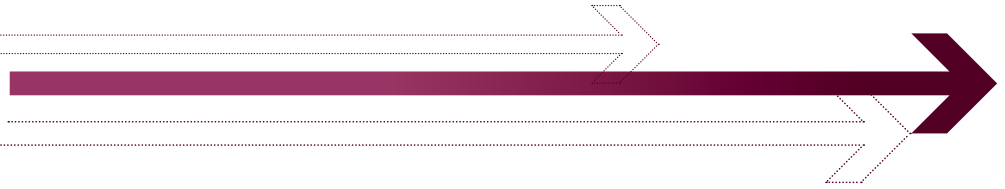


Salary Survey 2014



Disclaimer:

This salary guides contained herewith have been constructed to represent average salaries across a range of roles and sectors within SME and LSE* organisations. These figures represent annual salaries only and therefore do not include bonuses, pensions, health, stock options or shares, cars or car allowances or any other pay or non-pay benefits.

* SME – Small & Medium Enterprises: up to 250 Employees

* LSE – Large Scale Enterprises: Over 250 Employees



OUR BUSINESS

Thornshaw Scientific Recruitment is pleased to publish our 2014 Salary Guide specifically related to the science industry in Ireland.

Thornshaw Scientific was established in 1999 to provide a specialist recruitment service to the Pharmaceutical, Biopharmaceutical, Clinical Research, Medical Device and Healthcare industries. We are now part of the Cpl Group and our focus is to provide a full recruitment service to a very niche market.

We recruit across all levels and across all functions within the science area. We operate nationwide and also in the UK and Mainland Europe. Our success record is based on understanding both candidate and client needs. Our strength is our people, we have highly trained consultants working with us who understand the industry.

If you have any queries please contact our office on (01) 2784671 or email: info@thornshaw.com





SCIENCE

Thornshaw Scientific has seen an increase in demand for qualified scientists and technical staff in the past 12 months. In Ireland, the industry is going from strength to strength as pharmaceutical companies continue to expand their operations here and add new activities such as research, finance and supply chain management.

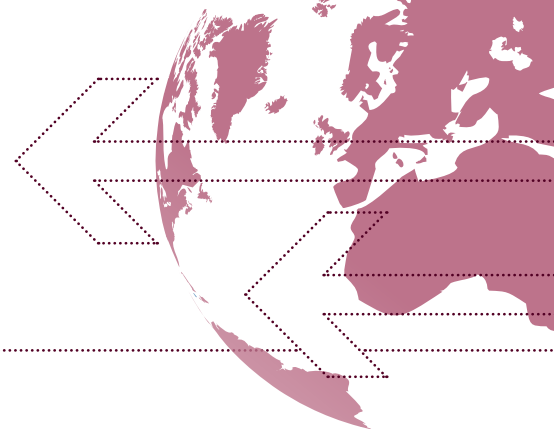
The pharmaceutical, biotechnology and medical device industries play a vital role in our economy. These sectors have become integral to the nation's prosperity making Ireland one of the top four locations for the industry worldwide. Eight of the top 10 pharmaceutical companies in the world have Irish facilities, and the country is one of the premier global locations for pharmaceutical and chemical product manufacture.

Thornshaw Scientific are recruitment partners to many of the leading global companies based here in Ireland. We have also developed excellent relationships with many of the smaller Irish owned companies. We deliver a service comprising quality, excellence and understanding of our clients' needs.

We have noted the following trends in the science area. The majority of roles available for candidates are either permanent or fixed term contracts. There are more long term contracts available now (12 months plus). The science area is growing specifically in the area of Quality, Compliance and Regulatory where there is a very strong demand for candidates with these skills.

For current science graduates, the pharmaceutical sector represents a highly attractive career option.

