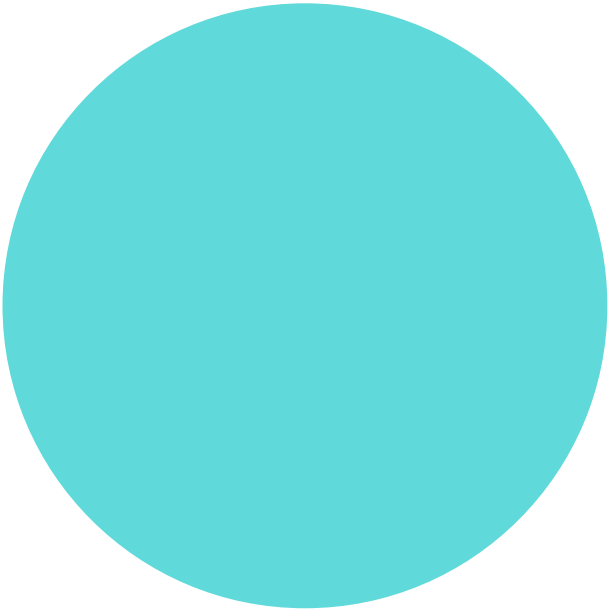
Total Talent Solutions in life sciences

Cpl *Life Sciences* Remuneration Guide 2026



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INTRODUCTION

The life sciences sector is a vital pillar of the UK's economy and healthcare landscape, driving innovation, improving patient outcomes, and supporting sustained economic growth. Spanning biotechnology, pharmaceuticals, medical devices, and diagnostics, the industry fuels the development of breakthrough therapies and technologies that enhance quality of life.

Since 2006, Cpl Life Sciences has partnered with organisations across the global life sciences ecosystem, delivering specialist staffing solutions and market intelligence. With market-leading data and deep industry experience, we provide clear, informed insight into the evolving talent landscape.

After a challenging 2024, 2025 did not deliver the broad uplift in hiring that the most optimistic in the market had expected. Broader economic factors continue to affect hiring triggers, and the ABPI used its pre-Budget submission to urge the government to take urgent steps to reverse a decade-long decline in investment and restore the UK's position as a global leader in life sciences, long regarded as one of the most advanced and innovative sectors in the world.

July's Life Sciences Sector Plan (LSSP) is, in principle, a positive step forward, including a commitment to create the world's most advanced, secure, and AI-ready health data platform to support global trials and AI investment, as well as backing manufacturing with up to £520 million through the Life Sciences Innovative Manufacturing Fund. However, more is needed to fully energise the sector.

Positively, Europe's clinical research market is showing early signs of recovery following a challenging 2024. Regulatory clarity from the UK's updated MHRA framework and the EU's Clinical Trials Regulation is helping to unlock investment and resume delayed trials. Clinical operations roles are leading the rebound, with vacancies up 41.3%, senior CRA positions rising 9.7%, and Clinical Trial Assistants increasing 28.6%. The UK is a standout, with CRO hiring up 31.1%, reinforcing its position as a growing clinical research hub. Germany is also recovering (+19.0%), while France, Spain, and Poland lag behind, highlighting an uneven regional recovery.

A key question for the industry is how artificial intelligence (AI) will influence hiring practices and how the constant pace of innovation will affect traditional recruitment. We are seeing a rise in demand for regulatory affairs professionals, driven by the growing complexity around AI, Software-as-a-Medical-Device (SaMD), and post-market regulation. Hiring for drug safety and pharmacovigilance is also expected to accelerate, with data showing a significant surge in safety roles driven by AI-enabled monitoring and the scaling of biotech pipelines.

2025 is the first year we have truly seen the impact of AI on the hiring process. This has, at times, presented challenges, such as fraudulent candidate applications and even the use of AI-generated autocues in video interviews. At Cpl Life Sciences, we have evolved with these changes. Through the expertise of our Consultants, we have been able to manage these challenges for our clients, demonstrating that the human touch in recruitment remains essential, no matter the noise surrounding AI.

Life sciences and recruitment are, and always will be, about people, and how we can work together to create a healthier, better future for everyone. Cpl Life Sciences is here to support you every step of the way.

Drew Jones | Operations Director

METHODOLOGY

This salary guide contains aggregated data related to salaries, with breakdowns in several categories. The data represents only that of the respondents and recognises that actual salaries may vary based on circumstantial conditions.

Cpl Life Sciences 2026 UK and European life sciences salary surveys were conducted online with professionals from within the pharmaceutical industry. The respondents included candidates both registered and not registered with Cpl UK Group. Respondents to the salary survey were invited to complete the salary survey through a link distributed to our database of active candidates, as well as social media networks, promotion on partner websites, as well as our own website properties.

To ensure that there was no duplication of responses, cookies were used, and duplicate responses were removed when identical contact and/or network IDs were observed. Survey questions were worded to ask unbiased open questions, to create an accurate portrayal of the salaries within the life science industry across Europe. To allow for comparison to be made between the UK and European salary responses, the same questions were used with identical wording to prevent differences and ensure integrity.

Conditional questioning was utilised to ensure accurate prediction of salary ranges and responses based on answers to previous questions, making the survey easier to complete for different sectors. The results from the surveys were analysed by the internal communications team at Cpl Life Sciences, using the knowledge from previous surveys and from Cpl Life Sciences' experience of recruiting within the life science industry.

DISCLAIMER

This survey is for use for individual, personal, and confidential reference purposes only.

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CPL LIFE SCIENCES

Cpl Life Sciences offers comprehensive talent solutions in Biopharma, MedTech, and Contract Research Organisations, aiming to transform the experience for every candidate and client.

We are dedicated to equality, diversity, and inclusion in both our business practices and our interactions with candidates and clients. We use AI technology to eliminate unconscious bias, ensuring fair and inclusive recruitment processes.

Our people-first philosophy drives our success. We listen to individual needs, focus on quality, and match clients and candidates with shared goals.

Our Key Services:

- **Permanent Talent Solutions:** Building loyal and committed workforces to support long-term business goals.
- **Flexible Talent Solutions:** Managing contract and temporary workforce needs with tailored solutions, globally.
- **Payroll Solutions:** Our funded outsourced payroll solution provides a secure, accurate and reliable way to pay your contingent and temporary workforce, covering all upfront costs and in compliance with IR35.

We offer staffing solutions across the entire life sciences spectrum, from early-stage discovery to clinical, commercialisation, alliance management, licensing, technology and back-office.

Backed by a robust infrastructure and deep industry expertise, we stay ahead of the curve, delivering timely and effective recruitment solutions that make a difference.

Our specialist teams work across multiple verticals within life sciences. We invest in training every consultant and researcher to provide the best service and our global network spans Europe, the USA, and beyond, with offices in London, Reading, Belfast, Basel and Dublin, blending cultural diversity with local expertise to harness a wide range of talent for tailored solutions.

We believe our insights and perspectives can assist you in navigating your career or growing your business.

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01

CLINICAL RESEARCH

Clinical operations is set for another year of growth in 2026, with demand across the UK and Europe expected to rise by 15 to 20 percent. Oncology, rare diseases, and cell and gene therapy will remain the key drivers, while immunology and neurodegenerative diseases are likely to take a greater share of new studies. Smaller biotech companies will continue to lead the way, and more than half of UK clinical trials are expected to be sponsored by these firms rather than large pharma.

Across Europe, Switzerland, Germany, and France will remain the busiest markets, together accounting for over 60 percent of hiring. Switzerland will continue to stand out with a strong pipeline of oncology and mRNA-focused trials. Freelance demand will also increase by 10 to 15 percent, with senior CRAs in oncology commanding up to €120 per hour.

Technology adoption will accelerate further. By the end of 2026, close to 40 percent of European trials could be run with decentralised or hybrid designs, supported by AI-driven platforms for patient recruitment, data capture, and monitoring. This will make digital capability one of the most sought-after skills in clinical operations.

The biggest challenge will remain talent shortages. More than 85 percent of hiring managers already report difficulty filling mid to senior roles, and this pressure will intensify. Salaries for Clinical Trial Managers, Clinical Project Managers, and Senior CRAs are expected to rise by 5 to 8 percent. Employers who move quickly and invest in retention strategies will be best placed to secure the talent they need.

Clinical Research Perm UK

Job Title	Low (£)	Medium (£)	High (£)
Senior Study Start-up Associate	38,000	45,000	52,000
Study Start-up Manager	50,000	60,000	75,000
CRA	42,000	50,000	60,000
Senior CRA	50,000	58,000	68,000
CRA Manager / Lead CRA	60,000	70,000	85,000
Clinical Project Manager	55,000	65,000	80,000
Senior Clinical Project Manager	60,000	75,000	90,000
Clinical Programme Manager	70,000	85,000	105,000
Associate Director, Project Management / Clinical Operations	85,000	105,000	130,000
Director, Project Management / Clinical Operations	95,000	125,000	160,000
Head of Clinical Operations	120,000	150,000	190,000
Senior Director / VP, Clinical Operations	130,000	160,000	200,000

Over 70% of UK employers now offer performance bonuses, while 40% provide wellbeing stipends or extra leave. Candidates value flexible working and retention incentives as much as pay, making benefits a decisive factor in securing top clinical research talent.

Clinical Research Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
Senior Study Start-up Associate	50,900 – 61,100	50,600 – 60,700	56,000 – 66,200	70,400 – 80,500
Study Start-up Manager	56,000 – 66,200	55,700 – 65,800	61,100 – 71,300	75,400 – 85,500
CRA	50,900 – 61,100	50,600 – 60,700	56,000 – 66,200	70,400 – 80,500
Senior CRA	61,100 – 76,400	60,700 – 75,900	71,300 – 86,500	90,500 – 100,600
CRA Manager	76,400 – 91,700	75,900 – 91,100	86,500 – 101,800	105,600 – 120,700
Clinical Project Manager	76,400 – 91,700	75,900 – 91,100	86,500 – 101,800	105,600 – 120,700
Senior Clinical Project Manager	91,700 – 112,100	91,100 – 111,300	101,800 – 122,200	130,800 – 150,900
Clinical Programme Manager	101,900 – 122,300	101,200 – 121,400	112,000 – 132,300	140,800 – 161,000
Associate Director, Project Management	122,300 – 142,700	121,400 – 141,700	132,300 – 152,700	161,000 – 181,100
Director, Project Management	142,700 – 163,000	141,700 – 161,900	152,700 – 173,100	181,100 – 201,200
Head of Clinical Operations	163,000 – 183,400	161,900 – 182,200	173,100 – 193,400	201,200 – 221,300
Senior Director or VP, Clinical Operations	183,400 – 224,200	182,200 – 222,600	203,600 – 234,100	251,500 – 281,700

In Europe, 60% of CRAs receive travel cost coverage, while pension contributions and meal vouchers remain highly valued. With inflation squeezing net salaries, 45% of professionals cite benefits over base pay as the reason to accept or stay in a role.

Clinical Research Contract UK

Job Title	Low (£/hr)	Medium (£/hr)	High (£/hr)
Senior Study Start-up Associate	42	51	57.5
Study Start-up Manager	48	57.5	67.5
CRA	38.5	45	51
Senior CRA	45	51	57.5
CRA Manager	48	57.5	63.5
Clinical Project Manager	51	57.5	63.5
Senior Clinical Project Manager	57.5	63.5	76.5
Clinical Programme Manager	63.5	76.5	89
Associate Director, Project Management	70.5	83	96
Director, Project Management	83	96	108.5
Senior Director or VP, Clinical Operations	108.5	127	146.5
Head of Clinical Operations	127	146.5	159.5

Over 80% of contractors prioritise travel and accommodation coverage, while milestone completion bonuses are growing by 20% year-on-year. With freelancers billing up to €120 per hour, the smartest employers differentiate through benefits, ensuring repeat engagements and faster project delivery.

Clinical Research Contract EU

Job Title	Germany (EUR/hr)	France (EUR/hr)	Belgium (EUR/hr)	Switzerland (CHF/hr)
Senior Study Start-up Associate	48.0 – 66.0	48.0 – 66.0	48.0 – 66.0	46.0 – 63.0
Study Start-up Manager	55.0 – 78.0	55.0 – 77.0	55.0 – 77.0	53.0 – 74.0
CRA	44.0 – 59.0	44.0 – 59.0	44.0 – 59.0	42.0 – 56.0
Senior CRA	52.0 – 66.0	51.0 – 66.0	52.0 – 66.0	49.0 – 63.0
CRA Manager	55.0 – 74.0	55.0 – 73.0	55.0 – 74.0	53.0 – 70.0
Clinical Project Manager	59.0 – 74.0	59.0 – 73.0	59.0 – 74.0	56.0 – 70.0
Senior Clinical Project Manager	66.0 – 89.0	66.0 – 88.0	66.0 – 89.0	63.0 – 85.0
Clinical Programme Manager	74.0 – 103.0	73.0 – 103.0	74.0 – 103.0	70.0 – 99.0
Associate Director, Project Management	81.0 – 111.0	81.0 – 110.0	81.0 – 111.0	77.0 – 106.0
Director, Project Management	96.0 – 126.0	95.0 – 125.0	96.0 – 125.0	92.0 – 120.0
Senior Director or VP, Clinical Operations	126.0 – 170.0	125.0 – 169.0	125.0 – 170.0	120.0 – 162.0
Head of Clinical Operations	148.0 – 185.0	147.0 – 183.0	148.0 – 185.0	141.0 – 176.0

Engaging contractors in the EU provides access to a skilled and flexible workforce, but compliance and engagement models vary by country. Contractors typically handle their own taxes and social security, with limited statutory benefits compared to employees, though local frameworks offer varying protections. Legal requirements like VAT, invoicing, and insurance differ across jurisdictions. The EU is advancing protections for non-standard workers through initiatives like the upcoming Platform Work Directive and improved cross-border social security systems.



02

REGULATORY AFFAIRS

Regulatory affairs will remain one of the fastest-growing areas of hiring in 2026. We expect demand to rise by 20 percent as innovative therapies, biosimilars, and mRNA products move closer to approval. Specialists with experience in both EU and FDA submissions will be particularly sought after, as biotechs continue to target dual market access.

Switzerland, Germany, and the Netherlands will drive the majority of activity, with year-on-year hiring growth expected to reach 25 to 30 percent. Roles focused on accelerated approval pathways and conditional marketing authorisations will be in especially high demand, reflecting regulators' willingness to adapt processes for innovative products.

Digital transformation will shape the function further. Adoption of AI-enabled regulatory intelligence platforms is expected to grow by 30 percent compared with 2025. Professionals confident with eCTD systems and data-driven submissions will be in short supply, pushing salaries up by 6 to 9 percent.

The freelance market will also expand. Contractors supporting dossier preparation, post-marketing compliance, and labelling are expected to see demand increase by 10 to 12 percent. Rates in Spain and Italy are likely to move towards €85 to €90 per hour.

Talent shortages will remain acute, especially for professionals with experience in emerging markets such as Asia-Pacific and Latin America. Around 80 percent of hiring managers already report difficulty filling these roles. Employers are expected to respond with faster promotions, attractive relocation packages, and clear career development pathways to retain regulatory talent.

