



THORNSHAW
scientific recruitment

Salary Guide 2007-2008

www.thornshaw.com

Table of Contents

Table Of Contents.....	2
Science- Permanent	5
Science- Permanent – Cont	6
Benefits & Perks	7
Benefits & Perks (Cont)	8

About Thornshaw Scientific

Thornshaw Scientific has more than thirty years high level industry experience and provides an efficient high quality recruitment, search & selection service.

Established in 1999, we specialise in Science and Pharmaceutical recruitment, and have established a reputation for a quality recruitment service within the Pharmaceutical industry. We operate with a high level of repeat business from a loyal and core client base across the country.

In 2004 Thornshaw Scientific became part of the Cpl Group. The combined forces of both companies offer industry insight, professionalism, and flexibility to both candidates and clients, making them a 'recognised Leader' within the Pharmaceutical industry

About the Survey

This Salary Guide is produced bi-annually across the science and pharmaceutical sector. The salaries listed in the guide, are a reflection and synopsis of the salaries listed in our group database across a period of six months. The data is then verified by each consultant and manager, within their individual specialist areas. The company's investment in the latest technology has attributed to the validity and scope of the data included in this guide.

The information in this document should be used as a guide, and does not account for variance in company size, industry, turnover etc. The salaries listed are base salaries and do not include extras (bonuses, commission). The guide includes a separate section on Benefits and Perks.

Salary Guides are also available from the above companies covering each of their relevant sectors.

Disclaimer

The figures quoted in this document are taken from a number of sources. The figures quoted could be higher or lower and depend on each individual company. The document should be used as a guideline for reference purposes.

SCIENCE- PERMANENT

Scientific- Permanent	€000 (0-2 yrs exp)	€000 (3-5 yrs exp)	€000 (+5yrs exp)
Quality			
QA/QC Manager	45-55	55-65	65+
QA/QC Supervisor	35-45	35-45	45-50
QA/QC Analyst	25-30	30-35	35-40
QA Technicians	20-25	25-30	30-35
Lab Technician	20-25	25-30	30-35
Lab Assistant	20-24	24-28	28-32
Analytical			
Microbiology Analyst	25-30	30-35	35-40
Biochemist	25-30	30-35	35-40
Chemist	25-30	30-35	35-40
Analytical Chemist	25-30	30-35	35-40
Biotechnologist	25-30	30-35	35-40
Food Scientist	25-30	30-35	35-40
Regulatory Affairs			
Regulatory Affairs /Registration Officer	28-35	35-45	45-60
Regulatory Affairs Manager	55-65	65-75	75+
Medical Affairs/Information			
Medical Affairs Manager	55-65	65-75	75+
Medical Information Officer	28-35	35-40	40-50
Scientific Advisor	28-35	35-40	40-50
Drug Safety Associate	24-30	30-35	35-45
Compliance			
Compliance Manager	45-55	55-65	65+
Compliance Analyst	25-30	30-35	35-40
Compliance Auditor	25-30	30-35	35-40
Documentation			
Documentation Officer	24-26	26-30	30-35
Documentation Control Administrator	24-26	26-30	30-35
Validation			
Validation Manager	55-65	65-75	75+
Validation Engineer	28-35	35-45	45-65
Validation Analyst	25-30	30-35	35-40

Thornshaw Scientific, Barton House, 6 Old Dublin Road, Stillorgan, Co Dublin.

Tel: 01-2784671. Email: info@thornshaw.com www.thornshaw.com

SCIENCE- PERMANENT – Cont

Scientific- Permanent	€000 (0-2 yrs exp)	€000 (3-5 yrs exp)	€000 (+5yrs exp)
Health/Safety & Environment			
Health & Safety Officer	25-30	30-35	35-40
Environmental Officer	25-30	30-35	35-40
Lab Technician	20-25	25-30	30-35
Research & Development			
Process Development Manager	50-65	60-70	70+
PhD Development Chemist	28-35	35-45	45+
Senior Scientist/Chemist	28-35	35-45	45+
Process Development Chemist	25-30	30-35	35-45
R&D Engineer	25-30	30-35	35-40
R&D Scientist	25-30	30-35	35-40
Formulation Scientist	25-30	30-35	35-40
Clinical			
BioStatistician	28-35	35-45	45+
Biostatistics Manager	50-60	60-70	70+
Statistician	28-35	35-45	45+
Clinical Data Manager	50-60	60-70	70+
Clinical Data Coordinator	24-28	28-35	35-45
Clinical Project Manager	50-60	60-70	70+
Clinical Research Associate	28-40	35-50	45-55
Clinical Research Physician	35-45	40-50	50+
Clinical Trials Assistant	25-35	30-38	35-40
Pharmaceutical			
Pharmaceutical Engineer	25-30	30-35	35-40
Pharmacy Technician	24-28	28-35	35-40
Training			
Training & Development Manager	50-60	60-70	70+
Quality & GMP Trainers	28-35	35-45	45+

Thornshaw Scientific, Barton House, 6 Old Dublin Road, Stillorgan, Co Dublin.

Tel: 01-2784671. Email: info@thornshaw.com www.thornshaw.com

BENEFITS & PERKS

Employers are paying more attention to salary survey's to ensure that they are offering competitive packages to attract the right candidates. Remuneration can take many forms, such as pension contributions, stock options, bonuses, healthcare, and subsidies among many others. Companies are also becoming more diverse in their offerings. Attracting and maintaining senior executives is very competitive and the overall remuneration package can sometimes be the deciding factor.

In more recent times, there has been an increasing trend towards allowing employees a greater degree of choice and flexibility in designing their own benefits packages by offering flexible or "flex" benefits programs. Under the flex model, a company's reward package for employees would be divided into core benefits plus an allowance to spend on preferential extras, which suit their personal needs.

Developing a Flex program is about finding ways to reward employees, in way that is creative and tax-efficient. Since January 2004 PRSI has been extended to benefits that are subject to tax (BIK). This means that company cars, club subscriptions and other benefits that were previously exempt from PRSI will now be in the PRSI net, with the responsibility for collection of taxes and PRSI transferring to the employer.

Some employers offer flexible work options in flexitime or compressed workweeks, in geography (telecommuting or satellite workplaces), in time off (floating holidays or holiday carryover) and in career paths (job sharing or part-time work). For some employees there is more value placed on this type of benefit than other monetary rewards.

BENEFITS & PERKS (Cont)

For Sales Professional it is still the norm to get perks such as company car/car allowance, laptop and mobile as these are required for their job. Also, benefits are scaled to the level at which the candidates is hired into to the company.

A wide range of benefits fit into flex programmes; for example

- Pensions
- Option to take more Holidays
- Approved tax efficient Share Participation Schemes
- Life Cover / Medical Funds
- A certain amount to spend on a Health Insurance Package of your choice
- Medical Check-ups
- Crèche Facilities
- Paternity Leave
- Educational Assistance/Training
- Cars
- Tax saver commuter tickets for CIE and Dublin Bus
- Flexible working policies
- Broadband connection

Perks such as flexible working are probably less important to IT workers, as job security and training incentives rise up the list of priorities for job seekers. Although benefits might not be a deal-breaker for a candidate, they certainly add to a company's overall image as an employer of choice.