

Hiring Smarter in 2025: Brio's Compensation Strategy Guide

INTRODUCTION

Welcome to the Brio 2025 Compensation Guide—your trusted resource for executive and senior leadership compensation trends across the life sciences sector. As the industry continues to evolve at a rapid pace, driven by innovation, capital shifts, and a fiercely competitive talent landscape, understanding how compensation aligns with market expectations is more critical than ever.

This guide is designed to provide clear, data-driven insights into base salary, bonus structures, equity participation, and total rewards packages for leaders driving impact across biotech, pharma, diagnostics, and healthcare technology. Whether you're a board member benchmarking pay for your next CEO, a founder preparing for your Series B funding round, or a seasoned executive evaluating your market position, this guide offers actionable intelligence tailored to today's life sciences environment.

At Brio, we're proud to partner with companies and leaders at the forefront of science and business. We hope this guide supports better decision-making, smarter negotiations, and continued alignment between compensation and value creation.

Let's dive in.



TABLE OF CONTENTS

| | |
|-----------------------------------------------|----|
| OVERVIEW | 3 |
| BIOTECH & PHARMA | 8 |
| MEDICAL DEVICE & DIAGNOSTICS | 24 |
| CRO & CDMO | 39 |
| HEALTHTECH | 55 |
| CONCLUSION | 73 |

OVERVIEW

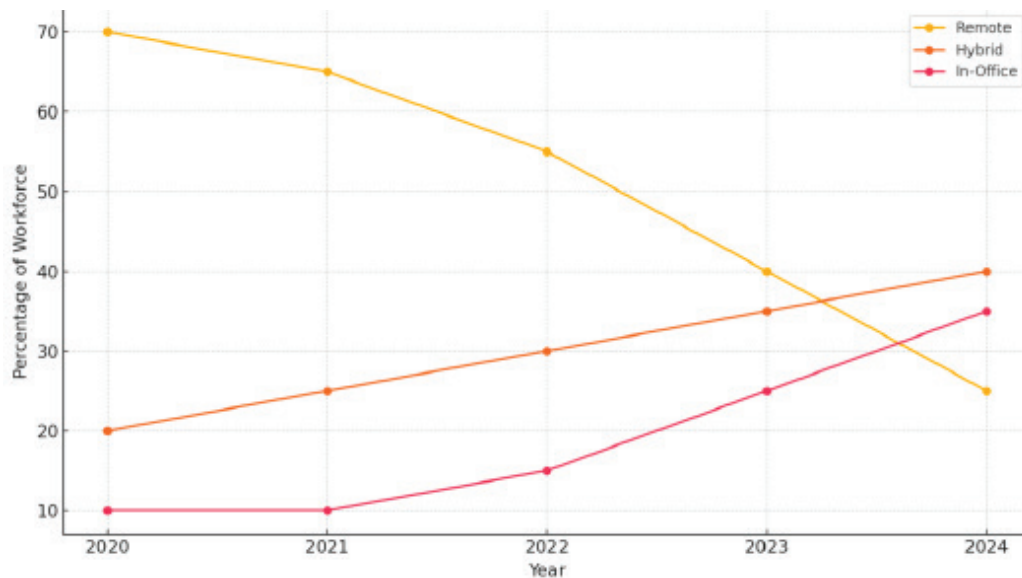
The life sciences industry continues to experience steady growth, driven by breakthroughs in biotechnology, personalized medicine, and advanced therapeutic modalities, including cell and gene therapy. With an increasing focus on precision medicine and AI-driven drug discovery, companies are competing fiercely for top-tier talent. As a result, compensation packages are evolving to not only attract highly skilled professionals but also to retain them in an environment where innovation moves at an unprecedented pace.

KEY TRENDS IN 2025

TREND #1: The Shift Back to the Office:

Why Life Sciences Companies Across the U.S. Are Rethinking Remote Work

Workplace Trends in Life Sciences Companies (2020-2024)





Over the past few years, the life sciences sector, like many other industries, has adopted remote and hybrid work models out of necessity. However, as companies refocus on innovation, collaboration, and long-term growth in a post-pandemic world, a noticeable shift is underway: more organizations across the U.S. are reducing hybrid flexibility and encouraging a return to in-office work.

So, what's driving this shift? Here's a look at the key factors influencing the trend across the national life sciences landscape:

1. Fostering Innovation Through Collaboration

Scientific progress thrives on collaboration. While virtual tools kept teams connected, many executives acknowledge that spontaneous hallway conversations, whiteboard problem-solving, and hands-on lab work are challenging to replicate remotely. In-person interaction accelerates decision-making, supports cross-functional brainstorming, and sparks the kind of informal exchanges that often lead to breakthrough ideas, especially in R&D-driven environments.

2. Strengthening Company Culture & Talent Development

A strong, cohesive culture remains essential for attracting and retaining top-tier talent. Leaders across the country are finding it increasingly challenging to reinforce their values, onboard new team members, and cultivate mentorship relationships in a predominantly remote work environment. A consistent office presence fosters leadership visibility, team cohesion, and opportunities for informal learning—factors critical to employee engagement and long-term development.

3. Operational & Regulatory Considerations

Many roles in life sciences—especially in labs, manufacturing, or quality assurance—require physical presence by default. But even traditionally office-based functions like regulatory affairs, clinical operations, and commercial teams are seeing increased on-site expectations. This is often due to the need for secure data access, timely collaboration with lab and manufacturing teams, or tighter alignment with cross-functional partners.

4. Reevaluating Productivity & Communication Challenges

While remote work has brought valued flexibility, some organizations are reporting challenges around productivity, communication delays, and departmental misalignment. Being back in the office helps eliminate these inefficiencies, supporting real-time feedback, faster decision-making, and better coordination when developing high-stakes therapies and technologies.

5. Leveraging Industry Clusters and Ecosystems

In several key life sciences hubs across the U.S.—from Boston to Raleigh-Durham to the Bay Area—companies benefit from being embedded in rich ecosystems of research institutions, venture capital, academic partnerships, and peer organizations. Increasing in-office presence allows professionals to engage more deeply with these networks, share ideas, and tap into collective innovation.

TREND #2: Equity and Performance-Based Bonuses: Driving Long-Term Commitment

As competition for top talent intensifies, both startups and established life sciences firms are evolving their compensation strategies to prioritize long-term incentives. Equity grants, milestone-based bonuses, and retention packages are no longer reserved for the C-suite—they are becoming standard offerings for executives, scientific leaders, and other critical team members.

This shift reflects a broader recognition across the industry: innovation thrives on continuity. With drug development cycles often spanning years, organizations understand that attracting and retaining top talent requires more than a competitive salary—it demands a shared stake in long-term success.

Equity packages, often structured as stock options or restricted stock units (RSUs), align individual performance with company growth, while milestone-based bonuses reward significant progress in clinical or regulatory achievements. Retention grants help ensure key contributors remain through pivotal phases of development or commercialization.

By emphasizing performance-based and future-oriented rewards, companies not only incentivize results—they also reinforce a culture of ownership, accountability, and shared vision. In an environment where talent is as critical as technology, these compensation models are becoming essential tools for sustainable growth.

As the life sciences sector continues to expand, staying ahead of these compensation trends will be crucial for companies looking to secure and retain the brightest minds driving the future of medicine.



What Equity % Represents:

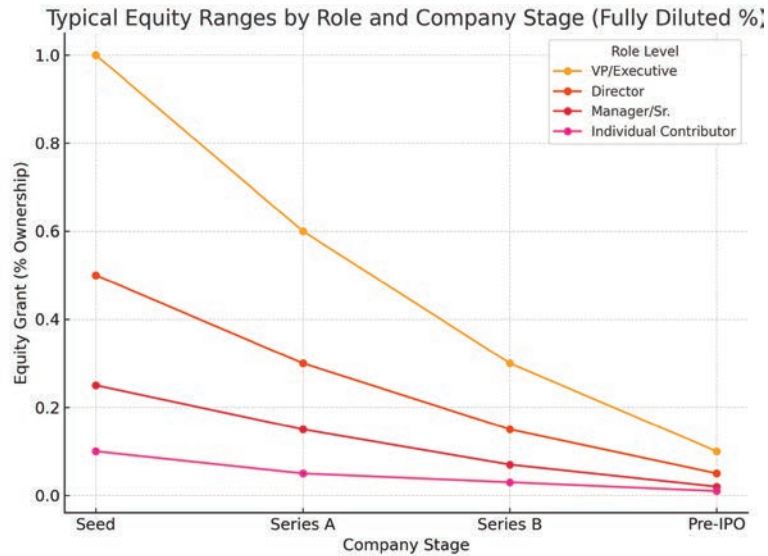
It reflects the ownership stake a person holds in the company if all stock options, warrants, and convertible securities are exercised (i.e., on a fully diluted basis).

In biotech and pharma companies—especially those that are venture-backed or early-stage biotech—equity range data (e.g., “0.1%–0.5%”) typically refers to the percentage of the company’s fully diluted shares outstanding at the time of the grant.

Key Context:

- A 0.5% equity stake in an early-stage biotech can be significant, especially before an IPO or acquisition.
- This percentage typically comes in the form of stock options (ISOs or NSOs), RSUs, or restricted stock, and usually vests over 4 years with a 1-year cliff.
- In public companies, equity is often expressed in terms of value (\$) (e.g., \$250K in RSUs), but early-stage firms more often express it as a percentage of ownership.

Equity Stake Example:



If a biotech company has 10 million shares outstanding (fully diluted):

A 0.1% grant = 10,000 shares

A 1.0% grant = 100,000 shares

Here's a visualization showing how typical equity grants (as a % of fully diluted shares) decrease by company stage and role level in biotech:

- **Executives (VPs, C-level)** receive the highest equity, especially in early stages.
- **Directors and Managers** see meaningful equity at early stages, tapering off as the company matures.
- **Individual contributors** typically receive smaller grants, but they still have the opportunity to build meaningful ownership before the IPO.

Equity Trends for Manager and Individual Contributor Levels

Equity compensation is becoming an increasingly common part of the total rewards package for manager-level and individual contributor roles in life science organizations, particularly within the biotech, pharma, and medical device sectors.

✓ **PUBLIC COMPANIES** – In established, publicly traded biotech, pharma, and medical device companies, equity (such as stock options or restricted stock units, RSUs) has traditionally been reserved for director-level and above. However, in competitive talent markets, some manager-level roles are starting to see smaller equity grants. This approach helps incentivize retention and aligns employees with the company's long-term value creation.

✓ **VENTURE-BACKED STARTUPS & EARLY-STAGE BIOTECHS** – At smaller, venture-backed startups or early-stage biotechs, equity is more widely used, extending to manager-level roles. While these grants may be smaller than those awarded to senior leadership, they play a crucial role in offsetting typically lower base salaries compared to those in Big Pharma, helping to attract and retain key talent.

✓ **EQUITY AS A DIFFERENTIATOR** – In biotech, pharma, and device sectors, where competition for specialized talent is fierce (especially in areas such as R&D, clinical development, and regulatory affairs), equity can be a powerful differentiator. Offering equity incentives, even to manager-level and individual contributor roles, can help companies differentiate themselves in the market and attract top talent.

While it's not yet universal for manager-level and individual contributor positions in large, established pharmaceutical companies to receive equity, it's becoming more common in startups and mid-sized biotechs—especially for critical roles or in highly competitive markets.

COMPENSATION GUIDE: LIFE SCIENCES TALENT BENCHMARKING

This guide provides a comprehensive snapshot of current compensation benchmarks across the life sciences industry, including biotech/pharmaceutical, medical device, and CRO/CDMO sectors. It includes base salary ranges, bonus targets, and equity grant estimates for a wide range of roles and levels across core business functions.

While this guide reflects market-driven data, it's essential to note that compensation can vary significantly depending on several factors, including geographic location (city or state), stage of company development (early-stage, commercial, or public), therapeutic area, and organizational structure.

Our goal is to equip hiring leaders, talent partners, and candidates with transparent and reliable benchmarks to support smarter compensation planning and negotiation across the life sciences sector.



BIOTECH & PHARMA INDUSTRY: 2025 COMPENSATION LANDSCAPE

The biotech and pharmaceutical industry continues to evolve at a rapid pace in 2025, driven by scientific breakthroughs, growing investment in emerging therapeutic areas, and ongoing regulatory complexity. As companies navigate clinical milestones, commercialization, and competitive talent markets, attracting and retaining top talent remains a mission-critical priority.

This section provides a detailed examination of **base salary ranges, bonus targets, and equity grant benchmarks** across key functional areas within biotech and pharmaceutical organizations. Whether you're an early-stage startup, a clinical-stage biotech, or a commercial pharmaceutical company, these benchmarks are designed to help you:

- Stay competitive in a tight labor market
- Align compensation with the company stage and market expectations
- Support informed decisions in hiring, budgeting, and retention strategies

While ranges are based on current market trends, please note that compensation may vary based on geography, therapeutic focus, funding stage, and company size.

INDUSTRY: BIOTECH/PHARMA

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|-------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-------------------------------------|-------------------------------------------------|
| CEO | | | | |
| CEO & President | <i>The CEO in a biotech/pharma company sets the vision, develops and implements business strategies, and leads the team to ensure scientific, clinical, and commercial success in bringing innovative therapies and products to market. Works closely with the Board of Directors and other senior leaders to shape the company's mission, build investor and partner relationships, and navigate regulatory and scientific landscapes.</i> | | | |
| Company Stage | | | | |
| Startup (Pre-Clinical / IND Stage) | Chief Executive Officer (CEO) | \$100K-\$500K+ | 0-50% (milestone / funding based) | 5%-12% (common stock, high dilution risk) |
| Commercial Stage (FDA-Approved + Revenue) | Chief Executive Officer (CEO) | \$450K-\$1M+ | 50%-100% (tied to revenue or EBITA) | 0.5%-5% (RSUs or options, post-series dilution) |

RESEARCH AND DEVELOPMENT (R&D)

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | | | | |
| <i>Oversees scientific vision, research strategy, and cross-functional leadership across discovery and development</i> | | | | |
| | Chief Scientific Officer | \$350K-\$500K | 35%-50% | 0.5%-1.5% |
| | EVP/SVP, Research & Development | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, R&D / Drug Discovery / Translational Science | \$300K-\$425K | 30%-45% | 0.3%-0.8% |
| | VP, Preclinical Development | \$290K-\$410K | 30%-40% | 0.3%-0.7% |
| | Head of R&D / Head of Discovery Biology / Chemistry | \$275K-\$400K | 25%-40% | 0.2%-0.6% |
| Director Level | | | | |
| <i>Leads functional areas such as biology, chemistry, platform technologies, and preclinical research</i> | | | | |
| | Executive Director / Senior Director, R&D | \$250K-\$325K | 25%-35% | 0.2%-0.5% |
| | Director, Biology / Molecular Biology / Immunology | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Medicinal Chemistry / Synthetic Chemistry | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Translational Research | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Pharmacology / Toxicology / ADME | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Bioanalytical Sciences | \$210K-\$275K | 20%-30% | 0.15%-0.4% |
| | Director, Genomics | \$210K-\$275K | 20%-30% | 0.15%-0.4% |
| | Director, Preclinical Development / IND Enablement | \$210K-\$280K | 20%-30% | 0.15%-0.4% |

| Manager/Senior Level | <i>Leads project teams, executes on research strategies, manages lab operations, and mentors junior scientists</i> | | | |
|------------------------------|--------------------------------------------------------------------------------------------------------------------|---------------|---------|----------|
| | Senior Manager / Manager, R&D or Scientific Operations | \$160K-\$210K | 15%-25% | 0%-0.3% |
| | Principal Scientist | \$160K-\$200K | 10%-20% | 0%-0.3% |
| | Lead Scientist, Biology / Chemistry / Immunology | \$150K-\$190K | 10%-20% | 0%-0.25% |
| | Platform Technology Lead | \$150K-\$190K | 10%-20% | 0%-0.25% |
| | Lab Manager / Research Operations Manager | \$130K-\$170K | 10%-20% | 0%-0.25% |
| | Assay Development Lead / Cell Culture Lead | \$130K-\$170K | 10%-20% | 0%-0.25% |
| Scientist & Specialist Level | <i>Drives hands-on bench science, protocol development, and experimental analysis</i> | | | |
| | Senior Scientist (Biology, Chemistry, Pharmacology) | \$140K-\$180K | 10%-20% | 0%-0.2% |
| | Scientist II / Scientist I | \$120K-\$160K | 5%-15% | 0%-0.2% |
| | Computational Biologist | \$130K-\$170K | 5%-15% | 0%-0.2% |
| | Pharmacologist / Toxicologist | \$120K-\$160K | 5%-15% | 0%-0.2% |
| | Assay Development Scientist | \$120K-\$160K | 5%-15% | 0%-0.2% |
| | In Vivo Scientist | \$120K-\$160K | 5%-15% | 0%-0.2% |
| | Flow Cytometry / Cell-based Assay Specialist | \$110K-\$150K | 5%-15% | 0%-0.15% |
| | Bioprocessing Scientist (Upstream/Downstream) | \$110K-\$150K | 5%-15% | 0%-0.15% |
| Entry-Level | <i>Supports lab functions, data collection, and research experiments under supervision</i> | | | |
| | Research Associate I/II/III (RA) | \$80K-\$120K | 0%-10% | N/A |
| | Lab Technician / Laboratory Assistant | \$60K-\$85K | 0%-10% | N/A |
| | Histology / Immunohistochemistry Technician | \$65K-\$90K | 0%-10% | N/A |
| | Molecular Biology Technician | \$65K-\$90K | 0%-10% | N/A |
| | Animal Technician | \$60K-\$85K | 0%-10% | N/A |

CLINICAL DEVELOPMENT

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|-------------------------------|----------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Defines clinical strategy, pipeline prioritization, regulatory alignment, and investor/stakeholder engagement</i> | | | |
| | Chief Medical Officer (CMO) | \$375K-\$525K | 35%-50% | 0.5%-2% |
| | EVP/SVP, Clinical Development | \$325K-\$475K | 30%-45% | 0.4%-1.2% |
| | SVP, Global Drug Development | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Clinical Development | \$300K-\$425K | 30%-40% | 0.3%-0.8% |
| | VP, Clinical Science / Clinical Strategy | \$290K-\$410K | 30%-40% | 0.3%-0.7% |
| | Head of Clinical Development | \$280K-\$400K | 25%-40% | 0.2%-0.6% |

| Director & Senior Director Level | <i>Oversees multiple programs or therapeutic areas, manages clinical teams, and guides strategic and scientific decision-making</i> | | | |
|--------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|------------|
| | Executive Director, Clinical Development | \$250K-\$325K | 25%-35% | 0.2%-0.5% |
| | Senior Director, Clinical Development | \$240K-\$310K | 25%-35% | 0.2%-0.5% |
| | Senior Director, Clinical Science | \$230K-\$300K | 25%-35% | 0.15%-.4% |
| | Director, Clinical Development (Program or TA-specific) | \$210K-\$275K | 20%-30% | 0.1%-0.3% |
| | Director, Clinical Research | \$210K-\$270K | 20%-30% | 0.1%-0.3% |
| | Director, Clinical Strategy / Clinical Evaluation | \$210K-\$275K | 20%-30% | 0.1%-0.3% |
| | Director, Translational Clinical Development | \$210K-\$275K | 20%-30% | 0.1%-0.3% |
| Medical Director Level | <i>Serves as the medical lead on clinical trials, works cross-functionally on trial design, data review, and regulatory filings</i> | | | |
| | Executive Medical Director | \$260K-\$340K | 25%-35% | 0.2%-0.4% |
| | Senior Medical Director | \$240K-\$320K | 25%-35% | 0.15%-0.4% |
| | Medical Director, Clinical Development | \$220K-\$300K | 20%-30% | 0.1%-0.3% |
| | Clinical Development Physician | \$220K-\$290K | 20%-30% | 0.1%-0.3% |
| | Medical Director, Early/Translational Development | \$220K-\$300K | 20%-30% | 0.1%-0.3% |
| | Medical Director, Late-Stage Development | \$220K-\$300K | 20%-30% | 0.1%-0.3% |
| Mid-Level (Scientific & Operational) | <i>Supports protocol development, scientific analysis, medical writing, and interface with cross-functional stakeholders</i> | | | |
| | Associate Director, Clinical Science | \$180K-\$230K | 15%-25% | 0%-0.1% |
| | Clinical Scientist (I, II, Sr.) | \$150K-\$200K | 10%-20% | 0%-0.1% |
| | Principal Clinical Scientist | \$160K-\$210K | 10%-20% | 0%-0.1% |
| | Clinical Program Lead | \$180K-\$240K | 15%-25% | 0%-0.2% |
| | Medical Writer (Clinical / Regulatory Focus) | \$180K-\$230K | 15%-25% | 0%-0.2% |
| | Protocol Author / Study Design Specialist | \$160K-\$210K | 10%-20% | 0%-0.2% |
| | Clinical Research Physician | \$210K-\$290K | 20%-30% | 0%-0.2% |
| | Safety Evaluation Physician | \$200K-\$280K | 20%-30% | 0%-0.2% |
| | Therapeutic Area Lead (Scientific role) | \$200K-\$280K | 20%-30% | 0%-0.2% |

