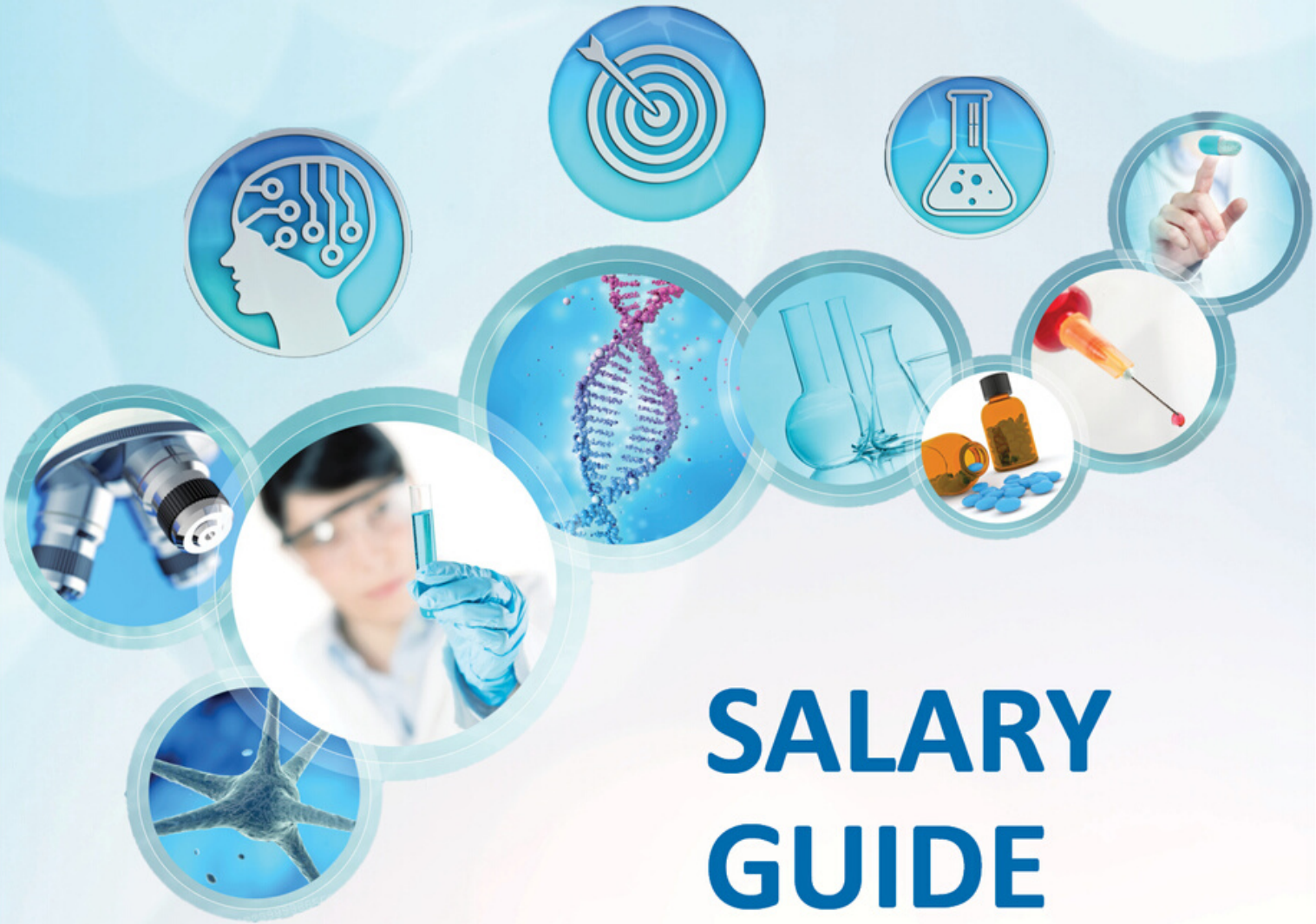
Pharmaforce

A Pharmed Group Company



SALARY GUIDE 2020

PHARMACEUTICAL | MEDTECH | HEALTHCARE

ABOUT PHARMAFORCE

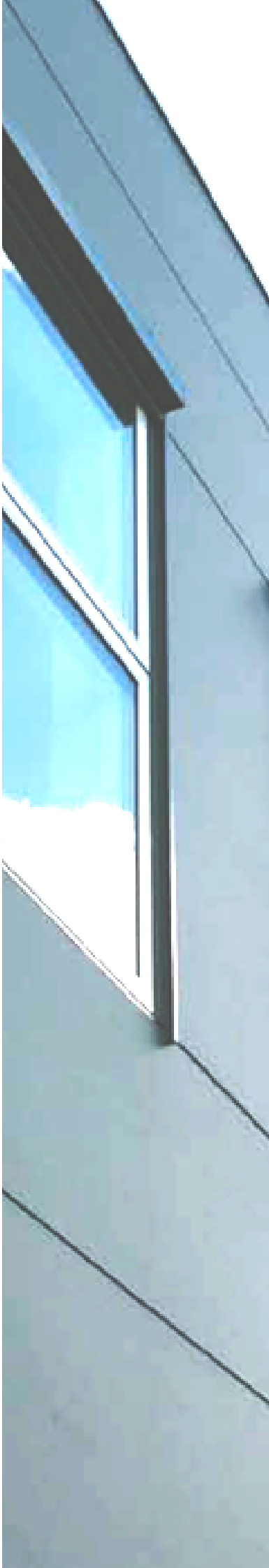
Pharmaforce, a wholly Irish company was founded in 2009 by Declan Devine, Bethann Doherty (and Co-founders), and is part of the award-winning Pharmed Group.

The Pharmed Group, 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.

