



2023 U.S. LIFE SCIENCES

Salary Report

Table of Contents

SECTION	PAGE
Introduction	02
Salary Trends	03
The Gender Gap	05
The Racial Wage Gap	06
Regional Averages	07
Importance of Benefits	09
Titles & Disciplines	11

Introduction

Salaries for the biopharma industry continue to grow, though at a slower pace than previous years. The second half of the 2022 biopharma job market saw numerous layoffs and volatility which has put a damper on wage growth.

Still, the majority of biopharma professionals reported salary growth, with industry average salaries higher than ever before.

The availability of talent has improved due to recent downsizing, but increasing costs of living and inflation will encourage professionals to push for higher wages.

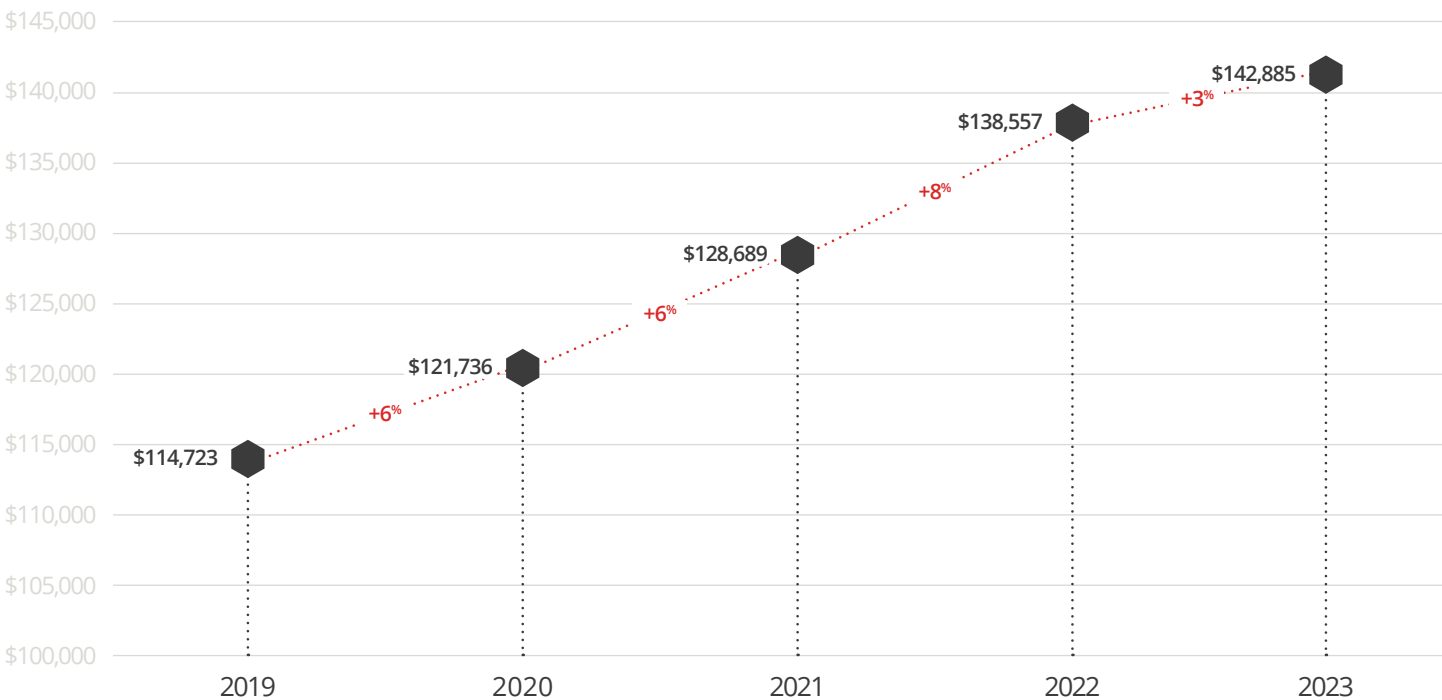
Employers should not be led into a false sense of confidence that the market will lend itself to less competition when it comes to hiring. With severance offers in pocket, many professionals remain discerning and are holding out for attractive offers before accepting new roles.

Salary Trends

Average salaries for full-time employees grew at a rate of 3% from 2022 to 2023, a marked slowdown when comparing to previous YOY changes. From 2020 to 2021 the wage growth rate was double at 6%, and in 2021 to 2022 the wage growth rate was more than double at 8%.