CLINICAL OPERATIONS

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|-------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Responsible for global clinical strategy, trial execution, team leadership, vendor oversight, and health authority interactions</i> | | | |
| | Chief Operating Officer (COO) | \$350K-\$500K | 40%-60% | 0.5%-2% |
| | VP / Head of Clinical Operations | \$275K-\$350K | 30%-50% | 0.3%-1.0% |
| | SVP, Clinical Operations | \$290K-\$375K | 30%-50% | 0.3%-1.0% |
| | VP, Clinical Operations / Global Clinical Development | \$275K-\$350K | 30%-45% | 0.3%-0.8% |
| | VP, Clinical Program Execution | \$265K-\$340K | 30%-45% | 0.3%-0.8% |
| | Head of Clinical Operations | \$250K-\$325K | 25%-40% | 0.2%-0.6% |

| Director and Senior Director Level | | Oversees clinical programs or therapeutic areas, manages cross-functional teams, and ensures compliance with timelines, budgets, and GCP standards | | |
|------------------------------------|--------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|---------|-----------|
| | Executive Director / Sr. Director, Clinical Operations | \$230K-\$300K | 25%-40% | 0.2%-0.5% |
| | Director, Clinical Operations | \$200K-\$275K | 20%-30% | 0.1%-0.3% |
| | Director, Clinical Program Management | \$200K-\$270K | 20%-30% | 0.1%-0.3% |
| | Director, Clinical Outsourcing / Vendor Management | \$190K-\$260K | 20%-30% | 0.1%-0.3% |
| | Director, Clinical Trial Strategy | \$190K-\$260K | 20%-30% | 0.1%-0.3% |
| | Director, Global Site Management | \$190K-\$260K | 20%-30% | 0.1%-0.3% |
| | Director, Clinical Monitoring | \$190K-\$260K | 20%-30% | 0.1%-0.3% |
| Manager/Senior Level | | Manages study teams, monitors trial progress, communicates with sites/CROs, and oversees trial budgets and contracts | | |
| | Associate Director / Manager, Clinical Operations | \$160K-\$210K | 10%-20% | 0%-0.3% |
| | Clinical Program Manager | \$160K-\$200K | 10%-20% | 0%-0.3% |
| | Clinical Trial Manager (CTM) | \$140K-\$180K | 10%-20% | 0%-0.3% |
| | Clinical Project Manager (CPM) | \$140K-\$180K | 10%-20% | 0%-0.3% |
| | Clinical Site Manager / Regional Clinical Manager | \$130K-\$170K | 10%-20% | 0%-0.25% |
| | Clinical Outsourcing Manager | \$130K-\$170K | 10%-20% | 0%-0.25% |
| | Clinical Budget & Contracts Manager | \$130K-\$165K | 10%-20% | 0%-0.25% |
| | eTMF Manager / Clinical Documentation Lead | \$110K-\$145K | 10%-20% | 0%-0.25% |
| | Study Start-Up Manager | \$120K-\$155K | 10%-20% | 0%-0.25% |
| Mid-Level/Specialists | | Performs operational trial support, communicates with study sites, and supports documentation, start-up, and GCP compliance | | |
| | Principal Clinical Research Associate (CRA) | \$135K-\$175K | 5%-15% | 0%-0.2% |
| | Senior Clinical Research Associate (CRA) | \$130K-\$150K | 5%-15% | 0%-0.2% |
| | Clinical Research Associate (CRA) I / II | \$90K-\$125K | 5%-15% | 0%-0.2% |
| | Clinical Research Associate (CRA I, II, Sr. CRA) | \$90K-\$140K | 5%-15% | 0%-0.2% |
| | Clinical Monitoring Specialist | \$100K-\$135K | 5%-10% | 0%-0.2% |
| | Study Start-Up Specialist | \$90K-\$125K | 5%-10% | 0%-0.2% |
| | Site Activation Specialist | \$85K-\$120K | 5%-10% | 0%-0.2% |
| | Clinical Compliance Specialist | \$95K-\$130K | 5%-10% | 0%-0.2% |
| | Clinical Vendor Manager | \$120K-\$160K | 5%-10% | 0%-0.2% |
| | Clinical Trial Management System (CTMS) Specialist | \$90K-\$125K | 5%-10% | 0%-0.2% |
| | Clinical Data Entry / EDC Specialist | \$80K-\$110K | 5%-10% | 0%-0.2% |
| | Clinical Quality Specialist | \$95K-\$130K | 5%-10% | 0%-0.2% |
| Entry-Level | | Provides administrative and logistical support for clinical trials, documentation, and internal communication | | |
| | Clinical Trials Assistant (CTA) | \$60K-\$85K | 0%-10% | N/A |
| | Clinical Research Coordinator (CRC) | \$70K-\$95K | 0%-10% | N/A |
| | Clinical Operations Associate | \$75K-\$100K | 0%-10% | N/A |
| | Document Control Specialist | \$70K-\$95K | 0%-10% | N/A |
| | GCP Administrator / Trial Master File Coordinator | \$70K-\$90K | 0%-10% | N/A |

REGULATORY AFFAIRS

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Sets regulatory vision, oversees global strategy, and leads health authority interactions like FDA, EMA, and PDMA</i> | | | |
| | Chief Regulatory Officer (CRO) | \$325K-\$450K | 35%-50% | 0.5%-1.5% |
| | SVP, Global Regulatory Affairs | \$300K-\$425K | 30%-45% | 0.4%-1.0% |
| | VP, Regulatory Affairs | \$275K-\$400K | 30%-45% | 0.3%-0.8% |
| | VP, Regulatory Strategy & Policy | \$260K-\$390K | 30%-40% | 0.3%-0.7% |
| | Head of Regulatory Affairs | \$250K-\$375K | 25%-40% | 0.2%-0.6% |
| Director & Senior Director Level | <i>Oversees global or regional regulatory programs, manages teams, and drives regulatory planning and filings</i> | | | |
| | Sr. Director / Executive Director, Regulatory Affairs | \$225K-\$300K | 25%-35% | 0.15%-0.4% |
| | Director/Sr. Director, Regulatory Advertising & Promotion | \$210K-\$280K | 20%-30% | 0.1%-0.35% |
| | Director/Sr. Director, Regulatory Affairs (Global or U.S.) | \$210K-\$280K | 20%-30% | 0.1%-0.3% |
| | Director/Sr. Director, Regulatory Strategy | \$210K-\$280K | 20%-30% | 0.1%-0.3% |
| | Director/Sr. Director, Regulatory CMC | \$210K-\$280K | 20%-30% | 0.1%-0.3% |
| | Director/Sr. Director, Regulatory Operations | \$200K-\$270K | 20%-30% | 0.1%-0.3% |
| | Director/Sr. Director, Regulatory Labeling | \$200K-\$270K | 20%-30% | 0.1%-0.3% |
| Manager/Senior Level | <i>Leads cross-functional initiatives, manages submission timelines, and collaborates on global filings.</i> | | | |
| | Regulatory Affairs Manager | \$150K-\$190K | 10%-20% | 0%-0.3% |
| | Senior Manager, Regulatory Affairs | \$160K-\$200K | 10%-20% | 0%-0.3% |
| | Manager, Regulatory CMC | \$150K-\$190K | 10%-20% | 0%-0.25% |
| | Manager, Regulatory Operations | \$150K-\$190K | 10%-20% | 0%-0.25% |
| | Manager, Regulatory Labeling | \$150K-\$190K | 10%-20% | 0%-0.25% |
| | Manager, Regulatory Advertising & Promotion (Ad/Promo) | \$150K-\$190K | 10%-20% | 0%-0.25% |
| Mid-Level/Specialists | <i>Prepares, reviews, and submits documentation; supports regulatory strategy and compliance</i> | | | |
| | Senior Regulatory Affairs Specialist | \$130K-\$160K | 5%-10% | 0%-0.2% |
| | Regulatory Affairs Specialist | \$110K-\$140K | 5%-10% | 0%-0.15% |
| | Regulatory Operations Specialist | \$110K-\$140K | 5%-10% | 0%-0.15% |
| | CMC Regulatory Affairs Lead | \$120K-\$150K | 5%-10% | 0%-0.15% |
| | Regulatory Affairs Labeling Specialist | \$115K-\$145K | 5%-10% | 0%-0.15% |
| | Regulatory Publishing Specialist | \$105K-\$135K | 5%-10% | 0%-0.15% |
| Entry-Level | <i>Supports tracking, document preparation, research, and coordination of submission logistics</i> | | | |
| | Regulatory Affairs Associate (I/II) | \$85K-\$110K | 0%-10% | N/A |
| | Regulatory Assistant / Coordinator | \$70K-\$90K | 0%-10% | N/A |
| | Regulatory Submissions Associate | \$80K-\$100K | 0%-10% | N/A |

DRUG SAFETY & PHARMACOVIGILANCE

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Responsible for overall drug safety strategy, benefit-risk management, and global health authority interactions</i> | | | |
| | Chief Safety Officer | \$325K-\$450K | 35%-50% | 0.5%-1.5% |
| | SVP, Drug Safety / Pharmacovigilance | \$300K-\$425K | 30%-45% | 0.4%-1.0% |
| | VP, Global Pharmacovigilance & Risk Management | \$275K-\$400K | 30%-45% | 0.3%-0.8% |
| | VP, Drug Safety & Medical Review | \$275K-\$400K | 30%-45% | 0.3%-0.8% |
| Director Level | <i>Oversees therapeutic area safety strategy, ensures compliance, and leads cross-functional risk evaluation and mitigation</i> | | | |
| | Senior Director, Pharmacovigilance | \$225K-\$300K | 25%-35% | 0.2%-0.5% |
| | Director, Drug Safety (Clinical or Post-Marketing) | \$200K-\$275K | 20%-30% | 0.15%-0.4% |
| | Director, Global Safety Risk Management | \$200K-\$275K | 20%-30% | 0.15%-0.4% |
| | Director, Signal Detection & Risk Evaluation | \$200K-\$275K | 20%-30% | 0.15%-0.4% |
| | Director, Safety Operations / Case Management | \$190K-\$260K | 20%-30% | 0.1%-0.3% |
| | Director, PV Compliance & Inspection Readiness | \$190K-\$260K | 20%-30% | 0.1%-0.3% |
| Manager/Senior Level | <i>Leads safety case processing, supports signal detection, and manages submissions and regulatory timelines</i> | | | |
| | Safety Scientist / Senior Safety Scientist | \$140K-\$190K | 10%-20% | 0%-0.3% |
| | Pharmacovigilance Manager | \$150K-\$200K | 10%-20% | 0%-0.3% |
| | Safety Surveillance Manager | \$140K-\$190K | 10%-20% | 0%-0.3% |
| | Medical Review Manager | \$160K-\$210K | 10%-20% | 0%-0.3% |
| | Manager, PV Compliance / Quality Assurance | \$140K-\$185K | 10%-20% | 0%-0.3% |
| | Safety Operations Manager | \$140K-\$180K | 10%-20% | 0%-0.25% |
| | Aggregate Reports Manager (DSUR, PBRER) | \$130K-\$170K | 10%-20% | 0%-0.25% |
| Mid-Level/Specialists | <i>Performs case review, narrative writing, database entry, and supports ongoing safety monitoring and submissions</i> | | | |
| | Drug Safety Associate (I/II) | \$95K-\$125K | 5%-15% | 0%-0.15% |
| | Pharmacovigilance Specialist | \$100K-\$135K | 5%-15% | 0%-0.2% |
| | Safety Data Analyst | \$95K-\$130K | 5%-15% | 0%-0.2% |
| | Case Processing Specialist | \$90K-\$120K | 5%-15% | 0%-0.1% |
| | Aggregate Report Writer (PSUR, DSUR, PADER) | \$100K-\$135K | 5%-15% | 0%-0.2% |
| | Signal Detection Analyst | \$105K-\$140K | 5%-15% | 0%-0.2% |
| | Safety Systems Specialist (Argus, ArisG, etc.) | \$95K-\$130K | 5%-15% | 0%-0.2% |
| Entry-Level | <i>Assists with data entry, literature surveillance, reconciliations, and operational support</i> | | | |
| | Drug Safety Assistant / Coordinator | \$70K-\$95K | 0%-10% | N/A |
| | PV Operations Associate | \$75K-\$100K | 0%-10% | N/A |
| | Safety Administrative Assistant | \$60K-\$80K | 0%-10% | N/A |

MEDICAL AFFAIRS

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Oversees global medical strategy, compliance, and alignment across clinical development, commercial, and regulatory functions</i> | | | |
| | Chief Medical Officer (CMO) | \$350K-\$500K | 35%-50% | 0.5-2% |
| | SVP, Global Medical Affairs | \$325K-\$450K | 30%-45% | 0.4%-1.5% |
| | VP, Medical Affairs | \$300K-\$425K | 30%-45% | 0.3%-1.0% |
| | VP, Scientific & Medical Strategy | \$290K-\$400K | 30%-40% | 0.3%-0.8% |
| | Head of Medical Affairs | \$275K-\$375K | 25%-40% | 0.2%-0.6% |
| Director & Senior Director Level | <i>Leads functional or therapeutic area-specific initiatives, oversees teams, and drives key scientific and strategic initiatives</i> | | | |
| | Senior Director, Medical Affairs (Global or Regional) | \$230K-\$300K | 20%-35% | 0.15%-0.4% |
| | Director, Field Medical (MSL) Team | \$210K-\$280K | 20%-30% | 0.1%-0.3% |
| | Director, Scientific Communications / Publications | \$200K-\$270K | 20%-30% | 0.1%-0.3% |
| | Director, Medical Information | \$200K-\$260K | 20%-30% | 0.1%-0.3% |
| | Director, Medical Education | \$190K-\$250K | 20%-30% | 0.1%-0.3% |
| | Director, Evidence Generation / RWE | \$210K-\$280K | 20%-30% | 0.1%-0.3% |
| | Director, Medical Strategy (TA-Specific) | \$210K-\$280K | 20%-30% | 0.1%-0.3% |
| | Director, Investigator-Sponsored Research (ISR) | \$200K-\$270K | 20%-30% | 0.1%-0.3% |
| | Director, Medical Excellence / Operations | \$200K-\$270K | 20%-30% | 0.1%-0.3% |
| Manager/Senior Level | <i>Manages functional areas such as content, engagement, education, and external research</i> | | | |
| | Medical Affairs Manager (TA or Regional Focus) | \$160K-\$200K | 10%-25% | 0%-0.3% |
| | Senior Medical Science Liaison (MSL) | \$170K-\$210K | 10%-25% | 0%-0.3% |
| | Scientific Communications Manager | \$150K-\$190K | 10%-25% | 0%-0.3% |
| | Medical Information Manager | \$150K-\$185K | 10%-25% | 0%-0.25% |
| | Medical Education Manager | \$150K-\$185K | 10%-25% | 0%-0.25% |
| | Manager, Real-World Evidence (RWE) / Outcomes | \$150K-\$185K | 10%-20% | 0%-0.25% |
| | Manager, Medical Affairs Operations | \$150K-\$185K | 10%-20% | 0%-0.25% |
| | Manager, Thought Leader Engagement / KOL Relations | \$150K-\$185K | 15%-20% | 0%-0.25% |
| Mid-Level/Specialists | <i>Supports data dissemination, HCP engagement, and coordination of medical materials and insight gathering</i> | | | |
| | Medical Science Liaison (MSL) | \$140K-\$175K | 10%-25% | 0%-0.15% |
| | Medical Writer (Scientific / Clinical / Regulatory) | \$130K-\$170K | 10%-20% | 0%-0.15% |
| | Publications Specialist / Associate | \$120K-\$150K | 5%-15% | 0%-0.1% |
| | Medical Information Specialist | \$120K-\$145K | 5%-15% | 0%-0.1% |
| | Real-World Data Analyst | \$110K-\$140K | 5%-15% | 0%-0.1% |
| | Medical Review Specialist (Ad/Promo) | \$120K-\$150K | 5%-15% | 0%-0.1% |
| Entry-Level | <i>Supports administrative, data, and communications tasks within the medical team</i> | | | |
| | Medical Affairs Associate | \$85K-\$110K | 0%-10% | N/A |
| | Medical Affairs Coordinator | \$75K-\$100K | 0%-10% | N/A |
| | Medical Information Assistant | \$70K-\$90K | 0%-10% | N/A |

INFORMATION TECHNOLOGY & DATA SCIENCE

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Defines IT/data vision, drives digital transformation, and oversees security, infrastructure, and analytics strategy</i> | | | |
| | Chief Information Officer (CIO) | \$325K-\$450K | 30%-45% | 0.5%-1.5% |
| | Chief Technology Officer (CTO) | \$325K-\$450K | 30%-45% | 0.5%-1.5% |
| | Chief Data Officer (CDO) | \$310K-\$440K | 30%-45% | 0.4%-1.2% |
| | SVP/VP, IT & Infrastructure | \$275K-\$375K | 25%-40% | 0.3%-0.8% |
| | VP, Data Science / AI / Machine Learning | \$275K-\$375K | 25%-40% | 0.3%-0.8% |
| | VP, Enterprise Applications / Digital Strategy | \$260K-\$360K | 25%-40% | 0.3%-0.7% |
| Director & Senior Director Level | <i>Leads domain-specific IT or data teams, vendor relationships, and cross-functional digital initiatives</i> | | | |
| | Director, IT Operations / Infrastructure | \$210K-\$275K | 20%-30% | 0.15%-0.4% |
| | Director, Enterprise Systems / ERP / SaaS | \$210K-\$275K | 20%-30% | 0.15%-0.4% |
| | Director, Data Science / Bioinformatics | \$220K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Information Security / Cybersecurity | \$210K-\$270K | 20%-30% | 0.15%-0.4% |
| | Director, Clinical Systems (eTMF, EDC, CTMS) | \$200K-\$260K | 20%-30% | 0.1%-0.3% |
| | Director, Business Intelligence (BI) / Analytics | \$200K-\$260K | 20%-30% | 0.1%-0.3% |
| | Director, Cloud Architecture / Engineering | \$210K-\$275K | 20%-30% | 0.1%-0.3% |
| Manager/Senior Level | <i>Leads execution of programs across IT, cybersecurity, analytics, and system administration</i> | | | |
| | IT Manager / Systems Manager | \$150K-\$190K | 10%-20% | 0%-0.3% |
| | Manager, Cybersecurity / Compliance | \$150K-\$190K | 10%-20% | 0%-0.3% |
| | Manager, Data Engineering / Architecture | \$160K-\$200K | 10%-20% | 0%-0.3% |
| | Manager, Bioinformatics / Genomic Data | \$160K-\$200K | 10%-20% | 0%-0.3% |
| | AI/ML Manager (Clinical or R&D focused) | \$165K-\$210K | 10%-20% | 0%-0.3% |
| | Manager, Help Desk / Technical Support | \$130K-\$170K | 10%-20% | 0%-0.25% |
| | Manager, Application Development | \$150K-\$190K | 10%-20% | 0%-0.25% |
| | Manager, Lab Informatics / LIMS | \$150K-\$190K | 10%-20% | 0%-0.25% |
| Mid-Level/Specialists | <i>Implements and supports core systems, runs data models, ensures uptime, and supports business functions</i> | | | |
| | Systems Administrator (Windows/Linux/Cloud) | \$100K-\$135K | 10%-15% | 0%-0.1% |
| | IT Support Specialist / Desktop Engineer | \$90K-\$120K | 5%-10% | 0%-0.1% |
| | Network Administrator / Engineer | \$95K-\$130K | 10%-15% | 0%-0.1% |
| | Enterprise Application Specialist (e.g., Veeva, SAP, NetSuite) | \$110K-\$145K | 10%-15% | 0%-0.1% |
| | Cybersecurity Analyst / Engineer | \$110K-\$145K | 10%-15% | 0%-0.15% |
| | DevOps Engineer / Site Reliability Engineer (SRE) | \$120K-\$160K | 10%-15% | 0%-0.15% |
| | Database Administrator (DBA) | \$110K-\$145K | 5%-15% | 0%-0.15% |
| | Cloud Infrastructure Engineer (AWS, Azure, GCP) | \$120K-\$160K | 5%-15% | 0%-0.15% |

| | | | | |
|--------------------|---------------------------------------------------------------------------------------|---------------|--------|---------|
| | Data Scientist (Clinical, R&D, Commercial) | \$130K-\$180K | 5%-15% | 0%-0.2% |
| | Bioinformatics Scientist / Analyst | \$125K-\$170K | 5%-15% | 0%-0.2% |
| | Machine Learning Engineer | \$130K-\$180K | 5%-15% | 0%-0.2% |
| | Data Analyst / BI Analyst | \$100K-\$140K | 5%-15% | 0%-0.1% |
| | Statistical Programmer (SAS, Python, R) | \$110K-\$150K | 5%-15% | 0%-0.1% |
| | Real-World Data (RWD) Analyst | \$110K-\$150K | 5%-15% | 0%-0.1% |
| Entry-Level | <i>Supports daily IT tasks, data prep, and internal user needs across departments</i> | | | |
| | IT Help Desk Technician / Support Associate | \$65K-\$85K | 0%-10% | N/A |
| | Junior Data Analyst | \$75K-\$100K | 0%-10% | N/A |
| | Cloud Support Assistant | \$65K-\$85K | 0%-10% | N/A |

QUALITY ASSURANCE

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Oversees all quality systems, GxP compliance, audits, and regulatory inspection readiness across the company</i> | | | |
| | Chief Quality Officer (CQO) | \$325K-\$450K | 30%-40% | 0.5%-1.5% |
| | SVP, Quality Assurance | \$300K-\$425K | 30%-45% | 0.3%-0.8% |
| | VP, Quality / GxP Compliance | \$275K-\$400K | 25%-35% | 0.3%-0.7% |
| | VP, Global Quality Systems & Operations | \$275K-\$400K | 25%-35% | 0.3%-0.7% |
| | Head of Quality Assurance | \$250K-\$375K | 25%-35% | 0.2%-0.6% |
| Director & Senior Director Level | <i>Leads quality functions across GCP, GLP, GMP domains and manages teams responsible for audits, SOPs, documentation, and vendor oversight</i> | | | |
| | Executive Director / Sr. Director, QA | \$230K-\$325K | 20%-30% | 0.2%-0.5% |
| | Director, Quality Assurance (GCP, GMP, or GLP) | \$200K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Quality Systems & Compliance | \$200K-\$275K | 20%-30% | 0.15%-0.4% |
| | Director, Quality Operations / QA Manufacturing | \$200K-\$275K | 20%-30% | 0.15%-0.4% |
| | Director, QA Validation & Qualification | \$200K-\$270K | 20%-30% | 0.15%-0.4% |
| | Director, Supplier Quality / Vendor Quality | \$200K-\$270K | 20%-30% | 0.15%-0.4% |
| | Director, Auditing / Regulatory Readiness | \$200K-\$270K | 20%-30% | 0.15%-0.4% |
| Manager/Senior Level | <i>Manages quality teams and implements SOPs, investigations, CAPAs, audit programs, and QA metrics</i> | | | |
| | QA Manager, GCP / GMP / GLP | \$150K-\$200K | 10%-20% | 0%-0.3% |
| | Quality Systems Manager | \$140K-\$190K | 10%-20% | 0%-0.3% |
| | QA Operations Manager (Clinical or Manufacturing) | \$140K-\$190K | 10%-20% | 0%-0.3% |
| | Supplier Quality Manager | \$140K-\$190K | 10%-20% | 0%-0.3% |
| | QA Validation Manager | \$140K-\$185K | 10%-20% | 0%-0.3% |
| | Audit Program Manager | \$140K-\$185K | 10%-20% | 0%-0.3% |
| | Document Control Manager | \$120K-\$160K | 10%-15% | 0%-0.25% |

| Specialist/Senior Associate Level | <i>Performs day-to-day QA tasks including quality review, inspection support, deviation management, and document tracking</i> | | | |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------|---------------|--------|----------|
| | Senior QA Specialist (GCP/GMP/GLP) | \$120K-\$155K | 5%-15% | 0%-0.15% |
| | QA Specialist / Associate | \$100K-\$140K | 5%-15% | 0%-0.15% |
| | Quality Systems Specialist (e.g., Veeva, MasterControl) | \$100K-\$140K | 5%-15% | 0%-0.15% |
| | QA Investigator / Deviation Specialist | \$100K-\$135K | 5%-15% | 0%-0.15% |
| | QA Auditor (Internal / External) | \$100K-\$135K | 5%-15% | 0%-0.15% |
| | Change Control Specialist | \$95K-\$130K | 5%-15% | 0%-0.1% |
| | Validation Specialist | \$95K-\$130K | 5%-15% | 0%-0.1% |
| | Batch Record Reviewer / QA Reviewer | \$90K-\$125K | 5%-15% | 0%-0.1% |
| | Training & Compliance Specialist | \$90K-\$125K | 5%-15% | 0%-0.1% |
| Entry-Level | <i>Supports quality document management, training coordination, and data tracking</i> | | | |
| | QA Assistant / Coordinator | \$70K-\$95K | 0%-10% | N/A |
| | Document Control Specialist | \$70K-\$95K | 0%-10% | N/A |
| | Regulatory QA Entry-Level Associate | \$55K-\$75K | 0%-10% | N/A |