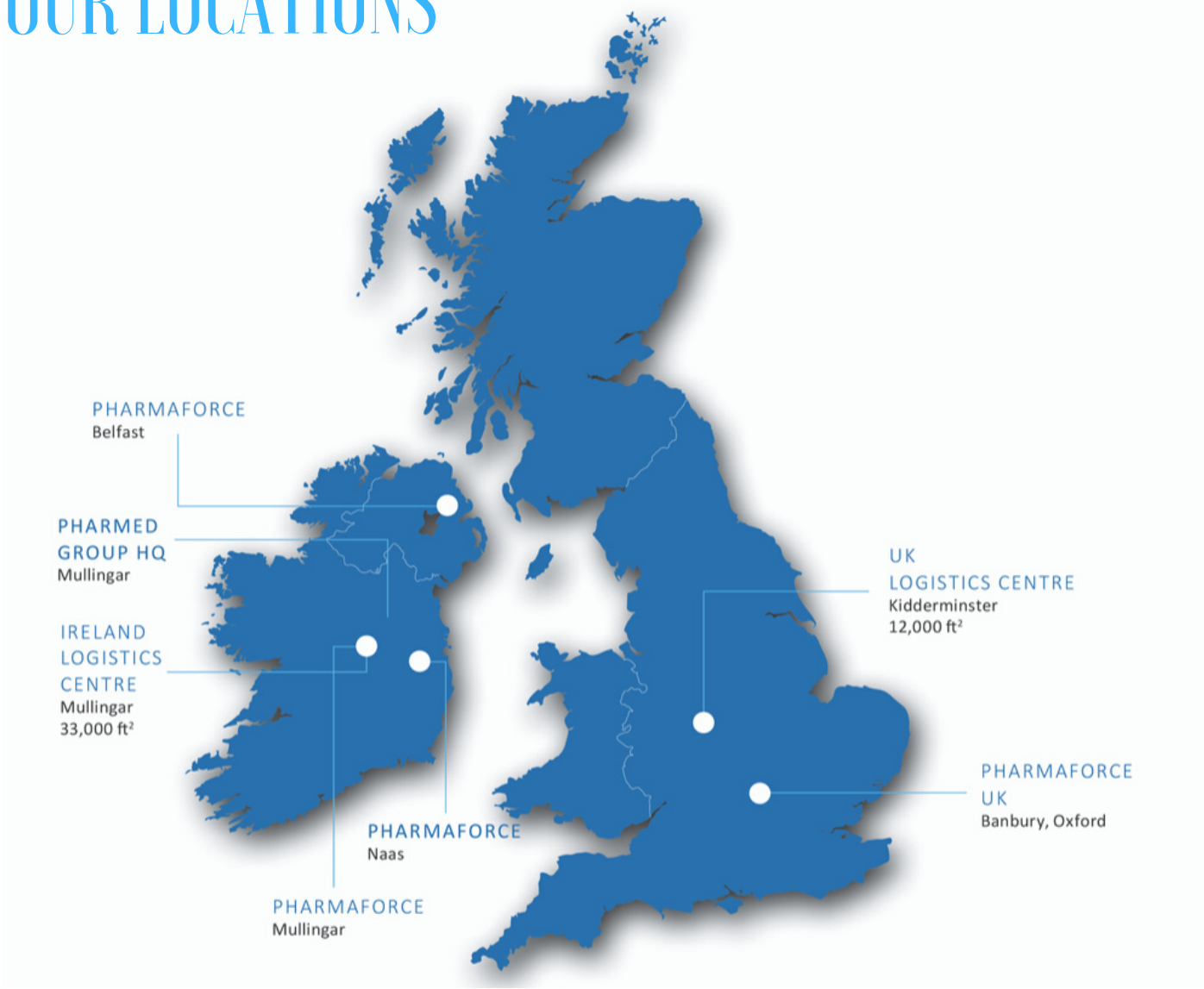
Pharmaforce is a leading Contract Sales Organisation (CSO) and resourcing solutions provider within the pharmaceutical, medical & scientific and healthcare sectors. We partner with companies to provide additional commercial infrastructure and professional expertise to help grow their business and reach revenue goals.

