INTRODUCTION

Life sciences professionals reported an increase in their base salary at an overall growth rate of 4.4%, placing the average salary for the industry at $113,654. This salary is on par with the annual mean wages for fields like chemical engineering ($114,470), developers of system software ($114,000) and industrial production management ($113,370) according to the Bureau of Labor Statistics (1). In addition, 56% of life sciences professionals reported receiving a bonus with the average bonus amounting to $27,791. While merit-based raises were the leading cause of the increase, changing employer, internal promotions and cost of living adjustments were also factors. Conversely, 4% indicated a decrease in salary with the average decrease being 12.5% and the leading causes identified as changing employers and becoming unemployed.

Throughout this report, we’ll share salaries by key life science Hotbed regions, industries, disciplines, titles and therapeutic areas. We’ll also share an analysis of the biggest surprise in our findings: the life sciences aren’t immune to the gender gap.
REASONS FOR SALARY INCREASE

Percentage of salary increase

- 11% Changed Employers
- 11% Internal Promotion
- 8% Cost of Living Adjustment
- 5% Company-wide Increase
- 5% Other
- 2% Became Employed
- 57% Merit-based Raise
- 10.9% +3.9%
- 9.3% +2.8%
- 3.9% +3.9%
- 5.4% +5.4%

EMPLOYMENT TYPE
Average salary by employment type

- Full-Time $114,723
- Part-Time $60,330
- Consultant $149,459
On average, men reported receiving 16.8% higher salaries than their female counterparts despite 52% of the respondents being female. Furthermore, neither advanced degrees nor experience narrowed the gap.

The salary gap also fluctuated significantly by industry, discipline and region of the country. The Hotbed regions of Pharm Country, BioMidwest and Biotech Bay reported the three highest salary discrepancies by gender, with men’s salaries in Pharm Country a staggering 41.5% higher than women’s. However, BioCapital seems to be the smallest disparity with less than a 1% difference in salary by gender.

From an industry perspective, men in healthcare earn 34.5% more, men in medical devices earn 25% more and men in academia earn 22% more than women. The narrowest gap by industry can be seen in biotech where men earn almost $10,000 more salary than women, or roughly 7%.

The largest gender salary gap by discipline is in the clinical arena where men earn a whopping 42.5%, roughly $43,000, more than women. Conversely, quality systems seems to fare better with only a 5.2% salary difference in favor of men.

### Overall Compensation by Gender

<table>
<thead>
<tr>
<th></th>
<th>WOMEN</th>
<th>MEN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Compensation</td>
<td>$122,549</td>
<td>$145,127</td>
</tr>
<tr>
<td>Salary</td>
<td>$105,199</td>
<td>$122,892</td>
</tr>
<tr>
<td>Bonus</td>
<td>$23,667</td>
<td>$32,774</td>
</tr>
</tbody>
</table>

### Men’s Compensation

- Men’s Salary: 39%
- Men’s Bonuses: 18%
- Men’s Total Compensation: 17%
### Gap by Years of Experience

#### Salary

**1-10 years experience**
- **WOMEN:** $74,658
- **MEN:** $86,758
- **OVERALL:** $80,240

**10+ years experience**
- **WOMEN:** $126,604
- **MEN:** $142,163
- **OVERALL:** $147,739

#### Bonus

**1-10 years experience**
- **WOMEN:** $12,583
- **MEN:** $15,069
- **OVERALL:** $15,069

**10+ years experience**
- **WOMEN:** $28,518
- **MEN:** $42,036
- **OVERALL:** $35,773

#### Total Compensation

**1-10 years experience**
- **WOMEN:** $80,240
- **MEN:** $95,862
- **OVERALL:** $95,862

**10+ years experience**
- **WOMEN:** $147,739
- **MEN:** $171,312
- **OVERALL:** $171,312

### Top 4 Disciplines

<table>
<thead>
<tr>
<th>Discipline</th>
<th>WOMEN</th>
<th>MEN</th>
<th>OVERALL</th>
</tr>
</thead>
<tbody>
<tr>
<td>R&amp;D</td>
<td>$90,717</td>
<td>$103,416</td>
<td>$107,913</td>
</tr>
<tr>
<td>Quality</td>
<td>$99,478</td>
<td>$104,657</td>
<td>$105,330</td>
</tr>
<tr>
<td>Clinical</td>
<td>$110,300</td>
<td>$115,216</td>
<td>$112,758</td>
</tr>
<tr>
<td>Sales</td>
<td>$153,006</td>
<td>$171,069</td>
<td>$161,412</td>
</tr>
</tbody>
</table>