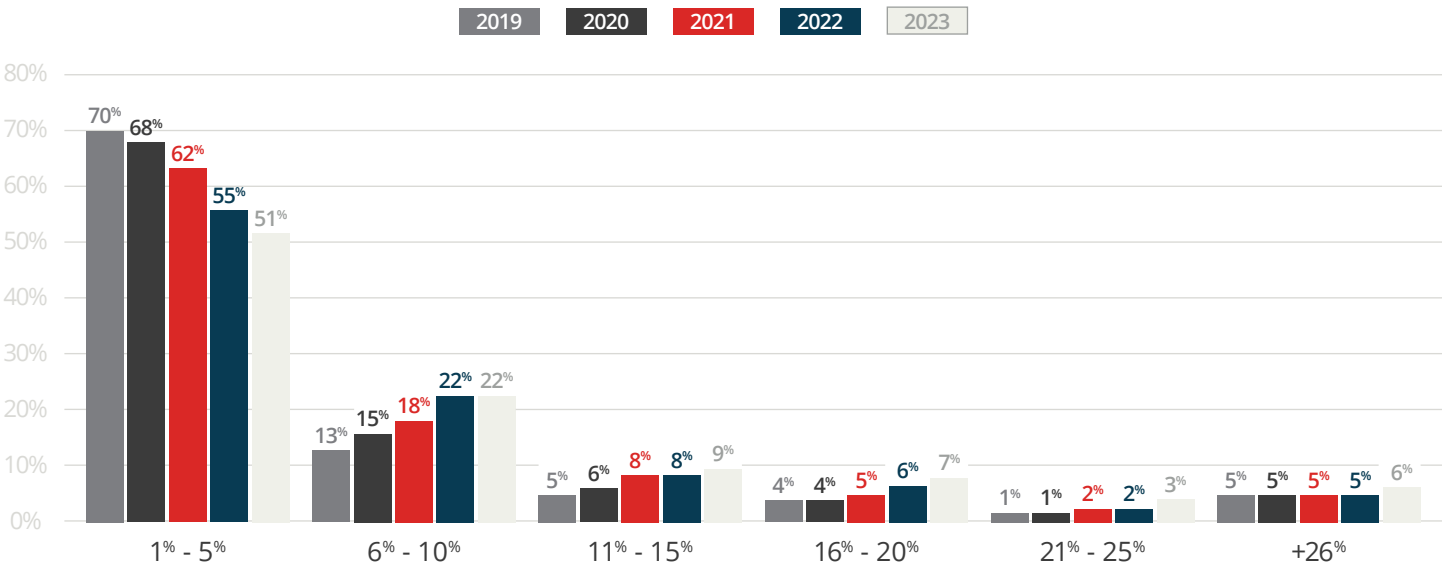
- » 99% of respondents who changed employers reported a salary increase
- » 27% of respondents who changed employers reported a salary increase of more than 25%

