



# Salary and Market Trends Report 2026

<b>3</b>	<b>Introduction</b>
<b>5</b>	<b>Technical &amp; Engineering</b>
<b>12</b>	<b>Pharma &amp; Biopharma</b>
<b>13</b>	<b>Contract Recruitment Market Overview 2025</b>
<b>17</b>	<b>Supply Chain &amp; Procurement</b>
<b>21</b>	<b>Sales, Marketing, Medical Affairs</b>
<b>23</b>	<b>Clinical Trials / Clinical Research</b>
<b>26</b>	<b>Get To Know Life Science Recruitment</b>
<b>27</b>	<b>The Team</b>
<b>29</b>	<b>Contact</b>



# INTRODUCTION



James Cassidy  
Director Life Science

We are delighted to present the Irish Life Sciences Salary Survey and Market Trends Report for 2026. This comprehensive guide arrives at a critical juncture for the industry, as Ireland solidifies its position as a global hub for MedTech, Biopharma, and Advanced Manufacturing.

With continued inward investment and unparalleled technological progress, the competition for specialised talent in Ireland has never been fiercer.

The 2026 report provides essential, granular data designed to help you confidently navigate this dynamic environment.

## For Our Hiring Partners: Mastering the Talent Market

The success of your R&D pipelines and manufacturing output depends entirely on securing and retaining niche expertise. Our data offers vital compensation intelligence, allowing you to:

- **Benchmark Competitively:**  
Understand current salary and benefits expectations across critical domains, including Clinical, Regulatory, Quality Assurance, and Engineering.
- **Optimize Retention:**  
Identify where compensation gaps may exist and develop parity strategies to protect your key staff from aggressive market offers.

# INTRODUCTION

- **Forecast Budget:**

Make informed hiring decisions and effectively forecast salary costs for new team build-outs and expansions in 2026.

## **For Life Sciences Professionals: Defining Your Market Value**

For professionals planning your next career move or negotiating your current package, this report is your essential resource. It provides the necessary context to:

- **Determine Fair Value:**

Accurately benchmark your current role and compensation against national averages, and relevant experience levels.

- **Identify Growth Areas:**

Understand which specialized skills particularly in AI/Bioinformatics and Process Automation are commanding premium salaries and align your professional development accordingly.

- **Plan Your Career Path:**

Gain clarity on the financial trajectory of leadership and technical roles within the Irish Life Sciences ecosystem.

The findings within this report reflect months of proprietary research and conversations with industry leaders and talented individuals across Ireland. We hope this data empowers you to make strategic decisions that drive professional growth and business excellence in the year ahead.

We welcome the opportunity to discuss these trends in greater detail and explore how they impact your specific team or career trajectory. Please feel free to reach out to schedule a confidential discussion.

**Thank you for taking time to read this and  
we hope you find our salary survey beneficial.**



# TECHNICAL ENGINEERING

Like many industries, the technical and engineering space has seen a slight drop in demand for talent particularly within the Medical Device and Pharmaceutical sectors. This was particularly prominent in H2 of 2025.

Notwithstanding the above, the market is still buoyant, with the most sought-after skill sets being those in engineering, with a strong emphasis on R&D, Process, Project, Manufacturing, and Quality Engineering roles. Demand for professionals in Validation, Automation, and Process Engineering also remains robust, underscoring the continued value and lucrativeness of these specialties in the current market.

Salary expectations are continuing to gather momentum due to the ever present shortage of talent. Engineers with 1 or 2 years' industry experience would have expected to get 33k-35 DOE. Now salary expectations have inflated to at least 38-48k. More Senior engineers are now commanding 72k+ with some companies counter offering employees to entice them to stay, thus often creating unrealistic expectations and subsequently often skewing the market. Another challenge to navigate.