Regulatory Affairs Perm UK

Job Title	Low (£)	Medium (£)	High (£)
Regulatory Affairs Associate/ Officer/Executive	36,000	41,000	51,000
Senior Regulatory Affairs Associate/Officer/Executive	43,000	51,000	72,000
Regulatory Affairs Manager/Consultant	51,000	61,000	77,000
Regulatory Affairs Senior Manager/Consultant	61,000	72,000	92,000
Regulatory Associate Director/ Principal Consultant	82,000	92,000	112,000
Director Regulatory Affairs	97,000	112,000	133,000
Regulatory Senior Director/ Head of Regulatory	112,000	122,000	153,000
Senior Executive Director/VP	133,000	153,000	194,000
Labelling Associate/Officer	36,000	41,000	51,000
Senior Labelling Associate/Officer	43,000	51,000	72,000
Labelling Manager/Consultant	56,000	61,000	82,000

Over 65% of UK regulatory professionals expect annual bonuses, while 40% prioritise flexible or hybrid work. Retention improves by 25% where employers offer paid memberships to regulatory bodies, making benefits beyond salary a critical lever in a competitive market.

Regulatory Affairs Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
Regulatory Affairs Associate/ Officer/Executive	46,000 – 57,000	46,000 – 56,000	51,000 – 62,000	66,000 – 76,000
Senior Regulatory Affairs Associate/Officer/Executive	57,000 – 72,000	56,000 – 71,000	67,000 – 82,000	86,000 – 101,000
Regulatory Affairs Manager/ Regulatory Consultant	67,000 – 77,000	66,000 – 76,000	72,000 – 87,000	91,000 – 106,000
Regulatory Affairs Senior Manager/Consultant	77,000 – 87,000	76,000 – 87,000	82,000 – 97,000	101,000 – 121,000
Regulatory Associate Director/Principal Consultant	87,000 – 102,000	87,000 – 102,000	97,000 – 118,000	121,000 – 141,000
Director Regulatory Affairs	102,000 – 123,000	102,000 – 122,000	112,000 – 133,000	141,000 – 161,000
Regulatory Senior Director/ Head of Regulatory	123,000 – 143,000	122,000 – 142,000	133,000 – 153,000	161,000 – 182,000
Senior Executive Director/VP	153,000 – 184,000	152,000 – 183,000	174,000 – 204,000	222,000 – 252,000
Labelling Associate/Officer	46,000 – 57,000	46,000 – 56,000	51,000 – 62,000	66,000 – 76,000
Senior Labelling Associate/Officer	57,000 – 72,000	56,000 – 71,000	67,000 – 82,000	86,000 – 101,000
Labelling Manager/ Consultant	77,000 – 92,000	76,000 – 92,000	87,000 – 107,000	111,000 – 131,000

In Europe, 55% of senior regulatory hires receive company cars or travel allowances, and 45% report pension contributions as decisive. With rising inflation, well-structured benefits packages are cited by 60% of professionals as the main reason to accept a new role.

Regulatory Affairs Contract UK

Job Title/ Day Rate	Low (£/hr)	Medium (£/hr)	High (£/hr)
Regulatory Affairs Associate/Officer/Executive	32	38	51
Senior Regulatory Affairs Associate/Officer/Executive	38	44.5	57
Regulatory Affairs Manager/Regulatory Consultant	44.5	51	63.5
Regulatory Affairs Senior Manager/Senior Consultant	51	57	70
Regulatory Associate Director/Principal Consultant	63.5	70	82.5
Director Regulatory Affairs	76	82.5	95
Regulatory Senior Director/Head of Regulatory	89	95	108
Senior Executive Director/VP	95	108	127
Labelling Associate/Officer	32	38	51
Senior Labelling Associate/Officer	38	44.5	57
Labelling Manager/Consultant	44.5	51	63.5

Over 70% of contractors prioritise travel reimbursement and remote flexibility over day rate. Demand for milestone bonuses has grown 20% year-on-year. Employers who package benefits smartly see up to 30% faster contractor onboarding and significantly higher project continuity.

Regulatory Affairs Contract EU

Job Title	Germany (EUR/hr)	France (EUR/hr)	Belgium (EUR/hr)	Switzerland (CHF/hr)
Regulatory Affairs Associate/ Officer/Executive	37.0 – 59.0	36.5 – 58.5	37.0 – 59.0	35.0 – 56.5
Senior Regulatory Affairs Associate/Officer/Executive	44.5 – 66.5	44.0 – 66.0	44.5 – 66.5	42.5 – 63.5
Regulatory Affairs Manager/ Regulatory Consultant	51.5 – 74.0	51.5 – 73.5	51.5 – 74.0	49.5 – 70.5
Regulatory Affairs Senior Manager/Senior Consultant	59.0 – 81.5	58.5 – 80.5	59.0 – 81.0	56.5 – 77.5
Regulatory Associate Director/ Principal Consultant	74.0 – 96.0	73.5 – 95.5	74.0 – 96.0	70.5 – 91.5
Director Regulatory Affairs	88.5 – 111.0	88.0 – 110.0	88.5 – 110.5	84.5 – 105.5
Regulatory Senior Director/ Head of Regulatory	103.5 – 125.5	102.5 – 124.5	103.5 – 125.5	98.5 – 119.5
Senior Executive Director/VP	111.0 – 148.0	110.0 – 146.5	110.5 – 147.5	105.5 – 141.0
Labelling Associate/Officer	37.0 – 59.0	36.5 – 58.5	37.0 – 59.0	35.0 – 56.5
Senior Labelling Associate/Officer	44.5 – 66.5	44.0 – 66.0	44.5 – 66.5	42.5 – 63.5
Labelling Manager/Consultant	51.5 – 74.0	51.5 – 73.5	51.5 – 74.0	49.5 – 70.5

Engaging contractors in the EU provides access to a skilled and flexible workforce, but compliance and engagement models vary by country. Contractors typically handle their own taxes and social security, with limited statutory benefits compared to employees, though local frameworks offer varying protections. Legal requirements like VAT, invoicing, and insurance differ across jurisdictions. The EU is advancing protections for non-standard workers through initiatives like the upcoming Platform Work Directive and improved cross-border social security systems.



03

PHARMACOVIGILANCE

Pharmacovigilance is set to remain one of the most active areas of hiring in 2026, with demand across Europe forecast to rise by 20 to 25 percent. Oncology, immunology, and advanced therapies will drive much of this growth, creating demand for Safety Operations Specialists, Signal Detection Analysts, and Risk Management experts.

Biotech companies will remain the most active employers, accounting for nearly half of new PV hires. Many are building safety functions for the first time or expanding existing teams ahead of commercial launches. Demand for Drug Safety Associates is expected to rise by 30 percent, with particular focus on adverse event reporting and risk minimisation.

Freelance hiring will expand further, with contractors specialising in PSUR preparation and aggregate reporting in high demand. Rates are expected to climb to €90 to €95 per hour in markets such as Spain and Italy. Smaller firms favour flexible models that allow access to senior expertise without long-term headcount commitments.

Technology adoption will be a defining theme. By the end of 2026, up to a third of PV teams are expected to use AI tools in case processing and signal detection. Professionals who can combine PV expertise with digital capability will find themselves in strong demand.

The biggest challenge will be talent shortages. Over 75 percent of hiring managers already report difficulty filling senior PV roles, and salaries for experienced professionals are expected to rise by 6 to 8 percent. Companies will need to offer progression, mobility, and development opportunities to attract and retain the best talent.

Pharmacovigilance Perm UK

Job Title	Low (£)	Medium (£)	High (£)
Drug Safety/PV Associate	25,500	30,500	40,500
Drug Safety/PV Officer	30,500	40,500	61,000
Drug Safety Scientist	35,500	45,500	66,000
Senior Drug Safety/PV Officer	45,500	56,000	76,000
Drug Safety Specialist	35,500	45,500	66,000
Pharmacovigilance Manager	56,000	66,000	86,500
Drug Safety/PV Associate Director	91,500	106,500	142,000
Qualified Person PV (QPPV)	112,000	132,000	183,000
Drug Safety Director	101,500	122,000	162,500
Drug Safety/PV Physician	122,000	142,000	183,000
Senior Director / Head of Pharmacovigilance	101,500	122,000	162,500
VP, Pharmacovigilance	122,000	142,000	183,000

Up to 25% bonuses, comprehensive health cover, and hybrid flexibility are now standard across the UK PV market. Employers offering £3–5k annual training budgets see higher retention, especially at Senior Officer and Manager levels.

Pharmacovigilance Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
Drug Safety/PV Associate	46,000 – 56,000	45,500 – 55,500	51,000 – 61,000	65,500 – 75,500
Drug Safety/PV Officer	51,000 – 66,000	50,500 – 66,000	56,000 – 71,500	80,500 – 100,500
Drug Safety Scientist	71,500 – 86,500	71,000 – 86,000	76,500 – 91,500	100,500 – 120,500
Senior Drug Safety/PV Officer	76,500 – 91,500	76,000 – 91,000	81,500 – 96,500	110,500 – 131,000
Drug Safety Specialist	61,000 – 76,500	60,500 – 76,000	66,000 – 81,500	90,500 – 110,500
Pharmacovigilance Manager	86,500 – 102,000	86,000 – 101,000	91,500 – 112,000	120,500 – 141,000
Drug Safety/PV Associate Director	102,000 – 122,500	101,000 – 121,500	112,000 – 132,500	141,000 – 161,000
Qualified Person PV (QPPV)	132,500 – 163,000	131,500 – 162,000	152,500 – 173,000	181,000 – 201,000
Drug Safety Director	132,500 – 163,000	131,500 – 162,000	152,500 – 173,000	181,000 – 201,000
Drug Safety/PV Physician	132,500 – 163,000	131,500 – 162,000	152,500 – 173,000	181,000 – 201,000
Senior Director / Head of Pharmacovigilance	132,500 – 163,000	131,500 – 162,000	152,500 – 173,000	181,000 – 201,000
VP, Pharmacovigilance	132,500 – 163,000	131,500 – 162,000	152,500 – 173,000	181,000 – 201,000

Across Europe, PV talent values **€5–8k mobility allowances**, international travel cover, and enhanced pension contributions. Switzerland continues to lead with **CHF 10k relocation packages** for QPPVs and senior PV physicians.

Pharmacovigilance Contract UK

Job Title/ Day Rate	Low (£/hr)	Medium (£/hr)	High (£/hr)
Drug Safety/PV Associate	19	25.5	38
Drug Safety/PV Officer	25.5	32	44.5
Drug Safety Scientist	32	38	51
Senior Drug Safety/PV Officer	38	44.5	63.5
Drug Safety Specialist	32	38	51
Pharmacovigilance Manager	44.5	51	70
Drug Safety/PV Associate Director	57	70	101.5
Qualified Person PV (QPPV)	70	82.5	114.5
Drug Safety Director	70	82.5	114.5
Drug Safety/PV Physician	82.5	95	139.5
Senior Director / Head of Pharmacovigilance	70	82.5	114.5
VP, Pharmacovigilance	82.5	95	139.5

Contractors expect paid travel costs, daily subsistence allowances, and £100–200 monthly tech stipends for remote setups. Retention improves when companies cover full medical indemnity.

Pharmacovigilance Contract EU

Job Title	Germany (EUR/hr)	France (EUR/hr)	Belgium (EUR/hr)	Switzerland (CHF/hr)
Drug Safety/PV Associate	22.0 – 44.5	22.0 – 44.0	22.0 – 44.5	21.0 – 42.5
Drug Safety/PV Officer	29.5 – 51.5	29.5 – 51.5	29.5 – 51.5	28.0 – 49.5
Drug Safety Scientist	37.0 – 59.0	36.5 – 58.5	37.0 – 59.0	35.0 – 56.5
Senior Drug Safety/PV Officer	44.5 – 74.0	44.0 – 73.5	44.5 – 74.0	42.5 – 70.5
Drug Safety Specialist	37.0 – 59.0	36.5 – 58.5	37.0 – 59.0	35.0 – 56.5
Pharmacovigilance Manager	51.5 – 81.5	51.5 – 80.5	51.5 – 81.0	49.5 – 77.5
Drug Safety/PV Associate Director	66.5 – 118.0	66.0 – 117.5	66.5 – 118.0	63.5 – 112.5
Qualified Person PV (QPPV)	81.5 – 133.0	80.5 – 132.0	81.0 – 133.0	77.5 – 127.0
Drug Safety Director	81.5 – 133.0	80.5 – 132.0	81.0 – 133.0	77.5 – 127.0
Drug Safety/PV Physician	96.0 – 162.5	95.5 – 161.5	96.0 – 162.5	91.5 – 155.0
Senior Director / Head of Pharmacovigilance	81.5 – 133.0	80.5 – 132.0	81.0 – 133.0	77.5 – 127.0
VP, Pharmacovigilance	96.0 – 162.5	95.5 – 161.5	96.0 – 162.5	91.5 – 155.0

Engaging contractors in the EU provides access to a skilled and flexible workforce, but compliance and engagement models vary by country. Contractors typically handle their own taxes and social security, with limited statutory benefits compared to employees, though local frameworks offer varying protections. Legal requirements like VAT, invoicing, and insurance differ across jurisdictions. The EU is advancing protections for non-standard workers through initiatives like the upcoming Platform Work Directive and improved cross-border social security systems.



04

MEDICAL AFFAIRS

Medical affairs will continue to expand in 2026, with demand across the UK and Europe projected to grow by around 20 percent. The rising complexity of therapies and the increasing need for real-world evidence will drive recruitment across the function, from Medical Science Liaisons through to Chief Medical Officers.

MSL hiring will be one of the fastest-growing areas, with around 40 percent of companies expected to expand their field-based teams. Smaller biotechs will be especially active, accounting for almost half of all new MSL positions as they prepare for launches in oncology, immunology, and rare diseases.

Medical Managers and Medical Advisors will also see rising demand, with growth of 25 to 30 percent expected. These roles are becoming critical to connecting clinical development with commercial strategy and ensuring consistent engagement with healthcare providers.

At senior levels, demand for CMOs will remain high. Salaries are forecast to rise by around 10 percent as companies compete for leaders who can navigate scientific, regulatory, and commercial priorities.

Technology will transform the sector further. Digital platforms for KOL engagement, virtual advisory boards, and real-world evidence integration will all grow in adoption. Candidates with the ability to combine scientific knowledge with digital fluency and communication skills will be particularly valuable.

The main challenge will be the shortage of talent able to operate effectively in cross-functional roles. Around three quarters of hiring managers expect to struggle to secure these profiles, ensuring that competition for strong candidates remains intense.

Medical Affairs Perm UK

Average Salary by Job Title	Low (£)	Medium (£)	High (£)
Medical Information Executive/Associate	31,000	41,000	51,000
Senior Medical Information Officer/Manager	41,000	61,000	72,000
Medical Advisor	56,000	66,000	76,000
Senior Medical Advisor	77,000	96,000	117,000
Medical Affairs Manager/Lead	87,000	107,000	117,000
Head of Medical Affairs	117,000	142,000	162,000
Medical Affairs Director	102,000	132,000	162,000
EU Medical Director	143,000	173,000	194,000
Final Signatory (2+ Years)	82,000	102,000	112,000
Medical Science Liaison (MSL)	57,000	77,000	87,000
Senior MSL / MSL Manager	72,000	92,000	107,000
Chief Medical Officer	173,000	204,000	225,000

Over 60% of UK Medical Affairs professionals now expect annual bonuses, with 40% valuing private healthcare and 30% citing hybrid flexibility as key to retention. Employers offering structured career pathways report 25% higher engagement among Medical Advisors and Senior MSLs.

