDetail Rep (working remotely)	35-45	22-30
Telesales Executive	28-35	20-32
Merchandisers (Pharmacy)	25-36	20-30
Pharmacy Trainer	25-45	25-35

MARKETING

JOB TITLE	Dublin (€)	Regional (€)
Global Head of Marketing	120-200	90-180
Director of Marketing	100-150	90-150
Head of Marketing	80-140	70-130
Head of Online / Digital Marketing	90-140	80-130
Marketing & Business Development Manager	60-80	50-70
Marketing & Communications Manager	60-70	50-65
Marketing Manager	80-100	55-90
Communications Manager	60-80	50-70
Communications Executive	40-60	35-50
Assistant Marketing Manager	45-55	40-50
Marketing Executive	32-55	30-50
Senior Product Manager	65-100	60-95
Product/Brand Manager	55-88	50-70
Product Executive	35-50	27-45
Visual Comms Specialist/ Graphic Design	32-55	28-45
Events Manager	45-65	40-70
Affiliate Marketing Manager	45-70	40-60
Content Manager/ Strategist/ Web Content Editor	45-65	35-60
Demand Generation Marketing Manager	50-90	50-75
Online / Digital / e-Marketing Manager	45-75	45-60
Digital Marketing Analyst	35-45	30-40
Digital/Online Marketing Executive	30-45	28-45

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HUMAN RESOURCES

JOB TITLE	Dublin (€)	Regional (€)
VP/ HR Director	95-170	90-150
Senior HR Manager/HR Business Partner	70-95	65-90
HR Manager/HR Business Partner	50- 80	50- 80
Compensation & Benefits / Reward Manager	70-110	70-100
HR Advisor	45-55	40-50
HR Generalist / Officer	38-50	35-48
HR Administrator	30-38	25-35
Talent Acquisition/Recruitment Manager	60-85	55-75
Talent Acquisition/Recruitment Manager	45-55	40-50

OFFICE SUPPORT

JOB TITLE	Dublin (€)	Regional (€)
Office Manager	35-65	30-60
Office Junior	22-27	20-25
Secretary	26-55	25-45
Team Secretary	26-45	25-40
Medical Secretary	28-45	25-45
Personal Assistant	35-60	30-50
Executive Assistant	45-60	35-55
Receptionist	23-38	20-33
Administrator	23-42	20-34
Sales Administrator	28-38	25-35
Accounts Clerk	22-28	20-25
Data Entry	22-30	20-25
Customer Service Representative	22-35	20-32
Dictaphone Typist	22-35	20-32

MEDICAL AFFAIRS

JOB TITLE	Dublin (€)	Regional (€)
Chief Medical Officer	120-150	120-150
Medical Director	90-110	90-110
Head of Medical Affairs	80-100	80-100
Senior Medical Advisor	80-95	80-95
Medical Advisor	70-90	70-90
Medical Affairs Manager	80-95	80-95
MSL Manager	75-95	75-95
Medical Science Liaison (MSL 3+yrs exp	70-90	70-90
Medical Science Liaison (MSL)1-2yrs exp	65-75	65-75
Medical Science Liaison (MSL) Entry Level	60-65	60-65
Medical Information Associate	50-70	45-65
Medical Information Officer	35-50	30-50

HEALTH ECONOMICS/MARKET ACCESS

JOB TITLE	Dublin (€)	Regional (€)
Health Economics Consultant	100+	100+
Senior Market Access and Pricing Manager	80-100	70-90
Market Access Manager	70-90	65-80
Healthcare Strategy and Value Manager	70-80	65-75
Biostatistics Manager	55-75	55-75

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CLINICAL

JOB TITLE	Dublin (€)	Regional (€)
VP Clinical Research	150-180	150-180
Clinical Director	80-120	80-120
Clinical Operations Director	80-120	80-120
Clinical Operations Manager	65-95	65-95
Clinical Research Officer	30-65	30-50
Clinical Data Manager	50-70	40-70
Clinical Data Coordinator	28-40	28-35
Clinical Project Manager	50-90	40-80
Clinical Research Associate	40-70	35-65
Clinical Trials Manager	60-90	60-90
Clinical Trials Project Manager (CPM)	65-90	65-90
Clinical Trials Assistant	28-35	25-35
Pharmaceutical Engineer	40-70	37-65
Training & Development Manager	55-80	50-65