MANUFACTURING OPERATIONS

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Oversees global manufacturing strategy, facility operations, supply chain, and CMC compliance across internal and external sites</i> | | | |
| | Chief Manufacturing Officer | \$375K-\$500K | 35%-50% | 0.5%-1.5% |
| | EVP/SVP, Manufacturing & Technical Operations | \$325K-\$475K | 30%-45% | 0.4%-1.0% |
| | SVP, Global Supply Chain & Operations | \$325K-\$475K | 30%-45% | 0.4%-1.0% |
| | VP, Manufacturing Operations / GMP Compliance | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, External Manufacturing / CDMO Management | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | Head of Manufacturing / Head of Supply Chain | \$250K-\$375K | 25%-35% | 0.2%-0.5% |
| Director & Senior Director Level | <i>Leads functional groups and ensures cross-site GMP operations, capacity planning, and tech transfer</i> | | | |
| | Executive Director, Manufacturing | \$250K-\$375K | 25%-35% | 0.2%-0.5% |
| | Director, Biologics Manufacturing / Cell Therapy / API | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Technical Operations / Tech Transfer | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, MSAT (Manufacturing Science & Technology) | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, CMC Manufacturing | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Supply Chain / Demand Planning | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, External Manufacturing / CDMO | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Warehouse & Logistics Operations | \$200K-\$260K | 15%-25% | 0.1%-0.3% |
| | Director, Fill-Finish Operations | \$200K-\$260K | 15%-25% | 0.1%-0.3% |
| | Director, GMP Manufacturing Facilities | \$200K-\$260K | 15%-25% | 0.1%-0.3% |

| Manager & Lead Level | <i>Manages production teams, resolves deviations, supports validation, oversees inventory and materials flow</i> | | | |
|-------------------------------|------------------------------------------------------------------------------------------------------------------|---------------|---------|----------|
| | Manufacturing Manager (Upstream / Downstream) | \$150K-\$200K | 10%-20% | 0%-0.3% |
| | Operations Manager (Clinical / Commercial) | \$150K-\$190K | 10%-20% | 0%-0.3% |
| | MSAT Manager | \$150K-\$190K | 10%-20% | 0%-0.3% |
| | Facilities / Equipment Maintenance Manager | \$150K-\$190K | 10%-20% | 0%-0.3% |
| | Fill-Finish Manager | \$130K-\$180K | 10%-20% | 0%-0.2% |
| | Production Planning Manager / Materials Manager | \$130K-\$180K | 10%-20% | 0%-0.2% |
| | Supply Chain Manager | \$130K-\$180K | 10%-20% | 0%-0.2% |
| | Warehouse Manager / Logistics Manager | \$130K-\$180K | 10%-20% | 0%-0.2% |
| | Tech Transfer Manager | \$130K-\$180K | 10%-20% | 0%-0.2% |
| | Validation Manager (Process / Cleaning / Equipment) | \$130K-\$180K | 10%-20% | 0%-0.2% |
| Specialist & Technician Level | <i>Executes hands-on operations and troubleshooting in GMP-compliant environments</i> | | | |
| | Manufacturing Supervisor / Lead | \$110K-\$160K | 10%-15% | 0%-0.2% |
| | Manufacturing Associate I/II/III (Upstream/Downstream) | \$95K-\$125K | 5%-10% | 0%-0.15% |
| | Process Technician / Operator | \$85K-\$125K | 5%-10% | 0%-0.15% |
| | Facilities Technician (HVAC, Calibration, Cleanroom) | \$85K-\$125K | 5%-10% | 0%-0.15% |
| | MSAT Specialist / Associate | \$90K-\$130K | 5%-10% | 0%-0.15% |
| | Supply Chain Analyst / Buyer / Planner | \$85K-\$125K | 5%-10% | 0%-0.15% |
| | GMP Materials Handler | \$65K-\$90K | 5%-10% | 0%-0.1% |
| | Fill/Finish Technician | \$65K-\$90K | 5%-10% | 0%-0.1% |
| | Validation Specialist / Technician | \$70K-\$95K | 5%-10% | 0%-0.1% |
| Entry-Level | <i>Supports documentation, training, and compliance under GMP guidance</i> | | | |
| | Manufacturing Assistant | \$60K-\$85K | 0%-10% | N/A |
| | Operations Coordinator / Scheduler | \$60K-\$85K | 0%-10% | N/A |
| | Batch Record Reviewer | \$70K-\$90K | 0%-10% | N/A |
| | Document Control Assistant | \$60K-\$75K | 0%-10% | N/A |

COMMERICAL & BUSINESS DEVELOPMENT

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Leaders at this level are responsible for defining corporate growth strategy, driving commercialization plans, managing investor/partner relationships, and overseeing the entire business development and commercial function. They often represent the company in strategic deals and market launch planning.</i> | | | |
| | Chief Commercial Officer (CCO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | Chief Business Officer (CBO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | EVP/SVP, Commercial | \$325K-\$475K | 30%-45% | 0.4%-1.0% |
| | EVP/SVP, Corporate or Business Development | \$325K-\$475K | 30%-45% | 0.4%-1.0% |
| | VP, Commercial Strategy | \$290K-\$440K | 30%-40% | 0.3%-0.7% |
| | VP, Business Development | \$290K-\$440K | 30%-40% | 0.3%-0.7% |
| | VP, Market Access & Pricing | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Alliance Management | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Sales & Marketing | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| Director & Senior Director Level | <i>Directors are functional leaders who manage teams and lead execution of product launch strategy, business development transactions, pricing/access planning, and commercial operations. They serve as strategic partners across cross-functional areas including R&D, finance, legal, and regulatory.</i> | | | |
| | Senior Director, Commercial Strategy | \$250K-\$375K | 25%-35% | 0.2%-0.5% |
| | Senior Director, Business Development | \$250K-\$375K | 25%-35% | 0.2%-0.5% |
| | Senior Director, Market Access | \$250K-\$375K | 25%-35% | 0.2%-0.5% |
| | Senior Director, Commercial Operations | \$250K-\$375K | 25%-35% | 0.2%-0.5% |
| | Senior Director, Alliance Management | \$250K-\$375K | 25%-35% | 0.2%-0.5% |
| | Director, Brand or Product Marketing | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Pricing & Reimbursement | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Competitive Intelligence or Commercial Insights | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| Manager & Lead Level | <i>Managers and Leads drive day-to-day operations for BD outreach, launch readiness, market research, brand support, and forecasting. They manage timelines, external vendors, internal deliverables, and contribute heavily to commercial execution and partner engagement.</i> | | | |
| | Manager, Business Development | \$170K-\$240K | 10%-20% | 0%-0.3% |
| | Manager, Commercial Strategy | \$170K-\$240K | 10%-20% | 0%-0.3% |
| | Manager, Market Access or Payer Strategy | \$170K-\$240K | 10%-20% | 0%-0.3% |
| | Manager, Alliance Management | \$160K-\$230K | 10%-20% | 0%-0.2% |
| | Brand Manager / Product Manager | \$160K-\$230K | 10%-20% | 0%-0.2% |
| | Manager, Commercial Analytics or Operations | \$160K-\$230K | 10%-20% | 0%-0.2% |
| Mid-Level/Specialist | <i>Mid-Level Specialists bring subject-matter expertise in areas like pricing, market intelligence, or BD analytics. They are often individual contributors who own projects or lead specific workflow areas within the commercial function.</i> | | | |
| | Business Development Specialist | \$110K-\$160K | 10%-15% | 0%-0.15% |
| | Market Access Specialist | \$110K-\$160K | 10%-15% | 0%-0.15% |
| | Commercial Insights Specialist | \$110K-\$160K | 10%-15% | 0%-0.15% |
| | Pricing & Reimbursement Specialist | \$110K-\$160K | 10%-15% | 0%-0.15% |
| | Commercial Operations Specialist | \$110K-\$160K | 10%-15% | 0%-0.15% |

| | | | | |
|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------|-----|
| Entry-Level | <i>These are early-career professionals focused on supporting the commercial and BD teams through research, data management, analysis, presentation development, and internal coordination.</i> | | | |
| | Analyst, Business Development | \$85K-\$130K | 0%-10% | N/A |
| | Analyst, Commercial Strategy | \$85K-\$130K | 0%-10% | N/A |
| | Analyst, Market Access | \$85K-\$130K | 0%-10% | N/A |
| | Market Research or Strategy Associate | \$75K-\$110K | 0%-10% | N/A |

FINANCE

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>This level sets financial strategy, oversees capital planning, investor relations, risk, and compliance, and ensures the financial health and long-term sustainability of the company.</i> | | | |
| | Chief Financial Officer (CFO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | EVP/SVP, Finance | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Corporate Strategy & Financial Operations | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Finance | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Financial Planning & Analysis (FP&A) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Accounting or Corporate Controller | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Investor Relations | \$260K-\$380K | 20%-35% | 0.2%-0.5% |
| Director & Senior Director Level | <i>These leaders manage core finance functions such as forecasting, accounting, compliance, and investor communications. They typically oversee one or more teams and contribute to board-level reporting and financial strategy execution.</i> | | | |
| | Senior Director, FP&A | \$225K-\$325K | 20%-30% | 0.15%-0.4% |
| | Senior Director, Accounting | \$225K-\$325K | 20%-30% | 0.15%-0.4% |
| | Senior Director, Treasury | \$225K-\$325K | 20%-30% | 0.15%-0.4% |
| | Senior Director, Financial Reporting | \$225K-\$325K | 20%-30% | 0.15%-0.4% |
| | Director, Finance or FP&A | \$200K-\$275K | 15%-25% | 0.1%-0.3% |
| | Director, Internal Audit or SOX Compliance | \$200K-\$275K | 15%-25% | 0.1%-0.3% |
| | Director, Investor Relations | \$200K-\$275K | 15%-25% | 0.1%-0.3% |
| | Director, Procurement | \$190K-\$260K | 15%-25% | 0.1%-0.3% |
| Manager & Lead Level | <i>Managers and leads are responsible for executing financial processes such as budgeting, monthly close, cash flow management, and financial systems administration. They often act as a liaison between finance and other departments (R&D, G&A, Commercial).</i> | | | |
| | Finance Manager | \$150K-\$210K | 10%-20% | 0%-0.2% |
| | FP&A Manager | \$150K-\$210K | 10%-20% | 0%-0.2% |
| | Accounting Manager | \$150K-\$210K | 10%-20% | 0%-0.2% |
| | Revenue Accounting Manager | \$150K-\$210K | 10%-20% | 0%-0.2% |
| | Cost Accounting Manager | \$150K-\$210K | 10%-20% | 0%-0.2% |
| | Payroll Manager | \$140K-\$200K | 10%-15% | 0%-0.15% |
| | Procurement or Vendor Finance Manager | \$140K-\$200K | 10%-15% | 0%-0.15% |
| | Audit or Compliance Manager | \$140K-\$200K | 10%-15% | 0%-0.15% |

| | | | | |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|----------|
| Specialist Level | <i>Specialists and senior analysts carry out financial modeling, reporting, and compliance tasks. They often focus on one area such as R&D finance, capital reporting, or systems management (e.g., NetSuite, SAP, Adaptive Insights).</i> | | | |
| | Senior Financial Analyst | \$115K-\$155K | 10%-15% | 0%-0.1% |
| | Senior Accountant / GL Accountant | \$100K-\$140K | 10%-15% | 0%-0.1% |
| | Accounts Payable / Accounts Receivable Specialist | \$85K-\$115K | 5%-10% | 0%-0.08% |
| | Payroll Specialist | \$85K-\$115K | 5%-10% | 0%-0.08% |
| | Procurement Specialist | \$85K-\$115K | 5%-10% | 0%-0.08% |
| Entry-Level | <i>These early-career team members assist with financial operations and reporting, data entry, reconciliations, invoice processing, and provide support across accounts payable, receivable, and FP&A functions.</i> | | | |
| | Financial Analyst | \$90K-\$125K | 0%-10% | N/A |
| | Accounting Associate | \$75K-\$100K | 0%-10% | N/A |
| | AP/AR Coordinator | \$70K-\$95K | 0%-10% | N/A |
| | Billing Analyst | \$70K-\$95K | 0%-10% | N/A |
| | Junior Accountant | \$70K-\$95K | 0%-10% | N/A |

HUMAN RESOURCES & TALENT ACQUISITION

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>This tier sets the strategy for people operations, organizational development, talent planning, compensation, DEI, and HR compliance. Leaders here often report directly to the CEO and serve as strategic advisors to the executive team and board.</i> | | | |
| | Chief People Officer (CPO) | \$275K-\$425K | 30%-50% | 0.3%-1.0% |
| | Chief Human Resources Officer (CHRO) | \$275K-\$425K | 30%-50% | 0.3%-1.0% |
| | SVP, People & Culture | \$250K-\$400K | 30%-45% | 0.2%-0.8% |
| | SVP, Human Resources | \$250K-\$400K | 30%-45% | 0.2%-0.8% |
| | VP, Human Resources | \$200K-\$275K | 25%-35% | 0.1%-0.5% |
| | VP, Talent Acquisition | \$190K-\$250K | 20%-30% | 0.1%-0.3% |
| | VP, People Operations or Total Rewards | \$190K-\$250K | 20%-30% | 0.1%-0.3% |
| Director & Senior Director Level | <i>Directors oversee major HR functions such as recruiting, HR business partnership, employee engagement, compensation, and HRIS. They drive execution of HR initiatives and support scale-up during growth and hiring surges.</i> | | | |
| | Senior Director, Human Resources | \$175K-\$225K | 20%-30% | 0.05%-0.3% |
| | Senior Director, Talent Acquisition | \$170K-\$225K | 20%-30% | 0.05%-0.3% |
| | Senior Director, Total Rewards or Compensation & Benefits | \$170K-\$225K | 20%-30% | 0.05%-0.3% |
| | Senior Director, People Operations | \$170K-\$225K | 20%-30% | 0.05%-0.3% |
| | Director, HR Business Partner (HRBP) | \$150K-\$190K | 15%-25% | 0.05%-0.25% |
| | Director, Talent Acquisition or Recruiting | \$150K-\$185K | 15%-25% | 0.05%-0.2% |
| | Director, Learning & Development | \$150K-\$185K | 15%-25% | 0.05%-0.2% |
| | Director, Employee Relations | \$145K-\$180K | 15%-20% | 0.05%-0.2% |
| | Director, Diversity, Equity & Inclusion (DEI) | \$145K-\$180K | 15%-20% | 0.05%-0.2% |

| | | | | |
|---------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|----------|
| Manager & Lead Level | <i>Managers lead functional teams within HR or talent acquisition and handle day-to-day execution of key processes like headcount planning, onboarding, performance reviews, recruiting pipelines, and employee support.</i> | | | |
| | HR Manager / People Operations Manager | \$125K-\$155K | 10%-20% | 0%-0.2% |
| | Recruiting Manager / Talent Acquisition Manager | \$125K-\$155K | 10%-20% | 0%-0.2% |
| | Total Rewards Manager / Compensation Manager | \$125K-\$155K | 10%-20% | 0%-0.2% |
| | HRIS Manager | \$125K-\$155K | 10%-20% | 0%-0.2% |
| | Learning & Development Manager | \$120K-\$150K | 10%-15% | 0%-0.2% |
| | Manager, Employee Engagement | \$115K-\$145K | 10%-15% | 0%-0.2% |
| | Manager, DEI or Organizational Development | \$115K-\$145K | 10%-15% | 0%-0.2% |
| Specialist Level | <i>Specialists are subject-matter experts or experienced individual contributors focused on recruiting, compensation analysis, benefits administration, employee support, and training. They help manage HR systems and policies.</i> | | | |
| | HR Specialist / People Operations Specialist | \$90K-\$120K | 5%-10% | 0%-0.1% |
| | Talent Acquisition Specialist / Recruiting Specialist | \$90K-\$120K | 5%-10% | 0%-0.1% |
| | Compensation & Benefits Specialist | \$90K-\$120K | 5%-10% | 0%-0.1% |
| | HRIS Analyst or Specialist | \$85K-\$115K | 5%-10% | 0%-0.08% |
| | Training & Development Specialist | \$85K-\$110K | 5%-10% | 0%-0.08% |
| | Employee Relations Specialist | \$85K-\$110K | 5%-10% | 0%-0.08% |
| Entry-Level | <i>These team members provide operational and administrative support for HR and recruiting functions. They assist with scheduling, documentation, system entry, and coordination between departments.</i> | | | |
| | HR Coordinator / People Operations Coordinator | \$70K-\$90K | 0%-10% | N/A |
| | Recruiting Coordinator | \$70K-\$90K | 0%-10% | N/A |
| | HR Assistant | \$60K-\$80K | 0%-10% | N/A |
| | Talent Acquisition Assistant | \$60K-\$80K | 0%-10% | N/A |
| | Benefits or Payroll Assistant | \$60K-\$80K | 0%-10% | N/A |

MEDICAL DEVICE & DIAGNOSTICS INDUSTRY: INSIDE THE NUMBERS – 2025 PAY BENCHMARKS

In 2025, the medical device and diagnostics industry continues to thrive, driven by breakthroughs in robotics, connected devices, personalized care, and next-generation diagnostics. As innovation accelerates, so does the competition for talent across R&D, regulatory, quality, commercial, and manufacturing functions, particularly in key medtech hubs across the U.S.

This section provides detailed compensation benchmarks, including base salary ranges, bonus targets, and equity expectations, across all levels and disciplines within the medical device and diagnostics sector. Whether you're building a pre-commercial team or scaling a global enterprise, this data is designed to help you:

- **Benchmark compensation against current market standards**
- **Strategically plan for recruitment and retention**
- **Adjust for shifts in pay driven by regulatory complexity, skill demand, and geography**

As with all parts of this guide, compensation may vary based on company size, product class, stage of commercialization, and location.



INDUSTRY: MEDICAL DEVICE & DIAGNOSTICS

CEO

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-------------------------|------------------------------------|
| CEO & President | <i>The CEO in a medical device or diagnostics company sets the strategic direction and vision, drives product innovation and market expansion, ensures regulatory compliance and quality standards, and leads the organization to operational and financial success. They build partnerships, foster a culture of collaboration, and ensure that the company meets the evolving needs of patients and healthcare providers.</i> | | | |
| Company Stage | | | | |
| Startup (Pre-FDA / Pre-revenue) | Chief Executive Officer (CEO) | \$0-\$500K+ | 0-40% (milestone based) | 3%-15% (common or preferred stock) |
| Post-Approval/Commercialized (FDA-cleared + Revenue) | Chief Executive Officer (CEO) | \$450K-\$1M+ | 30%-100% | 0.5%-5% (options or RSUs) |

RESEARCH & DEVELOPMENT (R&D)

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Leaders at this level set the vision and strategy for product innovation, oversee R&D investment decisions, and ensure alignment between research, engineering, clinical, and regulatory functions. They are accountable for portfolio management, resource allocation, and organizational performance across all development activities.</i> | | | |
| | Chief Scientific Officer (CSO) | \$300K-\$450K | 30%-50% | 0.5%-2% |
| | Chief Technology Officer (CTO) | \$300K-\$450K | 30%-50% | 0.5%-2% |
| | SVP, R&D | \$275K-\$400K | 25%-40% | 0.5%-2% |
| | VP, Research & Development | \$250K-\$375K | 20%-35% | 0.5%-1.25% |
| | VP, Product Development | \$240K-\$360K | 20%-35% | 0.5%-1.25% |
| Director & Senior Director Level | <i>Directors translate executive strategy into functional execution, overseeing teams and programs. They manage budgets, mentor managers and senior engineers, drive design and development excellence, and ensure alignment with business and regulatory requirements.</i> | | | |
| | Senior Director, R&D | \$210K-\$275K | 20%-30% | 0.15%-0.4% |
| | Director, R&D | \$180K-\$240K | 15%-25% | 0.1%-0.3% |
| | Director, Product Development | \$180K-\$240K | 15%-25% | 0.1%-0.3% |
| | Director, Systems Engineering | \$180K-\$240K | 15%-25% | 0.1%-0.3% |
| | Director, Process Development | \$180K-\$230K | 15%-25% | 0.1%-0.25% |
| Manager-Level | <i>Managers lead specific teams or technical domains within R&D. They handle day-to-day operations, project schedules, resource planning, and cross-functional coordination. They are responsible for ensuring timely execution of development milestones within their domain.</i> | | | |
| | R&D Manager | \$145K-\$190K | 10%-20% | 0%-0.25% |
| | Product Development Manager | \$145K-\$185K | 10%-20% | 0%-0.25% |
| | Systems Engineering Manager | \$145K-\$185K | 10%-20% | 0%-0.25% |
| | Design Assurance Manager | \$140K-\$180K | 10%-20% | 0%-0.25% |
| | R&D Program Manager | \$140K-\$180K | 10%-20% | 0%-0.25% |

| Individual Contributors (Engineer/Scientist) | <i>ICs are responsible for hands-on technical execution, including research, design, prototyping, testing, and documentation. Senior-level engineers may lead technical initiatives or act as subject matter experts, while junior engineers support execution and learn under mentorship.</i> | | | |
|----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-----------|--|
| Principal R&D Engineer | \$135K-\$175K | 10%-20% | 0%-0.1% | |
| Senior R&D Engineer | \$120K-\$160K | 10%-15% | 0%-0.08% | |
| R&D Engineer II / III | \$100K-\$135K | 8%-12% | 0%-0.05% | |
| Design Engineer | \$95K-\$130K | 8%-12% | 0%-0.05% | |
| Process Development Engineer | \$95K-\$130K | 8%-12% | 0%-0.05% | |
| Electrical Engineer | \$100-\$160K | 10%-15% | 0%-0.1% | |
| Software Engineer | \$100-\$160K | 10%-15% | 0%-0.1% | |
| Firmware Engineer | \$95K-\$130K | 8%-12% | 0%-0.05% | |
| Systems Engineer | \$95K-\$130K | 8%-12% | 0%-0.05% | |
| Test Engineer | \$85K-\$120K | 5%-10% | 0%-0.05% | |
| Biomedical Engineer | \$90K-\$125K | 5%-10% | 0%-0.05% | |
| Materials Scientist | \$90K-\$125K | 5%-10% | 0%-0.05% | |
| Human Factors Engineer | \$90K-\$125K | 5%-10% | 0%-0.05% | |
| Entry-Level & Technician Roles | <i>These roles provide critical support to R&D teams by executing benchwork, preparing prototypes, running tests, maintaining lab infrastructure, and ensuring proper documentation. Ideal for early-career professionals or technical specialists.</i> | | | |
| R&D Engineer I | \$80K-\$110K | 3%-6% | 0%-0.01% | |
| Engineering Technician | \$65K-\$90K | 2%-5% | 0%-0.005% | |
| Product Development Associate | \$60K-\$85K | 2%-5% | 0%-0.005% | |
| Lab Technician | \$55K-\$80K | 2%-5% | 0%-0.005% | |