Average Annual Earnings for Full-Time Employees

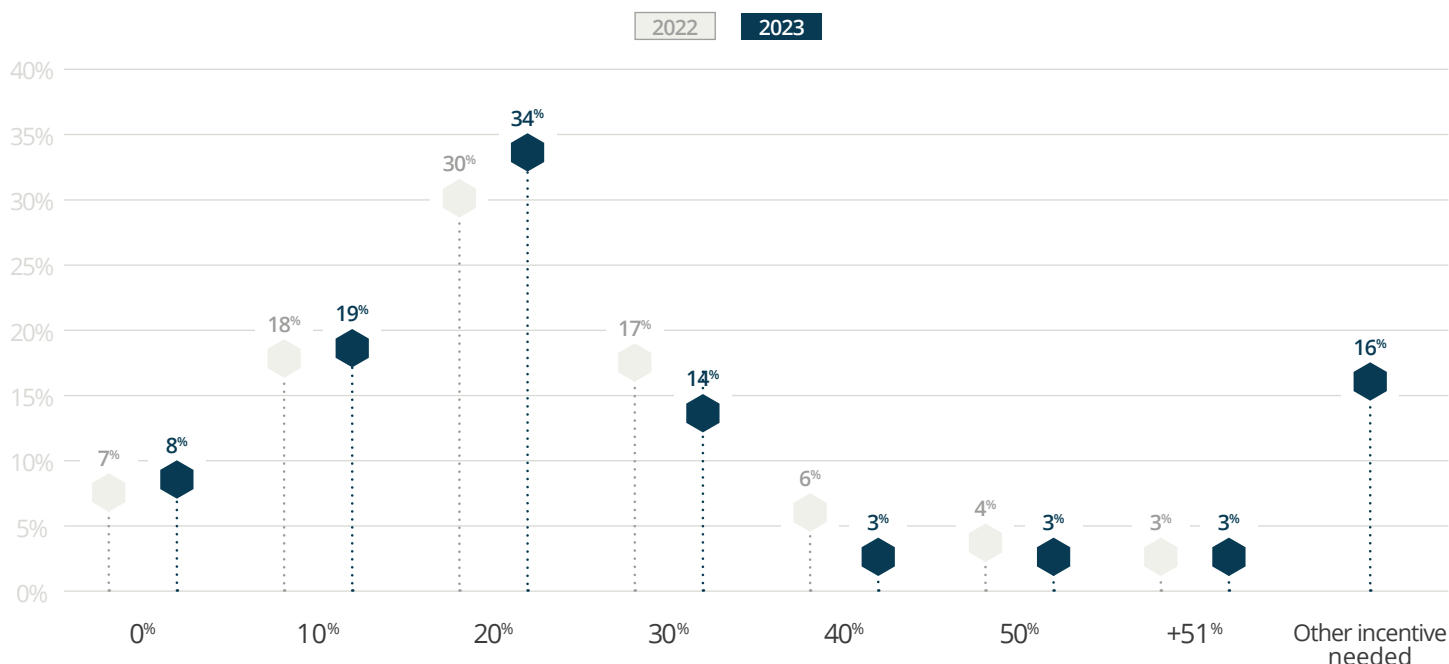


Annual Base Salary Increase

Excluding Overtime, Bonuses, etc.



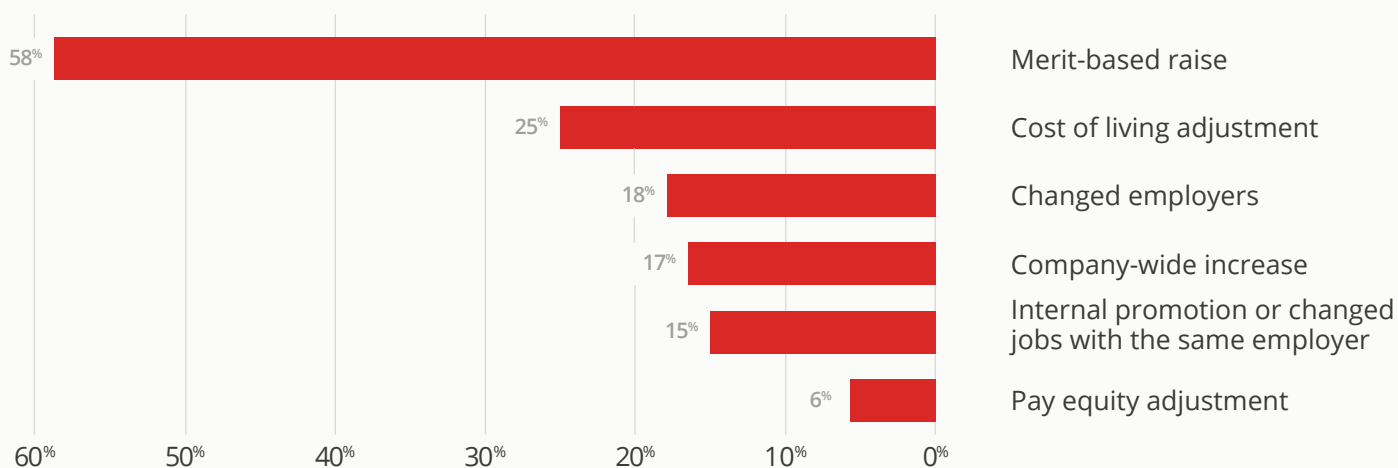
What minimum percentage total compensation increase would entice you to consider another job?