Medical Affairs Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
Medical Information Executive/Associate	41,000 – 51,000	41,000 – 51,000	41,000 – 51,000	51,000 – 61,000
Senior Medical Information Officer/Manager	51,000 – 61,000	51,000 – 61,000	51,000 – 61,000	66,000 – 76,000
Medical Advisor	61,000 – 72,000	61,000 – 72,000	61,000 – 72,000	77,000 – 87,000
Senior Medical Advisor	72,000 – 87,000	72,000 – 87,000	82,000 – 92,000	97,000 – 112,000
Medical Affairs Manager/Lead	61,000 – 77,000	61,000 – 77,000	66,000 – 82,000	82,000 – 102,000
Head of Medical Affairs	82,000 – 102,000	82,000 – 102,000	97,000 – 117,000	122,000 – 142,000
Medical Affairs Director	92,000 – 112,000	92,000 – 112,000	107,000 – 122,000	132,000 – 152,000
EU Medical Director	102,000 – 122,000	102,000 – 122,000	117,000 – 132,000	142,000 – 162,000
Final Signatory (2+ Years)	82,000 – 92,000	82,000 – 92,000	92,000 – 107,000	112,000 – 132,000
Medical Science Liaison (MSL)	72,000 – 87,000	72,000 – 87,000	82,000 – 92,000	97,000 – 107,000
Senior MSL / MSL Manager	87,000 – 102,000	87,000 – 102,000	97,000 – 112,000	137,000 – 152,000
Chief Medical Officer	133,000 – 163,000	133,000 – 163,000	153,000 – 173,000	183,000 – 204,000

In Europe, 50% of Medical Affairs hires prioritise company cars or mobility allowances. €5k–10k relocation packages remain common for senior roles, while 45% of professionals rate enhanced pensions as decisive in choosing employers. Switzerland leads with CHF 15k expat support.

Medical Affairs Contract UK

Job Title	Low (£/hr)	Medium (£/hr)	High (£/hr)
Medical Information Executive/Associate	41.5	46.5	51
Senior Medical Information Officer/Manager	46.5	51.5	56
Medical Advisor	77	92	103
Senior Medical Advisor	95.5	107	118
Medical Affairs Manager/Lead	108	120	131
Head of Medical Affairs	123	138	153
Medical Affairs Director	128	143	158
EU Medical Director	143	153	163
Final Signatory (2+ Years)	118	133	168.5
Medical Science Liaison (MSL)	92	103	115
Senior MSL / MSL Manager	107	118	131
Chief Medical Officer	204	215	225

Over 70% of Medical Affairs contractors prioritise paid travel and full compliance cover. Daily subsistence allowances and €500–€1,000 tech stipends are increasingly standard. Contractors with milestone bonuses show 20% longer retention, reducing project risk for employers.

Medical Affairs Contract EU

Job Title	Germany (EUR/hr)	France (EUR/hr)	Belgium (EUR/hr)	Switzerland (CHF/hr)
Medical Information Executive/Associate	47.0 – 58.0	47.0 – 58.0	52.0 – 63.0	66.5 – 76.5
Senior Medical Information Officer/Manager	52.0 – 63.0	52.0 – 63.0	58.0 – 69.0	72.5 – 83.0
Medical Advisor	87.0 – 103.0	87.0 – 103.0	98.0 – 115.0	115.0 – 126.0
Senior Medical Advisor	107.0 – 118.0	107.0 – 118.0	118.0 – 129.0	137.0 – 148.0
Medical Affairs Manager/Lead	118.0 – 131.0	118.0 – 131.0	129.0 – 141.0	148.0 – 158.0
Head of Medical Affairs	133.0 – 153.0	133.0 – 153.0	143.0 – 163.0	163.0 – 184.0
Medical Affairs Director	143.0 – 158.0	143.0 – 158.0	153.0 – 168.0	173.0 – 193.0
EU Medical Director	153.0 – 163.0	153.0 – 163.0	163.0 – 174.0	184.0 – 204.0
Final Signatory (2+ Years)	129.0 – 168.5	129.0 – 168.5	141.0 – 179.0	168.5 – 204.0
Medical Science Liaison (MSL)	98.0 – 115.0	98.0 – 115.0	108.0 – 124.0	124.0 – 135.0
Senior MSL / MSL Manager	118.0 – 131.0	118.0 – 131.0	129.0 – 143.0	153.0 – 168.0
Chief Medical Officer	214.0 – 225.0	214.0 – 225.0	225.0 – 236.0	245.0 – 255.0

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05

PHYSICIANS

Clinical development is heading into a very active period, and the momentum building for 2026 is stronger than anything the market has seen in recent years. Many biotech and pharmaceutical companies are already planning ahead because hiring demand across Europe is expected to rise by around 15 to 20 percent. After a period of slower decision making and tighter budgets, this shift signals a renewed confidence in early research and a broader push to accelerate programme timelines.

Oncology, neurology, and rare diseases continue to attract the most investment. A significant number of discovery projects are now moving into early clinical stages, and this transition is creating a real surge of activity around Phase I and Phase II work. As a result, companies are prioritising talent that can bring scientific depth, operational strength, and the practical experience needed to guide studies through these early, critical phases.

Switzerland, Germany, and the Netherlands are expected to remain at the centre of this growth. Each of these countries is forecasting activity increases of around 25 percent, supported by strong research ecosystems and continued investment in infrastructure. Sponsors are also strengthening their early development teams in these locations to stay ahead in highly competitive therapeutic areas.

Trial design is evolving at the same pace. Adaptive and decentralised models are becoming standard practice rather than innovative experiments, and it is expected that close to 40 percent of all trials will adopt these approaches by the end of 2026. Alongside this, the integration of AI and predictive analytics in both trial design and monitoring is accelerating at roughly 30 percent year on year. This creates clear opportunities for professionals who combine clinical development expertise with strong analytical curiosity and confidence in data driven decision making.

Physicians Perm UK

Job Title	Low (£)	Medium (£)	High (£)
Medical Monitor	82,000	92,000	112,000
Clinical Research Physician	92,000	122,000	143,000
Senior Clinical Research Physician	112,000	143,000	163,000
Principal Investigator (Clinical Research)	122,000	153,000	173,000
PV / Safety Physician	122,000	143,000	163,000
Senior PV / Patient Safety Physician	132,000	153,000	173,000
Clinical Development Physician	102,000	122,000	163,000
Senior Clinical Development Physician	133,000	163,000	183,000
Associate Clinical Development Director	122,000	153,000	173,000
Clinical Development Director	133,000	163,000	193,000
Head of Patient Safety	153,000	183,000	204,000
VP / Chief Medical Officer (CMO)	204,000	255,000	306,000

Bonuses of 10–20 percent remain standard at senior levels.

Physicians Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
Medical Monitor	82,000 – 102,000	82,000 – 102,000	97,000 – 117,000	122,000 – 143,000
Clinical Research Physician	102,000 – 123,000	102,000 – 123,000	117,000 – 132,000	143,000 – 163,000
Senior Clinical Research Physician	123,000 – 143,000	123,000 – 143,000	133,000 – 153,000	163,000 – 183,000
Principal Investigator (Clinical Research)	113,000 – 133,000	113,000 – 133,000	123,000 – 143,000	153,000 – 173,000
PV / Safety Physician	123,000 – 143,000	123,000 – 143,000	133,000 – 153,000	163,000 – 183,000
Senior PV / Patient Safety Physician	143,000 – 163,000	143,000 – 163,000	153,000 – 173,000	183,000 – 204,000
Clinical Development Physician	102,000 – 123,000	102,000 – 123,000	117,000 – 132,000	143,000 – 163,000
Senior Clinical Development Physician	143,000 – 163,000	143,000 – 163,000	153,000 – 173,000	183,000 – 204,000
Associate Clinical Development Director	163,000 – 184,000	163,000 – 184,000	174,000 – 194,000	204,000 – 225,000
Clinical Development Director	184,000 – 204,000	184,000 – 204,000	194,000 – 214,000	225,000 – 245,000
Head of Patient Safety	153,000 – 184,000	153,000 – 184,000	174,000 – 194,000	204,000 – 225,000
VP / Chief Medical Officer (CMO)	204,000 – 255,000	204,000 – 255,000	235,000 – 275,000	306,000 – 357,000

Relocation and travel allowances worth up to €25k attract global physician talent.

Physicians Contract UK

Job Title	Low (£/hr)	Medium (£/hr)	High (£/hr)
Medical Monitor	78.5	89	100
Clinical Research Physician	117	128	145
Senior Clinical Research Physician	128	145	156
Principal Investigator (Clinical Research)	128	139	162
PV / Patient Safety Physician	117	128	145
Senior PV / Patient Safety Physician	128	139	151
Clinical Development Physician	117	128	145
Senior Clinical Development Physician	128	139	151
Associate Clinical Development Director	128	134	140
Clinical Development Director	140	151	162
Head of Patient Safety	151	162	173
VP / Chief Medical Officer (CMO)	162	173	184

Enhanced research budgets and conference sponsorship offered by 60 percent of employers.

Physicians Contract EU

Job Title	Germany (EUR/hr)	France (EUR/hr)	Belgium (EUR/hr)	Switzerland (CHF/hr)
Medical Monitor	92.5	92.5	106.5	133.5
Clinical Research Physician	138	138	151.5	185
Senior Clinical Research Physician	151.5	151.5	165	198.5
Principal Investigator (Clinical Research)	151.5	151.5	165	198.5
PV / Patient Safety Physician	138	138	151.5	185
Senior PV / Patient Safety Physician	151.5	151.5	165	198.5
Clinical Development Physician	138	138	151.5	185
Senior Clinical Development Physician	151.5	151.5	165	198.5
Associate Clinical Development Director	151.5	151.5	165	198.5
Clinical Development Director	165	165	178.5	212
Head of Patient Safety	178.5	178.5	192	225.5
VP / Chief Medical Officer (CMO)	192	192	205.5	239

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06

SCIENTIFIC

Scientific recruitment is expected to see strong momentum in 2026, with demand forecast to rise by 20 to 25 percent. The growth of preclinical and translational research, coupled with the continued expansion of advanced therapies, will drive hiring across the UK and Europe. Companies are investing heavily in early-stage research to feed their pipelines, creating opportunities for scientists across biology, chemistry, immunology, and molecular disciplines.

The UK will remain one of the most active hubs, supported by government incentives and a thriving biotech ecosystem. Switzerland, Germany, and the Netherlands will also see strong hiring growth, particularly in oncology, rare diseases, and immunology. Start-ups and SMEs will account for much of this activity, with over 50 percent of new scientific hires expected to come from small to mid-sized firms.

Technology will continue to transform the research environment. By the end of 2026, more than a third of labs are expected to adopt AI-enabled tools for data analysis, screening, and drug discovery. This will create demand for scientists who can combine hands-on research with strong data science and digital skills.

Freelance demand will rise by around 10 percent, particularly for consultants in assay development and translational research. Rates are likely to move upwards in Switzerland and Germany as companies compete for scarce expertise.

The key challenge will be retaining talent. With more than three quarters of hiring managers already reporting difficulty filling senior scientific roles, salaries are expected to rise by 8 to 10 percent. Employers that invest in career development and cutting-edge research facilities will be best placed to secure top scientists.

Scientific Perm UK

Job Title	Low (£)	Medium (£)	High (£)
Laboratory Technician	19,500	23,000	27,500
QC / Analytical / Microbiology Scientist	27,000	32,000	38,000
Senior Microbiology Scientist	36,500	41,000	47,500
R&D Associate Scientist	26,000	31,000	36,000
R&D Scientist	31,000	36,000	42,000
Upstream Scientist (Bioprocess)	38,000	45,000	55,000
Downstream Scientist (Bioprocess)	38,000	46,000	56,000
Senior Scientist	42,000	48,000	55,000
Principal Scientist	47,000	55,000	65,000
Laboratory Manager	38,000	46,000	60,000
Associate Director	68,000	76,000	85,000
Director / Head of Department	72,000	82,000	95,000

Training budgets increased by 15 percent, with most employers funding advanced courses and certifications.

Scientific Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
Laboratory Technician	36,000 – 46,000	31,000 – 41,000	41,000 – 51,000	51,000 – 61,000
QC / Analytical / Microbiology Scientist	46,000 – 56,000	41,000 – 51,000	51,000 – 61,000	61,000 – 76,000
Senior Microbiology Scientist	56,000 – 71,000	51,000 – 61,000	61,000 – 76,000	76,000 – 91,000
R&D Associate Scientist	51,000 – 66,000	46,000 – 56,000	56,000 – 71,000	71,000 – 86,000
R&D Scientist	56,000 – 71,000	51,000 – 61,000	61,000 – 76,000	76,000 – 91,000
Upstream Scientist	66,000 – 81,000	61,000 – 76,000	71,000 – 86,000	91,000 – 111,000
Downstream Scientist	66,000 – 81,000	61,000 – 76,000	71,000 – 86,000	91,000 – 111,000
Senior Scientist	76,000 – 96,000	66,000 – 86,000	86,000 – 106,000	111,000 – 131,000
Principal Scientist	71,000 – 91,000	61,000 – 81,000	81,000 – 101,000	101,000 – 121,000
Laboratory Manager	81,000 – 101,000	71,000 – 91,000	91,000 – 111,000	111,000 – 141,000
Associate Director	91,000 – 121,000	81,000 – 101,000	101,000 – 131,000	131,000 – 161,000
Director / Head of Department	121,000 – 151,000	101,000 – 131,000	131,000 – 161,000	161,000 – 201,000

Relocation and housing allowances offered by 40 percent of EU biotechs to secure talent.

Scientific Contract UK

Job Title	Low (£/hr)	Medium (£/hr)	High (£/hr)
Laboratory Technician	13	18	23
QC / Analytical / Microbiology Scientist	16	22	27.5
Senior Microbiology Scientist	21	28.5	35
R&D Associate Scientist	18	24	29
R&D Scientist	21	27.5	32.5
Upstream Scientist	25	32.5	40
Downstream Scientist	25	32.5	40
Senior Scientist	23	30	35
Principal Scientist	28	36	42.5
Laboratory Manager	24	32.5	38
Associate Director	34	41	47.5
Director / Head of Department	38	46	52.5

Conference sponsorship and publication support provided to more than 60 percent of scientists.

Scientific Contract EU

Job Title	Germany (EUR/hr)	France (EUR/hr)	Belgium (EUR/hr)	Switzerland (CHF/hr)
Laboratory Technician	17.5	16	18.5	23
QC / Analytical / Microbiology Scientist	21	19.5	22.5	27.5
Senior Microbiology Scientist	26	24	27.5	33.5
R&D Associate Scientist	23.5	21	24.5	30
R&D Scientist	26	23	27.5	33.5
Upstream Scientist	31	27.5	32	39
Downstream Scientist	31	27.5	32	39
Senior Scientist	34.5	29.5	35	42
Principal Scientist	32	28	33	39.5
Laboratory Manager	36.5	32	38	46
Associate Director	41	36	42	50.5
Director / Head of Department	55	46	52	64

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07

QUALITY ASSURANCE

Quality assurance is set for another year of steady growth in 2026, with hiring demand expected to rise by 18 to 20 percent across the UK and Europe. The market will be shaped by the expansion of advanced therapies, more complex supply chains, and tighter regulatory scrutiny. Around one third of QA hiring is forecast to be tied directly to cell and gene therapy manufacturing and other novel modalities, underlining the strategic role QA plays in safeguarding product integrity.

Switzerland, Germany, and Ireland will remain the leading hubs for QA recruitment, accounting for more than half of all new roles. Demand will be strongest for professionals specialising in GMP, GDP, and regulatory inspections, as companies look to strengthen compliance frameworks ahead of commercial launches.