The conversation regarding onsite versus remote/hybrid continues. Often this is the first question a candidate asks, even before salary. We have noted a considerable shift however in terms of companies requesting employees to have more of a presence onsite. This is creating some unease in the market, so companies that are open to more flexible options could and will certainly capitalise here. Areas like Regulatory Affairs tend to offer more flexibility working from home but other areas such as Manufacturing and R&D seem to be coming back on site more. Start-up environments are also encouraging people to come back on site as it can be a very fast paced environment.

Traditionally when looking at salaries in the engineering/manufacturing space, we would look at the larger urban centres, such as Dublin and Cork, versus more regional locations. We have noted that any gaps in remuneration now seems to be less and less relevant, particularly with remote/hybrid options coming more prevalent in recent times.

# TECHNICAL & ENGINEERING

For professional and technical level roles that are highly skilled, the salaries tend to for the most part be the same across the board, irrespective of location. Another break from tradition! In regards to candidates relocating to Ireland the cost of housing and general living costs are driving salaries up. When looking at accommodation it is difficult to say when a candidate will be able to relocate for a new position as there is a lack of housing in cities and some flexibility working from home when a candidate arrival is needed. Some companies will offer relocation costs to new employees which is a massive benefit to people relocating.

Benefits packages and additional add-ons have becoming increasingly relevant when attracting and retaining key talent. Packages including bonuses, pension, healthcare packages, LTIs etc, are expected now in addition to competitive salaries. In fact a comprehensive package may give a company the edge. Companies should consider what their USB is in terms of attracting talent. We will have those discussions with you as it is imperative that we represent your company and role in the best light as we go out to the market. An efficient response and interview process is crucial in the competition for talent. Candidates generally have multiple processes ongoing at a given time so a comprehensive and efficient interview process is key.

## R&D

Job Title	Salary €
Grad R&D Engineer	30 - 38k
R&D Eng I	42 - 48k
R&D Eng II	55 - 62k
Senior R&D Eng I	63 - 68k
Senior R&D Eng II	72 - 78k
Principal R&D Eng I/ Manager	82 - 90k
Principal R&D Eng II/ Manager	95 - 112k
Senior R&D Manager	110 - 130k

# TECHNICAL & ENGINEERING

## Manufacturing

Job Title	Salary €
Grad Manufacturing Engineer	30 - 38k
Manufacturing Eng I: R&D Eng I	42 - 48k
Manufacturing Eng II	50 - 58k
Senior Manufacturing Eng I	60 - 65k
Senior Manufacturing Eng II	68 - 75k
Senior Manufacturing Eng III	82 - 90k
Principal Manufacturing Eng I/ Manager	75 - 82k
Principal Manufacturing Eng II/ Manager	80 - 95k
Senior Manufacturing Manager	100 - 120k

## Design Assurance

Job Title	Salary €
Grad DA Engineer	30 - 38k
DA Eng I: R&D Eng I	42 - 48k
DA Eng II	55 - 62k
Senior DA Eng I	63 - 68k
Senior DA Eng II	72 - 80k
Principal DA Eng I/ Manager	82 - 90k
Principal DA Eng II/ Manager	90 - 110k
Senior DA Manager	110 - 130k

# TECHNICAL & ENGINEERING

## Quality

Job Title	Salary €
Grad Quality Engineer	30 - 38k
Quality Eng I	42 - 50k
Quality Eng II	55 - 60k
Senior Quality Eng I	63 - 70k
Senior Quality Eng II	75 - 80k
Principal Quality Eng I/ Manager	82 - 90k
Principal Quality Eng II/ Manager	90 - 110k
Senior Quality Manager	110 - 130k

## Regulatory

Job Title	Salary €
Grad RA Specialist	30 - 38k
RA Specialist I	42 - 50k
RA Specialist II	55 - 62k
Senior RA Specialist I	63 - 68k
Senior RA Specialist II	75 - 82k
Principal RA Specialist I/Manager	82 - 90k
Principal RA Specialist II/ Manager	90 - 110k
Senior RA Manager	115 - 135k