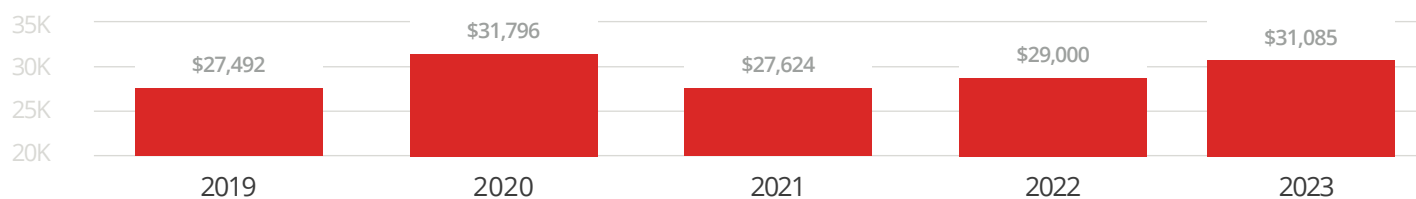
Compared to last year, more people are requiring smaller compensation increases when considering changing jobs.

As inflation has put a strain on investment and hiring, and with highly visible layoffs occurring across multiple industries, professionals may be acknowledging that high levels of wage growth this year may be unrealistic.

Of those who reported an increase... Why did your salary increase?



Average Bonus by Year



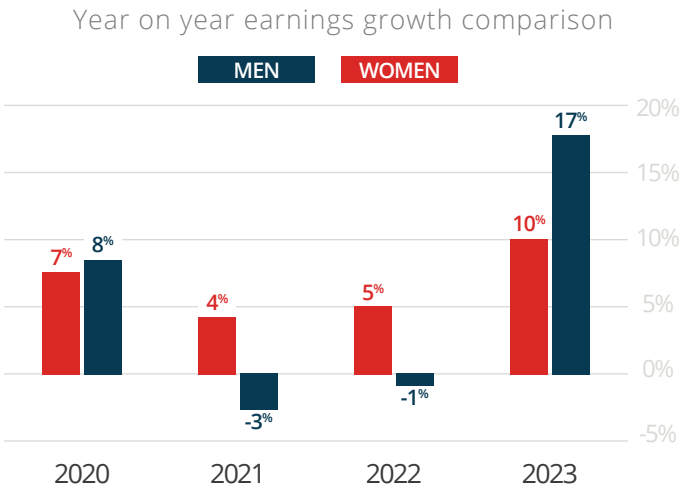
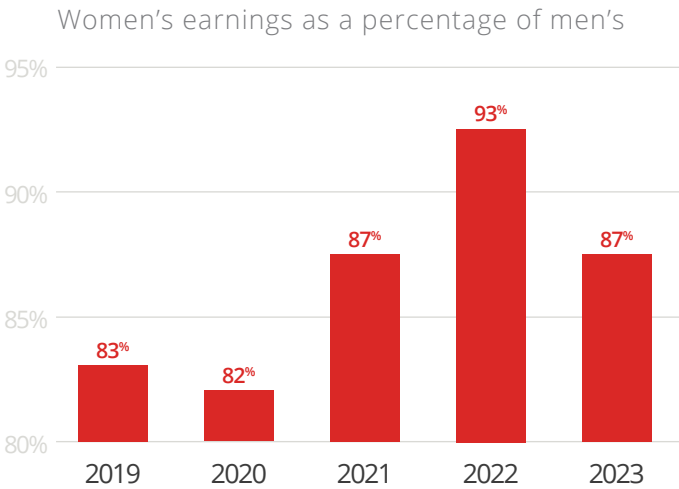
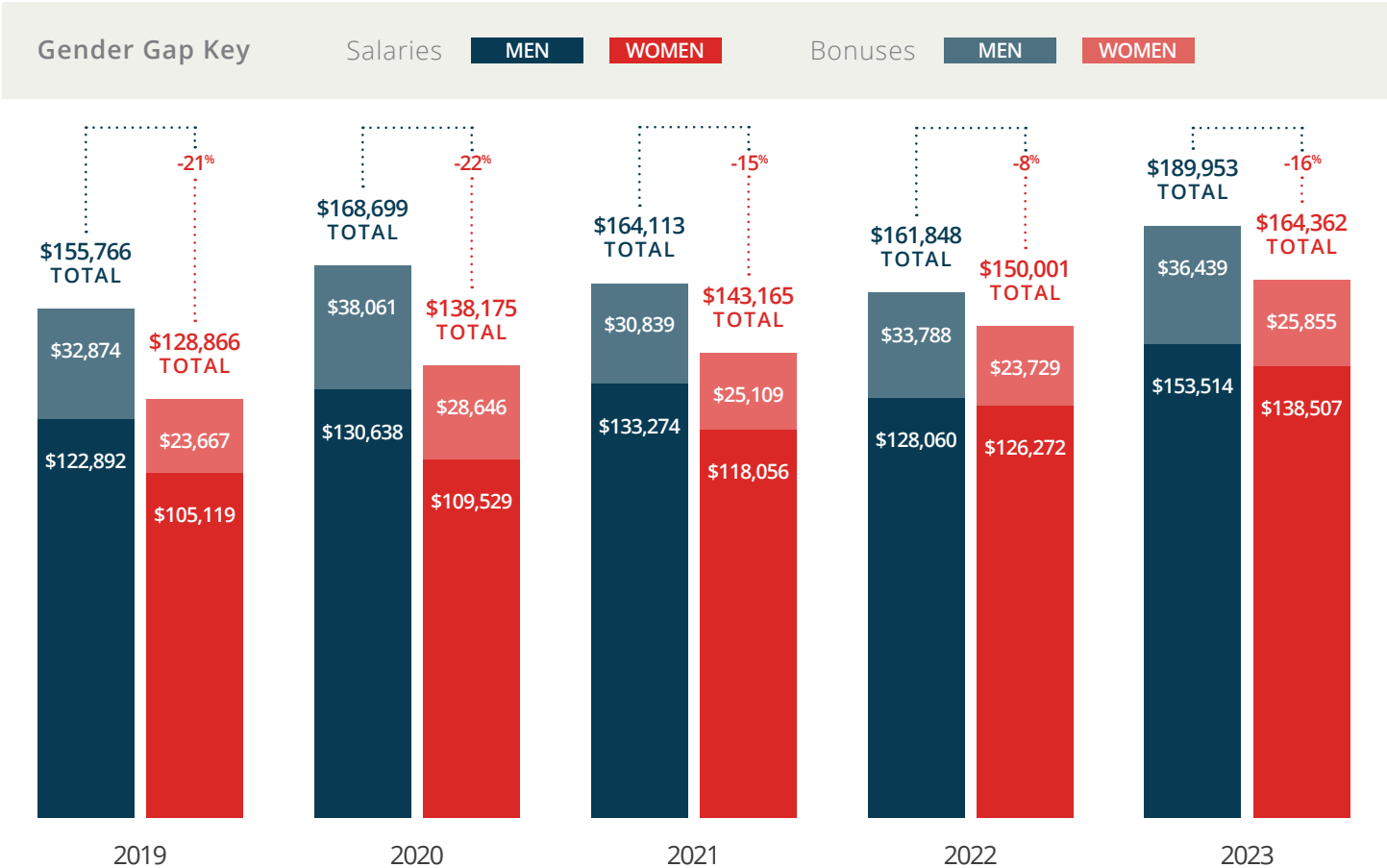
71% of respondents reported a bonus for 2022, with an average value of \$31,085, a 7% increase from 2022.