Pharmaforce deploys individuals or teams of experienced sales professionals, dedicated and syndicated GP or Pharmacy teams, telemarketing or e-detailing teams. Or, we build specific teams that can work remotely or face to face, depending on the business resourcing need.

We partner with your business or HR team to provide seamless recruitment solutions. Our extensive network and close relationship with candidates ensures that we source the best talent.



OUR LOCATIONS



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.

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SENIOR EXECUTIVES

JOB TITLE	(€) 000
CEO/Managing Director	200-400
Chief Financial Officer	160-250
Chief Operations Officer	160-250
Head of Risk & Compliance	160-200
VP/Operations Director	150 -220
VP/ HR Director	100-90
Head of Audit	140-200
Corporate Finance Director	115-185
VP/HR Director	100-190
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

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SALES & COMMERCIAL

JOB TITLE	Dublin (€)	Regional (€)
Country Manager (50+ employees)	120-200	100-170
Country Manager (<50 employees)	115-180	95-150
Business Unit Director	110-160	90-150
Business Unit Manager	90-120	80-120
Commercial Director	90-160	80-140
Commercial Manager	70-110	70-110
Programme Director	80-120	70-100
Sales Director	85-150	80-140
Head of Business Development	80-150	75-140
Business Development Director	90-150	85-140
Business Development Manager	55-90	55-90
Business Development Executive	35-60	30-60
National Sales Manager	70-110	70-100
Regional Sales Manager	65-85	60-85
National Account Manager (Hospital)	70-85	65-80
Hospital Key Account Manager	55-75	50-50
Pharmacy Key Account Manager	50-70	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)	60-75	55-75
Hospital Sales Representative (3-5yrs exp)	55-65	50-65
Hospital Sales Representative (1-3yrs exp)	50-60	50-55

SALES & COMMERCIAL

JOB TITLE	Dublin (€)	Regional (€)
GP Sales Representative (5+yrs exp)	50-60	50-55
GP Sales Representative (2-5yrs exp)	40-55	40-50
GP Sales Representative (Entry Level)	35-45	35-45
Hybrid Sales Representative	40-60	40-60
Pharmacy Sales Representative	35-45	28-40
Pharmacy Sales Representative (Entry Level)	20-30	20-30
Clinical Sales Specialist (Devices)	50-70	50-65
Clinical Sales Specialist (Devices) (Entry Level)	40-55	40-50
EDetail Rep (working remotely)	30-45	25-30
Telesales Executive	28-35	20-32
Merchandisers (Pharmacy)	25-36	20-30
Pharmacy Trainer (Experienced)	40-50	35-50
Pharmacy Trainer (Entry Level)	25-45	25-35