The freelance market will also grow, with GMP consultants, quality auditors, and QP-eligible professionals in particularly high demand. Hourly rates in France, Spain, and Portugal are likely to move towards €95 as contractors are used to plug critical compliance gaps and support regulatory inspections.

Digitalisation will continue to reshape QA. Adoption of electronic quality management systems and automated compliance tools is expected to rise by 40 percent in 2026, creating demand for professionals who can combine QA expertise with digital and systems knowledge.

Talent shortages will remain a pressing issue. Mid-level salaries are expected to rise by 10 to 12 percent, and employers will need to compete not only on pay but also on career progression, global opportunities, and investment in training to secure long-term retention.

Quality Assurance Perm UK

Job Title	Low (£)	Medium (£)	High (£)
QA Administrator	22,500	27,000	32,000
QA Officer	26,000	31,000	37,500
Senior QA Officer	36,000	45,000	54,000
Quality Compliance Specialist	32,000	38,500	49,500
QMS Manager	32,000	42,000	55,000
QA Manager	45,000	52,500	60,000
Senior QA Manager (GCP/GDP)	57,500	70,000	80,000
Responsible Person (RP)	47,500	60,000	75,000
Qualified Person (QP)	67,500	80,000	95,000
Head of Quality Assurance	60,000	75,000	104,000
Associate Director of Quality	72,500	90,000	130,000
Director of Quality	80,000	105,000	150,000

Annual bonuses up to 15 percent now standard across QA leadership roles.

Quality Assurance Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
QA Administrator	41,000 – 51,000	36,000 – 46,000	46,000 – 56,000	56,000 – 66,000
QA Officer	46,000 – 56,000	41,000 – 51,000	51,000 – 61,000	61,000 – 76,000
Senior QA Officer	56,000 – 71,000	51,000 – 61,000	61,000 – 76,000	76,000 – 91,000
Quality Compliance Specialist	56,000 – 71,000	51,000 – 61,000	61,000 – 76,000	76,000 – 96,000
QMS Manager	71,000 – 91,000	61,000 – 81,000	81,000 – 101,000	101,000 – 121,000
QA Manager	71,000 – 91,000	61,000– 81,000	81,000 – 101,000	101,000 – 121,000
Senior QA Manager (GCP/GDP)	86,000 – 111,000	76,000 – 96,000	96,000 – 121,000	121,000 – 151,000
Responsible Person (RP)	96,000 – 121,000	86,000 – 106,000	106,000 – 131,000	131,000 – 161,000
Qualified Person (QP)	111,000 – 141,000	101,000 – 131,000	121,000 – 151,000	151,000 – 181,000
Head of Quality Assurance	141,000 – 181,000	131,000 – 161,000	161,000 – 191,000	191,000 – 221,000
Associate Director of Quality	151,000 – 191,000	141,000 – 171,000	171,000 – 201,000	201,000 – 231,000
Director of Quality	181,000 – 221,000	161,000 – 201,000	201,000 – 241,000	231,000 – 271,000

50 percent of employers provide relocation or travel allowances to secure scarce GMP and GDP talent.

Quality Assurance Contract UK

Job Title	Low (£/hr)	Medium (£/hr)	High (£/hr)
QA Administrator	13	16.5	20
QA Officer	15	21	26
Senior QA Officer	20	28.5	36
Quality Compliance Specialist	20	26	35
QMS Manager	19	28	40
QA Manager	32	43	55
Senior QA Manager (GCP/GDP)	38	52.5	68
Responsible Person (RP)	52.5	65	80
Qualified Person (QP)	95	125	175
Head of Quality Assurance	68	85	105
Associate Director of Quality	75	95	120
Director of Quality	85	110	140

Training and QP certification sponsorship funded by 60 percent of companies.

Quality Assurance Contract EU

Job Title	Germany (EUR/hr)	France (EUR/hr)	Belgium (EUR/hr)	Switzerland (CHF/hr)
QA Administrator	18	16	20.5	25
QA Officer	20.5	18.5	23	28
Senior QA Officer	25.5	23	27.5	33.5
Quality Compliance Specialist	25.5	23	27.5	34
QMS Manager	32	28	34.5	41
QA Manager	32	28	34.5	41
Senior QA Manager (GCP/GDP)	38.5	34	42	52
Responsible Person (RP)	43	38.5	47	56
Qualified Person (QP)	50	45	55	66
Head of Quality Assurance	63	56	66	76
Associate Director of Quality	67.5	61	72	82
Director of Quality	81	72	86	96

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08

TECHNICAL OPERATIONS (PHARMA & BIOTECH)

Engineering and manufacturing will remain central to life sciences growth in 2026, with hiring demand forecast to rise by 15 to 20 percent. The focus will be on advanced biologics, cell and gene therapy facilities, and high-tech medical device production.

Competition for engineers will intensify as life sciences, technology, and energy sectors all compete for similar talent. Salaries are expected to rise by 8 to 10 percent as companies offer stronger packages to secure experienced professionals. Training and development will also become a bigger priority as firms look to build skills internally.

Sustainability and automation will shape much of the year. Investment in smart factories, robotics, and data-driven production systems will continue to grow. Companies are also under pressure to reduce environmental impact, with sustainability requirements now influencing recruitment strategies across manufacturing sites.

The freelance market will expand, particularly for CQV and validation engineers, with rates in the UK and Switzerland expected to reach new highs. Companies favour flexible resourcing for project-based work, especially when scaling facilities or preparing for inspections.

Employers that can combine competitive salaries with flexible working and long-term career paths will have an advantage in attracting engineering talent.

Technical Operations (Pharma and Biotech) Perm UK

Job Title	Low (£)	Medium (£)	High (£)
Validation Engineer	44,000	55,000	66,000
CQV Engineer	46,000	58,000	70,000
Automation Engineer	55,000	66,000	77,000
Packaging Engineer	33,000	38,500	44,000
Process Engineer	50,000	60,000	72,000
Project Engineer	52,000	62,000	74,000
CAPEX Engineer	60,000	70,000	82,000
Facilities Engineer	44,000	55,000	65,000
Maintenance Engineer	44,000	50,000	55,000
Calibration Engineer	38,500	44,000	55,000
Continuous Improvement Engineer	50,000	60,000	72,000
Head of Engineering	66,000	85,000	110,000

Contract premiums up 15 percent for CQV, validation, and automation specialists.

Technical Operations (Pharma and Biotech) Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
Validation Engineer	61,000 – 72,000	55,000 – 66,000	61,000 – 72,000	77,000 – 99,000
CQV Engineer	66,000 – 77,000	60,000 – 72,000	66,000 – 77,000	83,000 – 105,000
Automation Engineer	72,000 – 83,000	66,000 – 77,000	72,000 – 83,000	94,000 – 110,000
Packaging Engineer	55,000 – 66,000	50,000 – 61,000	55,000 – 66,000	66,000 – 88,000
Process Engineer	61,000 – 72,000	55,000 – 66,000	61,000 – 72,000	77,000 – 99,000
Project Engineer	66,000 – 77,000	60,000 – 72,000	66,000 – 77,000	83,000 – 105,000
CAPEX Engineer	77,000 – 94,000	72,000 – 88,000	83,000 – 99,000	105,000 – 121,000
Facilities Engineer	61,000 – 72,000	55,000 – 66,000	61,000 – 72,000	77,000 – 99,000
Maintenance Engineer	61,000 – 72,000	55,000 – 66,000	61,000 – 72,000	77,000 – 99,000
Calibration Engineer	44,000 – 55,000	40,000 – 50,000	44,000 – 55,000	55,000 – 70,000
Continuous Improvement Engineer	61,000 – 72,000	55,000 – 66,000	61,000 – 72,000	77,000 – 99,000
Head of Engineering	121,000 – 155,000	110,000 – 143,000	132,000 – 165,000	165,000 – 198,000

70 percent of employers now offer relocation support and housing allowances for engineering hires.

Technical Operations (Pharma and Biotech) Contract UK

Job Title	Low (£/hr)	Medium (£/hr)	High (£/hr)
Validation Engineer	52.5	57.5	62.5
CQV Engineer	55	60	67.5
Automation Engineer	60	67.5	75
Packaging Engineer	37.5	42.5	47.5
Process Engineer	45	52.5	60
Project Engineer	52.5	60	67.5
CAPEX Engineer	60	70	80
Facilities Engineer	42.5	50	55
Maintenance Engineer	40	47.5	55
Calibration Engineer	35	40	45
Continuous Improvement Engineer	45	52.5	60
Head of Engineering	125	150	187.5

4 in 5 firms provide training budgets over £5k annually to retain technical talent.

Technical Operations (Pharma and Biotech) Contract EU

Job Title	Germany (EUR/hr)	France (EUR/hr)	Belgium (EUR/hr)	Switzerland (CHF/hr)
Validation Engineer	60	55	60	75
CQV Engineer	65	60	65	80
Automation Engineer	72.5	67.5	72.5	95
Packaging Engineer	42.5	40	42.5	55
Process Engineer	55	50	55	70
Project Engineer	60	55	60	75
CAPEX Engineer	75	70	75	95
Facilities Engineer	50	45	50	65
Maintenance Engineer	50	45	50	65
Calibration Engineer	35	32.5	35	45
Continuous Improvement Engineer	55	50	55	70
Head of Engineering	150	140	150	190

Engaging contractors in the EU provides access to a skilled and flexible workforce, but compliance and engagement models vary by country. Contractors typically handle their own taxes and social security, with limited statutory benefits compared to employees, though local frameworks offer varying protections. Legal requirements like VAT, invoicing, and insurance differ across jurisdictions. The EU is advancing protections for non-standard workers through initiatives like the upcoming Platform Work Directive and improved cross-border social security systems.



09

TECHNICAL OPERATIONS (MEDICAL DEVICES)

Medical Device Manufacturing / Engineering is a field that applies engineering principles and detailed knowledge to design, develop, and manufacture devices used within healthcare. The products Engineered must be innovative, safe, and effective, various applications for the diagnosis, treatment, and monitoring of medical conditions.

The Medical Device industry combines expertise from various engineering branches, including mechanical, electrical, Electronics and materials science, with an understanding of human biology and medicine.

Engineering and manufacturing will continue to play a central role in life sciences growth throughout 2026. Companies are scaling new facilities, investing in smarter production technologies, and expanding their capabilities across biologics, cell therapy, gene therapy, and advanced medical devices. All of this is creating a noticeable rise in demand for technical operations talent, with hiring activity expected to increase by around 15 to 20%.

Competition for engineers will intensify. Life sciences companies are competing not only with each other but also with technology, energy, and clean manufacturing organisations. Salaries are forecast to rise by 8 to 10% as employers adjust their packages to secure experienced candidates. Training and development will become a bigger priority as organisations build stronger internal capability to support long term growth.

Sustainability is becoming a major influence on hiring decisions. Companies are investing in smart factories, robotics, and data driven production systems. These investments will continue to grow through 2026 as leaders push for improved efficiency, reduced waste, and more transparent quality oversight. Sustainability requirements are also shaping new recruitment strategies, especially across manufacturing sites that are modernising legacy systems.

The freelance market is expected to reach a new high. Demand for CQV engineers, validation engineers, and project specialists continues to rise, particularly in the UK and Switzerland. Companies prefer flexible support when preparing for inspections, scaling production volumes, or installing new technologies. Contract specialists with experience across multiple regulatory environments will remain in strong demand.

Employers that can offer competitive salaries, flexible working patterns, and a clear career path will have a significant advantage when attracting engineering talent. The organisations that invest early, build skills proactively, and modernise their production environments will be in the strongest position to deliver new therapies at scale through 2026 and beyond.



Key areas in medical device engineering

- **Design and development:** Engineers work with healthcare professionals to identify clinical needs and then conceptualize and design new medical devices, from simple tools to complex robotic systems.
- **Biomaterials and biocompatibility:** This area focuses on developing and selecting materials that are compatible with biological systems and can be used in implants, prosthetics, and tissue engineering without causing adverse reactions.
- **Imaging and diagnostics:** Engineers contribute to the creation and improvement of medical imaging technologies, such as MRI, CT scans, and ultrasound, which allow for more accurate and timely diagnoses.
- **Manufacturing:** This involves creating and optimizing the production processes for medical devices, ensuring consistency, reliability, and cost-effectiveness. Engineers must troubleshoot production line issues and ensure quality.
- **Quality assurance and control:** A critical component of the field, this involves implementing quality control procedures, conducting risk assessments, and ensuring all devices meet stringent regulatory standards for safety and performance.
- **Rehabilitation engineering:** This area focuses on creating technologies that assist individuals with disabilities, including the development of prosthetic limbs, exoskeletons, and mobility aids.
- **Field service and maintenance:** After devices are installed in hospitals and clinics, field service engineers provide maintenance, repairs, and technical support to ensure their ongoing reliability.



The medical device lifecycle

The work of a medical device engineer follows a comprehensive lifecycle, which is highly regulated to ensure patient safety.

1. **Concept and research:** The process begins with identifying an unmet medical need and conducting research to develop a solution.
2. **Design and prototyping:** Engineers create detailed designs, using software and computational tools, and build prototypes for testing.
3. **Testing and validation:** Prototypes undergo rigorous testing to ensure they are safe, effective, and reliable before entering the clinical phase.
4. **Regulatory approval:** Medical devices must gain approval from regulatory bodies, such as the UK's MHRA or the EU's EMA, which involves demonstrating compliance with safety and performance standards. Devices are often classified by risk (e.g., Class I, II, or III).
5. **Manufacturing and launch:** Once approved, the device can be mass-produced and launched to the market.
6. **Post-market surveillance:** Even after launch, manufacturers must continue to monitor devices, track performance, and report any adverse incidents.

Technical Operations (Medical Devices) Perm UK

Job Title	Low (£)	Medium (£)	High (£)
Manufacturing Operations Director	110,000	135,000	165,000
Site Manufacturing Lead	90,000	110,000	130,000
MSAT Manager	72,000	85,000	100,000
Tech Transfer Manager	70,000	82,500	97,500
Process Development Engineer, GMP	50,000	60,000	70,000
Manufacturing Shift Manager	55,000	65,000	75,000
MES Engineer	55,000	65,000	75,000
Manufacturing Scheduler or Planner	42,500	50,000	60,000
Supply Chain Manager, GMP	60,000	72,500	85,000
Warehouse and Logistics Manager	45,000	55,000	65,000
Reliability and Maintenance Engineering Lead	60,000	70,000	80,000
Utilities Engineer	45,000	55,000	65,000

Sign-on bonuses of 5 to 10 percent for MSAT and tech transfer.

Technical Operations (Medical Devices) Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
Manufacturing Operations Director	125,000 – 170,000	120,000 – 160,000	130,000 – 175,000	160,000 – 200,000
Site Manufacturing Lead	100,000 – 135,000	95,000 – 130,000	100,000 – 140,000	125,000 – 165,000
MSAT Manager	85,000 – 105,000	80,000 – 100,000	85,000 – 110,000	110,000 – 135,000
Tech Transfer Manager	85,000 – 100,000	80,000 – 95,000	85,000 – 105,000	105,000 – 130,000
Process Development Engineer, GMP	60,000 – 75,000	55,000 – 70,000	60,000 – 75,000	80,000 – 95,000
Manufacturing Shift Manager	65,000 – 80,000	60,000 – 75,000	65,000 – 80,000	85,000 – 100,000
MES Engineer	65,000 – 80,000	60,000 – 75,000	65,000 – 80,000	85,000 – 100,000
Manufacturing Scheduler or Planner	50,000 – 65,000	45,000 – 60,000	50,000 – 65,000	65,000 – 80,000
Supply Chain Manager, GMP	75,000 – 95,000	70,000 – 90,000	75,000 – 100,000	100,000 – 120,000
Warehouse and Logistics Manager	55,000 – 70,000	50,000 – 65,000	55,000 – 70,000	75,000 – 90,000
Reliability and Maintenance Engineering Lead	75,000 – 95,000	70,000 – 90,000	75,000 – 95,000	100,000 – 120,000
Utilities Engineer	55,000 – 70,000	50,000 – 65,000	55,000 – 70,000	75,000 – 90,000

Training budgets of €3k to €6k for GMP upskilling and MES certifications.

