



Life Science
Recruitment

Salary Survey 2021

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Life Science Recruitment | Salary Survey 2021

We are delighted to launch our salary survey for 2021. Our survey is aimed to give employers and employees an insight into current market conditions. For employers staff retention is more important than ever and for employees we hope our survey gives a sense of their current value.

While 2020 has been a challenging year, the Life Science industry has remained buoyant. Life Science recruitment saw an increase in permanent placements and 24% per cent increase in contract revenue from 2019.

The initial Covid wave saw some paralysis in hiring particularly with medical device companies due to cancellation of elective surgeries resulting in a drop in demand for devices. We also noticed a number of commercial roles in Life Science area were put on hold as access to hospitals and key decision makers were restricted. Conversely companies working on respiratory devices or potential vaccines and therapies for Covid saw an initial growth.

The adaption of Hiring processes to new reality with interviews, presentations, aptitude tests and onboarding all moved to a virtual model has been the single biggest change in recruitment in the last 12 months. By and large this has been successful but integration within groups and developing sense of belonging to company culture may prove the greater challenge.

What will the future look like? At the time of writing it looks like it will be Q4 before vaccine roll out is complete and while companies have adapted well to remote model it remains to be seen if this will be the norm going forward. A lot of clients particularly those in manufacturing will still require a strong on site presence while clients in more virtual setting will not require same.

Life Science Recruitment has started 2021 very strongly and activity levels are up from Q1 2020. Demand remains high for experienced Life Science professionals and we are excited for the year ahead.



James Cassidy | Director

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Technical & Engineering

Job Title	Dublin €	South €	West €	Northwest €
Automation Engineer	45-60K	45-55K	45-55K	45-55K
Chemical Engineer	45-55K	40-50K	40-50K	40-50K
Electrical / Electronic Engineer	45-55K	40-50K	45-50K	40-45K
Packaging Engineer	45-55K	40-50K	40-50K	40-50K
R&D Engineer	50-60K	45-55K	40-50K	40-50K
Electronic Technician	35-40K	30-40K	30-40K	30-40K
Engineering Manager	80-95K	75-85K	75-85K	70-80K
Engineering Team Leader	65-70K	55-65K	55-65K	50-60K
EHS Manager	80-90K	75-85K	70-80K	65-75K

Facilities

Job Title	Dublin €	South €	West €	Northwest €
Facilities Manager	55-70K	55-65K	55-65K	50-60K
Facilities Engineer	55-60K	40-50K	40-50K	40-50K
Facilities Technician	35-45K	35-45K	35-45K	35-45K
Field Service Engineer	35-45K	30-40K	30-40K	30-40K
Industrial Engineer	50-60K	45-55K	50-60K	40-50K
Instrumentation/Calibration Technician	35-45K	30-40K	30-40K	30-40K

Maintenance/Manufacturing

Job Title	Dublin €	South €	West €	Northwest €
Maintenance Manager	80-90K	75-85K	70-80K	65-75K
Maintenance Engineer	45-55K	40-50K	40-50K	40-50K
Maintenance Technician	35-45K	30-40K	30-40K	30-40K
Manufacturing Engineer	50-60K	45-55K	40-50K	40-50K
Manufacturing Technician	35-45K	30-40K	30-40K	30-40K
Mechanical Engineer	45-55K	40-50K	40-50K	40-50K

Technical & Engineering

Process

Job Title	Dublin €	South €	West €	Northwest €
Process Engineer	55-60K	50-55K	55-60K	50-55K
Lean/Six Sigma Engineer	60-65K	55-60K	60-65K	50-55K
Process Technician	30-35K	30-35K	30-35K	30-35K
Production Manager	70-80K	65-75K	65-75K	60-70K
Production Supervisor	55-65K	50-60K	50-60K	50-60K

Quality

Job Title	Dublin €	South €	West €	Northwest €
Quality Director	90-110K	85-105K	90-110K	90-100K
Quality Manager	75-85K	70-80K	70-80K	70-80K
Quality Supervisor/Team Lead	60-70K	55-65K	55-65K	55-65K
Quality Engineer	45-55K	40-50K	40-50K	40-50K
Quality Technician	35-45K	30-40K	30-40K	30-40K
Design Assurance Engineer	45-55K	45-55K	45-55K	40-50K
Design Assurance Technician	35-45K	30-40K	30-40K	30-40K
Supplier Quality Engineer	45-55K	40-50K	40-50K	40-50K

Pharmaceutical

Job Title	Dublin €	Regional €
Quality Director	95 - 130K	90 - 120K
QA/QC Manager	75 - 90K	70 - 85K
QA/QC Supervisor	65 - 75K	60 - 75K
QA/QC Analyst	53 - 60K	50 - 60K
Qualified Person	75 - 90K	70 - 90K
Lab Technician	30 - 45K	28 - 45K