The Gender Gap

The gender gap has widened back to what it was in 2021, with women earning 87% of what men earn when examining averages for full-time earnings.

Additionally, BioSpace found that:

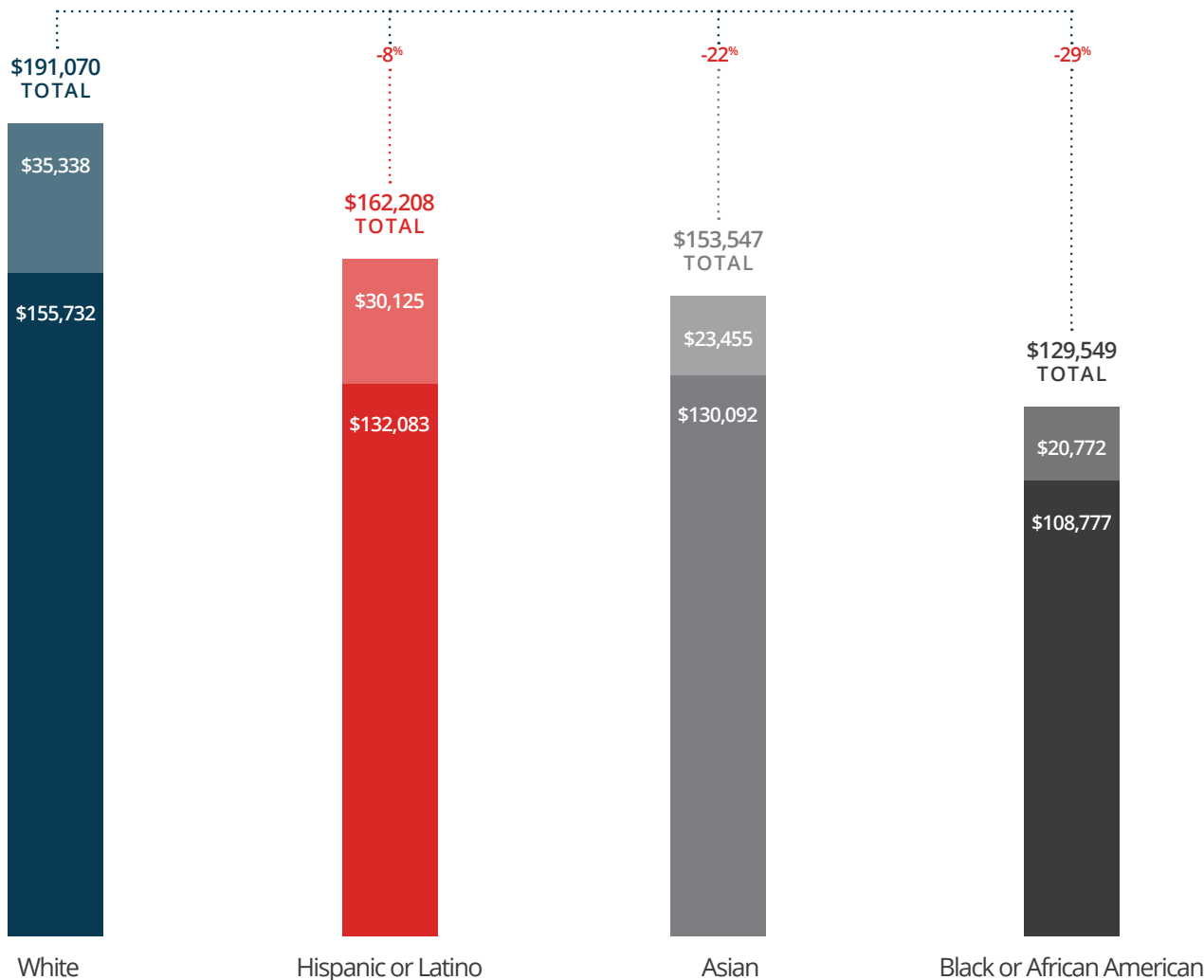
- » Men were **more likely to receive a merit-based raise** - 62% of men reported a merit-based raise, compared to 56% of women
- » Men were **more likely to receive a bonus** - 77% of men reported a bonus, compared to 71% of women
- » Men were **more likely to receive equity** - 44% of men reported equity, compared to 38% of women



The Racial Wage Gap

According to BioSpace’s salary data, white professionals on average earned more than any other population, with marked disparities between the largest racial groups.

- » White respondents were **most likely to report an overall salary increase** at 67%, while Black or African American respondents were least likely to report an overall salary increase at 53%
- » Black or African American respondents’ **earnings lagged behind other groups**, with Black respondents’ earnings at 70% of white respondents’ earnings
- » Hispanic or Latino respondents were **most likely to report a bonus**, with 80% reporting that they received a bonus



Racial Gap Key	Salaries	WHITE	HISPANIC OR LATINO	ASIAN	BLACK OR AFRICAN AMERICAN
	Bonuses	WHITE	HISPANIC OR LATINO	ASIAN	BLACK OR AFRICAN AMERICAN