REGULATORY AFFAIRS

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Oversees the company's global regulatory strategy, ensuring compliance with FDA and international regulations (e.g., EU MDR, Health Canada, PMDA). Interfaces with executive leadership, external regulators, and investors to align regulatory efforts with corporate goals and market expansion strategies.</i> | | | |
| | Chief Regulatory Officer (CRO) | \$290K-\$425K | 30%-45% | 0.4%-2% |
| | SVP, Regulatory Affairs | \$260K-\$375K | 25%-40% | 0.4%-2% |
| | VP, Regulatory Affairs & Quality | \$240K-\$350K | 20%-35% | 0.2%-0.8% |
| | VP, Global Regulatory Affairs | \$240K-\$350K | 20%-35% | 0.2%-0.8% |
| Director & Senior Director Level | <i>Translates regulatory strategy into operational plans. Oversees submission activities (e.g., 510(k), PMA, EU technical files), manages cross-functional regulatory teams, and ensures compliance across product portfolios and geographies.</i> | | | |
| | Senior Director, Regulatory Affairs | \$210K-\$275K | 20%-30% | 0.15%-0.4% |
| | Director, Regulatory Affairs - US | \$185K-\$240K | 15%-25% | 0.1%-0.3% |
| | Director, Regulatory Affairs - International / Global | \$185K-\$240K | 15%-25% | 0.1%-0.3% |
| | Director, Regulatory Operations | \$180K-\$230K | 15%-25% | 0.1%-0.25% |
| | Director, Regulatory Policy & Intelligence | \$180K-\$230K | 15%-25% | 0.1%-0.25% |
| Manager-Level | <i>Manages day-to-day regulatory submission activities, supervises specialist-level staff, and liaises with engineering, clinical, and quality teams. Ensures timely execution of strategies and compliance with documentation, labeling, and registration requirements.</i> | | | |



| | | | | |
|---------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|-----------|
| | Regulatory Affairs Manager | \$145K-\$190K | 10%-20% | 0%-0.15% |
| | Regulatory Operations Manager | \$140K-\$185K | 10%-20% | 0%-0.15% |
| | Regulatory Compliance Manager | \$135K-\$180K | 10%-20% | 0%-0.15% |
| Individual Contributors (Specialists & Associates) | <i>Responsible for preparing and submitting regulatory documentation (510(k), technical files, change notifications), tracking regulatory changes, and interacting with regulatory bodies. Provides direct support to development teams for design control and risk assessments.</i> | | | |
| | Principal Regulatory Affairs Specialist | \$130K-\$175K | 10%-15% | 0%-0.1% |
| | Senior Regulatory Affairs Specialist | \$115K-\$155K | 10%-15% | 0%-0.08% |
| | Regulatory Affairs Specialist | \$95K-\$135K | 8%-12% | 0%-0.05% |
| | Regulatory Affairs Associate | \$85K-\$120K | 5%-10% | 0%-0.03% |
| | Regulatory Submissions Specialist | \$90K-\$125K | 8%-12% | 0%-0.05% |
| | Labeling Specialist | \$85K-\$115K | 5%-10% | 0%-0.03% |
| | Regulatory Affairs Analyst | \$80K-\$110K | 5%-10% | 0%-0.03% |
| Entry-Level & Support | <i>Supports data collection, document preparation, electronic submission systems (eCTD), and maintains regulatory records and databases. These roles often serve as stepping stones into specialist positions.</i> | | | |
| | Regulatory Affairs Coordinator | \$70K-\$95K | 3%-6% | 0%-0.01% |
| | Regulatory Documentation Assistant | \$60K-\$85K | 2%-5% | 0%-0.005% |
| | Regulatory Affairs Intern / Trainee | \$45K-\$65K | 0%-2% | 0% |

QUALITY ASSURANCE

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Provides strategic leadership across all quality functions, ensures compliance with global regulatory requirements, oversees audits and quality systems, and drives a culture of quality throughout the organization. Interfaces with regulatory bodies and the executive team.</i> | | | |
| | Chief Quality Officer (CQO) | \$280K-\$400K | 30%-45% | 0.4%-2% |
| | SVP, Quality Assurance | \$250K-\$375K | 25%-40% | 0.3%-1.5% |
| | VP, Quality & Compliance | \$230K-\$350K | 20%-35% | 0.2%-1% |
| | VP, Quality Assurance & Regulatory Affairs (QA/RA) | \$230K-\$350K | 20%-35% | 0.2%-1% |
| Director & Senior Director Level | <i>Responsible for leading QA teams, ensuring quality system effectiveness, and preparing for regulatory inspections (e.g., FDA, Notified Bodies). Directs strategy for CAPA, audits, documentation control, and product release processes.</i> | | | |
| | Senior Director, Quality Assurance | \$200K-\$270K | 20%-30% | 0.15%-0.5% |
| | Director, Quality Systems | \$185K-\$240K | 15%-25% | 0.1%-0.3% |
| | Director, Quality Operations | \$185K-\$240K | 15%-25% | 0.1%-0.3% |
| | Director, Quality Engineering | \$185K-\$240K | 15%-25% | 0.1%-0.3% |
| | Director, Quality Compliance | \$180K-\$230K | 15%-25% | 0.1%-0.25% |
| | Director, Design Quality Assurance | \$180K-\$230K | 15%-25% | 0.1%-0.25% |

| | | | | |
|-------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|-------------|
| Manager-Level | <i>Manages day-to-day QA operations, including team oversight, audit readiness, non-conformance investigations, and quality improvement initiatives. Interfaces regularly with manufacturing, R&D, and regulatory teams.</i> | | | |
| | Quality Assurance Manager | \$145K-\$190K | 10%-20% | 0%-0.15% |
| | Quality Systems Manager | \$140K-\$185K | 10%-20% | 0%-0.15% |
| | Supplier Quality Manager | \$140K-\$185K | 10%-20% | 0%-0.15% |
| | Manufacturing Quality Manager | \$140K-\$185K | 10%-20% | 0%-0.15% |
| | Design Quality Manager | \$140K-\$185K | 10%-20% | 0%-0.15% |
| | Document Control Manager | \$130K-\$170K | 10%-20% | 0%-0.10% |
| Individual Contributors (Engineers, Auditors, Specialists) | <i>Execute hands-on quality activities including validations, inspections, audit support, documentation review, risk management, and CAPA execution. May serve as subject matter experts in areas like software quality, risk management, or supplier oversight.</i> | | | |
| | Principal Quality Engineer | \$130K-\$175K | 10%-15% | 0.03%-0.1% |
| | Senior Quality Engineer | \$115K-\$150K | 10%-15% | 0.02%-0.08% |
| | Quality Engineer (QE) II / III | \$100K-\$135K | 8%-12% | 0.01%-0.05% |
| | Design Quality Engineer | \$105K-\$140K | 8%-12% | 0.01%-0.05% |
| | Supplier Quality Engineer | \$105K-\$140K | 8%-12% | 0.01%-0.05% |
| | Manufacturing Quality Engineer | \$105K-\$140K | 8%-12% | 0.01%-0.05% |
| | Software Quality Engineer | \$105K-\$145K | 8%-12% | 0.01%-0.05% |
| | Validation Engineer | \$95K-\$130K | 8%-12% | 0.01%-0.05% |
| | Quality Auditor (Internal / Supplier) | \$90K-\$125K | 5%-10% | 0%-0.03% |
| | Quality Assurance Specialist | \$85K-\$115K | 5%-10% | 0%-0.03% |
| | Quality Systems Specialist | \$85K-\$115K | 5%-10% | 0%-0.03% |
| | Document Control Specialist | \$75K-\$100K | 3%-6% | 0%-0.01% |
| Entry-Level & Technician Roles | <i>Support QA documentation, data entry, inspection, and administrative tasks. These roles are essential for maintaining compliance and supporting team operations.</i> | | | |
| | Quality Assurance Associate | \$70K-\$95K | 3%-6% | 0%-0.01% |
| | Quality Control Inspector | \$65K-\$90K | 2%-5% | 0%-0.005% |
| | QA/QC Technician | \$60K-\$85K | 2%-5% | 0%-0.005% |
| | Document Control Coordinator | \$60K-\$85K | 2%-5% | 0%-0.005% |

CLINICAL RESEARCH

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>This tier defines the clinical strategy and ensures alignment with regulatory, quality, and commercialization goals. Leaders at this level oversee global clinical programs and represent clinical functions in executive decision-making.</i> | | | |
| | Chief Medical Officer (CMO) | \$350K-\$475K | 30%-45% | 0.5%-2% |
| | SVP, Clinical Research / Clinical Affairs | \$325K-\$450K | 30%-40% | 0.4%-1.5% |
| | SVP, Global Clinical Development | \$325K-\$450K | 30%-40% | 0.4%-1.5% |
| | VP, Clinical Research / Clinical Affairs | \$290K-\$420K | 25%-35% | 0.3%-0.8% |
| | VP, Clinical Operations | \$290K-\$420K | 25%-35% | 0.3%-0.8% |
| | VP, Global Clinical Trials | \$275K-\$400K | 25%-35% | 0.3%-0.7% |



| | | | | |
|--------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|------------|
| Director & Senior Director Level | <i>Directors manage large-scale clinical programs, including trial planning, resource allocation, budget oversight, CRO/vendor partnerships, and alignment with regulatory, R&D, and commercial teams. May oversee clinical development strategy for specific therapeutic areas or geographies.</i> | | | |
| | Senior Director, Clinical Research / Clinical Affairs | \$250K-\$350K | 20%-30% | 0.2%-0.5% |
| | Director, Clinical Research | \$225K-\$300K | 20%-25% | 0.15%-0.4% |
| | Director, Clinical Operations | \$225K-\$300K | 20%-25% | 0.15%-0.4% |
| | Director, Global Clinical Trials | \$225K-\$300K | 20%-25% | 0.15%-0.4% |
| | Director, Clinical Program Management | \$225K-\$300K | 20%-25% | 0.15%-0.4% |
| | Director, Clinical Development Strategy | \$225K-\$300K | 20%-25% | 0.15%-0.4% |
| Manager-Level | <i>Responsible for day-to-day management of clinical studies or trial sites. Manages CRAs and cross-functional coordination, monitors timelines and deliverables, and ensures GCP compliance. May also manage trial budgets, site start-up, and database lock readiness.</i> | | | |
| | Clinical Trial Manager (CTM) | \$160K-\$220K | 15%-20% | 0.1%-0.3% |
| | Clinical Program Manager | \$160K-\$220K | 15%-20% | 0.1%-0.3% |
| | Clinical Operations Manager | \$160K-\$220K | 15%-20% | 0.1%-0.3% |
| | Clinical Project Manager | \$150K-\$210K | 15%-20% | 0.1%-0.2% |
| | Clinical Site Manager | \$150K-\$210K | 15%-20% | 0.1%-0.2% |
| | Clinical Vendor Manager | \$150K-\$210K | 15%-20% | 0.1%-0.2% |
| Individual Contributors (Monitors, Specialists, Associates) | <i>Execute clinical trial tasks including site monitoring, patient recruitment, protocol compliance, adverse event tracking, and data collection. These professionals may travel frequently or support trials remotely. Experience levels range from entry to expert.</i> | | | |
| | Principal Clinical Research Associate (CRA) | \$135K-\$175K | 10%-15% | 0%-0.15% |
| | Senior Clinical Research Associate (CRA) | \$125K-\$150K | 10%-15% | 0%-0.1% |
| | Clinical Research Associate (CRA) I / II | \$110K-\$140K | 10%-15% | 0%-0.1% |
| | Clinical Research Specialist | \$100K-\$130K | 10%-15% | 0%-0.08% |
| | Clinical Trial Associate (CTA) | \$90K-\$125K | 5%-10% | N/A |
| | Clinical Data Coordinator | \$90K-\$125K | 5%-10% | N/A |
| | Clinical Affairs Specialist | \$90K-\$130K | 5%-10% | N/A |
| | Clinical Compliance Analyst | \$90K-\$125K | 5%-10% | N/A |
| Entry-Level & Support Roles | <i>Support clinical trial documentation, trial master file (TMF) maintenance, and data entry. These positions serve as a starting point for clinical research careers and are essential for trial readiness and documentation compliance.</i> | | | |
| | Clinical Research Coordinator (CRC) | \$85K-\$120K | 5%-10% | N/A |
| | Clinical Trials Assistant | \$70K-\$95K | 5%-10% | N/A |
| | Clinical Documentation Assistant | \$65K-\$90K | 5%-10% | N/A |
| | Trial Master File (TMF) Assistant | \$65K-\$90K | 5%-10% | N/A |

MANUFACTURING & OPERATIONS

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Leaders at this level are responsible for end-to-end manufacturing strategy, global supply chain operations, quality alignment, and production scalability. They work closely with regulatory, R&D, and commercial teams to ensure compliance, cost efficiency, and market readiness.</i> | | | |
| | Chief Operating Officer (COO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | Chief Manufacturing Officer | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | SVP, Global Operations & Supply Chain | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Manufacturing / Technical Operations | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Manufacturing or Operations | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Global Supply Chain | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, External Manufacturing / Contract Manufacturing (CMO/CDMO) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Engineering & Facilities | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Manufacturing Quality Systems | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| Director & Senior Director Level | <i>Directors lead functional teams focused on device manufacturing, production engineering, warehouse operations, demand planning, and outsourced partnerships. They are also responsible for executional strategy and cross-functional integration with Quality, R&D, and Regulatory.</i> | | | |
| | Senior Director, Manufacturing Operations | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, Device Manufacturing / Assembly | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, External Manufacturing or Supply Partners | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Production Engineering or Process Engineering | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Automation & Equipment Validation | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Supply Chain / Demand Planning | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Materials Management / Procurement | \$210K-\$280K | 20%-30% | 0.15%-0.4% |
| | Director, Warehouse & Logistics | \$200K-\$260K | 15%-25% | 0.1%-0.3% |
| | Director, Manufacturing Systems (MES, ERP) | \$200K-\$260K | 15%-25% | 0.1%-0.3% |
| | Director, Manufacturing Science & Technology (MS&T) | \$200K-\$260K | 15%-25% | 0.1%-0.3% |
| Manager Level | <i>Managers oversee day-to-day production activities, team performance, material flow, documentation, and scheduling. They serve as direct supervisors to floor staff and operators, ensuring compliance with FDA/QSR and ISO 13485 standards.</i> | | | |
| | Manufacturing Manager (Device or Consumables) | \$160K-\$220K | 15%-20% | 0%-0.3% |
| | Production Manager / Assembly Line Manager | \$150K-\$210K | 15%-20% | 0%-0.2% |
| | Warehouse or Logistics Manager | \$140K-\$200K | 10%-20% | 0%-0.2% |
| | Materials or Inventory Control Manager | \$140K-\$200K | 10%-20% | 0%-0.2% |
| | Facilities Manager / Maintenance Manager | \$140K-\$200K | 10%-20% | 0%-0.2% |
| | Supply Chain Manager | \$140K-\$200K | 10%-20% | 0%-0.2% |
| | Process Engineering Manager | \$150K-\$210K | 15%-20% | 0%-0.2% |
| | Validation Manager (Cleaning / Equipment / Process) | \$140K-\$200K | 10%-15% | 0%-0.1% |
| | Manufacturing Supervisor / Lead | \$110K-\$160K | 10%-15% | 0%-0.1% |

| Specialist & Technical Level | <i>Specialists and senior technicians perform technical work related to process optimization, documentation, equipment calibration, and production execution. These roles often require hands-on GMP experience and familiarity with medical device regulatory requirements.</i> | | | |
|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|---------|
| | Manufacturing Technician (I/II/III) | \$90K-\$130K | 5%-10% | 0%-0.1% |
| | Process Technician / Assembly Technician | \$85K-\$125K | 5%-10% | 0%-0.1% |
| | Calibration Technician (Electrical / Mechanical) | \$85K-\$125K | 5%-10% | 0%-0.1% |
| | Facilities Technician (HVAC / Utilities / Cleanroom) | \$85K-\$125K | 5%-10% | 0%-0.1% |
| | Manufacturing Systems Analyst (MES / ERP) | \$100K-\$140K | 10%-15% | 0%-0.1% |
| | Validation Specialist (IQ/OQ/PQ) | \$90K-\$130K | 5%-10% | 0%-0.1% |
| | Document Control Specialist (Manufacturing Ops) | \$85K-\$115K | 5%-10% | 0%-0.1% |
| | Materials Planner / Production Scheduler | \$85K-\$115K | 5%-10% | 0%-0.1% |
| Entry-Level | <i>These roles provide operational and administrative support for manufacturing activities. They support tasks such as labeling, assembly, packaging, batch record handling, and internal document routing.</i> | | | |
| | Manufacturing Associate | \$70K-\$95K | 2%-8% | N/A |
| | Assembly Line Operator | \$65K-\$90K | 2%-8% | N/A |
| | Production Assistant | \$60K-\$85K | 2%-8% | N/A |
| | Warehouse Associate / Shipping Clerk | \$60K-\$85K | 2%-8% | N/A |
| | Inventory Control Assistant | \$60K-\$85K | 2%-8% | N/A |
| | Document Control Assistant | \$60K-\$85K | 2%-8% | N/A |

MARKETING & PRODUCT MANAGEMENT

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>This tier sets the global marketing and product strategy, overseeing brand positioning, product portfolio performance, market expansion, and sales enablement. They work closely with R&D, regulatory, clinical, and sales leadership to align commercialization with innovation and customer needs.</i> | | | |
| | Chief Commercial Officer (CCO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | Chief Marketing Officer (CMO) | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | SVP, Global Marketing | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Product Management | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Marketing | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Product Strategy | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Market Development / Access | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Customer Experience or Physician Engagement | \$260K-\$380K | 20%-35% | 0.2%-0.5% |

| | | | | |
|------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|------------|
| Director & Senior Director Level | <i>Directors translate strategic goals into market-specific campaigns, product launch plans, and lifecycle strategies. They lead cross-functional launch teams, manage product portfolios, and own performance KPIs such as revenue growth, market share, and HCP engagement.</i> | | | |
| | Senior Director, Product Marketing | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Senior Director, Global or Regional Marketing | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Senior Director, Brand Strategy | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, Product Management | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Downstream Marketing | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Upstream Marketing | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Market Access / Commercial Strategy | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Digital or Multichannel Marketing | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, KOL Engagement or Professional Education | \$200K-\$260K | 15%-25% | 0.1%-0.3% |
| Manager Level | <i>Managers lead key product lines or customer segments, develop promotional content, support field reps, and execute commercial strategy. They often act as product champions and are deeply involved in market research, sales training, and customer messaging.</i> | | | |
| | Product Manager | \$150K-\$210K | 15%-20% | 0%-0.2% |
| | Brand Manager | \$150K-\$210K | 15%-20% | 0%-0.2% |
| | Marketing Manager (Downstream / Upstream) | \$150K-\$210K | 15%-20% | 0%-0.2% |
| | Market Development Manager | \$145K-\$200K | 15%-20% | 0%-0.2% |
| | Customer or Patient Marketing Manager | \$145K-\$200K | 15%-20% | 0%-0.2% |
| | Commercial Strategy Manager | \$145K-\$200K | 15%-20% | 0%-0.2% |
| | Sales Enablement / Training Manager | \$140K-\$195K | 10%-15% | 0%-0.15% |
| | Digital Marketing Manager | \$140K-\$195K | 10%-15% | 0%-0.15% |
| | Global Marketing Programs Manager | \$140K-\$195K | 10%-15% | 0%-0.15% |
| Individual Contributor & Specialist Level | <i>Specialists support tactical marketing execution and campaign management. They assist with competitor tracking, digital asset development, analytics, and physician-facing tools, working closely with design, regulatory, and field teams.</i> | | | |
| | Marketing Specialist | \$100K-\$140K | 10%-15% | 0%-0.1% |
| | Product Management Specialist | \$100K-\$140K | 10%-15% | 0%-0.1% |
| | Clinical Marketing Specialist | \$100K-\$140K | 10%-15% | 0%-0.1% |
| | Field Marketing Specialist | \$95K-\$135K | 10%-15% | 0%-0.1% |
| | Digital Content Specialist | \$90K-\$130K | 10%-15% | 0%-0.1% |
| | Market Research Analyst | \$90K-\$125K | 5%-10% | 0%-0.1% |
| | Pricing & Competitive Intelligence Analyst | \$90K-\$125K | 5%-10% | 0%-0.1% |
| | Professional Education or Training Specialist | \$90K-\$125K | 5%-10% | 0%-0.1% |
| Entry-Level | <i>Entry-level roles support the marketing and product teams with administrative, analytical, and coordination tasks. These roles serve as a training ground for future product managers and brand strategists.</i> | | | |
| | Marketing Coordinator | \$70K-\$95K | 2%-6% | N/A |
| | Product Management Associate | \$70K-\$95K | 2%-6% | N/A |
| | Marketing Communications Assistant | \$65K-\$90K | 2%-6% | N/A |