MARKETING - GENERAL

JOB TITLE	Dublin (€)	Regional (€)
Global Head of Marketing	130-220	110-190
Director of Marketing	100-160	90-150
Head of Marketing	90-150	80-130
Head of Online / Digital Marketing	90-140	80-130
Marketing & Business Development Manager	70-90	60-85
Marketing & Communications Manager	60-70	50-65
Marketing Manager	70-100	55-90
Assistant Marketing Manager	50-70	40-65
Marketing Executive	32-55	30-50
Senior Brand Lead	90-140	80-130
Brand Lead	80-130	70-130
Brand Manager	60-85	55-80
Brand Activation Manager	50-65	45-55
Senior Product Manager	65-100	60-95
Product Manager	55-90	50-80
Product Executive	35-50	27-45
Events Manager	45-65	40-70
Affiliate Marketing Manager	45-70	40-60
Content Manager	45-65	35-60
Demand Generation Marketing Manager	50-90	50-75
Communications Manager	60-90	50-80
Communications Executive	40-50	35-50

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MARKETING - DIGITAL

JOB TITLE	Dublin (€)	Regional (€)
Head of Online/Digital	90-140	80-130
Digital Marketing Lead	80-130	70-130
Digital/Online Marketing Manager	50-70	45-70
Digital/ Online Marketing Executive	30-45	30-45
SEO Executive	30-45	30-45
Visual Comms Specialist/ Graphic Design	32-55	28-45
Online / Digital / e-Marketing Manager	45-75	45-60
Digital Marketing Analyst	35-45	30-40
E-Commerce Marketing Manager	45-55	40-50
E-Commerce Marketing Manager	35-40	30-40
Web Analytics Specialist	35-45	30-45

HUMAN RESOURCES

JOB TITLE	Dublin (€)	Regional (€)
VP/ HR Director	100-187	100-160
Senior HR Manager/HR Business Partner	70- 95	65-90
Compensations & Benefits Manager	75-110	70-100
HR Manager/HR Business Partner	50- 75	50-75
HR Advisor	45-60	45-55
HR Generalist	38-60	35-55
HR Administrator	30-38	25-35
Talent Acquisition Manager	65-90	55-80
Talent Acquisition Specialist	40-55	35-50
Learning & Development Manager	55-80	50-75
Learning & Development Specialist	45-60	40-60
Organisational Development Manager	70-100	60-100
Organisational Development Specialist	45-70	45=65
Recruitment Manager	60-85	50-70
Recruitment Specialist	40-55	35-50

ACCOUNTANCY & FINANCE

JOB TITLE	Dublin (€)	Regional (€)
Head of Tax	180-260	160-250
Tax Director	110-190	100-180
Tax Manager	80-100	75-100
Tax Accountant	60-80	60-80
Head of Audit	140-200	130-180
Chief Financial Officer	180-250	150-250
Corporate Finance Director	115-185	100-175
Financial Controller	80-100	70-100
Finance Manager	60-85	60-80
Financial Accountant	55-75	50-70
Part-Qualified Accountant	35-50	30-45
Compliance Manager	65-95	60-90
Compliance Officer	30-55	30-55
Credit Control Manager	55-65	50-60
Accounts Payable Manager	55-65	50-60
Senior Accounts Payable/Receivable	35-45	30-40
Accounts Payable/Receivable	30-40	30-35

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MEDICAL AFFAIRS

JOB TITLE	Dublin (€)	Regional (€)
Chief Medical Officer	130-160	120-160
Medical Director	100-130	100-120
Head of Medical Affairs	90-120	90-110
Senior Medical Advisor	85-100	80-100
Medical Advisor	75-95	75-95
Medical Affairs Manager	80-100	70-100
Medical Science Liaison Manager	80-95	80-95
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	60-70	60-70
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	80-130	80-100
Market Access Manager	75-100	70-90
Healthcare Strategy and Value Manager	70-95	65-95
Biostatistics Manager	55-75	55-75

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CLINICAL

JOB TITLE	Dublin (€)	Regional (€)
VP Clinical Research	155-180	150-180
Clinical Director	90-130	80-120
Clinical Operations	90-130	80-120
Clinical Operations Manager	65-100	60-95
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 Research Assistant	25-35	25-35
Clinical Trials Manager	65-90	60-90
Clinical Trials Project Manager	65-90	60-90
Clinical Trials Assistant	28-35	25-35
Pharmaceutical Engineer	40-70	37-65