Analytical

Job Title	Dublin €	Regional €
Microbiologist	45 - 60K	42 - 58K
Chemist	45 - 60K	42 - 58k

Compliance

Job Title	Dublin €	South €	West €	Northwest €
Compliance Manager	70 - 85K	65 - 85K	65 - 85K	65 - 85K
Compliance Officer	35 - 50K	35 - 50K	35 - 50K	35 - 50K
Compliance Auditor	45 - 65K	45 - 62K	45 - 62K	45 - 62K
Chemist	45 - 60K	42 - 58K	42 - 58K	42 - 58K

Documentation

Job Title	Dublin €	South €	West €	Northwest €
Documentation Officer	35 - 45K	33 - 44K	33 - 44K	33 - 44K
Documentation Control Administrator	28 - 38K	26 - 35K	26 - 35K	26 - 35K

Pharmaceutical

Regulatory Affairs

Job Title	Dublin €	South €	West €	Northwest €
Regulatory Affairs Manager	80-90K	80-90K	80-90K	70-80K
Regulatory Affairs Officer	40-50K	40-50K	40-50K	40-50K

Research & Development

Job Title	Dublin €	South €	West €	Northwest €
R&D Engineer	45-55K	40-50K	45-55K	40-50K
Senior R&D Engineer	55-65K	50-60K	55-65K	50-60K
Principal R&D Engineer	75-85K	65-75K	75-85K	70-80K

Supply Chain

Job Title	Dublin €	South €	West €	Northwest €
Director of Supply Chain	110-150K	100-140K	110-150K	100-150K
Supply Chain Manager	75-100K	70-90K	75-100K	70-90K
Materials Manager	65-90K	60-85K	65-90K	60-85K

Purchasing

Job Title	Dublin €	South €	West €	Northwest €
Purchasing Manager	75-100K	70-90K	75-100K	70-90K
Purchasing Specialist	45-70K	40-65K	45-70K	40-65K

Warehousing

Job Title	Dublin €	South €	West €	Northwest €
Warehouse Manager	45-60K	40-55K	45-60K	40-55K
Warehouse Supervisor	45-55K	38-48K	45-55K	38-48K

Logistics

Job Title	Dublin €	South €	West €	Northwest €
Logistics Manager	70-90K	60-80K	70-90K	60-80K
Logistics/Supply Chain Analyst	35-55K	30-50K	35-55K	30-50K
Logistics Administrator	22-30K	20-28K	22-30K	20-28K

Buyers/Planners

Job Title	Dublin €	South €	West €	Northwest €
Production Planner	40-65K	35-60K	40-65K	35-60K
Buyer/Planner	40-65K	35-60K	40-65K	35-60K

Sales & Marketing

Job Title	Dublin €	South €	West €	Northwest €
Sales Director	85-120K	80-115K	70-110K	70-110K
Sales Manager (National)	65-85K	55-75K	55-75K	55-75K
Accounts Manager	45-60K	40-50K	40-50K	40-50K
Business Development Executive	35-50K	30-45K	30-45K	30-45K
Key Account Manager	45-55K	40-50K	40-50K	40-50K
Marketing Manager	65-90K	55-80K	55-75K	55-75K
Marketing Executive	30-45K	30-40K	30-40K	30-40K
Marketing Assistant	25- 32K	24-28K	24-28K	24-28K
Sales Executive	35-65K	32-55K	32-52K	32-52K
Medical Sales Representative	35- 55K	32-50K	32-50K	32-50K
Telesales Executive	25-35K	24-32K	24-32K	24-32K
Marketing Director	90-140K	80-120K	80-110K	80-110K
Brand Manager	45-80K	45-70K	45-70K	45-70K
Digital Marketing Manager	50-80K	45-65K	45-65K	45-65K

Clinical Trials/Clinical Research

Job Title	Dublin €	Regional €
Clinical Trials Assistant/Junior Clinical Research	35-40K	35-40K
Clinical Research Associate	45-55K	40-50K
Senior Clinical Research Associate	55-60K	50-58K
Clinical Research Manager	60-70K	60-70K
Clinical Trials Manager	65-75K	60-70K
Clinical Project Manager	60-75K	55-65K
Clinical Development Manager	75-85K	75-85K
Senior Manager Clinical Development	85-95K	80-95K
Clinical Operations Manager	80-90K	80-90K
Director of Clinical Operations	100-140K	100-140K

Clinical Data/Statistics

Clinical Data Coordinator	30-38K	30-35K
Clinical Data Manager	40-55K	40-55K
Biostatistician	30-50K	30-50K
Senior Biostatistician	50-85K	50-85K

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 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 philosophy is simple; we are experts in life science; where scientists recruit scientists and engineers recruit engineers

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