MEDICAL AFFAIRS

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Leaders at this level define the global medical affairs strategy, drive clinical evidence generation, oversee external medical communications, and ensure alignment with regulatory, commercial, and R&D priorities.</i> | | | |
| | Chief Medical Officer (CMO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | SVP, Medical Affairs | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Clinical & Medical Strategy | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Global Medical Affairs | \$290K-\$420K | 25%-35% | 0.3%-0.8% |
| | VP, Medical & Scientific Affairs | \$290K-\$420K | 25%-35% | 0.3%-0.8% |
| | VP, Evidence Generation & Education | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| Director & Senior Director Level | <i>These professionals lead major functional areas including medical science, health economics, medical communications, education, and field medical teams. They build relationships with KOLs, shape publication and conference strategy, and ensure compliant dissemination of clinical data.</i> | | | |
| | Senior Director, Medical Affairs | \$250K-\$350K | 20%-30% | 0.2%-0.5% |
| | Senior Director, Scientific Affairs / Clinical Evidence | \$250K-\$350K | 20%-30% | 0.2%-0.5% |
| | Senior Director, Medical Education / Communications | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, Medical Affairs or Scientific Strategy | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Health Economics & Outcomes Research (HEOR) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Medical Information / Publications | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Field Medical Affairs / MSLS | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Clinical Evidence / Real-World Evidence (RWE) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| Manager Level | <i>Managers execute the day-to-day delivery of scientific content, data generation support, medical education programming, and external expert engagement. They may manage small teams or lead projects in post-market evidence, clinical value demonstration, or educational initiatives.</i> | | | |
| | Medical Affairs Manager | \$160K-\$220K | 15%-20% | 0%-0.3% |
| | Scientific Communications Manager | \$160K-\$220K | 15%-20% | 0%-0.3% |
| | Medical Education Manager | \$160K-\$220K | 15%-20% | 0%-0.3% |
| | Health Economics Manager (Devices / Diagnostics) | \$160K-\$220K | 15%-20% | 0%-0.3% |
| | KOL Engagement Manager / HCP Liaison Manager | \$150K-\$210K | 15%-20% | 0%-0.2% |
| | Manager, Post-Market Clinical Follow-Up (PMCF) | \$150K-\$210K | 15%-20% | 0%-0.2% |
| | Field Medical Manager | \$150K-\$210K | 15%-20% | 0%-0.2% |
| Specialist & Field-Based Roles | <i>These individuals are subject matter experts supporting clinical communication and physician engagement. They help translate complex data, address scientific inquiries, and serve as the face of the organization to external experts.</i> | | | |
| | Medical Science Liaison (MSL) | \$135K-\$185K | 10%-20% | 0%-0.1% |
| | Senior MSL / Principal MSL | \$150K-\$200K | 10%-25% | 0%-0.3% |
| | Medical Communications Specialist | \$110K-\$150K | 5%-15% | 0%-0.1% |
| | Medical Education Specialist | \$110K-\$150K | 5%-15% | 0%-0.1% |
| | Scientific Affairs Specialist | \$110K-\$150K | 5%-15% | 0%-0.1% |
| | HEOR Analyst / Specialist | \$100K-\$145K | 5%-15% | 0%-0.1% |
| | Clinical Evidence Specialist (Post-Market Support) | \$100K-\$145K | 5%-15% | 0%-0.1% |
| | Medical Information Specialist | \$100K-\$140K | 5%-15% | 0%-0.1% |

| | | | | |
|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-------|-----|
| Entry-Level | <i>Entry-level roles assist with content development, literature reviews, internal documentation, and external coordination. These roles are often the training ground for future MSLS or medical communications leads.</i> | | | |
| | Medical Affairs Coordinator | \$75K-\$100K | 2%-8% | N/A |
| | Scientific Affairs Associate | \$75K-\$100K | 2%-8% | N/A |
| | Medical Communications Assistant | \$70K-\$95K | 2%-8% | N/A |
| | Publication Support Associate | \$70K-\$95K | 2%-8% | N/A |

SALES & BUSINESS DEVELOPMENT

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | This tier sets commercial strategy, builds sales infrastructure, drives national or global expansion, and oversees key account relationships, pricing models, and partnerships with health systems and distributors. | | | |
| | Chief Commercial Officer (CCO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | Chief Sales Officer (CSO) | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | SVP, Sales & Business Development | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Global Commercial Operations | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Sales (National / Regional) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Business Development | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Strategic Accounts / Market Development | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Channel or Distribution Strategy | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| Director & Senior Director Level | Directors manage regions, verticals, or channels. They lead teams of sales reps or business development managers and are accountable for sales targets, coaching, pipeline management, and territory optimization. | | | |
| | Senior Director, Sales | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, National Accounts or IDNs | \$225K-\$300K | 20%-25% | 0.15%-0.4% |
| | Director, Sales Operations | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Business Development | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Strategic Partnerships | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Regional Sales / Area Sales | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Distribution or Channel Sales | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| Manager Level | Managers oversee district teams or product lines, provide frontline coaching, analyze performance metrics, and work closely with marketing and clinical teams to support in-field education and growth. | | | |
| | Regional Sales Manager (RSM) | \$170K-\$240K | 15%-25% | 0%-0.3% |
| | Area Sales Manager (ASM) | \$160K-\$230K | 15%-25% | 0%-0.3% |
| | District Sales Manager (DSM) | \$150K-\$220K | 15%-25% | 0%-0.2% |
| | Business Development Manager | \$150K-\$210K | 15%-25% | 0%-0.2% |
| | Strategic Account Manager | \$150K-\$210K | 15%-25% | 0%-0.2% |
| | Sales Training Manager | \$150K-\$210K | 10%-20% | 0%-0.1% |
| | Territory Sales Manager | \$140K-\$200K | 10%-20% | 0%-0.1% |
| | Inside Sales Manager | \$130K-\$190K | 10%-20% | 0%-0.1% |

| | | | | |
|------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|---------|
| Individual Contributor (Field & Business Development) | <i>These roles are responsible for directly driving sales, managing accounts, prospecting new business, and building strong relationships with clinicians, procurement teams, and distributors.</i> | | | |
| | Territory Sales Representative / Account Executive | \$120K-\$180K | 10%-20% | 0%-0.1% |
| | Sales Representative (Capital / Consumable Devices) | \$110K-\$170K | 10%-20% | 0%-0.1% |
| | Field Sales Specialist | \$110K-\$160K | 10%-20% | 0%-0.1% |
| | Key Account Executive | \$110K-\$160K | 10%-20% | 0%-0.1% |
| | Clinical Sales Specialist | \$105K-\$155K | 10%-20% | 0%-0.1% |
| | Business Development Representative (BDR) | \$90K-\$130K | 5%-10% | N/A |
| | Inside Sales Representative | \$90K-\$130K | 5%-10% | N/A |
| | Channel Development Specialist | \$90K-\$130K | 5%-10% | N/A |
| | Reimbursement or Market Access Liaison | \$90K-\$130K | 5%-10% | N/A |
| Entry-Level & Sales Support | <i>Entry-level professionals and coordinators provide administrative, logistical, and analytical support to the sales organization, and may transition into field or BD roles with experience.</i> | | | |
| | Sales Support Specialist | \$75K-\$105K | 2%-8% | N/A |
| | Sales Operations Analyst | \$75K-\$105K | 2%-8% | N/A |
| | Sales Coordinator | \$70K-\$95K | 2%-8% | N/A |
| | Customer Success Associate (B2B) | \$70K-\$95K | 2%-8% | N/A |
| | Junior Account Executive / Associate Sales Rep | \$70K-\$95K | 2%-8% | N/A |

FINANCE & ACCOUNTING

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>This level sets financial strategy, manages investor and board relations, and oversees all corporate finance functions, including FP&A, accounting, tax, and treasury. They play a key role in fundraising, M&A, and IPO readiness for growing medtech firms.</i> | | | |
| | Chief Financial Officer (CFO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | EVP/SVP, Finance | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Corporate Strategy & Financial Operations | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Finance | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Financial Planning & Analysis (FP&A) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Corporate Controller / Accounting | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Treasury or Capital Markets | \$260K-\$380K | 20%-30% | 0.2%-0.5% |
| | VP, Investor Relations | \$260K-\$380K | 20%-30% | 0.2%-0.5% |

| | | | | |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|------------|
| Director & Senior Director Level | <i>Directors lead specialized finance functions such as FP&A, accounting close, SEC reporting, audit readiness, and cost accounting (especially for manufacturing). They serve as business partners to other departments, aligning financial resources with strategic initiatives.</i> | | | |
| | Senior Director, Finance / FP&A | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Senior Director, Accounting / Reporting | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Senior Director, Treasury or Capital Planning | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, Cost Accounting / Inventory Accounting | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Financial Reporting (GAAP / SEC) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Internal Audit or SOX Compliance | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Finance Operations (Manufacturing or Global Ops) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Revenue or Commercial Finance | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Strategic Finance / Corporate Development | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| Manager Level | <i>Managers execute financial planning, monthly close processes, financial systems, cost modeling, and budget oversight. They frequently collaborate with operational and commercial teams to support day-to-day financial management.</i> | | | |
| | Finance Manager | \$150K-\$210K | 15%-20% | 0%-0.3% |
| | FP&A Manager | \$150K-\$210K | 15%-20% | 0%-0.3% |
| | Accounting Manager (GL or Operations) | \$150K-\$210K | 15%-20% | 0%-0.3% |
| | Cost Accounting Manager (Manufacturing focus) | \$150K-\$210K | 15%-20% | 0%-0.3% |
| | Revenue Accounting Manager (Product or Licensing Models) | \$150K-\$210K | 15%-20% | 0%-0.3% |
| | Audit or Compliance Manager | \$140K-\$200K | 15%-20% | 0%-0.2% |
| | Payroll Manager | \$140K-\$200K | 15%-20% | 0%-0.2% |
| | Treasury or Banking Operations Manager | \$140K-\$200K | 15%-20% | 0%-0.2% |
| | Financial Systems Manager (NetSuite / SAP / Adaptive) | \$140K-\$200K | 15%-20% | 0%-0.2% |
| Specialist & Analyst Level | <i>Analysts and senior specialists handle data modeling, budget variance analysis, reconciliations, and reporting. In medical devices, many are focused on cost-of-goods sold (COGS), supply chain finance, and clinical trial spending support.</i> | | | |
| | Senior Financial Analyst | \$115K-\$155K | 10%-15% | 0%-0.1% |
| | Senior Accountant / GL Accountant | \$100K-\$140K | 10%-15% | 0%-0.1% |
| | Cost Analyst / Manufacturing Finance Analyst | \$100K-\$140K | 10%-15% | 0%-0.1% |
| | Revenue or Pricing Analyst | \$100K-\$140K | 10%-15% | 0%-0.1% |
| | Tax Analyst / Compliance Specialist | \$100K-\$140K | 10%-15% | 0%-0.1% |
| | Accounts Payable / Accounts Receivable Specialist | \$85K-\$115K | 5%-10% | N/A |
| | Payroll Specialist | \$85K-\$115K | 5%-10% | N/A |
| | Treasury Analyst | \$85K-\$115K | 5%-10% | N/A |
| | Fixed Asset Accountant | \$85K-\$115K | 5%-10% | N/A |

| | | | | |
|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------|-----|
| Entry-Level & Associate Roles | <i>These team members support transaction processing, reporting, reconciliations, and other critical day-to-day functions in AP, AR, payroll, and early-stage financial analysis. Many grow into analyst or staff accountant roles.</i> | | | |
| | Financial Analyst (Junior or Entry-Level) | \$75K-\$100K | 2%-10% | N/A |
| | Accounting Associate / Staff Accountant | \$75K-\$100K | 2%-10% | N/A |
| | Accounts Payable Coordinator | \$70K-\$95K | 2%-10% | N/A |
| | Billing Analyst | \$70K-\$95K | 2%-10% | N/A |
| | Payroll Coordinator | \$70K-\$95K | 2%-10% | N/A |
| | Finance or Accounting Assistant | \$65K-\$90K | 2%-10% | N/A |
| | Expense Reporting Assistant | \$65K-\$90K | 2%-10% | N/A |

HUMAN RESOURCES & TALENT ACQUISITION

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>This tier sets company-wide HR and talent strategies, oversees culture development, workforce planning, compliance, DEI, and global HR operations. They serve as strategic partners to the CEO and executive leadership team.</i> | | | |
| | Chief Human Resources Officer (CHRO) | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | Chief People Officer (CPO) | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | SVP, Human Resources / People Operations | \$310K-\$430K | 30%-45% | 0.4%-1.0% |
| | SVP, Talent & Organizational Development | \$310K-\$430K | 30%-45% | 0.4%-1.0% |
| | VP, Human Resources | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Talent Acquisition | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Total Rewards / Compensation & Benefits | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Employee Experience or People Strategy | \$260K-\$380K | 20%-30% | 0.2%-0.5% |
| Director & Senior Director Level | <i>Directors manage HR functions such as recruiting, HR business partnerships (HRBPs), compensation, L&D, and HR systems. They play a critical role in scaling infrastructure, ensuring regulatory compliance (e.g., FDA, ISO), and driving employee engagement.</i> | | | |
| | Senior Director, Human Resources | \$240K-\$325K | 20%-30% | 0.2%-0.5% |
| | Senior Director, Talent Acquisition | \$240K-\$325K | 20%-30% | 0.2%-0.5% |
| | Senior Director, Total Rewards / Compensation | \$240K-\$325K | 20%-30% | 0.2%-0.5% |
| | Director, HR Business Partner (HRBP) | \$210K-\$275K | 20%-25% | 0.15%-0.4% |
| | Director, Learning & Development (L&D) | \$210K-\$275K | 20%-25% | 0.15%-0.4% |
| | Director, DEI or Organizational Development | \$210K-\$275K | 20%-25% | 0.15%-0.4% |
| | Director, People Analytics or Workforce Planning | \$210K-\$275K | 20%-25% | 0.15%-0.4% |
| | Director, Employee Relations / Compliance | \$210K-\$275K | 20%-25% | 0.15%-0.4% |
| | Director, HRIS / People Systems | \$210K-\$275K | 20%-25% | 0.15%-0.4% |

| | | | | |
|------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|---------|
| Manager Level | <i>HR and TA Managers oversee daily operations for recruiting, onboarding, employee relations, HR compliance, and performance management. They supervise teams and act as trusted partners for business units and functional leaders.</i> | | | |
| | HR Manager / People Operations Manager | \$150K-\$210K | 10%-20% | 0%-0.3% |
| | Talent Acquisition Manager | \$150K-\$210K | 10%-20% | 0%-0.3% |
| | Compensation & Benefits Manager | \$150K-\$210K | 10%-20% | 0%-0.3% |
| | HR Compliance or Employee Relations Manager | \$140K-\$200K | 10%-20% | 0%-0.2% |
| | Recruiting Manager (R&D, Clinical, Manufacturing, etc.) | \$140K-\$200K | 10%-20% | 0%-0.2% |
| | HRBP Manager (regional or functional) | \$140K-\$200K | 10%-20% | 0%-0.2% |
| | HRIS Manager / Payroll Manager | \$140K-\$200K | 10%-20% | 0%-0.2% |
| | L&D Program Manager / Training Manager | \$140K-\$200K | 10%-20% | 0%-0.2% |
| Individual Contributor & Specialist Level | <i>Specialists own core workstreams such as job evaluation, applicant tracking systems, training delivery, and employee lifecycle documentation. Many are subject-matter experts across recruitment, HR tech, compensation, and compliance.</i> | | | |
| | Talent Acquisition Specialist / Recruiter (Tech / Commercial / Ops) | \$100K-\$140K | 5%-15% | 0%-0.1% |
| | HR Specialist / Generalist | \$95K-\$135K | 5%-15% | 0%-0.1% |
| | Compensation Analyst / Benefits Specialist | \$95K-\$135K | 5%-15% | 0%-0.1% |
| | HRIS Analyst / Payroll Specialist | \$95K-\$135K | 5%-15% | 0%-0.1% |
| | Learning & Development Specialist | \$95K-\$135K | 5%-15% | 0%-0.1% |
| | DEI Program Specialist | \$90K-\$130K | 5%-15% | 0%-0.1% |
| | Employee Experience / Engagement Specialist | \$90K-\$130K | 5%-15% | 0%-0.1% |
| | HR Compliance Specialist | \$90K-\$130K | 5%-15% | 0%-0.1% |
| Entry-Level & Coordinator Roles | <i>These professionals support scheduling, data entry, candidate communication, onboarding, records management, and HR reporting. They play a key role in administrative compliance and creating a seamless employee or candidate experience.</i> | | | |
| | HR Coordinator / People Operations Coordinator | \$70K-\$95K | 2%-6% | N/A |
| | Recruiting Coordinator | \$70K-\$95K | 2%-6% | N/A |
| | HR Assistant / Recruiting Assistant | \$65K-\$90K | 2%-6% | N/A |
| | Talent Acquisition Associate | \$65K-\$90K | 2%-6% | N/A |
| | Onboarding Coordinator | \$65K-\$90K | 2%-6% | N/A |

CRO & CDMO INDUSTRY: 2025 COMPENSATION & HIRING TRENDS

A Market-Driven Guide for Talent Leaders and Executives

The CRO and CDMO sectors are under growing pressure to deliver speed, scale, and innovation – all while competing for a limited pool of specialized talent.

At Brio Resource Group, we see firsthand how companies relying on outdated compensation models or “post and pray” recruiting fall behind those with informed, proactive strategies.

This guide provides actionable insights for executives, HR professionals, and talent acquisition leaders, based on real-world experiences, proprietary talent mapping, and conversations with industry insiders. Inside, you'll find:

- **Base salary ranges by function and leadership level**
- **Bonus structures by role and seniority**
- **Equity trends and candidate expectations**

Use this guide as a strategic tool to stay competitive – and if you're ready to elevate your hiring strategy, Brio is here to partner with you.

INDUSTRY: CRO & CDMO

CEO

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|---------------------------------|
| CEO & President | <i>The CEO in a CRO or CMO/CDMO company sets the overall vision and strategy, ensures operational and scientific excellence, regulatory compliance, and leads the team to deliver high-quality services supporting biopharma and biotech clients.</i> | | | |
| Company Stage | | | | |
| Small / Mid-sized CRO or CMO (<\$100M revenue) | Chief Executive Officer (CEO) | \$300-\$450K+ | 30%-50% | 1%-6% (common stock or options) |
| Large CRO or CMO (\$100M+ revenue) | Chief Executive Officer (CEO) | \$400K-\$750K+ | 50%-100% | 0.5%-4% (RSUs or options) |

CLINICAL OPERATIONS (CRO-SPECIFIC)

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Leaders at this level define the clinical operations and delivery strategy for client trials, manage P&L across portfolios or geographies, and ensure operational excellence and regulatory compliance across therapeutic areas.</i> | | | |
| | Chief Operating Officer (COO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | Chief Clinical Operations Officer (CCOO) | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | EVP/SVP, Clinical Development / Clinical Operations | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Global Project Delivery | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Clinical Operations | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Global Clinical Delivery | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Project Management | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Clinical Trial Services / Functional Delivery | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| Director & Senior Director Level | <i>Directors oversee therapeutic portfolios, regional trial delivery, or specific operational areas like site activation, vendor management, or FSP solutions. They work closely with sponsors and internal delivery teams to drive timelines and quality.</i> | | | |
| | Senior Director, Clinical Operations | \$240K-\$330K | 20%-30% | 0%-0.5% |
| | Senior Director, Global Project Management | \$240K-\$330K | 20%-30% | 0%-0.5% |
| | Director, Clinical Trial Management | \$210K-\$280K | 20%-25% | 0%-0.5% |
| | Director, Site Management & Monitoring | \$210K-\$280K | 20%-25% | 0%-0.5% |
| | Director, Clinical Delivery / Study Start-Up (SSU) | \$210K-\$280K | 20%-25% | 0%-0.5% |
| | Director, Patient Recruitment & Retention | \$210K-\$280K | 20%-25% | 0%-0.5% |
| | Director, Vendor Oversight or Functional Service Provider (FSP) | \$210K-\$280K | 20%-25% | 0%-0.5% |

| Manager Level | <i>Managers coordinate daily trial delivery and lead teams of CRAs, project associates, or SSU specialists. They support client engagement, risk mitigation, and execution of trial plans across timelines, quality, and cost.</i> | | | |
|------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|-----|
| | Clinical Operations Manager | \$150K-\$210K | 10%-15% | N/A |
| | Clinical Trial Manager (CTM) | \$150K-\$210K | 10%-15% | N/A |
| | Project Manager (PM) | \$140K-\$200K | 10%-15% | N/A |
| | Study Start-Up Manager | \$140K-\$200K | 10%-15% | N/A |
| | Site Management Manager / CRA Manager | \$140K-\$200K | 10%-15% | N/A |
| | Clinical Vendor Manager | \$140K-\$200K | 10%-15% | N/A |
| | Patient Recruitment Manager | \$140K-\$200K | 10%-15% | N/A |
| | Clinical Project Delivery Manager | \$140K-\$200K | 10%-15% | N/A |
| | Clinical Monitoring Manager | \$140K-\$200K | 10%-15% | N/A |
| Individual Contributor - Clinical Staff | <i>This level includes the core execution team for CRO-sponsored clinical trials. These professionals perform monitoring, documentation review, site training, and trial coordination across global sites.</i> | | | |
| | Principal Clinical Research Associate (CRA) | \$135K-\$185K | 3%-10% | N/A |
| | Senior CRA | \$125K-\$175K | 3%-10% | N/A |
| | Clinical Research Associate (CRA) I / II | \$110K-\$160K | 3%-10% | N/A |
| | In-House CRA / Central Monitor | \$95K-\$135K | 3%-10% | N/A |
| | Clinical Trial Associate (CTA) | \$85K-\$125K | 3%-10% | N/A |
| | Study Start-Up Specialist (SSU Specialist) | \$85K-\$125K | 3%-10% | N/A |
| | Clinical Research Coordinator (CRO-based) | \$85K-\$125K | 3%-10% | N/A |
| | Regulatory Document Specialist | \$85K-\$120K | 3%-10% | N/A |
| | Clinical Data Coordinator / Source Reviewer | \$85K-\$120K | 3%-10% | N/A |
| Entry-Level & Support Roles | <i>These individuals support clinical documentation, regulatory filing, trial tracking, and coordination between functional teams. They often serve as administrative anchors across multi-site and global studies.</i> | | | |
| | Clinical Trial Assistant (CTA) | \$70K-\$95K | 0%-5% | N/A |
| | Clinical Operations Coordinator | \$70K-\$95K | 0%-5% | N/A |
| | Regulatory Assistant | \$65K-\$90K | 0%-5% | N/A |
| | Investigator Document Specialist | \$65K-\$90K | 0%-5% | N/A |
| | TMF Assistant (Trial Master File) | \$65K-\$90K | 0%-5% | N/A |
| | Project Assistant / Project Administrator | \$65K-\$90K | 0%-5% | N/A |