Science Salary Guide 2014



PERMANENT

	Dublin €k p/a		National €k p/a	
	Low	High	Low	High
Quality				
QA/QC Manager	55	80	55	80
QA/QC Supervisor	45	55	45	55
QA/QC Analyst	24	45	24	45
QA Technicians	26	40	26	40
Lab Technician	22	32	22	32
Lab Assistant	22	32	22	32
Director of Quality	90	150	89	137
Qualified Person	60	95	60	95
Quality Engineer	35	50	37	58
Analytical	Low	High	Low	High
Microbiology Analyst	26	40	26	40
Biochemist/Chemist	28	42	28	42
Analytical Chemist	30	45	30	45
Biotechnologist	28	42	28	42
Food QA Technologist	22	35	22	35
Regulatory Affairs	Low	High	Low	High
Regulatory Affairs/Registration Officer	29	55	29	55
Regulatory Affairs Manager	65	80+	65	80+
Regulatory Affairs Officer	35	65	35	68
Compliance	Low	High	Low	High
Compliance Manager	55	85	55	85
Compliance Analyst	28	50	28	50
Compliance Auditor	35	55	35	55
Documentation	Low	High	Low	High
Documentation Officer	25	40	25	40
Documentation Control Administrator	23	35	23	35
Validation	Low	High	Low	High
Validation Manager	65	80	65	80
Validation Engineer	35	65	35	65
Validation Analyst	28	45	28	45
Health/Safety & Environment	Low	High	Low	High
Health & Safety Officer	25	40+	25	40+
Environmental Officer	25	43	25	43
Lab Technician	22	40	22	40

Science Salary Guide 2014 (continued)

PERMANENT continued

	Dublin €k p/a		National €k p/a	
	Low	High	Low	High
Research & Development				
Process Development Manager	60	75+	60	75+
PhD Development Chemist	35	60	35	60
Senior Scientist/Chemist	35	55	35	55
Process Development Chemist	35	55	35	55
R&D Engineer	40	55	40	55
R&D Scientist	35	55	35	55
R&D Director	90	150	89	137
R&D Specialist	30	50	47	63
Formulation Scientist	35	55	35	55
Clinical				
Clinical Operations Manager	55	90	58	79
Clinical Project Manager	55	70	55	70+
Clinical Research Associate	40	55	40	55
Clinical Trials Assistant	22	35	22	35
Biostatistics and Data Management				
Biostatistics Manager	58	75+	58	75+
Clinical Data Manager	50	70	50	70
Clinical Data Co-ordinator	24	38	24	38
Statistician	35	60	35	60
Pharmacovigilance				
Drug Safety Associate	28	35	28	35
Pharmacovigilance Officer	30	35	30	35
Pharmacovigilance Associate	35	45	35	45
Pharmacovigilance Scientist	45	60	45	60
Pharmacovigilance Manager	60+	60+	60+	60+
Training				
Training & Development Manager	40	65+	40	65+
Quality & GMP Trainers	30	50+	30	50+

CONTRACT

	National € p/hour	
	Low	High
Quality		
QA/QC Manager	32	37
QA/QC Supervisor	26	29
QA/QC Analyst	17	24
QA Technicians	21	26
Lab Technician	15	19
Lab Assistant	13	17
Analytical		
Microbiology Analyst	17	24
Biochemist/Chemist	17	24
Analytical Chemist	17	25
Biotechnologist	17	24
Food QA Technologist	15	19
Regulatory Affairs		
	Low	High

CONTRACT continued

	National € p/hour	
Regulatory Affairs/Registration Officer	21	37
Regulatory Affairs Manager	37	53
Drug Safety Associate	17	20
Compliance	Low	High
Compliance Manager	38	42
Compliance Analyst	19	22
Compliance Auditor	19	22
Documentation	Low	High
Documentation Officer	16	21
Documentation Control Administrator	13	17
Validation	Low	High
Validation Manager	53	63
Validation Engineer	42	58
Validation Analyst	32	37
Health/Safety & Environment	Low	High
Health & Safety Officer	21	37
Environmental Officer	17	26
Lab Technician	17	24
Research & Development	Low	High
Process Development Manager	47	68
PhD Development Chemist	21	26
Senior Scientist/Chemist	19	24
Process Development Chemist	19	24
R&D Engineer	19	24
R&D Scientist	19	24
Formulation Scientist	19	24
Clinical	Low	High
Biostatistics Manager	37	42
Statistician	Low	High
Clinical Data Manager	32	37
Clinical Data Coordinator	16	21
Clinical Project Manager	19	26
Clinical Research Associate	17	20
Clinical Trials Assistant	15	19
Pharmaceutical	Low	High
Pharmaceutical Engineer	42	53
Training	Low	High
Training & Development Manager	26	32
Quality & GMP Trainers	21	32



THORNSHAW
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