THORNSHAW
scientific recruitment

2019
SALARY GUIDE

2019

SALARY GUIDE

Celebrating 20 years

1999–2019

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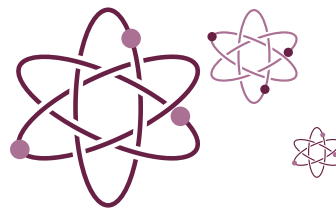
2019 SALARY GUIDE

THORNSHAW SCIENTIFIC OVERVIEW

Thornshaw Scientific Recruitment provides a reputable recruitment service to the Biopharmaceutical, Pharmaceutical, Clinical Research, Medical Device, Food and Healthcare industries. We have spent over 20 years building strong relationships with several of the top 10 global pharma companies and with many Irish indigenous companies. We are extremely proud of the fact that every client we have worked with has come back to us as their preferred recruitment partner. Our clients and our candidates recognise Thornshaw as being experts in this field.

We have an established track record in scientific recruitment and consultants with excellent industry experience. We understand the biotechnology, medical devices, pharmaceutical and scientific sectors.

As industry experts, we can partner with you as your Scientific, Life Sciences & Technical recruitment agency of choice.

We are recognised within the industry for our comprehensive and flexible approach to recruitment. We come from industry backgrounds which shows in our understanding and ability to source the right people for the right jobs.
As a specialist science recruitment company, we don't just work with our clients, we connect with them. Our aim is to deliver solutions that have a positive impact on our candidates & clients.

WHAT TO EXPECT IN 2019

All indications are that recruitment requirements for 2019 will continue to grow across the industry and organisations will look to hire professionals who will give their companies a competitive edge.

The outlook for the pharma/biotech industry remains positive. Ireland's unemployment rate is now at its lowest level since February 2008. The pharmaceutical and medical device industry continues to strengthen its presence in Ireland. However, this positivity and growth brings its own set of challenges, the most prolific of which is an acute skills shortage being felt by almost all employers. This is more prevalent among certain skills set. However, the shortage of skills is creating an extremely competitive candidate market which, if not countered, could negatively impact productivity and growth plans.

Candidate attraction is key to this and companies are relooking at ways to attract candidates to their organisations. There are

several key trends that will influence hiring and recruitment for 2019. From our experience in Thornshaw candidates are not purely focusing on high salaries but rather on location and flexibility. Candidates are seeking better work-life balance, and this tops the trend as we head into 2019.

High demand for skilled workers means that to attract the best, businesses need to look towards offering a combination of good pay, attractive benefits and an openness towards flexible working.

If you have any queries, please contact our office on:

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Engineering
2019

The Engineering industry in Ireland remains strong and vibrant. Ireland has been highly successful in developing an internationally renowned centre for medical technology. A highly skilled engineering workforce is a critical aspect of this success. We have seen increased opportunities for candidates with diverse backgrounds in the pharma and biotech space, reflecting the shortage of skilled candidates. Consequently, the traditional manufacturing industries are facing challenges with candidate attraction and retention.

Most in demand jobs – Engineering:

- Validation Engineer
- R&D Engineer
- Automation Engineer
- Extrusion Engineer
- Lean / CI Engineer
- Process / Project Engineer
- Skilled Trades Professional (Mechanical electrical)