PRECLINICAL & LABORATORY SERVICES

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Scientific Leadership | <i>These leaders define scientific and operational strategy for preclinical R&D and lab services, oversee sponsor programs, ensure GLP compliance, and manage capacity planning and scientific innovation across service areas.</i> | | | |
| | Chief Scientific Officer (CSO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | Chief Operating Officer (COO) – Laboratory Services | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | EVP/SVP, Preclinical Services | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Laboratory Operations | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Preclinical Sciences / Nonclinical Development | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Laboratory Services / Bioanalytical Services | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, In Vivo / In Vitro Sciences | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Toxicology or Safety Pharmacology | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| Director & Senior Director Level | <i>Directors are responsible for functional domains or client portfolios such as bioanalysis, pathology, method validation, pharmacology, or GLP operations. They lead cross-functional teams and liaise with sponsors and QA.</i> | | | |
| | Senior Director, Preclinical Operations | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, In Vivo Pharmacology / Animal Studies | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Analytical Development / Bioanalytical Services | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, DMPK / ADME / PK Studies | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Toxicology / Safety Studies | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Method Development & Validation (LC-MS, ELISA, etc.) | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Laboratory Quality / Regulatory Compliance (GLP/GMP) | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Histopathology or Clinical Pathology | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Biomarker or Molecular Biology Services | \$210K-\$280K | 20%-25% | 0%-0.4% |
| Manager Level | <i>Managers oversee lab staff, workflow, instrumentation, and study timelines. They ensure regulatory adherence, supervise data reporting, and coordinate with QA/QC, clients, and scientific leadership.</i> | | | |
| | Preclinical Study Manager | \$150K-\$210K | 10%-15% | N/A |
| | Laboratory Operations Manager | \$150K-\$210K | 10%-15% | N/A |
| | Bioanalytical Lab Manager | \$150K-\$210K | 10%-15% | N/A |
| | Analytical Chemistry Manager | \$140K-\$200K | 10%-15% | N/A |
| | Toxicology Study Manager | \$140K-\$200K | 10%-15% | N/A |
| | Histology / Pathology Lab Manager | \$140K-\$200K | 10%-15% | N/A |
| | In Vivo Operations Manager (Vivarium / Animal Care) | \$140K-\$200K | 10%-15% | N/A |
| | Sample Management / Logistics Manager | \$140K-\$200K | 10%-15% | N/A |
| | Method Development Manager | \$140K-\$200K | 10%-15% | N/A |

| Scientist, Specialist & Technical Staff | <i>These staff members execute protocols, run assays, manage equipment, and generate data. They are subject matter experts across disciplines like toxicology, cell biology, immunoassays, and PK analysis.</i> | | | |
|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|--------|-----|
| | Principal Scientist / Senior Scientist (Bioanalytical, DMPK, In Vivo) | \$135K-\$185K | 0%-15% | N/A |
| | Scientist I / II / III (Toxicology, Pharmacology, etc.) | \$110K-\$160K | 0%-10% | N/A |
| | Study Director (GLP Studies) | \$115K-\$170K | 0%-10% | N/A |
| | Research Associate (Preclinical, Bioanalytical, In Vitro) | \$95K-\$135K | 0%-10% | N/A |
| | Analytical Chemist / LC-MS/MS Specialist | \$95K-\$135K | 0%-10% | N/A |
| | Histology Technician / Pathology Technician | \$85K-\$125K | 0%-10% | N/A |
| | Method Validation Specialist | \$85K-\$125K | 0%-10% | N/A |
| | Animal Care Specialist / Veterinary Technician | \$80K-\$115K | 0%-10% | N/A |
| | Sample Coordinator / Accessioning Specialist | \$75K-\$110K | 0%-10% | N/A |
| Entry-Level & Support | <i>These team members support documentation, sample handling, study prep, and routine lab maintenance. Many progress into technician or scientist roles with training and experience.</i> | | | |
| | Lab Assistant / Laboratory Technician | \$65K-\$95K | 0%-5% | N/A |
| | Preclinical Technician / Dosing Tech (In Vivo) | \$65K-\$95K | 0%-5% | N/A |
| | Bioanalytical Assistant | \$65K-\$90K | 0%-5% | N/A |
| | Sample Prep or Specimen Processor | \$65K-\$90K | 0%-5% | N/A |
| | Animal Facility Assistant | \$60K-\$85K | 0%-5% | N/A |
| | Equipment Calibration or Maintenance Technician | \$60K-\$85K | 0%-5% | N/A |
| | Data Entry or Reporting Assistant (GLP) | \$60K-\$85K | 0%-5% | N/A |

PROCESS DEVELOPMENT & MANUFACTURING (CDMO-SPECIFIC)

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>These leaders are responsible for the strategic direction, scientific vision, and client delivery of process development services. They oversee cross-functional teams spanning upstream, downstream, analytical, and formulation development, while ensuring alignment with GMP readiness, tech transfer, and commercial scalability.</i> | | | |
| | Chief Scientific Officer (CSO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | Chief Technology Officer (CTO) | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | EVP/SVP, Process Development | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Technical Operations / Product Development | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Process Development (Biologics / Small Molecules / Cell & Gene Therapy) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Manufacturing Sciences & Technology (MS&T) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Formulation / Drug Product Development | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Analytical & Process Characterization | \$275K-\$400K | 25%-35% | 0.2%-0.6% |

| | | | | |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|------------|
| Director & Senior Director Level | <i>Directors lead functional domains or client portfolios such as upstream cell culture, downstream purification, drug product formulation, or process characterization. They often support IND-enabling studies, regulatory submissions, and late-phase/commercial tech transfers.</i> | | | |
| | Senior Director, Process Development (Upstream / Downstream) | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, Cell Culture / Fermentation Development | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Purification / Chromatography Development | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Drug Product / Fill-Finish Process Development | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Formulation & Lyophilization Development | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Process Characterization & Scale-Up | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Technology Transfer | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, MS&T / Late-Stage Process Development | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Analytical Process Development | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| Manager Level | <i>Managers lead lab and pilot-scale teams, supervise experiment execution, ensure documentation quality, and interface with QA, manufacturing, and regulatory groups to support clinical and commercial readiness.</i> | | | |
| | Process Development Manager (Upstream / Downstream) | \$150K-\$210K | 15%-20% | N/A |
| | MSAT Manager (Manufacturing Science and Technology) | \$150K-\$210K | 15%-20% | N/A |
| | Formulation Development Manager | \$150K-\$210K | 15%-20% | N/A |
| | Tech Transfer Manager | \$140K-\$200K | 10%-20% | N/A |
| | Analytical Development Manager | \$140K-\$200K | 10%-20% | N/A |
| | Process Characterization Manager | \$140K-\$200K | 10%-20% | N/A |
| | Pilot Plant Manager / Engineering Manager | \$140K-\$200K | 10%-20% | N/A |
| | Drug Product Process Manager | \$140K-\$200K | 10%-20% | N/A |
| Scientist & Technical Staff | <i>Scientists and engineers at this level design experiments, analyze data, and develop scalable, reproducible processes. They often work cross-functionally with QA/QC, manufacturing, regulatory, and supply chain teams.</i> | | | |
| | Principal Scientist / Senior Scientist (Process / Formulation) | \$135K-\$185K | 5%-15% | N/A |
| | Scientist I / II / III (Upstream, Downstream, Drug Product) | \$110K-\$160K | 5%-15% | N/A |
| | Process Development Engineer (Chemical / Bioprocess) | \$105K-\$155K | 5%-15% | N/A |
| | Analytical Development Scientist | \$100K-\$150K | 5%-15% | N/A |
| | Formulation Scientist (Liquid / Lyophilized / Sterile) | \$100K-\$150K | 5%-15% | N/A |
| | Cell Line / Strain Development Scientist | \$100K-\$150K | 5%-15% | N/A |
| | Tech Transfer Specialist / Process Transfer Engineer | \$95K-\$140K | 5%-15% | N/A |
| | Characterization Scientist (DoE, QbD, PAT) | \$95K-\$140K | 5%-15% | N/A |
| Entry-Level & Associate Roles | <i>Entry-level scientists and technicians support lab operations, process execution, sample handling, and basic method development. These roles are foundational to training future process engineers and scientists.</i> | | | |
| | Research Associate / Process Development Associate | \$75K-\$110K | 3%-5% | N/A |
| | Manufacturing Science Associate | \$75K-\$110K | 3%-5% | N/A |
| | Formulation Technician / Process Technician | \$70K-\$100K | 3%-5% | N/A |
| | Lab Technician / Pilot Plant Technician | \$65K-\$95K | 0%-5% | N/A |
| | Technical Operations Coordinator | \$65K-\$95K | 0%-5% | N/A |
| | Tech Transfer Assistant | \$60K-\$90K | 0%-5% | N/A |
| | Sample Management or Documentation Assistant | \$60K-\$90K | 0%-5% | N/A |

BUSINESS DEVELOPMENT & CLIENT SERVICES

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Executive leaders define the commercial vision, drive strategic partnerships, and oversee global revenue targets. They often work directly with biotech and pharma executives to negotiate large-scale service contracts, FSP models, and strategic collaborations.</i> | | | |
| | Chief Commercial Officer (CCO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | Chief Business Officer (CBO) | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | Chief Growth Officer (CGO) | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | EVP/SVP, Global Business Development & Strategy | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | EVP/SVP, Commercial Operations / Strategic Partnerships | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Sales & Global Key Accounts | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Global Business Development (CRO/CDMO) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Strategic Partnerships / Corporate Development | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Commercial Excellence / Client Solutions | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Key Account Management or Alliance Management | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| Director & Senior Director Level | <i>These leaders manage regional or service-line business development teams, handle major accounts, and develop go-to-market strategies. They oversee proposals, pricing, and long-term client relationship growth.</i> | | | |
| | Senior Director, Business Development (Clinical / Manufacturing / Lab Services) | \$240K-\$300K | 20%-40% | 0%-0.5% |
| | Director, Business Development | \$190K-\$250K | 20%-40% | 0%-0.5% |
| | Director, Strategic Accounts / Global Client Partnerships | \$190K-\$250K | 20%-25% | 0%-0.5% |
| | Director, Sales Operations / Revenue Strategy | \$190K-\$250K | 20%-25% | 0%-0.5% |
| | Director, Alliance Management / Integration | \$190K-\$250K | 20%-25% | 0%-0.5% |
| | Director, Proposal & Contract Strategy | \$190K-\$250K | 20%-25% | 0%-0.4% |
| | Director, Marketing & Competitive Intelligence | \$190K-\$250K | 20%-25% | 0%-0.4% |
| | Director, Commercial Enablement or Sales Training | \$190K-\$250K | 20%-25% | 0%-0.4% |
| Manager Level | <i>Managers coordinate regional sales activities, RFP response development, pricing analysis, and client engagement programs. They may oversee junior BD staff or manage a portfolio of accounts.</i> | | | |
| | Business Development Manager (BDM) | \$150K-\$210K | 15%-20% | N/A |
| | Account Manager / Strategic Account Manager | \$150K-\$210K | 15%-20% | N/A |
| | Client Services Manager / Customer Success Manager | \$140K-\$200K | 15%-20% | N/A |
| | Proposal & Contracts Manager | \$140K-\$200K | 15%-20% | N/A |
| | Commercial Operations Manager | \$140K-\$200K | 15%-20% | N/A |
| | Sales Enablement Manager | \$140K-\$200K | 15%-20% | N/A |
| | RFP/RFI Response Manager | \$130K-\$190K | 15%-20% | N/A |
| | Territory Sales Manager / Regional Sales Manager | \$130K-\$190K | 15%-20% | N/A |

| Individual Contributor Roles | <i>These contributors support client interactions, drive lead generation, and facilitate proposals, CRM tracking, and reporting. They are often the first point of contact for new business opportunities.</i> | | | |
|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|-----|
| | Business Development Executive / Representative (BDR) | \$110K-\$190K | 10%-30% | N/A |
| | Account Executive / Sales Representative | \$110K-\$160K | 10%-30% | N/A |
| | Proposal Specialist / Proposal Writer | \$95K-\$140K | 10%-20% | N/A |
| | Contracts Specialist / Pricing Analyst | \$95K-\$135K | 10%-20% | N/A |
| | Inside Sales Representative | \$90K-\$130K | 10%-15% | N/A |
| | Channel Development Specialist | \$90K-\$130K | 10%-15% | N/A |
| | Client Success Specialist / Partner Coordinator | \$85K-\$125K | 10%-15% | N/A |
| | Sales Support Specialist | \$80K-\$120K | 10%-15% | N/A |
| | CRM Analyst / Sales Operations Analyst | \$80K-\$120K | 10%-15% | N/A |
| | Market Intelligence Analyst | \$80K-\$120K | 10%-15% | N/A |
| | Commercial Insights Analyst | \$80K-\$120K | 10%-15% | N/A |
| Entry-Level & Support Roles | <i>These roles provide administrative, coordination, and operational support across sales, proposals, and client engagement. Many evolve into sales or account-facing career paths.</i> | | | |
| | Sales / BD Coordinator | \$70K-\$105K | 0%-5% | N/A |
| | Proposal Coordinator / Commercial Admin | \$70K-\$100K | 0%-5% | N/A |
| | Marketing & Sales Assistant | \$65K-\$95K | 0%-5% | N/A |
| | Client Onboarding Associate | \$65K-\$95K | 0%-5% | N/A |
| | CRM Administrator / Database Assistant | \$65K-\$95K | 0%-5% | N/A |
| | Sales Reporting / Forecasting Assistant | \$60K-\$90K | 0%-5% | N/A |
| | Communications & Presentation Specialist | \$60K-\$90K | 0%-5% | N/A |

BIOMETRICS & DATA SCIENCES

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>This tier defines global biometrics strategy, oversees functional service partnerships (FSPs), directs cross-functional data integrity and compliance initiatives, and often supports regulatory interactions with sponsors and agencies.</i> | | | |
| | Chief Data Officer (CDO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | EVP/SVP, Biometrics / Clinical Data Sciences | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Data Strategy & Governance | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Biometrics (Biostatistics, Programming, Data Mgmt.) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Data Management or Clinical Informatics | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Biostatistics / Statistical Sciences | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Statistical Programming & Analytics | \$275K-\$400K | 25%-35% | 0.2%-0.6% |

| | | | | |
|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|-----------|
| Director & Senior Director Level | <i>Directors are functional leads across biostatistics, clinical data management (CDM), statistical programming, or data standards. They manage sponsor relationships, ensure quality oversight, and drive innovation in data systems or automation.</i> | | | |
| | Senior Director, Biometrics or Data Sciences | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, Clinical Data Management | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Biostatistics | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Statistical Programming | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Data Standards (CDISC, SDTM, ADaM) | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Clinical Data Analytics / Risk-Based Monitoring | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Centralized Monitoring / Clinical Informatics | \$210K-\$280K | 20%-25% | 0%-0.4% |
| Manager Level | <i>Managers lead teams of data managers, statisticians, or programmers. They are responsible for project-level delivery, cross-functional communication, QC oversight, and vendor or system management (e.g., EDC, SAS, R).</i> | | | |
| | Biometrics Manager | \$150K-\$210K | 10%-20% | N/A |
| | Clinical Data Management (CDM) Manager | \$150K-\$210K | 10%-20% | N/A |
| | Biostatistics Manager | \$150K-\$210K | 10%-20% | N/A |
| | Statistical Programming Manager | \$150K-\$210K | 10%-20% | N/A |
| | Clinical Data Standards Manager (CDISC, SDTM, ADaM) | \$150K-\$210K | 10%-20% | N/A |
| | Risk-Based Monitoring Manager | \$140K-\$200K | 10%-20% | N/A |
| | Data Quality or Clinical Systems Manager | \$140K-\$200K | 10%-20% | N/A |
| Individual Contributor - Data Sciences | <i>These roles execute study-specific and program-level deliverables including data cleaning, statistical analysis, programming datasets and tables/listings/figures (TLFs), and managing EDC systems.</i> | | | |
| | Principal Biostatistician / Senior Biostatistician | \$135K-\$185K | 10%-15% | N/A |
| | Biostatistician I / II / III | \$110K-\$160K | 10%-15% | N/A |
| | SAS Programmer / Statistical Programmer I/II/III | \$105K-\$155K | 10%-15% | N/A |
| | Clinical Data Manager (Study-Level) | \$100K-\$150K | 10%-15% | N/A |
| | Data Standards Specialist (CDISC, MedDRA, WHODrug) | \$95K-\$140K | 5%-15% | N/A |
| | EDC Programmer / Clinical Database Programmer | \$95K-\$140K | 5%-15% | N/A |
| | Central Monitor / Risk-Based Monitor | \$90K-\$135K | 5%-15% | N/A |
| | Clinical Data Analyst / Quality Control Analyst | \$90K-\$130K | 5%-15% | N/A |
| | Medical Coder (MedDRA, WHODrug) | \$85K-\$125K | 5%-10% | N/A |
| Entry-Level Support | <i>These team members support data entry, documentation, audit trails, and coding. They may also assist with data cleaning, validation checks, or SAS code review.</i> | | | |
| | Junior Biostatistician / Statistical Assistant | \$75K-\$110K | 0%-5% | N/A |
| | Data Management Associate / CDM Coordinator | \$70K-\$105K | 0%-5% | N/A |
| | Clinical Trials Data Coordinator | \$70K-\$105K | 0%-5% | N/A |
| | Medical Coding Associate / Junior Coder | \$65K-\$95K | 0%-5% | N/A |
| | Clinical Database Assistant | \$65K-\$95K | 0%-5% | N/A |
| | Data Review or Quality Control Assistant | \$65K-\$95K | 0%-5% | N/A |
| | EDC Validation Assistant / Test Engineer | \$65K-\$95K | 0%-5% | N/A |

QUALITY ASSURANCE & COMPLIANCE

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>These leaders define and oversee global quality strategy, ensure regulatory compliance across clinical, laboratory, and manufacturing services, and maintain inspection readiness for agencies like FDA, EMA, MHRA, and PMDA.</i> | | | |
| | Chief Quality Officer (CQO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | Chief Compliance Officer (CCO) | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | EVP/SVP, Quality Assurance & Regulatory Compliance | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, GxP Quality (GMP, GCP, GLP) | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Global Quality Assurance (Clinical & Manufacturing) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Regulatory Compliance & Inspection Readiness | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Quality Systems & Risk Management | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| Director & Senior Director Level | <i>Directors lead functional QA groups (e.g., GMP QA, GCP QA, Quality Systems), oversee audits and CAPAs, manage regulatory submissions, and liaise with clients and health authorities on compliance topics.</i> | | | |
| | Senior Director, GMP Quality Assurance | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Senior Director, GCP or GLP Quality Assurance | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, Clinical QA or GxP Compliance | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Quality Systems & Document Control | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Quality Operations (Manufacturing / Labs) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Supplier Quality & Vendor Qualification | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Audit & Inspection Management | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Computer System Validation (CSV) & Data Integrity | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Risk Management / Regulatory Affairs Compliance | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| Manager Level | <i>QA Managers supervise day-to-day QA operations, manage inspection prep, audit programs, change controls, and document systems (e.g., Veeva, MasterControl). They also oversee batch review and training programs.</i> | | | |
| | GMP QA Manager / GCP QA Manager / GLP QA Manager | \$150K-\$210K | 10%-20% | N/A |
| | Quality Systems Manager | \$150K-\$210K | 10%-20% | N/A |
| | Document Control Manager | \$140K-\$200K | 10%-20% | N/A |
| | Audit & Compliance Manager | \$140K-\$200K | 10%-20% | N/A |
| | CSV / Data Integrity Manager | \$140K-\$200K | 10%-20% | N/A |
| | Training & Quality Operations Manager | \$140K-\$200K | 10%-20% | N/A |
| | Vendor Quality Assurance Manager | \$140K-\$200K | 10%-20% | N/A |
| | Deviation / CAPA Manager | \$140K-\$200K | 10%-20% | N/A |
| | Batch Release Manager (Manufacturing QA) | \$140K-\$200K | 10%-20% | N/A |

| Individual Contributor & Specialist Roles | <i>These professionals perform quality review, execute audits, track deviations/CAPAs, inspect documentation and data integrity, and ensure adherence to SOPs and regulatory requirements.</i> | | | |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-----|--|
| QA Specialist / Quality Assurance Associate | \$95K-\$135K | 5%-15% | N/A | |
| QA Auditor (Internal / External / Supplier) | \$95K-\$135K | 5%-15% | N/A | |
| GCP QA Specialist / GLP QA Specialist / GMP QA Specialist | \$95K-\$135K | 5%-15% | N/A | |
| Compliance Analyst / QA Compliance Specialist | \$90K-\$130K | 5%-15% | N/A | |
| QA Reviewer (Batch Records / Lab Data / TMF) | \$90K-\$130K | 5%-15% | N/A | |
| CSV Specialist / Data Integrity Analyst | \$90K-\$130K | 5%-15% | N/A | |
| QA Validation Specialist (Cleaning, Equipment, Software) | \$90K-\$130K | 5%-15% | N/A | |
| QA Inspector (In-Process / Final Release) | \$85K-\$125K | 5%-15% | N/A | |
| SOP & Documentation Control Specialist | \$85K-\$120K | 5%-15% | N/A | |
| Entry-Level Support | <i>Entry-level QA team members and coordinators assist with documentation, audit prep, controlled forms, and regulatory file maintenance. Many begin here and progress into auditing, compliance, or systems roles.</i> | | | |
| QA Coordinator / QA Administrative Assistant | \$70K-\$100K | 0%-5% | N/A | |
| Document Control Associate / Records Clerk | \$65K-\$95K | 0%-5% | N/A | |
| Training Documentation Assistant | \$65K-\$95K | 0%-5% | N/A | |
| Quality Intern / Co-op (GxP) | \$55K-\$80K | 0%-5% | N/A | |
| QA File Reviewer (TMF, Batch Records, Lab Notebooks) | \$60K-\$90K | 0%-5% | N/A | |