### Top 5 Industries

<table>
<thead>
<tr>
<th>Industry</th>
<th>WOMEN</th>
<th>MEN</th>
<th>OVERALL</th>
</tr>
</thead>
<tbody>
<tr>
<td>MEDICAL DEVICES</td>
<td>$112,270</td>
<td>$140,359</td>
<td>$124,814</td>
</tr>
<tr>
<td>BIOTECH</td>
<td>$126,705</td>
<td>$135,690</td>
<td>$131,197</td>
</tr>
<tr>
<td>ACADEMIA</td>
<td>$56,708</td>
<td>$72,761</td>
<td>$64,734</td>
</tr>
<tr>
<td>HEALTH CARE</td>
<td>$79,000</td>
<td>$106,248</td>
<td>$90,624</td>
</tr>
<tr>
<td>PHARMA</td>
<td>$128,175</td>
<td>$147,034</td>
<td>$137,554</td>
</tr>
</tbody>
</table>

### Salary by Degree

#### Bachelor’s
- **WOMEN:** $95,590
- **MEN:** $110,752
- **OVERALL:** $103,171

#### Master’s
- **WOMEN:** $110,237
- **MEN:** $130,320
- **OVERALL:** $120,284

#### PhD
- **WOMEN:** $109,166
- **MEN:** $126,195
- **OVERALL:** $117,180

---

The Gender Gap | Salary by Gender
U.S. HOTBED REGION

PHARM COUNTRY
Connecticut, New York, New Jersey, Pennsylvania & Rhode Island

- 5.3% YR/YR Average Salary Increase
- $34,564 Average Bonus

OVERALL
- M: $127,714
- W: $103,226

WOMEN
- W: $29,927

MEN
- M: $146,036

BIOTECH BAY
San Francisco and other Northern California regions

- 5.7% YR/YR Average Salary Increase
- $31,804 Average Bonus

OVERALL
- M: $126,957
- W: $118,170

WOMEN
- W: $34,564

MEN
- M: $139,553

GENETOWN
Massachusetts

- 5.0% YR/YR Average Salary Increase
- $29,927 Average Bonus

OVERALL
- M: $123,600
- W: $119,260

WOMEN
- W: $29,927

MEN
- M: $129,287

BioSpace
U.S. 2018 Life Sciences Salaries by BioSpace Hotbed Region

**BIOTECH BEACH**
San Diego and other Southern California regions

- **Male**
  - YR/YR Average Salary Increase: 5.1%
  - Average Salary: $108,041
  - Average Bonus: $22,448
  - Average Bonus: $29,827

- **Female**
  - Average Salary: $114,753
  - Average Bonus: $102,789

**BIOMIDWEST**
Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Nebraska, Ohio & Wisconsin

- **Male**
  - YR/YR Average Salary Increase: 5.9%
  - Average Salary: $94,402
  - Average Bonus: $101,825

- **Female**
  - Average Salary: $85,935

**BIOFOREST**
Idaho, Montana, Oregon & Washington

- Average Salary: $103,363

**BIOCAPITAL**
Delaware, Maryland, Virginia & Washington D.C.

- Average Salary: $104,702

**BIO NC**
North Carolina

- Average Salary: $92,441
Many life sciences roles require applicants to hold advanced degrees. With the ever-growing cost of college tuition, it’s important to understand the return on investment of those degrees. Whether a master’s degree or a doctorate, our research shows those with advanced degrees do earn more. Salaries for professionals holding advanced degrees were almost $20,000 higher than those with only bachelor’s degrees. Furthermore, those holding master’s degrees and doctorate’s received comparable base salaries. The biggest difference for earning potential lies with bonuses – 66% of those holding master’s degrees reported receiving a bonus versus only 47% of professionals with a doctorate. But having the degree isn’t enough. BioSpace also polled hiring managers to understand the importance of holding advanced degrees when defining characteristics of qualified candidates. Employers ranked advanced degrees fifth with relevant work experience, strong communication skills, leadership experience or the potential for leadership, and decision-making ranking higher, respectively.