Technical Operations (Medical Devices) Contract UK

Job Title	Low (£/hr)	Medium (£/hr)	High (£/hr)
Manufacturing Operations Director	120	150	180
Site Manufacturing Lead	95	110	130
MSAT Manager	70	82.5	95
Tech Transfer Manager	70	82.5	95
Process Development Engineer, GMP	40	50	60
Manufacturing Shift Manager	42.5	52.5	62.5
MES Engineer	45	55	65
Manufacturing Scheduler or Planner	30	37.5	45
Supply Chain Manager, GMP	45	55	65
Warehouse and Logistics Manager	30	37.5	45
Reliability and Maintenance Engineering Lead	50	60	70
Utilities Engineer	32.5	40	47.5

Relocation support plus first three months' accommodation for site start-ups.

Technical Operations (Medical Devices) Contract EU

Job Title	Germany (EUR/hr)	France (EUR/hr)	Belgium (EUR/hr)	Switzerland (CHF/hr)
Manufacturing Operations Director	140	135	145	185
Site Manufacturing Lead	115	110	120	155
MSAT Manager	82.5	78.5	85	105
Tech Transfer Manager	82.5	78.5	85	105
Process Development Engineer, GMP	48	45	50	65
Manufacturing Shift Manager	50	47.5	52.5	70
MES Engineer	55	50	55	72.5
Manufacturing Scheduler or Planner	36	33	37.5	50
Supply Chain Manager, GMP	55	50	55	72.5
Warehouse and Logistics Manager	36	33	37.5	50
Reliability and Maintenance Engineering Lead	60	55	60	78.5
Utilities Engineer	38	35	40	52.5

Engaging contractors in the EU provides access to a skilled and flexible workforce, but compliance and engagement models vary by country. Contractors typically handle their own taxes and social security, with limited statutory benefits compared to employees, though local frameworks offer varying protections. Legal requirements like VAT, invoicing, and insurance differ across jurisdictions. The EU is advancing protections for non-standard workers through initiatives like the upcoming Platform Work Directive and improved cross-border social security systems.



10

BIOSTATISTICS

Biometrics will see another year of growth in 2026, with demand expected to rise by 20 to 25 percent. Biostatisticians, Data Managers, and hybrid data science roles that combine statistical modelling with machine learning will be especially sought after.

Germany, Switzerland, and the Netherlands will remain leading hubs, with growth of more than 30 percent forecast in these markets. Oncology and rare disease trials will drive much of the activity, creating opportunities for biometrics professionals across all levels.

Freelance demand will also expand, with senior biostatisticians commanding rates of €100 to €110 per hour. Contractors with advanced SAS, R, and Python skills will be in particularly high demand.

Technology adoption will accelerate. AI-driven predictive modelling and advanced analytics are expected to become standard in over 40 percent of trials by the end of 2026. Candidates able to bridge statistical expertise with digital fluency will find themselves with multiple career options.

The key challenge will remain talent shortages. More than 80 percent of hiring managers already report difficulty finding experienced biostatisticians, and competition is set to intensify further in 2026. Salaries are expected to climb by 8 to 10 percent as companies compete for talent in a highly candidate-driven market.

Freelance opportunities will expand, with consultants in oncology and rare disease trials commanding €100 to €115 per hour. These flexible models will appeal to companies needing senior expertise for specific projects.

The biggest challenge will be securing talent. Around 80 percent of hiring managers already report difficulty filling senior development roles, and shortages are expected to worsen. Salaries for Clinical Development Managers and Medical Monitors are expected to rise by 8 to 10 percent in 2026. Companies that act early and offer strong progression pathways will be better placed to compete for scarce talent.

Biostatistics Perm UK

Job Title	Low (£)	Medium (£)	High (£)
Data Manager / Clinical Data Manager	45,500	55,500	66,000
Principal / Lead (Clinical) Data Manager	71,500	78,000	99,000
Head of Clinical Data Management	94,000	110,000	143,000
Data Scientist	55,000	66,000	82,500
Senior Data Scientist	71,500	77,000	99,000
Lead Data Scientist	88,000	94,500	121,000
Principal Data Scientist	99,000	110,000	132,000
Head of Data Science	132,000	165,000	198,000
Statistician / Biostatistician	44,000	55,000	66,000
Senior Statistician / Senior Biostatistician	66,000	71,500	88,000
Principal Statistician / Biostatistician	88,000	94,500	110,000
Lead Statistician / Biostatistician	94,500	104,500	121,000
Head of Biostatistics/Head of Statistical Programming	100,000 – 110,000	110,000-120,000	120,000 - 150,000

Senior biostatisticians now command €100–115 per hour across Europe, up 12 percent year on year.

Biostatistics Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
Data Manager / Clinical Data Manager	41,000–51,000	37,500–48,000	44,000–55,000	55,000–69,000
Principal / Lead (Clinical) Data Manager	54,000–68,500	48,000–61,500	55,000–69,000	69,000–87,000
Head of Clinical Data Management	94,000–117,000	87,000–107,500	105,000–131,000	131,000–157,000
Data Scientist	44,000–58,000	41,000–54,000	48,000–62,000	62,000–76,000
Senior Data Scientist	58,000–72,000	51,000–65,000	62,000–76,000	76,000–90,000
Lead Data Scientist	72,000–94,000	65,000–87,000	76,000–100,000	100,000–125,000
Principal Data Scientist	94,000–117,000	87,000–110,000	100,000–124,000	124,000–155,000
Head of Data Science	117,000–147,000	110,000–138,000	124,000–152,000	152,000–186,000
Statistician / Biostatistician	41,000–51,000	37,500–48,000	44,000–55,000	55,000–69,000
Senior Statistician / Senior Biostatistician	54,000–68,500	48,000–61,500	55,000–69,000	69,000–87,000
Principal Statistician / Biostatistician	68,500–87,000	61,500–76,000	69,000–87,000	87,000–110,000
Lead Statistician / Biostatistician	87,000–110,000	76,000–94,000	87,000–110,000	110,000–138,000
Head of Biostatistics / Head of Statistical Programming	110,000–138,000	100,000–124,000	110,000–138,000	138,000–165,000

65 percent of firms are offering hybrid or fully remote contracts for biometrics roles.

Biostatistics Contract UK

Job Title	Low (£/hr)	Medium (£/hr)	High (£/hr)
Data Manager / Clinical Data Manager	41	46	61.5
Principal / Lead (Clinical) Data Manager	61.5	68.5	81.5
Head of Clinical Data Management	82.5	90	110
Data Scientist	47.5	61.5	73.5
Senior Data Scientist	54	68.5	81.5
Lead Data Scientist	68.5	81.5	100
Principal Data Scientist	82.5	94.5	107.5
Head of Data Science	117.5	137.5	156
Statistician / Biostatistician	41	46	51
Senior Statistician / Senior Biostatistician	47.5	61.5	73.5
Principal Statistician / Biostatistician	54	68.5	81.5
Lead Statistician / Biostatistician	61.5	81.5	94.5
Head of Biostatistics / Head of Statistical Programming	87.5	106	137.5

Over 70 percent of employers now provide training budgets exceeding £4k annually to retain data science talent.

Biostatistics Contract EU

Job Title	Germany (EUR/hr)	France (EUR/hr)	Belgium (EUR/hr)	Switzerland (CHF/hr)
Data Manager / Clinical Data Manager	41–51	37.5–48	44–55	55–69
Principal / Lead (Clinical) Data Manager	54–68.5	48–61.5	55–69	69–87
Head of Clinical Data Management	94–117	87–107.5	105–131	131–157
Data Scientist	44–58	41–54	48–62	62–76
Senior Data Scientist	58–72	51–65	62–76	76–90
Lead Data Scientist	72–94	65–87	76–100	100–125
Principal Data Scientist	94–117	87–110	100–124	124–155
Head of Data Science	117–147	110–138	124–152	152–186
Statistician / Biostatistician	41–51	37.5–48	44–55	55–69
Senior Statistician / Senior Biostatistician	54–68.5	48–61.5	55–69	69–87
Principal Statistician / Biostatistician	68.5–87	61.5–76	69–87	87–110
Lead Statistician / Biostatistician	87–110	76–94	87–110	110–138
Head of Biostatistics / Head of Statistical Programming	110–138	100–124	110–138	138–165

Engaging contractors in the EU provides access to a skilled and flexible workforce, but compliance and engagement models vary by country. Contractors typically handle their own taxes and social security, with limited statutory benefits compared to employees, though local frameworks offer varying protections. Legal requirements like VAT, invoicing, and insurance differ across jurisdictions. The EU is advancing protections for non-standard workers through initiatives like the upcoming Platform Work Directive and improved cross-border social security systems.



11

HEALTH ECONOMICS & OUTCOMES RESEARCH

Health economics and outcomes research is moving into a much more influential position as we head through 2026. Healthcare systems want clear proof of value, so companies are investing more in people who can show real world impact. Demand for health economics roles is expected to rise by around 15 to 20%. Organisations want specialists who can turn evidence into practical insight that supports pricing, access, and long term treatment value.

Biotechs working in oncology and rare diseases remain the biggest drivers of growth. Around 40% of new roles will link directly to these therapy areas. These launches rely on strong cost effectiveness models and real world data to secure market access. Companies want to understand how treatments perform outside controlled trials and how they influence broader healthcare outcomes. This is becoming a key part of every commercial and regulatory discussion.

Digital capability is now a core skill. AI and predictive analytics are helping teams build stronger models and evaluate treatment value more efficiently. By the end of 2026, more than one third of health economics teams are expected to use advanced analytics to support outcomes modelling. People who can combine economic thinking with digital fluency will stand out quickly.

Salaries are forecast to rise by 7 to 9% due to shortages of candidates with both technical and communication skills. Freelance demand is also expected to increase by around 10%, especially for consultants who support market access submissions across several regions.

The ongoing challenge is alignment with payer expectations. Companies want talent who can translate complex data into clear messages for non technical audiences. Employers that build teams with this capability will be in a strong position to compete, launch effectively, and meet the growing expectations of global healthcare systems.

Health Economics and Outcomes Research Perm UK

Job Title	Low (£)	Medium (£)	High (£)
Health Economics Senior Associate	35,000	45,000	55,000
Health Economics Manager	55,000	65,000	80,000
Senior Health Economics Manager	70,000	75,000	90,000
Head of Health Economics / Associate Director	90,000	100,000	110,000
Director / VP Health Economics	125,000	145,000	170,000
Senior Market Access Manager	55,000	75,000	95,000
Market Access Head / Associate Director	90,000	105,000	120,000
Market Access Director / VP	120,000	150,000	190,000
Epidemiologist / Observational Research Manager	60,000	75,000	90,000
Senior Epidemiologist	65,000	80,000	95,000
HEOR Scientist	45,000	55,000	65,000
Global HEOR Lead	130,000	150,000	180,000

Freelance HEOR demand up 10 percent, with consultants in oncology launches earning €100+ hourly.

Health Economics and Outcomes Research Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
Health Economics Senior Associate	50,000 - 65,000	45,000 - 60,000	55,000 - 70,000	75,000 - 90,000
Health Economics Manager	65,000 - 80,000	55,000 - 70,000	70,000 - 85,000	90,000 - 105,000
Senior Health Economics Manager	75,000 - 90,000	65,000 - 80,000	80,000 - 95,000	100,000 - 120,000
Head of Health Economics / Associate Director	90,000 - 110,000	80,000 - 95,000	95,000 - 115,000	120,000 - 140,000
Director / VP Health Economics	130,000 - 150,000	110,000 - 135,000	125,000 - 155,000	160,000 - 185,000
Senior Market Access Manager	65,000 - 85,000	55,000 - 70,000	70,000 - 85,000	90,000 - 105,000
Market Access Head / Associate Director	90,000 - 110,000	80,000 - 100,000	95,000 - 120,000	120,000 - 145,000
Market Access Director / VP	120,000 - 140,000	100,000 - 125,000	115,000 - 145,000	150,000 - 185,000
Epidemiologist / Observational Research Manager	70,000 - 85,000	60,000 - 75,000	75,000 - 90,000	95,000 - 115,000
Senior Epidemiologist	80,000 - 95,000	70,000 - 85,000	85,000 - 105,000	115,000 - 135,000
HEOR Scientist	55,000 - 70,000	50,000 - 65,000	65,000 - 80,000	85,000 - 100,000
Global HEOR Lead	140,000 - 170,000	120,000 - 150,000	140,000 - 175,000	180,000 - 210,000

60 percent of HEOR professionals now receive hybrid work contracts as standard.

Health Economics and Outcomes Research Contract UK

Job Title	Low (£/hr)	Medium (£/hr)	High (£/hr)
Health Economics Senior Associate	20	25	35
Health Economics Manager	30	40	50
Senior Health Economics Manager	40	50	60
Head of Health Economics / Associate Director	50	60	70
Director / VP Health Economics	65	75	90
Senior Market Access Manager	70	85	95
Market Access Head / Associate Director	40	50	60
Market Access Director / VP	50	65	75
Epidemiologist / Observational Research Manager	20	30	40
Senior Epidemiologist	30	40	50
HEOR Scientist	25	35	45
Global HEOR Lead	70	85	100

More than half of employers invest £4–6k per year in training budgets to retain HEOR talent.

Health Economics and Outcomes Research Contract EU

Job Title	Germany (EUR/hr)	France (EUR/hr)	Belgium (EUR/hr)	Switzerland (CHF/hr)
Health Economics Senior Associate	25.5	24.5	27.5	35.5
Health Economics Manager	35.5	34.5	37.5	45.5
Senior Health Economics Manager	45.5	44.5	47.5	55.5
Head of Health Economics / Associate Director	55.5	54.5	57.5	65.5
Director / VP Health Economics	70.5	69.5	72.5	85.5
Senior Market Access Manager	75.5	74.5	77.5	90.5
Market Access Head / Associate Director	45.5	44.5	47.5	55.5
Market Access Director / VP	55.5	54.5	57.5	70.5
Epidemiologist / Observational Research Manager	25.5	24.5	27.5	35.5
Senior Epidemiologist	35.5	34.5	37.5	45.5
HEOR Scientist	30.5	29.5	32.5	40.5
Global HEOR Lead	75.5	74.5	77.5	95.5

Engaging contractors in the EU provides access to a skilled and flexible workforce, but compliance and engagement models vary by country. Contractors typically handle their own taxes and social security, with limited statutory benefits compared to employees, though local frameworks offer varying protections. Legal requirements like VAT, invoicing, and insurance differ across jurisdictions. The EU is advancing protections for non-standard workers through initiatives like the upcoming Platform Work Directive and improved cross-border social security systems.



12

COMMERCIAL

The life sciences industry is undergoing a major shift in 2026. Digital innovation, changing healthcare infrastructures, and shifting global priorities are redefining the commercial playing field. Success is no longer just about strong pipelines or clinical breakthroughs - it's about navigating a fast-evolving ecosystem powered by AI, real-time data, and cloud-enabled collaboration. Companies must think beyond science and embrace agility, integration, and strategic foresight.