Regional Averages



Genetown

Boston & Cambridge, Massachusetts

\$161,782	\$31,935	\$193,717
2023 SALARY	2023 BONUS	2023 TOTAL



Biotech Bay

Northern California

\$178,260	\$34,174	\$212,434
2023 SALARY	2023 BONUS	2023 TOTAL



Biotech Beach

Southern California

\$164,582	\$33,100	\$197,682
2023 SALARY	2023 BONUS	2023 TOTAL

BioMidwest

IL, IN, IA, MI, MN, MO, NE, OH, & WI



SALARY	BONUS	TOTAL
\$138,466	\$30,906	\$169,372

Pharm Country

CT, NY, NJ, PA, RI



SALARY	BONUS	TOTAL
\$150,080	\$40,079	\$190,159

BioCapital

DE, MD, VA, D.C



SALARY	BONUS	TOTAL
\$120,089	\$19,454	\$139,543

BioForest

OR, WA



SALARY	BONUS	TOTAL
\$136,229	\$28,825	\$165,054

Bio NC

NC



SALARY	BONUS	TOTAL
\$133,326	\$24,170	\$157,496

Lone Star Bio

TX



SALARY	BONUS	TOTAL
\$111,097	\$21,108	\$132,205

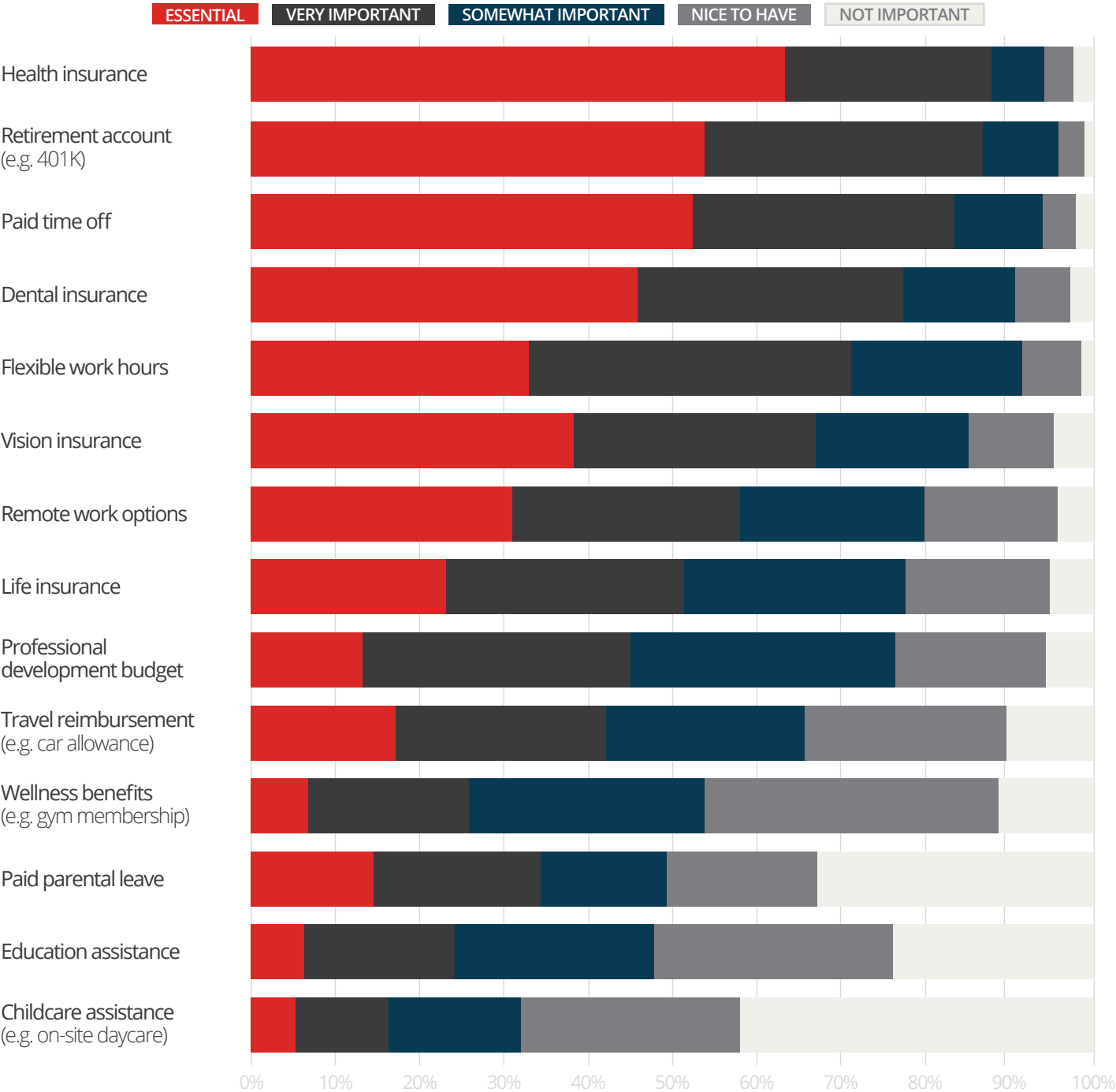
Importance of Benefits

Life sciences professionals place high value on comprehensive benefits packages. The majority consider health, retirement accounts and paid time off as essential for accepting new employment.