PHARMACOVIGILANCE

JOB TITLE	Dublin (€)	Regional (€)
Director of Pharmacovigilance	85-120	85-120
Associate Director of Pharmacovigilance	80-100	80-100
Senior Pharmacovigilance Manager	75-85	70-80
Pharmacovigilance Manager	70-80	65-75
Senior Pharmacovigilance Officer	60-70	55-65

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RESEARCH AND DEVELOPMENT

JOB TITLE	Dublin (€)	Regional (€)
Chief Medical / Scientific Officer	140-170	130-160
VP R&D	110-190	100-120
Head of Research	70-90	65-80
R&D Engineer / Manager	50-65	45-60
Senior Scientist	50-57	45-55
Drug Discovery Scientist	45-50	45-50
Scientist	40-55	35-50
Formulation Scientist	40-60	40-60
Analytical Chemist	40-50	30-45
Biotechnologist	45-55	28-45
PhD Development Chemist	42-70	42-65
Senior Scientist / Chemist	42-57	40-55

REGULATORY AFFAIRS

JOB TITLE	Dublin (€)	Regional (€)
Head of Regulatory Affairs	90-170	80-150
Regulatory Affairs Manager	66-90	66-85
Regulatory Affairs Officer	40-60	35-50
Regulatory Affairs / Registration Officer	30-50	30-50

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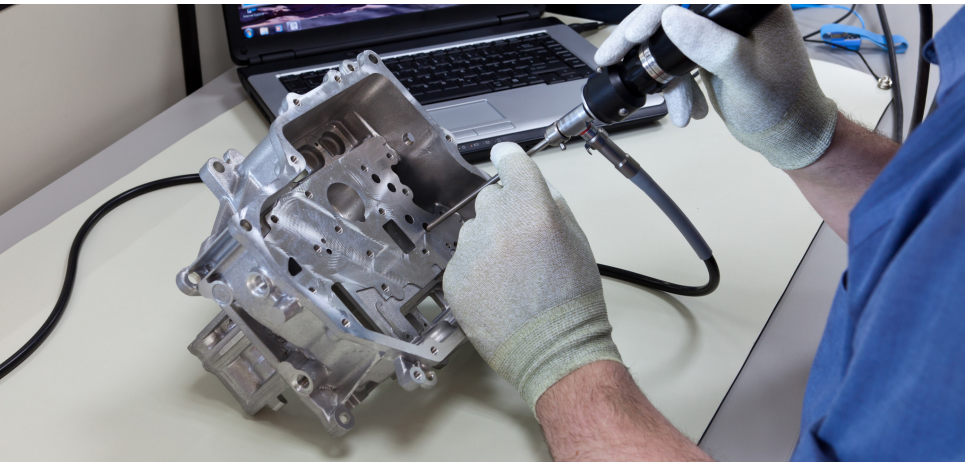
QUALITY, COMPLIANCE & VALIDATION

JOB TITLE	Dublin (€)	Regional (€)
Director of Quality (5+ Years)	100-180	90-150
QA / QC Manager (5+ Years)	70-90	65-80
QA / QC Supervisor (5+ Years)	60-75	55-65
QA / QC Analyst (4+ Years)	32-60	26-50
QA Technician/Specialist	30-50	28-45
Lab Technician	26-35	25-35
Lab Assistant	26-35	25-35
Qualified Person (5+ Years)	80-100	70-100
Qualified Person (0-5 Years)	60-80	55-80
Quality Engineer	50-65	40-60
Field Service Engineer	28-45	25-40
Health & Safety Officer	45-60	40-55
Environmental Officer	40-50	30-45
Process Development Manager	70-90	65-85
Compliance Manager (5+ years)	75-110	65-100
Compliance Manager (0-5 years)	55-80	45-70
Compliance Officer (5+ years)	40-55	35-50
Compliance Officer (0-5 years)	30-50	28-45
Compliance Analyst	35-45	30-40
Compliance Auditor	50-70	50-55
Documentation Officer	28-60	25-50
Documentation Control Administrator	23-37	25-35
Validation Manager	75-100	65-90
Validation Engineer	50-75	45-65
Validation Analyst	30-45	30-45



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CONTACT US

If you would like more details on any of our services or want to discuss our current vacancies, please call us:

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