AI is transforming drug discovery, with machine learning tools speeding research and improving accuracy in identifying targets. Cloud technology underpins global collaboration, making data sharing and innovation across borders more seamless. Virtual and decentralized clinical trials are changing how patients engage with research, offering more inclusive and efficient routes to approval. These aren't future trends - they're the new standard.

The market is shifting. Payers and providers want more than clinical efficacy; they demand affordability, transparency, and proof of real-world impact. Advances in personalized medicine and synthetic biology are driving demand for targeted therapies, especially for rare diseases and genetic conditions. Meanwhile, healthcare systems - particularly in the UK and Europe - are undergoing deep structural changes.

To stay competitive, commercial teams must shift from transactional approaches to long-term partnerships. That means embedding innovation into care pathways, designing launches around population health needs, and adopting pricing models that share risk. Digitisation must be implemented through interoperable systems, reliable data networks, and evidence-based access strategies. Regulatory scrutiny is intensifying, with greater focus on compliance, ethical promotion, and pricing transparency. Changes to PBMs and potential international reference pricing will challenge traditional revenue models.

Looking ahead, the commercial environment will be more fragmented yet more connected. Success will come to those who spot disruption early, move quickly, and build meaningful partnerships. In 2026, it's about driving better outcomes - boldly, data-savvy, and responsively.

Commercial Perm UK

Job Title	Low (£)	Medium (£)	High (£)
Communications Executive	25,000 – 30,000	30,000 – 35,000	35,000 – 40,000
Patient Advocacy/Gov. Affairs/ Communications Manager	45,000 – 50,000	50,000 – 55,000	55,000 – 60,000
Senior Communications Manager	60,000 – 70,000	70,000 – 75,000	75,000 – 85,000
Communications Director	75,000 – 80,000	80,000 – 90,000	90,000 – 110,000
Brand/Marketing/Customer Engagement Manager	60,000 - 75,000	75,000 – 85,000	85,000 - 90,000
Marketing/Brand Director	70,000 – 80,000	80,000 – 90,000	90,000 - 110,000
Market Research/Business Intelligence Manager	50,000 – 60,000	60,000 – 65,000	65,000 – 70,000
Business Intelligence Director	90,000 – 100,000	100,000 – 110,000	110,000 - 120,000
Sales Representative	30,000 – 35,000	35,000 – 45,000	45,000 – 50,000
Territory Manager/Key Account Manager	45,000 – 50,000	50,000 – 55,000	55,000 – 65,000
Regional Business Manager/ National Sales Manager	70,000 – 80,000	80,000 – 90,000	90,000 – 100,000
Head of Sales/Sales Director	90,000 – 110,000	110,000 – 130,000	130,000 – 150,000

Over 70% of commercial life sciences employers in the UK now offer annual bonuses tied to individual or team performance, with nearly half providing enhanced pension contributions above statutory minimums. Hybrid working remains the norm, and relocation support—ranging from £2,000 to £5,000—is increasingly offered for senior hires. Travel expense reimbursement and structured career development plans are also gaining traction, with 38% of companies including mental health and wellbeing stipends as part of their benefits package.

Commercial Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
Communications Executive	45,000 - 55,000	40,000 - 50,000	50,000 - 60,000	60,000 - 75,000
Patient Advocacy/Gov. Affairs/Communications Manager	55,000 - 70,000	50,000 - 65,000	60,000 - 75,000	75,000 - 90,000
Senior Communications Manager	65,000 - 80,000	60,000 - 75,000	70,000 - 90,000	90,000 - 110,000
Communications Director	90,000 - 120,000	80,000 - 100,000	100,000 - 130,000	130,000 - 160,000
Brand/Marketing/Customer Engagement Manager	60,000 - 80,000	55,000 - 75,000	70,000 - 90,000	90,000 - 110,000
Marketing/Brand Director	100,000 - 130,000	90,000 - 120,000	120,000 - 150,000	150,000 - 180,000
Market Research/Business Intelligence Manager	60,000 - 80,000	55,000 - 75,000	70,000 - 90,000	90,000 - 110,000
Business Intelligence Director	120,000 - 150,000	110,000 - 140,000	130,000 - 160,000	160,000 - 200,000
Sales Representative	40,000 - 50,000	35,000 - 45,000	45,000 - 55,000	60,000 - 75,000
Territory / Key Account Manager	50,000 - 60,000	45,000 - 55,000	55,000 - 65,000	75,000 - 90,000
Regional Business Manager/ National Sales Manager	70,000 - 90,000	65,000 - 85,000	80,000 - 100,000	110,000 - 130,000
Head of Sales/Sales Director	100,000 - 130,000	90,000 - 120,000	120,000 - 150,000	150,000 - 180,000

In Europe, 60% of commercial professionals in life sciences receive private healthcare coverage, and 45% benefit from subsidised commuting or travel allowances. Relocation packages are standard for cross-border hires, especially in Switzerland, Germany, and the Netherlands, where companies offer up to €6,000 in moving support. Pension schemes vary by country, but enhanced employer contributions are common in Scandinavia and DACH regions. Upskilling incentives—such as paid language courses and industry certifications—are offered by 52% of employers

Commercial Contract UK

Job Title	Low (£/day)	Medium (£/day)	High (£/day)
Communications Executive/Associate	200 - 250	250 - 300	300 - 400
Communications Manager	300 - 350	350 - 400	400 - 500
Senior Communications Manager	500- 550	550 - 600	600- 650
Associate Director, Communications	550 – 600	600 - 650	650 - 700
Communications Director	600 - 700	700-750	750- 800
Brand/Marketing/Customer Engagement Manager	350 - 400	400 - 450	450 - 500
Senior Product Manager	500 - 550	550 - 650	650 - 700
Marketing/Brand Director	600 - 650	650 - 700	700- 800
Market Research/Business Intelligence Manager	400 - 500	500-600	600 - 650
Business Intelligence Director	700 - 750	750-800	800 - 900
Sales Representative	150 - 200	200 - 250	250- 350
Territory / Key Account Manager	250 - 300	300 - 350	350 - 450

Contractors in the commercial life sciences space continue to prioritise autonomy and flexibility, with 78% citing remote-first arrangements and milestone-based bonuses as essential. Agencies that provide onboarding stipends, cover travel for client meetings, or offer access to pension schemes through umbrella companies are seeing higher contractor satisfaction and retention. Additionally, relocation allowances for short-term international assignments are gaining traction, especially in market access roles.

Commercial Contract EU

Job Title	Germany (EUR/day)	France (EUR/day)	Belgium (EUR/day)	Switzerland (CHF/day)
Communications Executive	250–350	240–330	260–340	400–500
Patient Advocacy/Gov. Affairs/ Communications Manager	400–550	380–520	400–540	600–750
Senior Communications Manager	500–650	480–620	500–630	700–850
Communications Director	650–800	620–780	650–790	850–1000
Brand/Marketing/Customer Engagement Manager	450–600	430–580	450–590	650–800
Marketing/Brand Director	600–750	580–730	600–740	800–950
Market Research/Business Intelligence Manager	500–650	480–620	500–630	700–850
Business Intelligence Director	650–800	620–780	650–790	850–1000
Sales Representative	200–300	190–280	200–290	300–400
Territory / Key Account Manager	350–500	330–480	350–490	500–650
Regional Business Manager/ National Sales Manager	500–650	480–620	500–630	700–850
Head of Sales/Sales Director	650–850	620–800	650–820	900–1100

Engaging contractors in the EU provides access to a skilled and flexible workforce, but compliance and engagement models vary by country. Contractors typically handle their own taxes and social security, with limited statutory benefits compared to employees, though local frameworks offer varying protections. Legal requirements like VAT, invoicing, and insurance differ across jurisdictions. The EU is advancing protections for non-standard workers through initiatives like the upcoming Platform Work Directive and improved cross-border social security systems.



13

MEDICAL COMMUNICATIONS

Looking ahead to 2026, medical communications in life sciences are undergoing a quiet revolution. What was once a discipline centered on publication planning and regulatory writing is now evolving into a dynamic intersection of data science, patient engagement, and omnichannel strategy. Stakeholder expectations - from clinicians and payers to patients and advocacy groups - have grown more sophisticated, and the need for clear, impactful storytelling has never been greater.

Technology is reshaping how content is created and delivered. Artificial intelligence and machine learning are no longer fringe tools - they're embedded in everyday workflows. From automating literature reviews to generating early drafts of scientific documents, these technologies free medical writers to focus on interpretation, nuance, and strategic messaging. Real-time analytics help teams fine-tune communications based on how audiences engage with content. This is vital in fast-moving fields like oncology and rare diseases, where clarity and speed are essential.

Content strategies are becoming more modular and globally adaptable. As life sciences companies expand into new markets, medical communications must flex to meet local regulatory requirements while maintaining scientific integrity. This calls for agile content ecosystems - supported by cloud-based collaboration and centralized data - that allow rapid customization and reuse across platforms and geographies. The rise of digital health has broadened the scope, introducing new formats and audiences, from wearable tech users to AI-driven diagnostic platforms.

Patient involvement is reshaping the tone and purpose of medical content. Communications teams increasingly work with patients to incorporate lived experiences into scientific narratives. This builds trust and aligns with the emphasis on patient-reported outcomes and real-world evidence. Transparency and ethical data sharing are essential, especially in a climate where misinformation spreads quickly.

To stay ahead, MedComms agencies must evolve - blending scientific depth with digital agility, strategic thinking, and creative storytelling.

Medical Communications Perm UK

Job Title	Low (£)	Medium (£)	High (£)
Assistant Editor	25,000-35,000	35,000-45,000	45,000-55,000
Project Coordinator/ Account Executive	18,000 – 20,000	20,000 – 25,000	25,000 – 30,000
Account Manager	35,000 – 40,000	35,000 – 40,000	40,000 – 45,000
Account Director	50,000 – 55,000	55,000 – 60,000	65,000 – 70,000
Client Services Director/ Head of Client Services	70,000 -75,000	75,000 – 85,000	85,000 – 90,000+
Medical Writer	30,000-35,000	40,000 – 45,000	45,000 - 50,000
Principal Medical Writer	50,000 – 55,000	55,000 - 60,000	65,000+
Scientific Director	70,000 - 75,000	75,000 - 80,000	80,000 - 85,000
Director of Strategy	80,000 - 85,000	85,000 - 90,000	90,000 - 100,000
Medical Copywriter	35,000 - 40,000	40,000 - 45,000	50,000+
Publications Manager	35,000-45,000	45,000-60,000	60,000-75,000
Digital Designer	30,000 - 35,000	40,000 - 45,000	50,000+

Over 70% of UK medical communications employers now offer structured annual bonuses tied to individual and team performance. Pension contributions exceeding statutory minimums are becoming more common, with 45% of agencies providing enhanced schemes. Hybrid working remains the norm, and nearly half of employers now include travel reimbursement for client meetings. Relocation support for senior hires is also on the rise, particularly in London and the South East.

Medical Communications Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
Account Director	65,000 - 85,000	60,000 - 80,000	70,000 - 90,000	100,000 - 120,000
Account Manager	45,000 - 60,000	40,000 - 55,000	50,000 - 65,000	60,000 - 80,000
Assistant Editor	40,000 - 50,000	35,000 - 45,000	40,000 - 50,000	50,000 - 60,000
Client Services Director/ Head of Client Services	75,000 - 95,000	70,000 - 90,000	80,000 - 100,000	100,000 - 130,000
Medical Writer	50,000 - 65,000	45,000 - 60,000	55,000 - 70,000	70,000 - 90,000
Project Coordinator/ Account Executive	30,000 - 40,000	25,000 - 35,000	30,000 - 40,000	40,000 - 50,000
Publications Manager	60,000 - 75,000	55,000 - 70,000	60,000 - 75,000	80,000 - 100,000
Scientific Director	115,000-125,000	90,000-95,000	115,000-125,000	185,000-190,000
Director of Strategy	120,000-125,000	110,000-115,000	120,000-125,000	185,000-190,000
Medical Copywriter	60,000-65,000	50,000-55,000	70,000-75,000	110,000-115,000
Principal Medical Writer	80,000 - 100,000	75,000 - 85,000	90,000 - 110,000	110,000 - 140,000
Digital Designer	50,000-55,000	40,000-45,000	50,000-60,000	65,000-70,000

Across Europe, 60% of medical communications professionals report receiving subsidies for language training or scientific writing courses. Private health insurance and monthly transport allowances are standard in countries like Germany, Switzerland, and the Netherlands. Relocation packages—covering housing, visa support, and family benefits—are increasingly offered for cross-border hires, especially in pharma hubs such as Basel and Munich.

Medical Communications Contract UK

Job Title	Low (£/day)	Medium (£/day)	High (£/day)
Account Manager	200 - 250	250 - 300	300 - 350
Account Director	400 - 450	450 - 550	550 – 600
Assistant Editor	150-200	200-300	300-400
Medical Writer	200 - 250	250 - 350	350 - 400
Principle Medical Writer	450 - 550	550 - 600	600 - 700
Client Services Director/ Head of Client Services	450-600	600-850	850-1,200
Project Coordinator/ Account Executive	160-200	200-275	275-375
Digital Designer	250 - 300	300 - 350	350 - 400
Publications Manager	300-400	400-550	550-750
Scientific Director	600-750	750-950	950-1200
Director of Strategy	700-800	800-950	950-1,200
Medical Copywriter	300-400	400-500	500-600

Among freelance medical communications consultants, 8 in 10 cite autonomy over location and schedule as their top priority. Agencies that provide prompt invoice processing, onboarding toolkits, and access to internal training resources are more likely to attract repeat contractors. While pensions and paid leave are typically self-managed, some firms now offer optional travel reimbursements and end-of-project bonuses to incentivise long-term collaboration and loyalty.

Medical Communications Contract EU

Job Title	Germany (EUR/day)	France (EUR/day)	Belgium (EUR/day)	Switzerland (CHF/day)
Account Director	500–650	450–600	450–600	600–750
Account Manager	350–500	300–450	300–450	450–600
Assistant Editor	200–300	180–280	180–280	250–350
Client Services Director/ Head of Client Services	550–700	500–650	500–650	650–800
Medical Writer	400–600	350–550	350–550	500–700
Project Coordinator/ Account Executive	250–350	220–320	220–320	300–450
Medical Copywriter	400-550	375-525	425-575	600-750
Digital Designer	400-550	350-500	375-525	600-750
Publications Manager	450-600	400-550	475-625	650-800
Scientific Director	600-800	550-750	625-850	850-1,100
Principal Medical Writer	500-650	475-625	525-675	700-900
Director of Strategy	650-850	600-800	675-875	900-1,150

Engaging contractors in the EU provides access to a skilled and flexible workforce, but compliance and engagement models vary by country. Contractors typically handle their own taxes and social security, with limited statutory benefits compared to employees, though local frameworks offer varying protections. Legal requirements like VAT, invoicing, and insurance differ across jurisdictions. The EU is advancing protections for non-standard workers through initiatives like the upcoming Platform Work Directive and improved cross-border social security systems.



14

INFORMATION TECHNOLOGY

The intersection of information technology and life sciences is reshaping the industry in fundamental ways as of 2026. What began as a push toward digitization has evolved into a broader transformation - driven by intelligent systems, data-led innovation, and a renewed focus on patient outcomes. Traditionally defined by lengthy research cycles and complex regulatory pathways, the sector is now embracing agility, automation, and AI to accelerate breakthroughs and respond to shifting market dynamics.