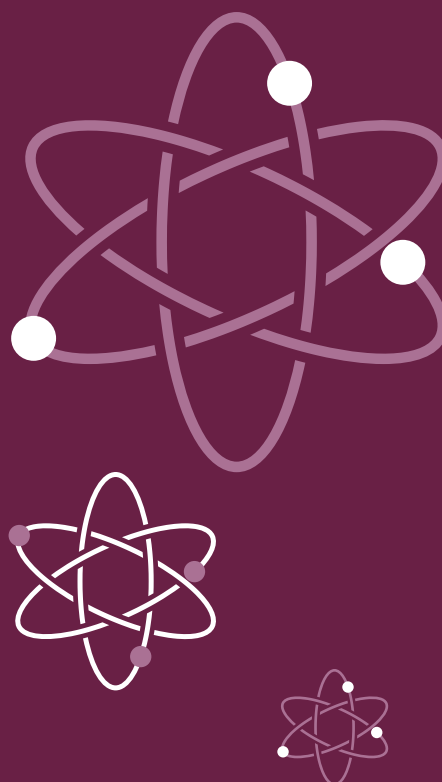| PERMANENT	Dublin €k P/A		Regions €k P/A	
Engineering	Low	High	Low	High
Automation Engineer	50	90	35	65
CAD Technician	30	45	30	45
Chemical Engineer	70	90	40	60
Civil Engineer	30	60+	30	60+
Commissioning Engineer	40	65+	40	65+
Debug Technician	30	40	32	42
Design Engineer	40	60	40	60
Design Manager	60	80+	65	85
Electrical Engineer	50	80	45	60
Electronic Engineer	50	80	50	65
Electronic Technician	40	50	32	42
Engineering Manager	70	90+	60	80
Environmental Engineer	50	60	45	68
Facilities Engineer	50	75	45	65
Facilities Manager	50	85	60	75
Facilities Technician	40	50	32	42
Field Service Engineer	40	50	35	45
General Manager	80	150	70	100
Health & Safety Manager	60	80+	50	80+
Health & Safety Engineer	45	65+	40	60
Industrial Engineer	40	45	40	50
Instrumentation Engineer	40	60	35	50
Instrumentation Technician	40	45	32	42
Lean Six Sigma Engineer	50	80	45	80
Maintenance Engineer	45	60	35	55
Maintenance Manager	45	80+	35	75
Maintenance Technician	40	55	32	42
Manufacturing Engineer	50	70	40	55
Manufacturing Technician	25	40	32	42
Mechanical Engineer	50	75	40	55
Mechanical Technician	30	40	32	42
NPD Manager	50	65+	50	70
NPD Technologist	35	45	32	42
Operations Manager	60	90+	70	90
Process Engineer	55	90	45	65
Process Engineer (Chemical)	60	90	45	65+
Process Improvement Engineer	50	60+	45	65
Process Improvement Manager	55	80+	60	75
Process Technician	35	40+	32	42
Production Engineer	30	45+	30	45+
Production Manager	55	65	45	65+
Project Engineer	50	70	40	55
Project Manager	60	65+	40	65+
QA / QC Technician	30	45	32	42
Quality Engineer	45	75	35	55
Quality Manager	60	80+	60	80+
Quality Technician	28	35+	32	42
Technical Manager	55	75+	55	75+
Test Engineer	45	65+	30	50
Validation Engineer	45	70+	40	55

Science
2019

The outlook for the pharma/biotech industry remains positive. The shortage of skills in some of the scientific areas has resulted in an extremely competitive candidate market.

Most in demand jobs – Science

- Quality Assurance
- Regulatory Affairs
- Pharmacovigilance
- Medical Information
- Medical Affairs
- Compliance
- Clinical Research
- Validation
- Product Development
- Formulation
- Food Science

PERMANENT	Dublin €k P/A		Regions €k P/A	
Quality	Low	High	Low	High
VP of Quality Dublin	180	220	180	200
Director of Quality Control	110	125	90	110
Manufacturing Director	120	170	120	150
QA / QC Supervisor	50	65	45	60
QA / QC Analyst	32	50	26	45
QA Technician/Specialist	30	65	30	45
Director of Quality	90	150	90	137
Qualified Person	65	100	65	100
Quality Engineer	44	65	40	60
Food QA Technologist	25	35	25	40
Analytical	Low	High	Low	High
Microbiology Analyst	30	50	28	45
Biochemist / Chemist	30	45	28	45
Analytical Chemist	40	50	30	45
Biotechnologist	45	55	28	40
Lab Technician	26	32	25	32
Lab Assistant	26	32	25	35
Regulatory Affairs	Low	High	Low	High
Director of Regulatory Affairs	80	120	80	110
Regulatory Affairs Manager	66	85+	60	80+
Regulatory Affairs / Registration Officer	30	50	30	50
Regulatory Affairs Officer	30	60	30	45
Compliance	Low	High	Low	High
Compliance Manager	65	85	55	85
Compliance Auditor	50	70	50	65
Compliance Analyst	35	45	30	40
Documentation	Low	High	Low	High
Documentation Officer	28	60	25	50
Documentation Control Administrator	23	37	25	35
Validation	Low	High	Low	High
Validation Manager	75	90	65	90
Validation Engineer	50	75	45	65
Validation Analyst	28	45	30	45
Health / Safety & Environmental	Low	High	Low	High
Health & Safety Officer	45	60	40	55
Environmental Officer	40	50	30	45
Operations / Manufacturing	Low	High	Low	High
Site Director / General Manager	180	230	180	220
QA / QC Manager	70	90	55	75