# TECHNICAL & ENGINEERING

## Technical and Engineering

Job Title	Salary €	Contracts
Automation Engineer	45 - 80K	40 - 80 ph
Chemical Engineer	45 - 75K	40 - 70 ph
Electrical / Electronic Engineer	45 - 75K	35 - 65 ph
Packaging Engineer	45 - 75K	30 - 65 ph
R&D Engineer	50 - 80K	30 - 65 ph
Electronic Technician	35 - 40K	20 - 30 ph
Engineering Manager	80 - 100K	80 - 100 ph
Engineering Team Leader	65 - 80K	50 - 70 ph
EHS Manager	80 - 100K	70 - 100 ph
EHS Specialist	65 - 80K	45 - 70 ph

## Validation

Job Title	Salary €	Contracts
QA Validation	50 - 85K	35 - 65 p/h
CQV Engineer	60 - 90K	35 - 85 p/h
Cleaning Validation	50 - 80K	35 - 75 p/h
Equipment Validation	50 - 80K	35 - 70 p/h
CSV Engineer	55 - 90K	35 - 80 p/h

# TECHNICAL & ENGINEERING

## Facilities

Job Title	Salary €	Contracts
Facilities Manager	80 - 100k	60 - 90 p/h
Facilities Engineer	60 - 80K	30 - 60 p/h
Facilities Technician	50 - 65K	20 - 40 p/h
Field Service Engineer	35 - 45K	30 - 55 p/h
Industrial Engineer	55 - 75K	35 - 55 p/h
Instrumentation / Calibration Technician	35 - 45K	25 - 35 p/h

## Maintenance / Manufacturing

Job Title	Salary €	Contracts
Maintenance Manager	80 - 100K	65 - 100 p/h
Maintenance Engineer	60 - 80K	35 - 65 p/h
Reliability Engineer	55 - 80K	40 - 75 p/h
Maintenance Planner	50 - 70K	35 - 55 p/h
Maintenance Technician	40 - 50K	20 - 30 p/h
Manufacturing Engineer	50 - 75K	30 - 60 p/h
Manufacturing Technician	35 - 45K	20 - 30 p/h
Mechanical Engineer	45 - 65K	35 - 60 p/h

# TECHNICAL & ENGINEERING

## Process

Job Title	Salary €	Contracts
Process Engineer	60 - 75K	35 - 80 p/h
Lean / Six Sigma Engineer	60 - 80K	35 - 65 p/h
Process Technician	35 - 45k	20 - 30 p/h
Production Manager	70 - 90K	40 - 65 p/h
Production Supervisor	55 - 70K	30 - 60 p/h

## Quality Engineering

Job Title	Salary €	Contracts
Quality Engineer	50 - 65K	25 - 55 p/h
Design Assurance Engineer	45 - 55K	30 - 65 p/h
Design Assurance Technician	35 - 45K	14 - 24 p/h
Supplier Quality Engineer	60 - 80K	30 - 60 p/h

# PHARMA & BIOPHARMA

## Permanent Market:

Skilled talent with 3–5+ years of industry experience remains in high demand but short supply across the life sciences sector. Salaries have continued to rise, with many professionals seeing up to 10% increases year on year. To retain key employees, companies are deploying a mix of strategies, from counteroffers and enhanced titles to expanded benefits and flexibility. While salary growth is beginning to plateau, total reward packages have become the key differentiator. Competitive offerings now commonly include performance bonuses, pension contributions, family healthcare, and increasingly, sign-on incentives to attract high-calibre candidates while maintaining internal equity.

Flexibility remains a central expectation. Although there's been a noticeable shift toward “back-to-office” policies, hybrid models are still the norm and often a deciding factor for candidates. Organisations that maintain adaptable, employee-centric work models continue to outperform peers in talent attraction and retention. In short: the 2025 talent landscape rewards employers who balance competitive pay with genuine flexibility, culture, and wellbeing.