Flexible work hours are also a significant factor, with a third considering it essential to accepting a new job, and an additional 39% considering it very important.

Strikingly, but unsurprisingly, almost **a third consider remote work options to be essential**, and an additional 28% consider it very important.

Rate how important these benefits are when considering new employment



Titles & Disciplines

Research & Development

TITLE	AVERAGE SALARY
Technician	\$50,166
Post-Doctoral Researcher	\$52,946
Research Associate	\$53,015
Senior Research Associate	\$90,696
Lab Supervisor	\$96,692
Associate Scientist	\$83,083
Senior Associate Scientist	\$92,200
Scientist	\$106,027
Senior Scientist	\$129,374
Principal	\$153,680
Associate Director	\$173,406
Director	\$204,424
Vice President	\$268,426
C-Suite	\$334,250

Clinical

TITLE	AVERAGE SALARY
Coordinator	\$62,890
Clinical Research Associate	\$95,056
Clinical Scientist	\$110,339
Senior Analyst	\$111,667
Supervisor	\$129,333
Manager	\$132,091
Senior Manager	\$158,818
Lead/Head/Principal	\$186,625
Associate Director	\$158,564
Director	\$223,935
Vice President	\$315,167
C-Suite	\$373,200

Manufacturing & Production

TITLE	AVERAGE SALARY
Technician	\$70,101
Supervisor	\$93,892
Manager	\$111,792
Senior Manager	\$133,250
Associate Director	\$161,500
Director	\$190,376
Vice President	\$280,000
C-Suite	\$372,000

Quality Assurance

TITLE	AVERAGE SALARY
Quality Coordinator	\$51,000
Quality Technician	\$60,193
Quality Analyst	\$76,030
Senior Quality Analyst	\$90,516
Quality Assurance Manager	\$119,417
Director	\$196,029
Vice President	\$316,828

Regulatory

TITLE	AVERAGE SALARY
Coordinator	\$81,750
Specialist	\$116,208
Manager	\$125,083
Senior Manager	\$147,369
Associate Director	\$157,604
Director	\$223,333
Vice President	\$311,250

Sales

TITLE	AVERAGE SALARY
Sales Representative	\$106,596
Account Executive	\$122,818
Sales Manager	\$135,292
Account Manager	\$143,769
Regional Sales Manager	\$145,373
Director	\$189,333
Vice President	\$220,000

Marketing

TITLE	AVERAGE SALARY
Marketing Manager	\$112,633
Senior Marketing Manager	\$127,000
Director	\$179,857
Vice President	\$227,818

Human Resources

TITLE	AVERAGE SALARY
HR Manager	\$128,478
Associate Director	\$177,280
Director	\$213,539
Vice President	\$262,333
C-Suite	\$357,500

Finance

TITLE	AVERAGE SALARY
Financial Analyst/ Coordinator	\$76,000
Financial Officer	\$111,900
Finance Manager	\$150,000
Associate Director	\$180,200
Director	\$199,900
Vice President	\$272,733
C-Suite	\$382,500

Information Technology

TITLE	AVERAGE SALARY
Coordinator	\$55,000
Specialist	\$86,273
Senior Specialist	\$113,480
Manager	\$160,495
Director	\$186,269

A note on racial and ethnic identity: BioSpace is committed to using language that is free of bias. This report follows AP style guidelines on racial and ethnic identity. Data is based on respondent's self-identified demographic data, which followed the racial categories used by the U.S. Census Bureau.

Methodology: BioSpace's proprietary Salary Survey was conducted to explore life sciences professionals' salaries and salary trends. The BioSpace Salary Survey was fielded from Jan. 2– Feb. 6, 2023. 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 1,500 responses. Respondents were asked to provide demographic information. 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.



The digital hub for life science news and jobs

[BIOSPACE.COM](https://www.biospace.com)