PERMANENT (continued)	Dublin €k P/A		Regions €k P/A	
Research & Development	Low	High	Low	High
R&D Director	90	125	100	110
Process Development Manager	70	90	65	85
Development Chemist	42	65	45	70
Senior Scientist / Chemist	42	57	40	55
Process Development Chemist	40	55	35	55
R&D Engineer	40	60	40	60
R&D Scientist	40	55	35	55
R&D Specialist	40	55	45	60
Formulation Scientist	40	60	40	60
Clinical Research	Low	High	Low	High
Clinical Operations Manager	65	95	60	90
Biostatistics Manager	60	75+	55	70+
Clinical Research Officer	30	50	30	50
Clinical Data Manager	45	70	40	70
Biostatistician	45	65	40	60
Clinical Data Coordinator	28	35	28	35
Clinical Project Manager	40	80	50	90
Clinical Research Associate	35	70	35	65
Clinical Trials Assistant	28	35	25	35
Training	Low	High	Low	High
Training & Development Manager	55	80	50	65+
Quality & GMP Trainers	47	60	45	60
Tech Services	Low	High	Low	High
Director of Technical Services	90	125	90	110
Pharmacovigilance	Low	High	Low	High
Director of Pharmacovigilance	90	120	85	110
Pharmacovigilance Manager	70	85	65	80
EU QPPV	70	85	65	75
PV Scientist	55	70	55	65
PV Officer	40	50	40	50
PV Associate	30	38	30	35
Medical and Healthcare	Low	High	Low	High
Medical Director	80	95+	75	90+
Medical Manager	65	80	60	75
Medical Advisor	50	85	60	75
Medical Science Liaison	45	65	45	60
Medical Information Officer	38	55	38	55
Pharmacist	55	70	55	65
Pharmacy Technician	25	30	25	30
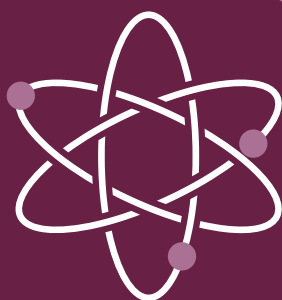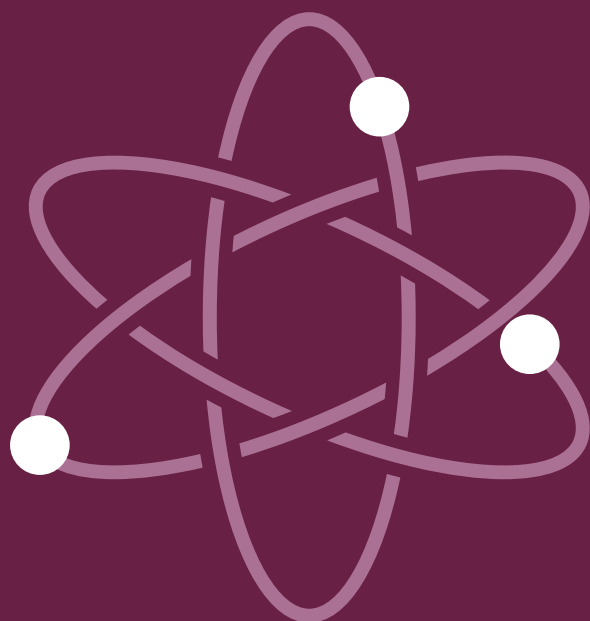
Supply Chain & Procurement

2019

Supply chain is moving at a much faster pace compared to a few years ago. With new technologies, new opportunities and new challenges, it is difficult to keep on top of the in-demand skills. The supply chain and procurement industry has seen a move towards more analytical roles, with an emphasis on systems, particularly SAP. Candidates with end to end supply chain and project management experience are in high demand and there has been an uplift in Supply Chain Analyst and Data Analyst roles in the market.