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

PHARMACOVIGILANCE

JOB TITLE	Dublin (€)	Regional (€)
Director of Pharmacovigilance	85-120	80-100
Associate Director of Pharmacovigilance	80-110	80-110
Senior Pharmacovigilance Manager	75-95	70-90
Pharmacovigilance Manager	70-90	65-80
Senior Pharmacovigilance Officer	60-70	55-65
Pharmacovigilance Scientist	50-60	50-60
Medical Writer	50-60	50-60

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QUALITY

JOB TITLE	Dublin (€)	Regional (€)
Director of Quality	110-180	100-170
QA Manager	70-90	65-85
QA Supervisor	60-80	55-75
QA Specialist	50-70	50-65
QA Analyst	32-60	26-50
QC Manager	65-90	60-80
QC Supervisor	60-75	55-65
QC Specialist	50-70	50-65
QC Analyst	32-60	26-50
QA Technician/Specialist	30-50	28-45

REGULATORY AFFAIRS

JOB TITLE	Dublin (€)	Regional (€)
Head of Regulatory Affairs	90-170	80-150
Regulatory Affairs Manager	66-90	66-85
Regulatory Affairs Officer	45-65	40-65
Registration Officer	35-60	35-60

COMPLIANCE

JOB TITLE	Dublin (€)	Regional (€)
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
Biochemist / Chemist	30-45	28-45
Health & Safety Officer	45-60	40-55
Environmental Officer	40-50	30-45
Process Development Manager	70-90	65-85
PhD Development Chemist	42-70	42-65
Senior Scientist / Chemist	42-57	40-55
Process Development Chemist	40-55	35-55

VALIDATION

JOB TITLE	Dublin (€)	Regional (€)
Validation Manager	75-100	65-90
Validation Engineer (3+ years' exp.)	70-85	65-85
Validation Engineer (1-3 years' exp.)	45-60	45-60
Validation Analyst	30-45	30-45
Qualified Person (5+ Years)	80-100	70-100
Qualified Person (0-5 Years)	60-80	55-80
Quality Engineer	50-65	40-60

LABORATORY

JOB TITLE	Dublin (€)	Regional (€)
Laboratory Manager	50-70	50-70
Laboratory Supervisor	40-60	40-55
Lab Technician	26-35	25-35
Lab Assistant	26-35	25-35
Microbiology Manager	60-85	55-75
Microbiology Supervisor	55-70	50-70
Microbiology Analyst	35-55	30-50

ANALYTICAL

JOB TITLE	Dublin (€)	Regional (€)
Analytical/Technical Manager	70-90	65-90
Analytical/Technical Supervisor	55-80	50-80
Process Development Manager	65-90	60-85
Process Scientist	35-45	30-40