## Quality Control & Analytical

Job Title	Salary €	Contract Rates Per Hour €
QC Manager	75 - 90K	60 - 80 p/h
QC Supervisor	65 - 75K	30 - 45 p/h
QC Analyst	30 - 45K	20 - 35 p/h
HPLC Analyst	30 - 45K	20 - 35 p/h
Bioassay Analyst	30 - 45K	20 - 35 p/h
Lab Technician	30 - 45K	20 - 27 p/h
Microbiologist	45 - 60K	25 - 40 p/h
Chemist	45 - 60K	25 - 40 p/h



# CONTRACT RECRUITMENT MARKET OVERVIEW 2025

## Pharmaceutical, Biotechnology, and Medical Device Manufacturing Sectors

In 2025, Ireland's contract recruitment market within the pharmaceutical, biotechnology, and medical device manufacturing industries remains strong and resilient. These sectors continue to be key pillars of the Irish economy, supported by consistent foreign direct investment, government incentives, and Ireland's established reputation as a global hub for life sciences innovation and production.

## Industry Demand and Growth

The life sciences industries in Ireland are experiencing sustained demand, driven by continued investment in biologics, cell and gene therapies, and advanced medical technologies. Contract recruitment remains a central component of workforce planning, as companies seek flexible access to niche expertise to deliver complex, project-based initiatives.

### Key trends in 2025 include:

- **Biopharmaceutical Manufacturing Expansion:**  
Ongoing investment in biologics and vaccine production facilities continues to fuel demand for experienced contractors in process engineering, validation, quality assurance, and automation.
- **Medtech Innovation and Regulation:**  
The medical device industry remains robust, with significant growth in connected health, diagnostics, and implantable technologies. Demand continues for professionals supporting MDR and IVDR compliance, post-market surveillance, and design quality.
- **Digital Transformation:**  
The integration of automation, data analytics, and AI in regulated environments is creating strong demand for contractors with expertise in CSV/CSA, data integrity, and digital quality systems.

# CONTRACT RECRUITMENT MARKET OVERVIEW 2025

- **Sustainability and ESG Focus:**

The life sciences sector is prioritising greener operations and energy-efficient facilities, generating opportunities for contractors specialising in sustainable manufacturing, EHS, and environmental compliance.

## Drivers of Contract Recruitment

Several key factors continue to drive the growth and reliance on contract professionals across Ireland's life sciences sector:

- **Flexibility and Agility:**

Companies rely on contractors to provide rapid access to specialised skills for defined project phases, ensuring agility in responding to market or regulatory changes.

- **Cost Efficiency:**

Contract engagement models allow organisations to manage headcount and cost more effectively, accessing critical expertise without the long-term commitments associated with permanent hires.

- **Innovation and Speed:**

Rapid technological advancement, particularly within biologics and medtech R&D, requires dynamic and scalable resourcing strategies to meet project milestones and compliance timelines.

- **Specialised Expertise:**

Increasing regulatory scrutiny, particularly in areas such as Annex 1 implementation and data integrity, continues to drive demand for highly qualified contractors with deep technical and compliance experience.

## Challenges

While the Irish life sciences market remains buoyant, several challenges persist:

- **Talent Availability:**

Ongoing competition for niche skill sets, such as Qualified Persons, validation engineers, automation specialists, and regulatory affairs professionals, continues to tighten supply.

# CONTRACT RECRUITMENT MARKET OVERVIEW 2025

- **Competition for Talent:**

Ireland faces increasing competition from other European hubs, leading to pressure on hourly rates and a continued focus on attracting international expertise.

- **Hybrid Work Limitations:**

While some documentation and regulatory functions remain remote-capable, most GMP manufacturing and validation roles still require on-site presence, impacting candidate flexibility.

- **Regulatory Complexity:**

The evolving compliance landscape in both pharma (Annex 1, ATMP guidance) and medtech (MDR/IVDR) adds complexity to hiring, onboarding, and project delivery.