Most in demand jobs:

- Planner
- Procurement Manager
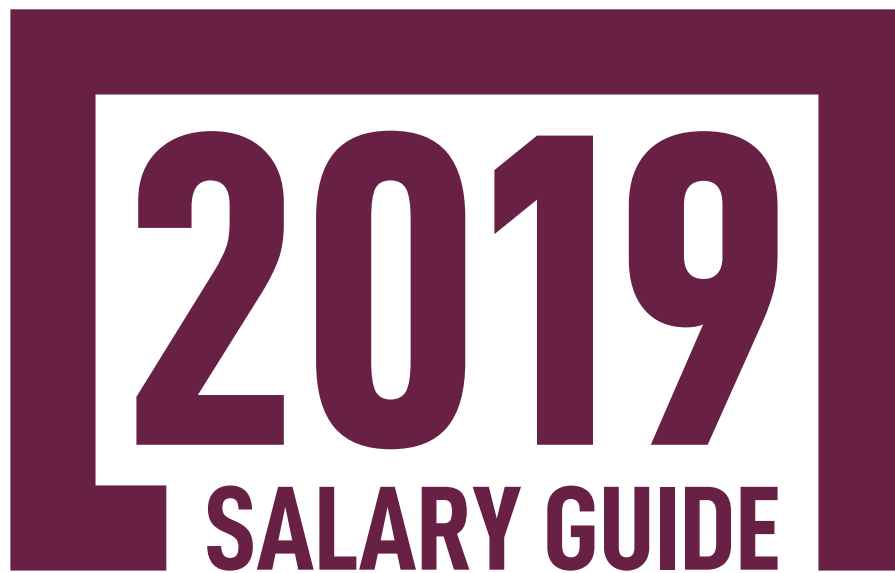- Supply Chain Analyst
- Supply Chain Co-ordinator
- Production Operatives

PERMANENT	Dublin €k P/A		Regions €k P/A	
	Low	High	Low	High
Production Planner	45	55	45	55
Purchasing Director	100	160	95	135
Purchasing Manager	70	120	70	90
Purchasing Officer	35	45	35	45
Buyer	35	55	35	60
Supply Chain Manager	65	85	65	75
Supply Chain Coordinator	35	45	32	42
Supply Chain Director	110	150	110	150
VP Supply Chain	180	220	180	220
Logistics Manager	55	75	55	75
Logistics Analyst	35	45+	32	45+
Logistics Coordinator	33	45	30	45
Order Management Team Lead	40	55	38	50
Order Management Rep	28	35	28	33
Warehouse Manager	50	70	45	60
Warehouse Supervisor	40	55	35	50+
Production Operatives	25*	40*	25*	38*
Inventory Analyst	35	45	32	42
Inventory Coordinator	35	45+	35	45+
Master Scheduler	60	70	50	65
Demand Planner	45	65	45	55
Vendor Manager	65	75	65	70
Vendor Coordinator	35	45	35	45
SC Customer Care Manager	50	65	50	65
Stock Control Manager	40	55	30	50+
Stock Control Officer	27	38+	26	38+
Materials Handler	32	40+	25	40+
Licensing Manager	55	65	50	60
Licensing Coordinator	30	40	30	40
Shipping Manager	55	70	60	65
Shipping Clerk	25	40	28	40
Procurement Manager	65	100	65	80
Procurement Officer	40	60	35	58
Procurement Director	110	150	110	150
VP Procurement / CPO	190	260	180	260

*Note: *not including shift premium*

Notes

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SALARY GUIDE

The salary guide contained herewith has 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

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