SUPPLY CHAIN & LOGISTICS

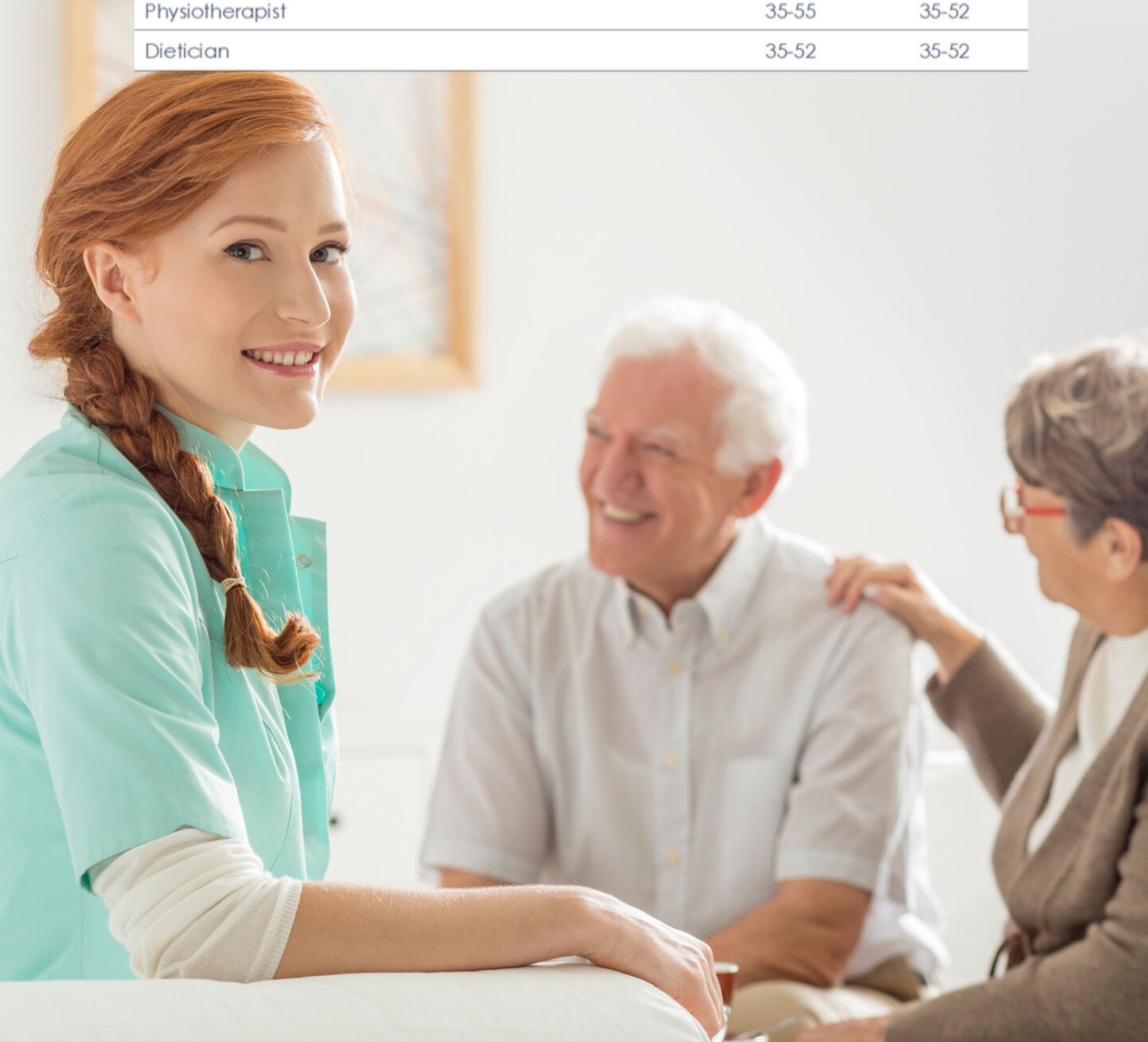
JOB TITLE	Dublin (€)	Regional (€)
Supply Chain Director	100-180	90-170
Supply Chain Manager	85-110	70-100
Supply Chain Specialist	55-75	50-75
Head of Procurement	90-140	80-130
Procurement / Purchasing Manager	70-90	65-90
Purchasing Specialist	35-50	35-45
Vendor Manager	55--65	50-65
Materials Manager	55--65	50-65
Buyer / Planner	50--65	45-65
Director of Operations	95-125	90-120
Plant / Operations Manager	80-110	70-100
Logistics Manager	60-75	55-75
Warehouse Manager	45-70	45-60
Warehouse Supervisor	35-50	35-45
Stock Control Manager	35-50	35-50
Inventory Controller	30-45	25-40

NURSING & HEALTHCARE

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

NURSING & HEALTHCARE

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



OFFICE SUPPORT

JOB TITLE	Dublin (€)	Regional (€)
Office Manager	35-65	30-60
Office Junior	22-30	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

BENEFITS

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 *average* benefits provided to new employees. Employee benefits vary by company and our experience shows that tailored packages to individual requests are becoming more common.

Standard Benefits

Annual Leave	An average of 25 days with additional days offered after each year of service.
Bonus/Commission	Performance related and amount varies from 10-20% of basic salary.
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).

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.

Additional Benefits

Income protection	**Life Assurance**
Subsidised Gym Membership	**Flexible Working**
Educational Assistance	**Share Incentives/ Stock Options**
Cycle to Work Scheme	**TaxSaver Commuter Tickets**
Company Discounts	**Health & Wellness Programmes**
Income protection	**Subsidised / Free Canteen**
Onsite Medical Centre	**Creche Facilities / Subsidies**

Pharmaforce

A Pharmed Group Company

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