## Outlook for 2026

Ireland's contract recruitment market in life sciences is expected to remain stable through 2026, supported by continued investment in biologics, next-generation therapeutics, and sustainable manufacturing initiatives.

Contract professionals will remain integral to enabling innovation, quality compliance, and operational flexibility across all sectors.

As digitalisation and data-driven manufacturing accelerate, demand will remain strong for experienced contractors with a blend of technical, regulatory, and project management expertise capable of supporting Ireland's continued leadership in global life sciences manufacturing and innovation.

# CONTRACT RECRUITMENT MARKET OVERVIEW 2025

## Quality Assurance

Job Title	Salary €	Contract Rates Per Hour €
Quality Director	95 - 130K	75 - 150 p/h
Auditor	50 - 80K	40 - 80 p/h
Qualified Person	75 - 120K	80 - 150 p/h
QA Manager	60 - 90k	60 - 80 p/h
Quality Supervisor/ Team Lead	60 - 75K	45 - 65 p/h
Senior QA Specialist	60 - 75k	50 - 90 p/h
QA Specialist	35 - 60k	30 - 50 p/h
QA Technician	30 - 45k	25 - 35 p/h
QMS Specialist	35 - 60k	30 - 50 p/h
Compliance Manager	70 - 85K	35 - 55 p/h
Compliance Officer	35 - 50K	20 - 37 p/h
Documentation Specialist	30 - 45K	20 - 30 p/h
Documentation Administrator	28 - 38K	17 - 25 p/h
Technical Writer	45 - 60K	25 - 42p/h

## Regulatory Affairs

Job Title	Salary €	Contract Rates Per Hour €
Regulatory Affairs Manager	80 - 90K	50 - 110 p/h
Regulatory Affairs Officer	40 - 50K	25 - 70 p/h

# SUPPLY CHAIN & PROCUREMENT

## Market Demand & Salary Growths

The demand for Supply Chain and Procurement professionals within the Life Sciences sector in Ireland has remained strong throughout 2025, continuing to drive salaries upward.

## Global Disruptions Shaping Supply Chains

Life Sciences supply chains have been significantly affected this year by geopolitical tensions, particularly shifts in U.S. trade policy that introduced new tariffs and import restrictions. Alongside this, rising economic uncertainty, marked by high inflation and volatile markets, has created further instability. Climate change has also contributed to disruption, with extreme weather events such as floods, wildfires, and storms impacting global operations and increasing pressure on supply resilience.

## Business Adaptation & Technology Adoption

These combined pressures have forced businesses to rethink sourcing, distribution, and manufacturing strategies in order to build long-term resilience. As a result, demand has grown for Strategic Supply Chain and Procurement professionals, particularly those with expertise in advanced technology adoption. Skills in AI, blockchain, and automation are increasingly sought after, as organizations look to improve transparency, efficiency, and decision-making across complex supply networks.

## Talent Shortages & Workforce Mobility

Talent shortages remain a key concern. In fact, 42% of Life Sciences organizations report significant challenges in filling roles in this area, with Ireland seeing approximately 12% of Supply Chain and Procurement professionals changing jobs in the past year alone. This movement reflects a highly competitive market where employers must differentiate themselves not only with salary but also through career development opportunities and flexible working conditions.

## Shifting Candidate Preferences

In addition to financial rewards, professionals are increasingly motivated by the overall employment package.

# SUPPLY CHAIN & PROCUREMENT

Candidates now expect:

- Pensions and healthcare benefits for both employees and dependents
- Bonuses and long-term incentives
- Study support and professional development opportunities
- A healthy work-life balance

Perhaps most notably, hybrid working has become the preferred model for over 70% of professionals in this field. Organizations that provide flexibility, offering a blend of remote and office-based work, are consistently better positioned to attract and retain top talent in an environment where skills are in short supply.