REGULATORY AFFAIRS

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Leaders at this level define global regulatory strategy, guide cross-functional submission planning, and maintain oversight of sponsor and product regulatory portfolios—across development (IND/CTA), registration (NDA/BLA/MAA), and lifecycle management.</i> | | | |
| | Chief Regulatory Officer (CRO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | Chief Scientific or Compliance Officer (Regulatory Affairs emphasis) | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | EVP/SVP, Global Regulatory Affairs | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Regulatory Strategy & Intelligence | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Regulatory Affairs (Development & CMC) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Global Regulatory Operations & Publishing | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| Director & Senior Director Level | <i>These leaders manage global regulatory teams and submission activities across geographies and functions (e.g., CMC, preclinical, clinical, labeling). They oversee regulatory strategy, timelines, and health authority communications.</i> | | | |
| | Senior Director, Regulatory Affairs (Global / Regional) | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, Regulatory Strategy (IND/NDA/BLA/MAA) | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Regulatory CMC (Chemistry, Manufacturing & Controls) | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Regulatory Operations / Submissions | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Regulatory Intelligence / Policy | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Labeling & Promotional Review (USPI / PI) | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Regulatory Affairs – Clinical Trials (CTA/IND) | \$210K-\$280K | 20%-25% | 0%-0.4% |
| | Director, Regulatory Submissions & Publishing | \$210K-\$280K | 20%-25% | 0%-0.4% |

| Manager Level | <i>Regulatory managers support cross-functional teams, lead module authorship (e.g., 2.3, 2.5, 2.7), and manage lifecycle submissions. They may be aligned by geography (US, EU, Canada, ROW) or product stage (early vs. late).</i> | | | |
|-------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|-----|
| | Regulatory Affairs Manager (Global / Regional) | \$150K-\$210K | 10%-20% | N/A |
| | Regulatory CMC Manager | \$150K-\$210K | 10%-20% | N/A |
| | Regulatory Submissions Manager | \$150K-\$210K | 10%-20% | N/A |
| | Labeling Compliance Manager | \$140K-\$200K | 10%-20% | N/A |
| | Regulatory Operations Manager | \$140K-\$200K | 10%-20% | N/A |
| | eCTD Publishing Manager | \$140K-\$200K | 10%-20% | N/A |
| Individual Contributor & Specialist Roles | <i>Specialists draft and compile documents, support eCTD publishing, perform gap analyses, and assist with regulatory queries. Depending on the company, these may be aligned to clinical, CMC, or post-approval support.</i> | | | |
| | Senior Regulatory Affairs Associate / Specialist | \$105K-\$155K | 10%-15% | N/A |
| | Regulatory Affairs Associate (I/II/III) | \$90K-\$140K | 5%-15% | N/A |
| | Regulatory CMC Specialist | \$90K-\$135K | 5%-15% | N/A |
| | Regulatory Submissions Coordinator | \$85K-\$130K | 5%-15% | N/A |
| | eCTD Publisher / Regulatory Publishing Specialist | \$85K-\$130K | 5%-15% | N/A |
| | Labeling Associate / Regulatory Labeling Specialist | \$85K-\$130K | 5%-15% | N/A |
| | Clinical Trials Regulatory Coordinator | \$80K-\$125K | 5%-15% | N/A |
| Entry-Level & Support | <i>Entry-level staff provide document formatting, coordination, and support for submission tracking, regulatory archiving, and health authority correspondence.</i> | | | |
| | Regulatory Affairs Assistant / Admin Coordinator | \$70K-\$100K | 0%-5% | N/A |
| | Submission Support Associate / Document Coordinator | \$65K-\$95K | 0%-5% | N/A |
| | Publishing Assistant (eCTD) | \$65K-\$95K | 0%-5% | N/A |
| | Clinical Labeling Assistant | \$60K-\$90K | 0%-5% | N/A |

MEDICAL AFFAIRS & PHARMACOVIGILANCE

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Executives in this space oversee strategy, operations, and compliance for medical affairs, pharmacovigilance (PV), and medical writing. They often support scientific leadership across therapeutic areas and act as the liaison between sponsors, internal functions, and regulators.</i> | | | |
| | Chief Medical Officer (CMO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | Chief Safety Officer (CSO) | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | EVP/SVP, Medical Affairs & Drug Safety | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Pharmacovigilance & Risk Management | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Global Medical Affairs (CRO/CDMO) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Drug Safety & Pharmacovigilance (PV) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Scientific Affairs / Evidence Generation | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Medical Communications / Scientific Strategy | \$275K-\$400K | 25%-35% | 0.2%-0.6% |

| | | | | |
|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|------------|
| Director & Senior Director Level | <i>These leaders guide medical and safety strategy execution, oversee global PV systems and medical writing operations, and lead key functions such as MSL teams, aggregate report submissions, and scientific publications.</i> | | | |
| | Senior Director, Medical Affairs (Therapeutic Area / Global) | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Senior Director, Drug Safety / Pharmacovigilance | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, Safety Surveillance / Signal Detection | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Medical Writing or Scientific Communications | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Medical Information Services | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Risk Evaluation & Mitigation Strategy (REMS) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Real-World Evidence (RWE) or HEOR Strategy | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Clinical Safety / Case Management | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, MSL Strategy / Field Medical Affairs | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| Manager Level | <i>Managers coordinate scientific and safety activities across projects, including reviewing case reports, leading literature surveillance, supporting KOL engagement, overseeing medical review of data, and ensuring compliance with global safety regulations.</i> | | | |
| | Medical Affairs Manager | \$150K-\$210K | 10%-20% | N/A |
| | Medical Writing Manager | \$150K-\$210K | 10%-20% | N/A |
| | Drug Safety / PV Operations Manager | \$150K-\$210K | 10%-20% | N/A |
| | Case Processing Manager | \$140K-\$200K | 10%-20% | N/A |
| | Medical Review Manager (SAEs / Narrative QC) | \$140K-\$200K | 10%-20% | N/A |
| | Signal Management / Aggregate Reports Manager | \$140K-\$200K | 10%-20% | N/A |
| | RWE Program Manager / Medical Communications Manager | \$140K-\$200K | 10%-20% | N/A |
| | Global Labeling / Safety Labeling Manager | \$140K-\$200K | 10%-20% | N/A |
| Individual Contributor Specialist Roles | <i>These roles perform operational delivery of medical content, safety case reviews, scientific insights generation, and safety monitoring in clinical trials or post-market surveillance settings.</i> | | | |
| | Medical Science Liaison (MSL) | \$135K-\$190K | 15%-20% | N/A |
| | Medical Writer / Senior Medical Writer | \$110K-\$160K | 10%-20% | N/A |
| | Drug Safety Associate (I/II/III) | \$95K-\$140K | 10%-15% | N/A |
| | Pharmacovigilance Specialist | \$95K-\$135K | 10%-15% | N/A |
| | Aggregate Reports Writer (PADER, DSUR, PSUR, RMP) | \$95K-\$135K | 10%-15% | N/A |
| | Signal Detection Analyst / Safety Surveillance Specialist | \$90K-\$130K | 10%-15% | N/A |
| | Medical Communications Specialist | \$90K-\$130K | 10%-15% | N/A |
| | Medical Review Physician (contracted / embedded) | \$200K-\$300K | N/A | N/A |
| | HEOR / RWE Data Analyst or Research Associate | \$85K-\$125K | 10%-15% | N/A |
| | Medical Information Specialist | \$85K-\$120K | 10%-15% | N/A |
| Entry-Level & Support | <i>These team members support document preparation, data entry, triage, quality control, literature monitoring, and safety tracking. These roles are often gateways to careers in scientific writing or safety science.</i> | | | |
| | Medical Affairs Coordinator / Assistant | \$70K-\$100K | 0%-5% | N/A |
| | Drug Safety Assistant / PV Administrative Support | \$65K-\$95K | 0%-5% | N/A |
| | Medical Writing Coordinator / QC Reviewer | \$65K-\$95K | 0%-5% | N/A |
| | Safety Data Entry Associate | \$60K-\$90K | 0%-5% | N/A |
| | Medical Information Assistant | \$60K-\$90K | 0%-5% | N/A |

IT & ECLINICAL SYSTEMS

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>These leaders define and drive the IT roadmap across enterprise platforms, eClinical systems, data architecture, and digital transformation. They ensure global systems align with regulatory (21 CFR Part 11, GxP) and security standards (ISO, NIST, HITRUST).</i> | | | |
| | Chief Information Officer (CIO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | Chief Digital Officer (CDO) | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | EVP/SVP, Information Technology / Digital Transformation | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Clinical Technologies / eClinical Solutions | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, IT Strategy & Architecture | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Global Clinical Systems / Trial Technology | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Data Platforms / Enterprise Systems | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| Director & Senior Director Level | <i>These roles lead functional IT and clinical tech domains—from infrastructure and applications to GxP compliance and system integrations. They often manage vendor relationships (e.g., Veeva, Medidata, Oracle, SAP) and support internal and sponsor-facing projects.</i> | | | |
| | Senior Director, Clinical Systems / eClinical Platforms | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Senior Director, IT Operations / Enterprise Applications | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, Clinical Trial Management Systems (CTMS) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Laboratory & Manufacturing Systems (LIMS / MES / ERP) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Validation & GxP Compliance Systems | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, IT Infrastructure / Cloud Engineering | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Data Integration / API Services | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Data Governance & Master Data Management | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| Manager Level | <i>Managers oversee functional delivery of technology platforms, including system implementations, upgrades, user support, and validation. In CROs, these roles may span sponsor-specific environments and require deep familiarity with clinical system workflows.</i> | | | |
| | IT Systems Manager (Clinical / Manufacturing) | \$150K-\$210K | 10%-20% | N/A |
| | eClinical Systems Manager (EDC / IRT / ePRO) | \$150K-\$210K | 10%-20% | N/A |
| | CTMS / TMF Systems Manager | \$150K-\$210K | 10%-20% | N/A |
| | IT Infrastructure Manager (Networking / Security) | \$150K-\$210K | 10%-20% | N/A |
| | Application Development Manager (SaaS / Web) | \$150K-\$210K | 10%-20% | N/A |
| | GxP Validation / IT Compliance Manager | \$150K-\$210K | 10%-20% | N/A |
| | Help Desk / IT Support Manager | \$140K-\$200K | 10%-20% | N/A |

| Specialist & Analyst Roles | <i>These professionals maintain system configurations, validate software, provide end-user support, and manage integration points between platforms like Medidata Rave, Veeva Vault, Oracle Argus, SAP, and others.</i> | | | |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|--------|-----|
| | eClinical Specialist (EDC / eCOA / IRT) | \$100K-\$150K | 5%-15% | N/A |
| | Clinical Systems Analyst (CTMS / RTSM / TMF) | \$100K-\$145K | 5%-15% | N/A |
| | IT Business Analyst (GxP / CSV focus) | \$100K-\$145K | 5%-15% | N/A |
| | GxP Validation Analyst / CSV Specialist | \$95K-\$135K | 5%-15% | N/A |
| | Data Integration Analyst / API Developer | \$95K-\$135K | 5%-15% | N/A |
| | Application Support Specialist (Clinical Systems) | \$90K-\$130K | 5%-15% | N/A |
| | LIMS / Lab Systems Analyst | \$90K-\$130K | 5%-15% | N/A |
| | ERP / MES Analyst (Manufacturing IT) | \$90K-\$130K | 5%-15% | N/A |
| | IT Security Analyst (GxP / Audit readiness) | \$90K-\$130K | 5%-15% | N/A |
| | Help Desk Analyst (Tier I/II Clinical Support) | \$70K-\$105K | 0%-5% | N/A |
| Entry-Level & Support | <i>These team members handle basic tech support, ticket triage, and assist with system training, onboarding, and documentation. Many advance into analyst or compliance specialist tracks over time.</i> | | | |
| | IT Coordinator / Clinical Systems Support Assistant | \$65K-\$95K | 0%-5% | N/A |
| | Technical Support Associate (L1 / L2) | \$65K-\$95K | 0%-5% | N/A |
| | IT Compliance Assistant / Validation Assistant | \$65K-\$95K | 0%-5% | N/A |
| | eClinical Help Desk Associate | \$65K-\$95K | 0%-5% | N/A |
| | Clinical Systems Documentation Assistant | \$60K-\$90K | 0%-5% | N/A |

HUMAN RESOURCES & TALENT ACQUISITION

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|-------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Responsible for company-wide people strategy, workforce planning, talent risk management, and alignment with regulatory and business goals.</i> | | | |
| | Chief Human Resources Officer (CHRO) | \$325K-\$475K | 30%-45% | 0.5%-1.0% |
| | Chief People Officer (CPO) | \$300K-\$450K | 30%-40% | 0.4%-0.8% |
| | SVP, Human Resources / People Operations | \$275K-\$400K | 25%-35% | 0.3%-0.6% |
| | SVP, Talent & Organizational Development | \$275K-\$400K | 25%-35% | 0.3%-0.6% |
| | VP, Human Resources | \$225K-\$325K | 20%-30% | 0.2%-0.5% |
| | VP, Talent Acquisition | \$225K-\$325K | 20%-30% | 0.2%-0.5% |
| | VP, Total Rewards / Compensation & Benefits | \$225K-\$325K | 20%-30% | 0.2%-0.5% |
| | VP, Employee Experience or People Strategy | \$225K-\$325K | 20%-30% | 0.2%-0.5% |

| | | | | |
|----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|-----------|
| Director & Senior Director Level | <i>Oversee functional areas such as recruiting, L&D, compensation, HRIS, and DEI. Frequently partner with department heads in clinical, regulatory, and scientific teams.</i> | | | |
| | Senior Director, Human Resources | \$185K-\$260K | 15%-25% | 0.1%-0.3% |
| | Senior Director, Talent Acquisition | \$185K-\$260K | 15%-25% | 0.1%-0.3% |
| | Senior Director, Total Rewards / Compensation | \$185K-\$260K | 15%-25% | 0.1%-0.3% |
| | Director, HR Business Partner (HRBP) | \$160K-\$230K | 15%-20% | 0.1%-0.3% |
| | Director, Learning & Development (L&D) | \$160K-\$230K | 15%-20% | 0.1%-0.3% |
| | Director, DEI or Organizational Development | \$160K-\$230K | 15%-20% | 0.1%-0.3% |
| | Director, People Analytics or Workforce Planning | \$160K-\$230K | 15%-20% | 0.1%-0.3% |
| | Director, Employee Relations / Compliance | \$160K-\$230K | 15%-20% | 0.1%-0.3% |
| | Director, HRIS / People Systems | \$160K-\$230K | 15%-20% | 0.1%-0.3% |
| Manager Level | <i>Manage people processes and programs including recruiting, compliance, employee engagement, compensation analysis, and performance management.</i> | | | |
| | HR Manager / People Operations Manager | \$120K-\$170K | 10%-20% | N/A |
| | Talent Acquisition Manager | \$120K-\$170K | 10%-20% | N/A |
| | Compensation & Benefits Manager | \$120K-\$170K | 10%-20% | N/A |
| | HR Compliance or Employee Relations Manager | \$120K-\$170K | 10%-20% | N/A |
| | Recruiting Manager (e.g., R&D, Clinical, Manufacturing) | \$120K-\$170K | 10%-20% | N/A |
| | HRBP Manager (Regional or Functional) | \$120K-\$170K | 10%-20% | N/A |
| | HRIS Manager / Payroll Manager | \$120K-\$170K | 10%-15% | N/A |
| | L&D Program Manager / Training Manager | \$115K-\$165K | 10%-15% | N/A |
| Specialist & Recruiter Level | <i>Provide day-to-day support across core HR functions, often with subject-matter depth in areas like recruiting, HRIS, or compliance. Recruiters may specialize by function (e.g., regulatory, clinical, scientific, or manufacturing).</i> | | | |
| | Talent Acquisition Specialist / Recruiter (Tech / Clinical / Ops) | \$90K-\$135K | 10%-15% | N/A |
| | HR Specialist / Generalist | \$85K-\$125K | 5%-10% | N/A |
| | Compensation Analyst / Benefits Specialist | \$85K-\$125K | 5%-10% | N/A |
| | HRIS Analyst / Payroll Specialist | \$85K-\$125K | 5%-10% | N/A |
| | Learning & Development Specialist | \$85K-\$125K | 5%-10% | N/A |
| | DEI Program Specialist | \$85K-\$125K | 5%-10% | N/A |
| | Employee Experience / Engagement Specialist | \$85K-\$125K | 5%-10% | N/A |
| | HR Compliance Specialist | \$85K-\$125K | 5%-10% | N/A |
| Coordinator & Entry-Level Support | <i>Coordinate logistics, maintain data accuracy, and ensure compliance across hiring, onboarding, training, and records management.</i> | | | |
| | HR Coordinator / People Operations Coordinator | \$70K-\$100K | 0%-10% | N/A |
| | Recruiting Coordinator | \$70K-\$100K | 0%-10% | N/A |
| | HR Assistant / Recruiting Assistant | \$65K-\$95K | 0%-10% | N/A |
| | Talent Acquisition Associate | \$65K-\$95K | 0%-10% | N/A |
| | Onboarding Coordinator | \$65K-\$95K | 0%-8% | N/A |
| | Training Program Assistant / LMS Support | \$60K-\$90K | 0%-8% | N/A |
| | Benefits Enrollment or Leave of Absence Coordinator | \$60K-\$90K | 0%-8% | N/A |

HEALTHTECH INDUSTRY: 2025 COMPENSATION OVERVIEW

Navigating Talent Demands in a Digitally-Driven Healthcare Era

The HealthTech sector is expected to continue its rapid expansion in 2025, driven by breakthroughs in digital therapeutics, AI-driven diagnostics, virtual care platforms, remote monitoring, and healthcare data integration. As funding flows into digital health and AI-enabled solutions, the pressure to attract proven operators, technical talent, and commercial leadership has never been greater.

From seed-stage startups to late-stage disruptors, HealthTech companies are competing not just on innovation, but on talent. Strong compensation strategies are essential to winning the race for engineering leaders, regulatory experts, product managers, and commercial builders who can scale platforms and navigate regulatory complexity.

This section provides compensation benchmarks across core HealthTech functions and leadership levels, including:

- **Base salary ranges by function and stage**
- **Bonus structures in tech-enabled and regulated health environments**
- **Equity expectations based on company maturity and role impact**

Whether you're building your first commercial team or scaling a digital platform post-Series C, this data will help you:

- **Benchmark offers against fast-moving market standards**
- **Design equity and incentive plans that resonate with top talent**
- **Understand pay trends unique to tech-driven healthcare**

As always, compensation will vary by company stage, product classification (e.g., software as a medical device), and location, but the need for precision and competitiveness is universal.



INDUSTRY: HEALTHTECH

CEO

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-------------------------------|----------------------------------------------------|
| CEO & President | <i>The CEO in a HealthTech company sets the overall vision and strategy, drives product innovation and market growth, ensures compliance with healthcare regulations, and leads the team to deliver impactful digital health solutions that improve patient outcomes and transform care delivery.</i> | | | |
| Company Stage | | | | |
| Startup (Pre-Revenue / MVP Stage) | Chief Executive Officer (CEO) | \$0-\$375K+ | 0-25% (milestone based) | 5%-15% (common stock, heavy dilution) |
| Commerical Stage (Post-Series B + Revenue \$10M-\$100M) | Chief Executive Officer (CEO) | \$300K-\$600K+ | 25%-75% (ARR/ Growth Targets) | 0.5%-5% (RSUs or options, often performance based) |

RESEARCH AND DEVELOPMENT (R&D)

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Leadership roles define the product vision, roadmap, and cross-functional execution strategy, bridging business, technology, and healthcare outcomes.</i> | | | |
| | Chief Technology Officer (CTO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | Chief Scientific Officer (CSO) | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | Chief Innovation Officer (CINO) | \$350K-\$475K | 35%-50% | 0.8%-2.0% |
| | SVP, Research & Product Development | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Data Science & AI | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, R&D (Healthtech / Digital Health / SaMD) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Clinical Research & Evidence Generation | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Product Science & Algorithm Development | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Software Engineering (Medical Applications) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| Director & Senior Director Level | <i>Directors lead product portfolios or customer segments, manage PM teams, and ensure clinical, regulatory, and technical alignment with the roadmap.</i> | | | |
| | Senior Director, Digital Health R&D | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Senior Director, Machine Learning / Data Science | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, Clinical Research & Validation (Digital Tools) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Algorithm Development (AI/ML in Healthtech) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Biomedical Engineering | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, UX Research / Human Factors Engineering | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Regulatory Science (SaMD / AI-MD) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Product Discovery & Prototyping | \$210K-\$280K | 20%-25% | 0.15%-0.4% |

| | | | | |
|------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|---------|
| Manager Level | <i>Product Managers at this level translate strategy into roadmap execution, manage agile workflows, and coordinate with engineering, design, and regulatory teams.</i> | | | |
| | R&D Program Manager (Digital Health / Wearables) | \$150K-\$210K | 10%-20% | 0%-0.3% |
| | Clinical Research Manager (Device / Software Trials) | \$150K-\$210K | 10%-20% | 0%-0.3% |
| | AI/ML Engineering Manager (Healthcare Applications) | \$150K-\$210K | 10%-20% | 0%-0.3% |
| | Biomedical Data Science Manager | \$150K-\$210K | 10%-20% | 0%-0.3% |
| | Human Factors & Usability Manager | \$140K-\$200K | 10%-20% | 0%-0.3% |
| | Regulatory & Quality Engineering Manager (SaMD) | \$140K-\$200K | 10%-20% | 0%-0.3% |
| | Product Innovation Manager | \$140K-\$200K | 10%-20% | 0%-0.3% |
| | Research Partnerships Manager (Academic / Clinical) | \$140K-\$200K | 10%-20% | 0%-0.3% |
| Specialist & Scientist Roles | <i>These are key individual contributors focused on scientific exploration, algorithm development, clinical studies, and prototype evaluation.</i> | | | |
| | Biomedical Research Scientist | \$125K-\$185K | 5%-15% | 0%-0.2% |
| | Clinical Data Scientist (RWD / RWE / Digital Biomarkers) | \$125K-\$185K | 5%-15% | 0%-0.2% |
| | AI/ML Scientist (Healthcare Models) | \$125K-\$185K | 5%-15% | 0%-0.2% |
| | Human-Centered Design Researcher | \$115K-\$170K | 5%-15% | 0%-0.2% |
| | User Researcher (Digital Therapeutics) | \$110K-\$165K | 5%-15% | 0%-0.2% |
| | Validation Scientist (Product / Clinical) | \$110K-\$165K | 5%-15% | 0%-0.2% |
| | Regulatory Science Specialist (Software) | \$105K-\$160K | 5%-15% | 0%-0.2% |
| | Digital Health Research Specialist | \$100K-\$155K | 5%-15% | 0%-0.2% |
| Engineering, Development & Analysis | <i>Software and systems engineers are central to R&D in healthtech. They design and build clinical-grade platforms, apps, APIs, and tools compliant with HIPAA, 21 CFR Part 11, and ISO standards.</i> | | | |
| | Software Engineer (Medical Applications) | \$100K-\$150K | 10%-15% | 0%-0.2% |
| | Algorithm Engineer (Signal Processing / Imaging) | \$100K-\$150K | 10%-15% | 0%-0.2% |
| | Embedded Systems Engineer (Wearables) | \$100K-\$150K | 10%-15% | 0%-0.2% |
| | Cloud Infrastructure Engineer (Healthcare Data) | \$100K-\$150K | 10%-15% | 0%-0.2% |
| | Mobile App Developer (iOS / Android / SaMD) | \$100K-\$150K | 10%-15% | 0%-0.2% |
| | DevOps / MLOps Engineer (Health AI Pipelines) | \$100K-\$150K | 10%-15% | 0%-0.2% |
| | Data Engineer (Healthcare Data Infrastructure) | \$100K-\$150K | 10%-15% | 0%-0.2% |
| | QA / Test Automation Engineer (Clinical Systems) | \$90K-\$135K | 10%-15% | 0%-0.2% |
| Entry-Level & Support Roles | <i>These early-career team members provide support in documentation, research, competitive intel, and product tracking while developing into more strategic roles.</i> | | | |
| | R&D Associate (Product / Clinical) | \$85K-\$125K | 0%-10% | N/A |
| | Research Assistant (Digital Health) | \$75K-\$110K | 0%-10% | N/A |
| | Engineering Intern (Software / Devices) | \$60K-\$85K | 0%-8% | N/A |
| | Lab Technician (Prototype / Sensor Testing) | \$60K-\$85K | 0%-8% | N/A |
| | Data Annotation / Labeling Specialist (AI Training) | \$60K-\$85K | 0%-8% | N/A |
| | Clinical Trial Assistant (Digital Trials) | \$60K-\$85K | 0%-8% | N/A |
| | R&D Operations Coordinator | \$60K-\$85K | 0%-8% | N/A |