---

### Defining Characteristics of Qualified Candidates

- Relevant Experience: 91%
- Strong Communication Skills: 65%
- Leadership Experience or Potential: 39%
- Decision-Making: 32%
- Hold Advanced Degrees: 24%
- Exhibit Confidence: 11%
- Other: Culture Fit: 8%
- Attended Highly-Recognized Educational Institute: 12%

---

### Salary Overall by Degree Type & 10+ Years Experience

- Bachelor’s Degree: $101,901
- Master’s Degree: $120,053
- Doctorate/PhD: $118,155
1. Rare Diseases & Disorders
   Average Base Salary - $140,160

2. Pediatrics / Neonatology
   Average Base Salary - $138,945

3. Hepatology
   Average Base Salary - $138,156

4. Gastroenterology
   Average Base Salary - $136,586

5. Neurology
   Average Base Salary - $135,886

6. Rheumatology $133,326
7. Urology $131,660
8. Oncology $129,968
9. Pulmonary/respiratory diseases $125,629
10. Endocrinology $124,854
11. Hematology $123,172
12. Immunology $122,676
13. Musculoskeletal $122,637
14. Cardiology/vascular diseases $122,338
15. Nephrology $119,923
16. Genetic diseases $114,590
17. Infections & infectious diseases $112,771
SALARY BY LIFE SCIENCES
TITLES & DISCIPLINES

Leadership Roles

1. CEO
   Average Base Salary - $293,944

2. CFO
   Average Base Salary - $257,222

3. C-Suite - Other
   Average Base Salary - $249,192

4. VP/ Senior VP
   Average Base Salary - $234,848

5. Senior Director/ Managing/ Executive
   Average Base Salary - $219,447

6. Director of Sales/marketing
   $161,333
7. Associate Director
   $158,165
8. Director of Business Development
   $142,807
9. Sr. Project Manager
   $142,500
10. Principal Scientist
    $139,571
11. Senior Engineer
    $126,167
12. Clinical Manager
    $124,068
13. Business Development/Sales/Marketing Manager
    $121,406
14. Consultant
    $120,912
15. Senior Scientist
    $114,187
16. Scientist II
    $109,561
17. QA/QS Manager
    $103,823
18. Project manager
    $98,161
<table>
<thead>
<tr>
<th></th>
<th>Title</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>R&amp;D</strong></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Vice President</td>
<td>$223,400</td>
</tr>
<tr>
<td>2</td>
<td>Director/Sr. Director</td>
<td>$171,712</td>
</tr>
<tr>
<td>3</td>
<td>Associate Director</td>
<td>$155,833</td>
</tr>
<tr>
<td>4</td>
<td>Principle Scientist</td>
<td>$139,571</td>
</tr>
<tr>
<td>5</td>
<td>Manager</td>
<td>$119,517</td>
</tr>
<tr>
<td>6</td>
<td>Sr. Scientist</td>
<td>$111,857</td>
</tr>
<tr>
<td>7</td>
<td>Project Manager</td>
<td>$109,464</td>
</tr>
<tr>
<td>8</td>
<td>Sr. Scientific Researcher</td>
<td>$108,000</td>
</tr>
<tr>
<td>9</td>
<td>Scientist I/II</td>
<td>$96,378</td>
</tr>
<tr>
<td>10</td>
<td>Sr. Research Scientist</td>
<td>$90,177</td>
</tr>
<tr>
<td>11</td>
<td>Associate Scientist</td>
<td>$87,619</td>
</tr>
<tr>
<td>12</td>
<td>Research Associate III/ Sr. Research Associate</td>
<td>$83,359</td>
</tr>
<tr>
<td>13</td>
<td>Research Scientist I/II</td>
<td>$80,839</td>
</tr>
<tr>
<td>14</td>
<td>Research Associate I/II</td>
<td>$57,185</td>
</tr>
<tr>
<td>15</td>
<td>Research Assistant</td>
<td>$34,637</td>
</tr>
<tr>
<td></td>
<td><strong>Clinical</strong></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Sr. Clinical Research Associate</td>
<td>$137,286</td>
</tr>
<tr>
<td>17</td>
<td>Clinical Manager</td>
<td>$124,068</td>
</tr>
<tr>
<td>18</td>
<td>Clinical Project Manager</td>
<td>$120,300</td>
</tr>
<tr>
<td>19</td>
<td>Sr. Clinical Scientist</td>
<td>$109,400</td>
</tr>
<tr>
<td>20</td>
<td>Clinical Research Associate</td>
<td>$74,643</td>
</tr>
<tr>
<td>21</td>
<td>Clinical Research Coordinator</td>
<td>$52,500</td>
</tr>
<tr>
<td></td>
<td><strong>Quality</strong></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Director/ Sr. Director</td>
<td>$178,102</td>
</tr>
<tr>
<td>2</td>
<td>Manager/ Sr. Manager</td>
<td>$108,780</td>
</tr>
<tr>
<td>3</td>
<td>Associate/ Sr. Associate</td>
<td>$74,782</td>
</tr>
<tr>
<td>4</td>
<td>Specialist/ Sr. Specialist</td>
<td>$74,000</td>
</tr>
<tr>
<td>5</td>
<td>Scientist/ Sr. Scientist</td>
<td>$72,232</td>
</tr>
<tr>
<td></td>
<td><strong>Sales</strong></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>VP, Business Development</td>
<td>$274,166</td>
</tr>
<tr>
<td>2</td>
<td>Director/Sr. Director of Business Development</td>
<td>$146,535</td>
</tr>
<tr>
<td>3</td>
<td>Sr. Specialist</td>
<td>$120,657</td>
</tr>
<tr>
<td>4</td>
<td>Sr. Sales Representative/ Sr. Manager</td>
<td>$103,313</td>
</tr>
<tr>
<td>5</td>
<td>Sales Representative</td>
<td>$64,036</td>
</tr>
</tbody>
</table>