**Summary:**

In 2025, the Life Sciences sector faces a dual challenge: managing disrupted global supply chains while addressing an intensifying shortage of Supply Chain and Procurement professionals. Employers who combine competitive pay, robust benefits, and flexible working arrangements will lead the way in attracting, retaining, and empowering the skilled professionals needed to navigate these challenges.

**Supply Chain**

Job Title	Salary €	Contracts €
Director of Supply Chain	110 - 150K	80 - 110 p/h
Supply Chain Manager	65 - 95K	40 - 65 p/h
Materials Manager	65 - 85K	35 - 55 p/h
Supply Chain Specialist	40 - 68k	25 - 45 p/h

# SUPPLY CHAIN & PROCUREMENT

## Procurement

Job Title	Salary €	Contracts €
Procurement Director	110 - 150K	80 - 110 ph
Procurement Manager	65 - 95K	40 - 65 p/h
Procurement Specialist	45 - 70K	25 - 45 p/h

## Purchasing

Job Title	Salary €	Contracts €
Purchasing Manager	65 - 95K	40 - 65 p/h
Purchasing Specialist	45 - 70K	25 - 45 p/h

## Warehousing

Job Title	Salary €	Contracts €
Warehouse Manager	55 - 75K	22 - 38 p/h
Warehouse Supervisor	45 - 55K	21 - 35 p/h

# SUPPLY CHAIN & PROCUREMENT

## Logistics

Job Title	Salary €	Contracts €
Logistics Manager	60 - 80K	30 - 52 p/h
Logistics / Supply Chain Analyst	35 - 55K	23 - 34 p/h
Logistics Administrator	28 - 38K	15 - 24 p/h

## Buyers/Planners

Job Title	Salary €	Contracts €
Production Planner	45 - 70K	26 - 40 p/h
Buyer / Planner	45 - 70K	26 - 40 p/h



# SALES, MARKETING, MEDICAL AFFAIRS

Sales and Marketing roles across the Healthcare and Life Sciences sectors were somewhat inconsistent in 2025, with a noticeable slowdown early in the year due to global market uncertainties and the threat of tariffs. However, demand for Territory Managers, Product Specialists, and Business Development Managers within the sector has remained strong.

While Marketing opportunities have declined locally, Surgical Sales roles have demonstrated remarkable stability throughout the year, with a significant number of Field Sales Manager and Territory Manager vacancies. These positions have involved highly competitive interview processes, reflecting the sustained need for skilled and experienced sales professionals. There has also been continued interest in international B2B roles within the sector.

The market continues to be candidate-driven, with benefit packages including pension schemes, private healthcare, hybrid or remote work options, and generous annual leave, all playing a key role in candidates' decision-making. The ongoing housing crisis also continues to influence where professionals choose to base themselves.

There remains a strong demand for healthcare professionals (e.g., nurses, physiotherapists, and medical scientists) seeking to transition into surgical, orthopaedic, and technical laboratory sales roles. Likewise, technical MSc and PhD-qualified professionals continue to be in high demand for lab equipment and consumables sales positions, with employers typically preferring candidates who have prior sales experience.

Pharmaceutical Sales, Marketing & Medical Affairs roles are more sporadic with further redundancies at senior levels in 2025. Many of these experienced professionals have transitioned successfully into other Medical related sectors, bringing with them valuable expertise in regulated Sales and Marketing environments.

# SALES, MARKETING, MEDICAL AFFAIRS

Job Title	Salary €
Sales Director	85 - 160K
Sales Manager (National)	65 - 120K
Account Manager	45 - 80K
Business Development Manager	50 - 90K
Key Account Manager	50 - 90K
Marketing Manager	65 - 140K
Marketing Executive	40 - 60K
Marketing Assistant	35 - 45K
Sales Executive / Product Specialist	45 - 80K
Medical Sales Representative	40 - 80K
Internal Sales / Telesales Executive	40 - 55K
Marketing Director	90 - 160K
Brand Manager	55 - 90K
Digital Marketing Manager	55 - 90K
Customer Success Manager	45 - 60K
Customer Service Representative	35 - 50K
Field Sales Engineer	45 - 80K
Field Service Engineer	40 - 70K
Medical Advisor	65 - 120K
Medical Director	110 - 180K

# CLINICAL TRIALS / CLINICAL RESEARCH

In 2025, Ireland's clinical trials and research sector has continued to build on the strong foundations laid in previous years, reaffirming its reputation as a leading European hub for life sciences innovation.