AI and machine learning are no longer emerging tools - they're embedded in the core of drug development and clinical research. Technologies like predictive modelling, generative chemistry, and digital twins are helping reduce development timelines and improve targeting precision. Real-world evidence has become central to regulatory strategies, and IT infrastructures are being redesigned to handle diverse data sources - from electronic health records to continuous streams from wearable devices. The rise of decentralized trials, initially driven by pandemic-era necessity, has cemented the need for secure, scalable platforms that support remote monitoring and adaptive protocols.

Interoperability and data fluidity are now strategic imperatives. Life sciences organizations face growing pressure to connect systems across R&D, manufacturing, and commercial functions. Cloud-native platforms, API-first designs, and federated data models are enabling seamless collaboration across borders and partners. Meanwhile, cybersecurity and compliance remain critical, with new regulations like the EU AI Act and global privacy laws demanding transparent, well-governed systems.

Stakeholder expectations are evolving. Patients seek personalized, transparent, digitally enabled experiences. Payers and providers demand clear evidence of value. This shift calls for IT solutions that integrate health economics, outcomes data, and patient-reported insights. Sustainability and ethical innovation are gaining traction, prompting adoption of greener technologies and responsible AI.

To stay competitive, companies must treat IT as a strategic engine - building cross-functional teams, adopting agile models, and fostering innovation through partnerships and cultural change.

IT Perm UK

Job Title	Low (£)	Medium (£)	High (£)
Infrastructure (1st Line)	23,000 – 25,000	25,000 - 30,000	35,000 - 40,000+
Infrastructure (2nd Line)	25,000 – 30,000	30,000 – 40,000	40,000 – 50,000+
Infrastructure (3rd Line)	30,000 – 35,000	40,000 – 50,000	55,000 – 70,000+
Developers/Software Engineers	40,000 – 50,000	50,000 – 70,000	75,000 – 90,000+
Testers	25,000 – 30,000	30,000 – 45,000	45,000 – 60,000+
Programme Manager	40,000 – 55,000	55,000 – 75,000	75,000 - 100,000+
Cyber Security Analyst	30,000-45,000	45,000-60,000	60,000-80,000+
IT Manager	35,000 – 45,000	45,000 – 60,000	60,000 – 90,000+
IT Director	70,000 – 90,000	90,000 – 120,000	120,000,150,000+
CTO	90,000 - 120,000+	120,000 – 150,000+	150,000 – 180,000+
Systems Administrator	40,000-45,000	45,000-60,000	60,000-70,000
Business Systems Analyst	35,000-40,000	40,000-50,000	50,000-65,000

Over 70% of IT professionals in UK-based life sciences firms now receive employer pension contributions above the statutory minimum, with nearly half offered annual bonuses tied to innovation or project delivery milestones. Flexible working arrangements—typically 2–3 days remote—are now embedded across most organisations, while enhanced relocation support and private medical insurance are increasingly used to attract talent from outside major tech hubs.

IT Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
Infrastructure (1st Line)	35,000 - 45,000	32,000 - 40,000	38,000 - 45,000	50,000 - 55,000
Infrastructure (2nd Line)	45,000 - 55,000	40,000 - 50,000	48,000 - 58,000	60,000 - 70,000
Infrastructure (3rd Line)	55,000 - 70,000	50,000 - 65,000	58,000 - 70,000	70,000 - 85,000
Developers/Software Engineers	50,000 - 65,000	45,000 - 60,000	55,000 - 75,000	80,000 - 100,000
Testers	40,000 - 55,000	38,000 - 50,000	45,000 - 60,000	65,000 - 80,000
Programme Manager	70,000 - 85,000	65,000 - 80,000	75,000 - 95,000	100,000 - 120,000
Cyber Security Analyst	70,000-90,000	60,000-70,000	70,000-90,000	85,000 - 120,000+
IT Manager	65,000 - 85,000	60,000 - 75,000	70,000 - 90,000	100,000 - 120,000
IT Director	90,000 - 120,000	80,000 - 110,000	100,000 - 130,000	140,000 - 160,000
CTO	120,000 - 150,000	110,000 - 140,000	130,000 - 160,000	170,000 - 200,000
Systems Administrator	70,000-80,000	60,000-70,000	70,000-80,000	90,000 - 100,000
Business Systems Analyst	65,000-80,000	55,000-65,000	65,000-80,000	90,000 - 100,000

In Europe, 60% of permanent IT hires in the life sciences sector benefit from subsidised travel or commuter allowances, and nearly 45% receive structured relocation packages when moving cross-border. Upskilling remains a priority, with over half of employers funding certifications in cloud infrastructure, cybersecurity, or data science. Pension schemes vary by country, but supplemental employer contributions are common in Germany, the Netherlands, and Switzerland.

IT Contract UK

Job Title	Low (£/day)	Medium (£/day)	High (£/day)
Infrastructure 1st line	150-200	200 - 250	250-300
Developers/Software Engineers	350-450	450-650	650–£800+
Testers	250-350	350 - 450	450-550
Business Systems Analyst	250-350	350-500	500-650
Systems Administrator	250-350	350-500	500-650
Cyber Security Analyst	350-400	400-550	550-700
IT Manager	300-400	400 - 500	500-600
IT Director	500-600	600 - 800	800-1000
CTO	600-700	700 - 1000	1000-1200
Programme Manager	450-550	550-700	700-800
Infrastructure 2nd line	200-300	300 - 400	400-500
Infrastructure 3rd line	350-400	400-500	500-600

Among IT contractors supporting life sciences projects across the UK and Europe, 80% cite autonomy, remote-first roles, and tax-efficient travel reimbursements as key motivators. While pension contributions are typically self-managed, many clients now offer onboarding stipends, paid onboarding time, and access to internal training platforms. Contractors with niche skills in AI/ML, bioinformatics, or regulatory tech are increasingly offered retention bonuses or early renewal incentives to secure continuity on long-term programmes.

IT Contract EU

Job Title	Germany (EUR/day)	France (EUR/day)	Belgium (EUR/day)	Switzerland (CHF/day)
Infrastructure (1st Line)	180–250	170–230	160–220	220–300
Infrastructure (2nd Line)	220–300	210–280	200–270	260–350
Infrastructure (3rd Line)	280–400	270–380	250–360	320–450
Developers/Software Engineers	600–750	500–700	450–650	700–900
Testers	280–400	260–380	240–360	320–450
Programme Manager	600–900	550–850	500–800	700–1000
Cybersecurity Analyst	550-650	500-600	550-650	750-900
IT Manager	500–750	480–720	450–700	600–850
IT Director	700–1000	650–950	600–900	800–1200
CTO	850–1300	800–1250	750–1200	1000–1500
Systems Administrator	400-500	300-400	400-500	650-800
Business Systems Analyst	500-600	400-500	500-600	700-900

Engaging contractors in the EU provides access to a skilled and flexible workforce, but compliance and engagement models vary by country. Contractors typically handle their own taxes and social security, with limited statutory benefits compared to employees, though local frameworks offer varying protections. Legal requirements like VAT, invoicing, and insurance differ across jurisdictions. The EU is advancing protections for non-standard workers through initiatives like the upcoming Platform Work Directive and improved cross-border social security systems.



15

FINANCE

As we enter 2026, the life sciences industry finds itself at a transformative crossroads. Innovation is surging, financial models are shifting, and the way capital drives discovery is being redefined. The fusion of biotech, digital health, and next-gen therapeutics is accelerating scientific progress and reshaping the sector's financial foundations. For those navigating this fast-moving landscape, staying ahead of emerging trends and market demands is no longer a luxury - it's a necessity.

Over the past five years, venture capital has evolved. Investors are more discerning, valuations have tightened, and the journey to Series B has grown longer. In response, life sciences firms are exploring new financing strategies that offer greater flexibility and strategic fit. Partnerships with CROs, royalty-based funding, and equipment-as-a-service models are becoming standard practice - helping companies conserve equity while speeding up development. These shifts reflect a broader move toward capital strategies that emphasize agility, efficiency, and alignment across stakeholders.

Scientific ambition continues to drive demand for capital. From mRNA platforms to cell and gene therapies, companies are investing heavily to scale production and localize supply chains. But funding alone isn't enough. Success increasingly depends on managing complex programs, navigating long lead times, and attracting specialized talent. Organizations that prioritize schedule-driven execution, smart procurement, and integrated delivery are better equipped to turn investment into measurable impact.

Investor expectations are evolving. It's no longer just about promising science - it's about clear commercialization pathways, strong data strategies, and alignment with global health goals. Digital tools like AI-driven analytics and cloud-based clinical platforms have introduced new dimensions of value. Financial models must now account for data liquidity, platform scalability, and real-world evidence.

To keep pace, financial stakeholders must rethink their role - supporting milestone-driven exits, investing in speed-to-market capabilities, and embracing transparency, resilience, and long-term thinking.

Finance Perm UK

Job Title	Low (£)	Medium (£)	High (£)
Accounts Payable	20,000 – 23,000	23,000 – 25,000	25,000 – 28,000
Credit Control	20,000 - 25,000	25,000 – 28,000	28,000 – 32,000
Accounts Assistant	25,000 – 30,000	30,000 – 35,000	35,000 – 40,000
Payroll	20,000 – 25,000	25,000 – 30,000	30,000 – 35,000
Part Qualified Accountant	30,000 – 35,000	35,000 – 40,000	40,000 – 45,000
Qualified Accountant	45,000 – 55,000	55,000 - 65000	65,000 – 70,000+
Financial Controller	60,000 – 75,000	75,000 – 90,000	90,000 – 95,000
Financial Director	90,000 – 100,000	100,000 – 120,000	120,000 – 130,000+
Financial Analyst	30,000-38,000	38,000-45,000	45,000-55,000
Chief Financial Officer (CFO)	120,000-150,000	150,000-200,000	200,000-300,000
Tax Manager	55,000-65,000	65,000-75,000	75,000-90,000
Financial Planner	30,000-40,000	40,000-55,000	55,000-70,000

Over 60% of finance professionals placed through life sciences recruitment firms in the UK now receive performance-based bonuses, with nearly half benefiting from enhanced pension contributions above statutory minimums. Flexible working arrangements—especially hybrid setups—are now standard across most financial institutions, and relocation support is increasingly offered for roles in regional hubs. Candidates are placing greater emphasis on long-term career development, with travel expense reimbursement and mental health support emerging as key differentiators in permanent role selection

Finance Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
Accounts Payable	40,000 - 50,000	35,000 - 45,000	40,000 - 50,000	50,000 - 65,000
Credit Control	40,000 - 50,000	35,000 - 45,000	40,000 - 50,000	50,000 - 65,000
Accounts Assistant	35,000 - 45,000	30,000 - 40,000	35,000 - 45,000	45,000 - 60,000
Payroll	40,000 - 50,000	35,000 - 45,000	40,000 - 50,000	50,000 - 65,000
Part Qualified Accountant	45,000 - 55,000	40,000 - 50,000	45,000 - 55,000	55,000 - 70,000
Qualified Accountant	55,000 - 65,000	50,000 - 60,000	55,000 - 65,000	70,000 - 85,000
Financial Controller	75,000 - 95,000	70,000 - 90,000	80,000 - 100,000	100,000 - 130,000
Financial Director	100,000 - 130,000	90,000 - 120,000	110,000 - 140,000	140,000 - 180,000
Financial Analyst	55,000-70,000	50,000-65,000	52,000,68,000	85,000-100,000
Chief Financial Officer (CFO)	150,000-200,000	130,000-180,000	140,000-190,000	220,000-280,000
Tax Manager	95,000-110,000	85,000-95,000	95,000-110,000	140,000-160,000
Financial Planner	65,000-80,000	50,000-70,000	55,000-75,000	90,000-110,000

In Europe, 50% of finance sector hires via life sciences recruiters report receiving private healthcare coverage, and 45% benefit from subsidised commuting or lunch allowances. Professional development funding—particularly for certifications like CFA or ACCA—is offered by over a third of employers. With inflationary pressures still affecting major cities, 38% of surveyed professionals cite comprehensive benefits packages, including relocation stipends and pension matching, as decisive factors in accepting new roles

Finance Contract UK

Job Title	Low (£/day)	Medium (£/day)	High (£/day)
Accounts Payable	100 - 150	£150 – 200	200 - 250
Credit Control	150 – 200	£200 - £250	250 - 300
Accounts Assistant	100 - 125	£125 - £175	175 - 200
Payroll	100 - 150	£150 – 200	200 - 250
Part Qualified Accountant	200 - 250	£250 - 300	300 - 350
Qualified Accountant	350 - 450	£450 – 500	500 - 550
Financial Controller	500 - 550	£550 - £650	650 - 750
Financial Director	700 - 800	£800 - £900	900 – 1000+
Financial Analyst	325-400	400-500	500-675
Chief Financial Officer (CFO)	850-1,100	1,100-1,400	1,400-1,800
Tax Manager	450-600	600-750	750-950
Financial Planner	400-525	525-675	675-850

Among finance contractors in life sciences across the UK and Europe, over 80% cite remote-first flexibility and streamlined onboarding as essential. Agencies that provide paid induction training, milestone-based completion bonuses, and access to internal financial systems see higher contractor satisfaction and repeat engagement. While pensions are typically self-managed, some firms now offer optional contributions or umbrella company partnerships to support long-term financial planning

Finance Contract EU

Job Title	Germany (EUR/day)	France (EUR/day)	Belgium (EUR/day)	Switzerland (CHF/day)
Accounts Payable	180–250	170–240	160–230	300–400
Credit Control	190–260	180–250	170–240	310–420
Accounts Assistant	170–230	160–220	150–210	280–370
Payroll	200–280	190–270	180–260	320–450
Part Qualified Accountant	250–330	240–320	230–310	400–550
Qualified Accountant	300–400	290–390	280–370	500–650
Financial Controller	450–600	430–580	420–570	700–900
Financial Director	700–950	680–920	650–900	1000–1300
Financial Analyst	180-240	150-220	150-200	300-400
Chief Financial Officer (CFO)	900-1,300	800-1,200	850-1,100	1,500-2,000
Tax Manager	600-900	550-850	500-800	900,1,200
Financial Planner	500-750	450-700	400-650	900-1,200

Engaging contractors in the EU provides access to a skilled and flexible workforce, but compliance and engagement models vary by country. Contractors typically handle their own taxes and social security, with limited statutory benefits compared to employees, though local frameworks offer varying protections. Legal requirements like VAT, invoicing, and insurance differ across jurisdictions. The EU is advancing protections for non-standard workers through initiatives like the upcoming Platform Work Directive and improved cross-border social security systems.



16

PROCUREMENT & SUPPLY CHAIN

The life sciences sector enters 2026 at a pivotal juncture - where innovation, resilience, and agility are now operational imperatives. Procurement and supply chains have transformed under global disruptions, digital acceleration, and rising patient-centric demands. Clients must navigate a dynamic ecosystem that rewards foresight, collaboration, and adaptability.

A defining trend has been the maturation of predictive analytics and AI-driven procurement. These technologies are now embedded across sourcing, supplier risk management, and demand forecasting. Life sciences organizations use real-time data to anticipate constraints, optimize inventory, and negotiate smarter contracts - especially vital in biologics and personalized medicine, where supply chains must handle low-volume, high-complexity products with minimal error.

Sustainability has shifted to the core of procurement strategy. Regulatory bodies across Europe, North America, and Asia have tightened expectations around carbon reporting, ethical sourcing, and circular supply models. Clients must now demonstrate cost efficiency alongside environmental and social responsibility, prompting more supplier audits, green frameworks, and ESG metrics in scorecards.