**Salary by Life Sciences Titles & Disciplines**

**R&D by Company Size**

<table>
<thead>
<tr>
<th>Company Size</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fewer than 50</td>
<td>$115,958</td>
</tr>
<tr>
<td>50-99</td>
<td>$108,261</td>
</tr>
<tr>
<td>100-499</td>
<td>$130,246</td>
</tr>
<tr>
<td>500-999</td>
<td>$110,658</td>
</tr>
<tr>
<td>1,000-4,999</td>
<td>$105,487</td>
</tr>
<tr>
<td>5000+</td>
<td>$113,075</td>
</tr>
</tbody>
</table>

**Clinical by Company Size**

<table>
<thead>
<tr>
<th>Company Size</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fewer than 50</td>
<td>$115,958</td>
</tr>
<tr>
<td>50-99</td>
<td>$108,261</td>
</tr>
<tr>
<td>100-499</td>
<td>$130,246</td>
</tr>
<tr>
<td>500-999</td>
<td>$110,658</td>
</tr>
<tr>
<td>1,000-4,999</td>
<td>$105,487</td>
</tr>
<tr>
<td>5000+</td>
<td>$113,075</td>
</tr>
</tbody>
</table>
While life sciences salaries are on the rise, 11% of the respondents indicated changing employers as the reason for their salary increase in 2018. BioSpace research also shows that of the more than 67% of life sciences professionals who are likely to search for a new role in the next year, a desire for greater compensation was one of the primary factors for leaving their current employer.

Life sciences professionals are not opposed to relocating to increase their compensation. In fact, 78% of respondents indicated they would consider relocating for a new opportunity with salary being the primary reason for relocation.

However, compensation isn’t everything. Whether you’re a jobseeker or hiring manager, it’s important to know there are a few other factors life science professionals will consider when taking a new role or considering relocating for a new opportunity. Those reasons are as follows:

**Reasons for Leaving**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Ready for a new challenge</td>
</tr>
<tr>
<td>2</td>
<td>Looking for more rewarding work</td>
</tr>
<tr>
<td>3</td>
<td>Greater pay</td>
</tr>
</tbody>
</table>

**Top 5 Relocation Motivators**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>#1</td>
<td>Salary</td>
</tr>
<tr>
<td>#2</td>
<td>Geography</td>
</tr>
<tr>
<td>#3</td>
<td>Flexible Work Schedule</td>
</tr>
<tr>
<td>#4</td>
<td>Health Insurance</td>
</tr>
<tr>
<td>#5</td>
<td>Bonus</td>
</tr>
</tbody>
</table>

Other response trends to keep an eye on: cultural fit, career growth/development, family benefits like job opportunities for spouses and strength of public education system.
METHODOLOGY

BioSpace’s proprietary Salary Survey was conducted to explore life sciences professionals’ salaries and salary trends. The BioSpace Salary Survey was fielded from March 14, 2019 to April 8, 2019 and data was collected via a Web-based survey. Participation in the survey was promoted by email, social media and advertising to readers of BioSpace and visitors to biospace.com. The data was filtered to eliminate misleading or irrelevant responses and to eliminate salaries less than $10,000 USD and greater than $1 million USD. The majority of respondents resided in the United States. BioSpace received a total of 2,009 responses. Respondents were asked to provide demographic information about themselves in 10 areas. Respondents were then asked to report their job title, compensation such as annual salary and bonus, and indicate increase or decrease of salary trends. Question formats included a mix of closed-ended, open-ended and contingency questions. An incentive was provided for one respondent to receive a $100 Amazon gift card.