The country remains a preferred destination for global pharmaceutical giants and emerging biotech firms alike, each leveraging Ireland's skilled workforce, robust research infrastructure, and supportive regulatory environment to drive progress in drug development and medical technology.

Clinical professionals continue to sit at the heart of this growth. Expertise in areas such as clinical development, study start-up, site selection, project management, regulatory affairs, and clinical operations remains in high demand. The surge in trials involving gene therapies, biologics, and combination drug-device products has further intensified competition for talent, particularly among professionals who can navigate the complex interface between scientific innovation, compliance, and patient safety.

## Market Dynamics and Talent Competition

Despite ongoing expansion, 2025 has brought a more complex operating environment. The sector faces heightened competition for both local and international talent, compounded by broader economic challenges. Ireland's housing shortage and high cost of living continue to affect recruitment and retention, particularly in major urban centres like Dublin and Cork.

While Budget 2025 maintained renter tax relief and housing supports introduced the previous year, affordability remains a defining challenge for many professionals. The financial pressures of urban living continue to influence career choices, pushing some employers to decentralise operations toward more affordable regions such as Limerick, Galway, and the Midlands, where clusters of CROs and academic research institutions are gaining prominence.

# CLINICAL TRIALS / CLINICAL RESEARCH

## Digital Transformation and the Role of AI

Technology continues to reshape the clinical research landscape in 2025. The adoption of digital health platforms, artificial intelligence (AI), and data-driven monitoring systems has accelerated significantly. Irish-based organisations, both sponsors and CROs, are increasingly integrating AI tools into protocol design, patient recruitment, data management, and site risk assessment, improving trial efficiency and data integrity.

This technological evolution has expanded the skill requirements across the sector. Professionals who can bridge clinical expertise with digital fluency—particularly those skilled in data analytics, AI governance, and regulatory compliance for digital tools, are commanding higher salaries and greater career mobility.

## Regulatory Progress and Global Positioning

The Clinical Trials Oversight Group, established in 2024, has gained momentum through 2025, driving greater alignment with the EU Clinical Trials Regulation (CTR) and improving Ireland's global competitiveness as a research destination. This collaborative framework, linking regulators, academic institutions, and industry stakeholders, has streamlined approval processes and strengthened Ireland's standing as a trusted jurisdiction for both early- and late-phase trials.

## Outlook for 2026 and Beyond

Looking ahead, the Irish clinical research sector remains on an upward trajectory, though with sharper differentiation between traditional and technology-integrated roles. The convergence of AI, data science, and clinical operations is redefining job descriptions and salary structures, rewarding professionals who invest in continuous learning and digital upskilling. At the same time, workforce sustainability is emerging as a strategic priority. Employers are focusing not just on pay but on career progression, flexible working environments, and wellbeing initiatives to retain high-performing staff in an increasingly competitive market.

Job Title	Salary €
Clinical Trials Assistant/ Junior Clinical Research	38 - 40K
Clinical Research Associate	45 - 55K
Senior Clinical Research Associate	55 - 65K
Clinical Research Manager	65 - 75K
Associate Clinical Trials Manager	45 - 55k
Clinical Trials Manager	65 - 75K
Associate Clinical Project Manager	45 - 55K
Clinical Project Manager	60 - 75K

Job Title	Salary €
Clinical Trials Associate	45 - 55K
Senior Clinical Trials Associate	60 - 70K
Clinical Development Manager	75 - 85K
Senior Manager Clinical Development	85 - 95K
Clinical Operations Manager	80 - 100K
Director of Clinical Operations	120 - 150K
VP of Clinical Operations	150 - 180K