Market needs have evolved. Transparency - driven by regulators and patients - is paramount. Clients must trace materials from origin to end product, ensuring compliance and ethical standards. Geopolitical tensions and climate disruptions have highlighted the need for diversification. Nearshoring and multi-sourcing are now standard, with procurement balancing cost, resilience, and speed.

To adapt, life sciences organizations must invest in talent, deepen supplier partnerships, and embed agility across operations. A cultural shift - from reactive to proactive planning - is essential. Winners will treat procurement as a strategic lever for innovation, risk mitigation, and competitive advantage.

We're ready to support clients with tailored solutions that blend deep industry expertise, cutting-edge technology, and operational excellence - designing resilient networks, implementing AI sourcing, and navigating complex regulations.

Procurement / Supply Chain Perm UK

Job Title	Low (£)	Medium (£)	High (£)
Buyer	25,000 – 30,000	32,000– 35,000	37,000 – 40,000
Senior Buyer	40,000 – 45,000	47,000 – 50,000	55,000 – 60,000
Procurement/Category Manager	45,000 – 50,000	55,000 – 60,000	65,000 – 70,000+
Senior Procurement/ Category Manager	60,000 – 65,000	70,000 – 75,000	80,000 – 85,000+
Procurement Head (Regional)	85,000 – 90,000	95,000 - 100,000	105,000 - 120,000
Procurement Head (Global)	100,000 – 115,000	120,000 – 145,000	150,000 -180,000+
Supply Chain Manager	45,000 – 50,000	55,000 – 60,000	65,000 - 70,000+
(Senior) Supply Chain Manager/Lead	65,000 – 70,000	75,000 – 78,000	80,000 - 85,000+
Director/Head of Supply Chain (Regional)	90,000 – 100,000	105 – 115,000	120,000 – 130,000+
Director/Head of Supply Chain (Global)	120,000 – 130,000	135,150,000	155,000-165,000+
Strategic Sourcing Specialist	45,000-50,000	50,000-60,000	60,000-75,000
Procurement Analyst	25,000-30,000	30,000-35,000	35,000-45,000

Over 60% of UK-based life sciences employers in procurement and supply chain now offer performance-related bonuses, with nearly half providing enhanced pension contributions above statutory minimums. Flexible working arrangements—especially hybrid models—are now embedded across most organisations, and relocation support is increasingly common for senior hires. Candidates also value structured career progression frameworks and travel expense reimbursement for multi-site roles.

Procurement / Supply Chain Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
Buyer	40,000 - 50,000	35,000 - 45,000	40,000 - 50,000	50,000 - 60,000
Senior Buyer	45,000 - 55,000	40,000 - 50,000	45,000 - 55,000	55,000 - 70,000
Procurement/ Category Manager	60,000 - 75,000	55,000 - 70,000	60,000 - 75,000	80,000 - 100,000
Senior Procurement/ Category Manager	75,000 - 95,000	70,000 - 90,000	80,000 - 100,000	100,000 - 130,000
Procurement Head (Regional)	100,000 - 130,000	90,000 - 120,000	110,000 - 140,000	130,000 - 160,000
Procurement Head (Global)	130,000 - 160,000	120,000 - 150,000	140,000 - 170,000	160,000 - 200,000
Supply Chain Manager	60,000 - 75,000	55,000 - 70,000	60,000 - 75,000	80,000 - 100,000
(Senior) Supply Chain Manager/Lead	75,000 - 95,000	70,000 - 90,000	80,000 - 100,000	100,000 - 130,000
Director/Head of Supply Chain (Regional)	100,000 - 130,000	90,000 - 120,000	110,000 - 140,000	130,000 - 160,000
Director/Head of Supply Chain (Global)	130,000 - 160,000	120,000 - 150,000	140,000 - 170,000	160,000 - 200,000
Strategic Sourcing Specialist	65,000-75,000	60,000-70,000	62,000-72,000	95,000-105,000
Procurement Analyst	60,000-70,000	50,000-60,000	55,000-65,000	95,000-105,000

In Europe, 48% of procurement and supply chain professionals in life sciences receive subsidies for professional certifications such as CIPS or Lean Six Sigma. Private healthcare, meal vouchers, and transport allowances remain widespread, particularly in Germany, Switzerland, and the Nordics. With inflationary pressures persisting, 38% of respondents cite comprehensive benefits packages—including relocation stipends and pension matching—as decisive factors in accepting new roles.

Procurement / Supply Chain Contract UK

Job Title	Low (£/day)	Medium (£/day)	High (£/day)
Buyer	250 - 300	300 - 350	400 - 450
Senior Buyer	350 - 400	425 - 475	500 - 550
Procurement/Category Manager	450 - 500	500 - 600	600 - 650
Senior Category Manager	550 - 650	650-750	750 - 800
Procurement Head (Regional)	700 - 800	800 - 900	900 - 100
Procurement Head (Global)	900 - 1000	1000+	1000 – 1500+
Supply Chain Manager	300 - 350	350 - 400	400 - 450
(Senior) Supply Chain Manager/Lead	600-650	650 - 700	700 - 750
Director/Head of Supply Chain (Regional)	650-750	750 - 850	850 – 950
Director/Head of Supply Chain (Global)	800 - 900	900 - 1000	1000 – 1,200+
Strategic Sourcing Specialist	300-400	400-550	550-700
Procurement Analyst	250-325	325-425	425-525

Among life sciences contractors in procurement and supply chain, 72% rank remote work flexibility and milestone-based bonuses as top motivators. Agencies that offer streamlined onboarding, paid compliance training, and travel expense reimbursement report higher contractor satisfaction and repeat engagement. Loyalty incentives—such as completion bonuses or early rebooking perks—are increasingly used to retain top freelance talent across multi-site supply operations.

Procurement / Supply Chain Contract EU

Job Title	Germany (EUR/day)	France (EUR/day)	Belgium (EUR/day)	Switzerland (CHF/day)
Buyer	250–350	240–320	260–340	400–500
Senior Buyer	300–400	280–380	300–400	450–600
Procurement/ Category Manager	350–500	320–450	350–480	500–650
Senior Procurement/ Category Manager	450–600	400–550	450–600	600–750
Procurement Head (Regional)	600–750	550–700	600–750	700–850
Procurement Head (Global)	700–900	650–850	700–900	800–1000
Supply Chain Manager	350–500	320–450	350–480	500–650
(Senior) Supply Chain Manager/Lead	450–600	400–550	450–600	600–750
Director/Head of Supply Chain (Regional)	600–800	550–750	600–800	700–900
Director/Head of Supply Chain (Global)	750–1000	700–950	750–1000	900–1200
Strategic Sourcing Specialist	180-230	160-210	170-220	200-300
Procurement Analyst	150-200	140-190	130-180	180-280

Engaging contractors in the EU provides access to a skilled and flexible workforce, but compliance and engagement models vary by country. Contractors typically handle their own taxes and social security, with limited statutory benefits compared to employees, though local frameworks offer varying protections. Legal requirements like VAT, invoicing, and insurance differ across jurisdictions. The EU is advancing protections for non-standard workers through initiatives like the upcoming Platform Work Directive and improved cross-border social security systems.



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HUMAN RESOURCES

As 2026 unfolds, the life sciences industry finds itself in the midst of a profound shift - one where human capital is emerging as a decisive factor in long-term success. Technological breakthroughs, global health priorities, and a renewed emphasis on purpose-driven work are reshaping how biotech, pharma, and MedTech organizations think about talent. HR, once a behind-the-scenes function, is now firmly at the strategic forefront.

Flexible work models have become the norm, but they come with new complexities. Hybrid and remote setups are now standard across research, regulatory, and commercial teams. While this shift has expanded access to global talent and improved work-life balance, it's also raised fresh questions about engagement, compliance, and culture. HR leaders are being challenged to build digital-first environments that foster collaboration and innovation - without losing the shared sense of mission that defines the sector.

Reskilling and upskilling are no longer optional - they're essential. As automation, AI, and data science reshape roles across clinical development and manufacturing, organizations must stay ahead of the curve. HR teams are investing in scalable learning platforms and forging partnerships with universities and edtech providers to build cross-functional capabilities. The demand is growing for professionals who can bridge disciplines - think data scientists fluent in regulatory frameworks or clinicians versed in digital therapeutics.

Diversity, equity, and inclusion are gaining traction as strategic priorities. Stakeholders increasingly expect measurable progress, not just good intentions. From boardroom representation to supplier diversity, companies are being held accountable. HR teams are using analytics to identify gaps, monitor outcomes, and embed inclusive practices into leadership pipelines.

Agility in workforce planning is now a competitive edge. HR's role in scenario planning, talent mobility, and organizational design has become critical. To lead, HR must embrace predictive analytics, cloud platforms, and cultures of psychological safety.

HR Perm UK

Job Title	Low (£)	Medium (£)	High (£)
HR Assistant	20,000 – 23,000	23,000 – 27,000	27,000 – 30,000
HR Officer	25,000 – 30,000	30,000 – 35,000	35,000 – 40,000+
HR Advisor	30,000 - 35,000	35,000 – 40,000	40,000 – 45,000+
Talent Acquisition	30,000 – 40,000	40,000 – 50,000	50,000 – 60,000+
HR Business Partner	45,000 – 50,000	50,000 – 55,000	55,000 – 60,000+
HR Manager	50,000 – 60,000	60,00 – 65,000	65,000 – 70,000+
HR Director	75,000 - 80,000	80,000 – 85,000	85,000 – 90,000+
Compensation & Benefits Manager	50,000-60,000	60,000 -70,000	70,000-80,000+
Learning & Development Manager	50,000-60,000	60,000-75,000	75,000-85,000
Employee Relations Specialist	40,000-45,000	45,000-50,000	50,000-60,000
HR Analyst	45,000-50,000	50,000-60,000	60,000-70,000
Chief Human Resources Officer (CHRO)	100,000-145,000	145,000-180,000	180,000-200,000+

Over 70% of HR professionals in UK life sciences organisations now receive annual bonuses tied to performance metrics, while 45% benefit from enhanced pension contributions above statutory minimums. Hybrid working remains the norm, with only 2% of HR staff working fully remotely. Employers increasingly offer relocation support, travel expense reimbursement, and mental health initiatives, reflecting a broader shift toward holistic wellbeing and retention strategies.

HR Perm EU

Job Title	Germany (EUR)	France (EUR)	Belgium (EUR)	Switzerland (CHF)
HR Assistant	36,750 - 47,250	31,500 - 42,000	36,750 - 47,250	51,500 - 66,950
HR Officer	42,000 - 52,500	36,750 - 47,250	42,000 - 52,500	61,800 - 77,250
HR Advisor	32,000 - 47,000	41,000 - 62,000	34,100 - 50,100	75,700 - 90,000
Talent Acquisition	52,500 - 68,250	47,250 - 63,000	57,750 - 73,500	82,400 - 97,850
HR Business Partner	63,000 - 84,000	57,750 - 73,500	68,250 - 84,000	92,700 - 113,300
HR Manager	84,000 - 105,000	73,500 - 94,500	84,000 - 105,000	113,300 - 133,900
HR Director	126,000 - 157,500	105,000 - 136,500	115,500 - 147,000	154,500 - 185,400
Compensation & Benefits Manager	75,000-100,000	90,000-110,000	90,000-110,000	110,000-120,000
Learning & Development Manager	70,000-80,000+	60,000-70,000	70,000-95,000,	100,000-110,000
Employee Relations Specialist	55,000-65,000	50,000-55,000	65,000-70,000	70,000-80,000
HR Analyst	60,000-65,000	55,000-60,000	65,000 -70,000	75,000-85,000
Chief Human Resources Officer (CHRO)	120,000-140,000	120,000-130,000	130,000-150,000	170,000-200,000

In Europe, nearly 60% of HR specialists in life sciences firms report access to private healthcare and subsidised commuting costs. Professional development funding—covering certifications and leadership training—is available to 52% of respondents, while relocation packages are standard for cross-border hires in Germany, Switzerland, and the Nordics. Rising inflation has led 43% of HR professionals to prioritise total reward packages over base salary when evaluating new opportunities.

HR Contract UK

Job Title	Low (£/day)	Medium (£/day)	High (£/day)
HR Assistant	150	200	250
HR Officer	275	325	400
HR Advisor	250	300	350
Talent Acquisition	225	275	325
HR Business Partner	400	475	550
HR Manager	425	525	600
HR Director	650	750	850
Compensation & Benefits Manager	400	500	600
Learning & Development Manager	350	450	550
Employee Relations Specialist	375	450	525
HR Analyst	275	325	450
Chief Human Resources Officer (CHRO)	750	950	1200

Among freelance HR consultants and interim talent partners in life sciences, flexible scheduling and remote-first contracts are cited by 78% as essential to project selection. Completion bonuses and paid onboarding are offered by 40% of hiring firms, reflecting a growing emphasis on contractor experience. To remain competitive in a fast-moving market, contractors increasingly expect access to digital tools, streamlined compliance support, and optional pension contributions.

HR Contract EU

Job Title	Germany (EUR/day)	France (EUR/day)	Belgium (EUR/day)	Switzerland (CHF/day)
HR Assistant	250 - 400	220 – 380	250 - 420	400 - 600
HR Officer	350 - 550	320 - 500	350 - 580	600 - 850
HR Advisor	400 - 600	280 – 580	400 – 600	700 - 950
Talent Acquisition	450 – 700	400 – 650	450 – 750	800 - 1100
HR Business Partner	600 – 850	550 - 800	600 – 900	900 - 1200
HR Manager	550 – 800	500 – 750	550 – 850	850 - 1200
HR Director	900 - 1300	850 – 1250	950 - 1400	1200 – 1700
Compensation & Benefits Manager	500 - 700	450 – 650	500 – 750	800 – 1100
Learning & Development Manager	450 - 650	400 - 600	450 – 700	750 – 1000
Employee Relations Specialist	500 – 600	450 - 550	500 - 600	750 - 850
HR Analyst	400 - 600	350 - 550	400 - 650	700 - 950
Chief Human Resources Officer (CHRO)	1200 – 1800	1100 - 1700	1250 - 1900	1500 – 2200

Engaging contractors in the EU provides access to a skilled and flexible workforce, but compliance and engagement models vary by country. Contractors typically handle their own taxes and social security, with limited statutory benefits compared to employees, though local frameworks offer varying protections. Legal requirements like VAT, invoicing, and insurance differ across jurisdictions. The EU is advancing protections for non-standard workers through initiatives like the upcoming Platform Work Directive and improved cross-border social security systems.

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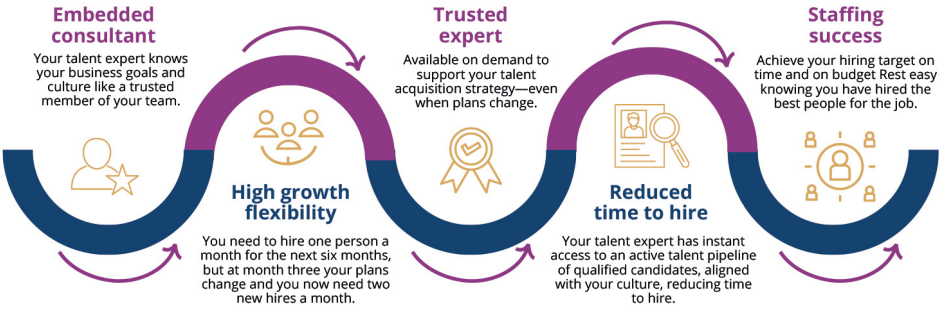
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