## Clinical Data / Statistics

Job Title	Salary €
Clinical Data Coordinator	35 - 40K
Clinical Data Manager	50 - 65K
Biostatistician	45 - 60K
Senior Biostatistician	80 - 95K
Biostatistician Manager	95 - 125K

# GET TO KNOW LIFE SCIENCE RECRUITMENT

Life Science Recruitment is a specialist science recruitment agency that serves the Life Science industry both at home and abroad. Our team is made up of scientifically qualified experts who over a decade have built long-lasting relationships with leading global organisations, start-ups & indigenous Irish organisations within the Life Science industry.

## Sectors that we look after on both a permanent and contract basis spans across:

- Pharmaceutical
- Biopharma
- Medical Device
- Biotechnology
- Healthcare
- Engineering
- Food & Beverage
- Connected Health

We pride ourselves on the technical & academic expertise of our team, all our recruiters come from a technical background and some have direct industry experience. This expertise & knowledge makes us uniquely qualified to help both candidates & clients and gives us an edge on understanding those hard to fill roles.

## Our organisation also maintains a significant web presence with domains including:

- LifeScience.ie
- Pharmaceutical.ie
- ClinicalResearch.ie
- QualityAssurance.ie
- RegulatoryAffairs.ie
- ConnectedHealth.ie
- ContractJobs.ie
- ScientificJobs.ie
- EngineeringJobs.ie
- MedicalAffairs.ie
- MedicalDevice.ie
- BioTechnology.ie
- SupplychainManagement.ie

**Our philosophy is simple; We are experts in life science;**  
**where scientists recruit scientists**  
**and engineers recruit engineers**

# THE TEAM

## DIRECTORS



### James Cassidy

Director  
Medical Devices

[james.cassidy@lifescience.ie](mailto:james.cassidy@lifescience.ie)



### Sinéad Cullen

Director  
Clinical Research,  
Biopharma & Pharmaceutical  
[sinead.cullen@lifescience.ie](mailto:sinead.cullen@lifescience.ie)



### Karen Shiel

Director  
Commercial, Clinical Research  
& Biotechnology  
[karen.shiel@lifescience.ie](mailto:karen.shiel@lifescience.ie)

## ASSOCIATE DIRECTORS



### Paula O'Reilly

Associate Director  
Procurement  
& Supply Chain  
[paula.oreilly@lifescience.ie](mailto:paula.oreilly@lifescience.ie)



### Seán McCarthy

Associate Director  
Life Science  
Contract Recruitment  
[sean.mccarthy@lifescience.ie](mailto:sean.mccarthy@lifescience.ie)



### Siobhán Ryan

Associate Director  
Technical, Engineering &  
Pharmaceutical  
[siobhan.ryan@lifescience.ie](mailto:siobhan.ryan@lifescience.ie)

# THE TEAM

## MANAGING CONSULTANTS



### Thomas Gallagher

Managing Consultant  
Medical Devices

[thomas.gallagher@lifescience.ie](mailto:thomas.gallagher@lifescience.ie)

## SENIOR RECRUITMENT CONSULTANTS



### Rachel Kent

Senior Recruitment Consultant  
Life Science  
Contract Recruitment  
[rachel.kent@lifescience.ie](mailto:rachel.kent@lifescience.ie)



### Colin Clare

Senior Recruitment  
Consultant  
Medical Devices  
[colin.clare@lifescience.ie](mailto:colin.clare@lifescience.ie)



### Avishek Singh

Senior Recruitment  
Consultant  
Life Science Contract Recruitment  
[avishek.singh@lifescience.ie](mailto:avishek.singh@lifescience.ie)





Life Science  
Recruitment Ltd,  
13 Lad Lane,  
Dublin 2

(+353) 1 685 4848  
[info@lifescience.ie](mailto:info@lifescience.ie)

[lifescience.ie](http://lifescience.ie)