PRODUCT DEVELOPMENT

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|-----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Leadership roles define the product vision, roadmap, and cross-functional execution strategy, bridging business, technology, and healthcare outcomes.</i> | | | |
| | Chief Product Officer (CPO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | SVP, Product Strategy & Innovation | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Digital Product Development | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Product Management (Healthtech / SaMD) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Platform or Ecosystem Products | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Clinical Product Strategy | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, User Experience & Design (Digital Health) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Consumer Products / Patient Engagement Tools | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| Director & Senior Director Level | <i>Directors lead product portfolios or customer segments, manage PM teams, and ensure clinical, regulatory, and technical alignment with the roadmap.</i> | | | |
| | Senior Director, Product Management (Digital Health / RPM / SaMD) | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, Consumer Experience Products | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Clinical Product Development (EHR / Decision Support / Trials) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Platform or API Products (FHIR, HL7) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Design Strategy / Product Discovery | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Product Analytics / Insights | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Medical Device / Diagnostic Product Line | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| Manager Level | <i>Product Managers at this level translate strategy into roadmap execution, manage agile workflows, and coordinate with engineering, design, and regulatory teams.</i> | | | |
| | Group Product Manager (GPM) | \$170K-\$240K | 10%-20% | 0%-0.3% |
| | Product Manager (Software / Mobile / Platform) | \$150K-\$210K | 10%-20% | 0%-0.3% |
| | Product Manager, Clinical Solutions (SaMD / EHR) | \$150K-\$210K | 10%-20% | 0%-0.3% |
| | Product Manager, Remote Monitoring or Wearables | \$150K-\$210K | 10%-20% | 0%-0.3% |
| | Product Manager, Patient or Provider Portals | \$150K-\$210K | 10%-20% | 0%-0.3% |
| | Product Manager, AI/ML-Driven Health Tools | \$150K-\$210K | 10%-20% | 0%-0.3% |
| | UX Program Manager (Product / Design Integration) | \$140K-\$200K | 10%-20% | 0%-0.3% |
| Individual Contributor & Associate-Level | <i>These product professionals focus on product research, requirements gathering, competitive analysis, and supporting backlog management and feature launches.</i> | | | |
| | Associate Product Manager (APM) | \$100K-\$140K | 5%-15% | 0%-0.15% |
| | Product Owner (Agile / Scrum) | \$100K-\$140K | 5%-15% | 0%-0.15% |
| | Product Analyst (Usage, UX, Clinical Data) | \$95K-\$130K | 5%-15% | 0%-0.1% |
| | Clinical Product Associate | \$90K-\$125K | 5%-15% | 0%-0.1% |
| | UX Researcher / User Insights Specialist | \$90K-\$125K | 5%-15% | 0%-0.1% |
| | Product Operations Specialist | \$85K-\$120K | 5%-15% | 0%-0.1% |
| | Product Discovery Associate | \$85K-\$120K | 5%-15% | 0%-0.1% |
| | Customer Experience (CX) Product Analyst | \$85K-\$120K | 5%-15% | 0%-0.1% |

| Entry-Level & Support Roles | <i>These early-career team members provide support in documentation, research, competitive intel, and product tracking while developing into more strategic roles.</i> | | | |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------|-----|
| | Product Development Assistant | \$75K-\$110K | 0%-10% | N/A |
| | Product Marketing Coordinator (Tech/Product Focused) | \$75K-\$110K | 0%-10% | N/A |
| | Product Launch / Commercialization Associate | \$70K-\$105K | 0%-10% | N/A |
| | Clinical Research Product Liaison | \$70K-\$105K | 0%-10% | N/A |
| | Product Documentation & Labeling Specialist | \$70K-\$100K | 0%-10% | N/A |

ENGINEERING

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>These leaders set technical vision and architecture strategy for product platforms across mobile, web, cloud, device, and clinical data pipelines—ensuring security, scalability, and regulatory compliance (e.g., HIPAA, FDA, ISO 13485, 21 CFR Part 11).</i> | | | |
| | Chief Technology Officer (CTO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | SVP, Engineering & Architecture | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Digital Health Engineering | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Software Engineering (SaMD / Digital Health) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Hardware / Firmware Engineering (Medical Devices) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Cloud Infrastructure / Data Platform Engineering | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, AI/ML Engineering (Health Applications) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Engineering Operations / DevOps | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| Director & Senior Director Level | <i>Directors manage functional teams (e.g., backend, front-end, mobile, infrastructure) and align engineering execution with clinical, regulatory, and product needs.</i> | | | |
| | Senior Director, Software Engineering (Medical Applications) | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, Embedded Systems / Firmware (IoT / Wearables) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Front-End or Mobile Engineering (React / iOS / Android) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Cloud Infrastructure (HIPAA-Compliant Systems) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Platform Engineering (FHIR, HL7, API) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, AI/ML Engineering (Predictive or Diagnostic Tools) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Quality & Test Engineering (Regulated Systems) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| Manager Level | <i>Engineering Managers lead development teams, support agile execution, ensure sprint deliverables, and mentor ICs while partnering with product, design, and compliance.</i> | | | |
| | Engineering Manager (Backend / Frontend / Full Stack) | \$170K-\$240K | 15%-20% | 0%-0.3% |
| | Mobile Engineering Manager (Digital Health Apps) | \$170K-\$240K | 15%-20% | 0%-0.3% |
| | Hardware / Firmware Engineering Manager | \$170K-\$240K | 15%-20% | 0%-0.3% |
| | DevOps / Infrastructure Engineering Manager | \$170K-\$240K | 15%-20% | 0%-0.3% |
| | Data Engineering Manager (Clinical / Claims / Wearables) | \$170K-\$240K | 15%-20% | 0%-0.3% |
| | Test Automation / QA Manager (SaMD / Devices) | \$160K-\$230K | 15%-20% | 0%-0.3% |
| | AI/ML Team Manager (Model Ops / Clinical AI Tools) | \$160K-\$230K | 15%-20% | 0%-0.3% |

| Individual Contributor (Senior, Mid-Level, Junior) | <i>These ICs are the technical builders of healthtech platforms, combining compliance-driven software/hardware practices with fast-paced, iterative development.</i> | | | |
|----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|---------|
| Software & Cloud | Senior Software Engineer (Python / Node / Go / Java) | \$150K-\$210K | 15%-20% | 0%-0.2% |
| | Full Stack Engineer (React / Django / GraphQL) | \$140K-\$200K | 10%-15% | 0%-0.2% |
| | Frontend Engineer (React, Vue, Angular) | \$130K-\$190K | 10%-15% | 0%-0.2% |
| | Backend Engineer (API, Microservices, FHIR) | \$130K-\$190K | 10%-15% | 0%-0.2% |
| | Cloud Engineer (AWS / Azure / GCP – HIPAA setups) | \$130K-\$190K | 10%-15% | 0%-0.2% |
| | DevOps Engineer (CI/CD, Infrastructure-as-Code) | \$130K-\$190K | 10%-15% | 0%-0.2% |
| | Site Reliability Engineer (SRE) | \$130K-\$190K | 10%-15% | 0%-0.2% |
| Mobile | iOS / Android Developer (Swift / Kotlin / React Native) | \$125K-\$185K | 10%-15% | 0%-0.2% |
| | Mobile SDK Engineer (BLE / App integrations) | \$125K-\$185K | 10%-15% | 0%-0.2% |
| Embedded & Hardware | Embedded Systems Engineer (ARM, C/C++, BLE) | \$120K-\$180K | 10%-15% | 0%-0.2% |
| | Firmware Engineer (Medical Sensors / Devices) | \$120K-\$180K | 10%-15% | 0%-0.2% |
| | Hardware Design Engineer (PCB / Sensors) | \$120K-\$180K | 10%-15% | 0%-0.2% |
| | Electrical Engineer (Signal / Power / Wireless) | \$120K-\$180K | 10%-15% | 0%-0.2% |
| | Prototyping Engineer (Device Testing / Debugging) | \$110K-\$160K | 10%-15% | 0%-0.2% |
| | Data Engineer (Healthcare Pipelines / ETL / HL7) | \$120K-\$180K | 10%-15% | 0%-0.2% |
| Data, AI/ML | Machine Learning Engineer (Model Deployment / Edge AI) | \$120K-\$180K | 10%-15% | 0%-0.2% |
| | AI Infrastructure Engineer (MLOps / Model Governance) | \$120K-\$180K | 10%-15% | 0%-0.2% |
| | Signal Processing Engineer (Wearables / Imaging / ECG) | \$120K-\$180K | 10%-15% | 0%-0.2% |
| | Computer Vision Engineer (Diagnostics, AR/VR Tools) | \$120K-\$180K | 10%-15% | 0%-0.2% |
| | QA Engineer / Test Automation Engineer (Selenium / Cypress) | \$100K-\$150K | 10%-15% | 0%-0.1% |
| QA & Test | Software Validation Engineer (GxP / 21 CFR Part 11) | \$100K-\$150K | 10%-15% | 0%-0.1% |
| | Release Engineer / Build Engineer | \$95K-\$140K | 10%-15% | 0%-0.1% |
| | Entry-Level & Support Roles <i>These junior team members support coding, testing, documentation, prototyping, or maintenance efforts with opportunities to specialize in development, hardware, QA, or data.</i> | | | |
| | Software Engineer I / II (New Grad / Early Career) | \$85K-\$120K | 0%-10% | N/A |
| | QA Analyst / Software Tester | \$80K-\$115K | 0%-10% | N/A |
| | Firmware Engineering Intern | \$65K-\$90K | 0%-5% | N/A |
| | Hardware Technician / Lab Support | \$60K-\$85K | 0%-5% | N/A |
| | Prototyping Assistant / Device Assembly Technician | \$60K-\$85K | 0%-5% | N/A |
| | Engineering Intern (Web, Cloud, Mobile) | \$60K-\$85K | 0%-5% | N/A |
| | Support Engineer (L1 / L2 for Healthtech Products) | \$60K-\$85K | 0%-5% | N/A |

DATA SCIENCE, AI & ANALYTICS

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>These leaders drive the strategic use of data to power insights, AI-driven products, clinical decision tools, and operational efficiencies across the healthtech ecosystem. They also oversee data governance, regulatory alignment, and cross-functional collaboration.</i> | | | |
| | Chief Data Officer (CDO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | Chief AI Officer / Head of AI Strategy | \$350K-\$475K | 30%-45% | 0.6%-1.5% |
| | SVP, Data Science & Advanced Analytics | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Artificial Intelligence & Machine Learning | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Health Data Science & Modeling | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, AI/ML Engineering (Digital Health) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Data Strategy & Real-World Evidence (RWE) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Clinical AI / SaMD Modeling | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| Director & Senior Director Level | <i>Directors lead cross-functional data teams focused on research, model development, clinical validation, and implementation of AI in regulated and non-regulated products.</i> | | | |
| | Senior Director, Data Science (Patient Insights / Claims / Clinical) | \$240K-\$330K | 20%-30% | 0.2%-0.5% |
| | Director, Machine Learning / Deep Learning | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Real-World Evidence (RWE) Analytics | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Predictive Analytics & Risk Modeling | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, AI for Diagnostics or Decision Support (SaMD) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Biostatistics & Modeling (Digital Biomarkers) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, NLP & Unstructured Health Data Solutions | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Data Ethics & Fairness in AI | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| Manager Level | <i>Managers lead small squads of scientists or analysts, aligning technical workstreams with product development, clinical objectives, or business use cases.</i> | | | |
| | Data Science Manager (Digital Health / Wearables / Claims) | \$170K-\$240K | 10%-20% | 0%-0.3% |
| | Machine Learning Manager (Model Development / Deployment) | \$170K-\$240K | 10%-20% | 0%-0.3% |
| | AI Solutions Manager (Clinical Applications / NLP) | \$170K-\$240K | 10%-20% | 0%-0.3% |
| | RWE Analytics Manager (Population Health / Outcomes) | \$170K-\$240K | 10%-20% | 0%-0.3% |
| | Data Analytics Manager (Operations / User Behavior) | \$160K-\$230K | 10%-20% | 0%-0.3% |
| | Data Engineering Manager (ETL / Modeling Pipelines) | \$160K-\$230K | 10%-20% | 0%-0.3% |
| | ML Ops Manager (Model Monitoring & Infrastructure) | \$160K-\$230K | 10%-20% | 0%-0.3% |

| Individual Contributor (Mid to Senior-Level Roles) | <i>These professionals develop, validate, and deploy machine learning and statistical models to solve real-world problems in patient care, diagnostics, treatment, and health behavior.</i> | | | |
|--------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|----------|--|
| Senior Data Scientist (Digital Health / Clinical / RWE) | \$150K-\$210K | 15%-20% | 0%-0.25% | |
| Machine Learning Scientist (Supervised / Unsupervised) | \$150K-\$210K | 15%-20% | 0%-0.25% | |
| NLP Scientist (EMR / Clinical Notes / Transcription) | \$150K-\$210K | 15%-20% | 0%-0.25% | |
| Deep Learning Scientist (Imaging / Voice / Text) | \$150K-\$210K | 15%-20% | 0%-0.25% | |
| Data Scientist (Patient Segmentation / Risk Scores) | \$140K-\$200K | 10%-15% | 0%-0.25% | |
| Health Outcomes Analyst (RWE / Claims / Utilization) | \$130K-\$190K | 10%-15% | 0%-0.2% | |
| Data Analyst (SQL / Tableau / Python) | \$110K-\$160K | 10%-15% | 0%-0.2% | |
| Biostatistician (Clinical Studies / Algorithms) | \$110K-\$160K | 10%-15% | 0%-0.2% | |
| AI Research Scientist (SaMD, FDA-aligned Models) | \$120K-\$180K | 10%-15% | 0%-0.2% | |
| Applied Scientist (Model Experimentation & Tuning) | \$120K-\$180K | 10%-15% | 0%-0.2% | |
| Bayesian Modeling Scientist (Uncertainty / Causal Inference) | \$120K-\$180K | 10%-15% | 0%-0.2% | |
| Clinical Data Scientist (EMR, Sensor, or EHR Analytics) | \$120K-\$180K | 10%-15% | 0%-0.2% | |
| Entry-Level & Junior Roles | <i>These early-career team members assist in data wrangling, feature engineering, exploratory analysis, model evaluation, and documentation.</i> | | | |
| Data Scientist I / AI Scientist I | \$100K-\$140K | 10%-15% | N/A | |
| Data Analyst I / Reporting Analyst | \$90K-\$130K | 10%-15% | N/A | |
| Statistical Analyst (Healthcare Focused) | \$85K-\$125K | 10%-15% | N/A | |
| ML Research Assistant / Associate | \$75K-\$110K | 0%-10% | N/A | |
| Junior Data Engineer (ETL / Pipelines) | \$75K-\$110K | 0%-10% | N/A | |
| AI/ML Intern (Model Prototyping / Experimentation) | \$65K-\$95K | 0%-8% | N/A | |
| Clinical Data Intern (Health Records / Sensor Data) | \$60K-\$90K | 0%-8% | N/A | |
| Health Informatics Analyst (Entry-Level) | \$60K-\$90K | 0%-8% | N/A | |
| Data Annotation Specialist (AI Training) | \$55K-\$80K | 0%-8% | N/A | |

CLINICAL & MEDICAL AFFAIRS

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Leaders at this level define the medical vision, clinical strategy, and ensure cross-functional alignment with product, regulatory, and data science teams. They are often the clinical voice to the board and regulatory agencies.</i> | | | |
| | Chief Medical Officer (CMO) | \$375K-\$500K | 35%-50% | 0.8%-2.0% |
| | Chief Clinical Officer (CCO) | \$350K-\$475K | 30%-45% | 0.6%-1.5% |
| | SVP, Clinical & Medical Affairs | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | SVP, Evidence Generation & Scientific Strategy | \$325K-\$450K | 30%-45% | 0.4%-1.0% |
| | VP, Clinical Affairs / Digital Health | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Medical Affairs (Therapeutic / Product Line) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Evidence Generation & Real-World Data (RWD/RWE) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Clinical Strategy & Regulatory Science (SaMD) | \$275K-\$400K | 25%-35% | 0.2%-0.6% |
| | VP, Health Outcomes / Medical Insights | \$275K-\$400K | 25%-35% | 0.2%-0.6% |

| | | | | |
|------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|------------|
| Director & Senior Director Level | <i>Directors lead clinical or medical programs, supporting product launches, regulatory submissions, research studies, and thought leadership. They may oversee MSLS, publications, KOL relationships, or clinical evaluations.</i> | | | |
| | Senior Director, Clinical Affairs (Digital Devices / Software) | \$230K-\$310K | 20%-30% | 0.15%-0.4% |
| | Director, Medical Strategy / Medical Communications | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Clinical Validation / Study Design | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Field Medical Affairs / MSL Strategy | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, RWE / Outcomes Research | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Medical Safety & Risk Management | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Medical Information & Scientific Content | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Clinical Performance & Usability Research (Human Factors) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| | Director, Clinical Engagement (Provider or Patient-Facing) | \$210K-\$280K | 20%-25% | 0.15%-0.4% |
| Manager Level | <i>Managers oversee day-to-day execution of studies, evidence generation, medical communications, and field medical team activities. They serve as liaisons between internal teams, external investigators, and healthcare partners.</i> | | | |
| | Medical Affairs Manager (Therapeutic Area / Indications) | \$160K-\$230K | 10%-20% | 0%-0.3% |
| | Clinical Affairs Manager (Digital Trials / Device Validation) | \$160K-\$230K | 10%-20% | 0%-0.3% |
| | RWE Program Manager (Utilization, Outcomes, Claims) | \$160K-\$230K | 10%-20% | 0%-0.3% |
| | Medical Communications Manager | \$150K-\$220K | 10%-20% | 0%-0.3% |
| | KOL Engagement Manager / MSL Team Manager | \$150K-\$220K | 10%-20% | 0%-0.3% |
| | Health Economics Manager (in HEOR / Access functions) | \$150K-\$220K | 10%-20% | 0%-0.3% |
| | Medical Review Manager (Adverse Events / Claims Content) | \$150K-\$220K | 10%-20% | 0%-0.3% |
| | Clinical Education Manager / Customer Clinical Support | \$140K-\$210K | 10%-20% | 0%-0.3% |
| Individual Contributors - Mid to Senior Level | <i>These ICs are responsible for developing clinical evidence, supporting regulatory claims, delivering scientific content, and engaging with healthcare providers and users to build credibility and feedback loops.</i> | | | |
| | Medical Science Liaison (MSL) | \$140K-\$200K | 10%-15% | 0%-0.2% |
| | Clinical Research Scientist / Clinical Evidence Scientist | \$130K-\$190K | 10%-15% | 0%-0.2% |
| | Medical Information Specialist (Product Inquiries, HCP Support) | \$120K-\$180K | 10%-15% | 0%-0.2% |
| | Medical Communications Specialist (Scientific Content / Slide Decks) | \$120K-\$180K | 10%-15% | 0%-0.2% |
| | Medical Writer (Clinical / Regulatory / Marketing) | \$120K-\$180K | 10%-15% | 0%-0.2% |
| | Medical Safety Specialist (Adverse Event Review / Signal Detection) | \$120K-\$180K | 10%-15% | 0%-0.2% |
| | Field Clinical Specialist (Devices / Implementation / Usability) | \$120K-\$180K | 10%-15% | 0%-0.2% |
| | Clinical Knowledge Analyst (HCP-facing Product Insights) | \$110K-\$160K | 10%-15% | 0%-0.2% |
| | Clinical Outcomes Analyst (RWE, Claims, Utilization) | \$110K-\$160K | 10%-15% | 0%-0.2% |
| | Usability Researcher / Human Factors Specialist | \$110K-\$160K | 10%-15% | 0%-0.2% |
| | Scientific Affairs Specialist (Publication / Education) | \$110K-\$160K | 10%-15% | 0%-0.2% |

| Entry-Level & Support Roles | <i>Support personnel assist with research, documentation, regulatory filing support, and operational coordination for clinical studies, trials, and KOL programs.</i> | | | |
|-----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-----|--|
| Medical Affairs Associate | \$85K-\$120K | 5%-10% | N/A | |
| Clinical Affairs Coordinator | \$80K-\$115K | 5%-10% | N/A | |
| Clinical Trial Assistant (CTA) – Digital Trials | \$75K-\$110K | 5%-10% | N/A | |
| Medical Information Associate / Support Specialist | \$70K-\$105K | 5%-10% | N/A | |
| Medical Writer Assistant / QC Reviewer | \$70K-\$100K | 5%-10% | N/A | |
| Medical Education Coordinator (Training / Support) | \$70K-\$100K | 5%-10% | N/A | |
| Clinical Data Assistant (Evidence / Surveys / Registries) | \$65K-\$95K | 5%-10% | N/A | |

QUALITY ASSURANCE & COMPLIANCE

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Set QA/Compliance strategy across software, product, clinical, and data systems. Ensure audit readiness, risk mitigation, and regulatory alignment.</i> | | | |
| | Chief Quality Officer (CQO) | \$325K-\$450K | 30%-45% | 0.5%-1.5% |
| | Chief Compliance Officer (CCO) | \$300K-\$425K | 30%-40% | 0.4%-0.8% |
| | SVP, Quality Assurance & Regulatory Compliance | \$275K-\$400K | 25%-35% | 0.3%-0.6% |
| | SVP, GxP Quality (SaMD, GCP, GMP, GLP) | \$275K-\$400K | 25%-35% | 0.3%-0.6% |
| | VP, Quality Assurance / Quality Management Systems (QMS) | \$230K-\$325K | 20%-30% | 0.2%-0.5% |
| | VP, Compliance & Risk (HealthTech / Digital Health) | \$230K-\$325K | 20%-30% | 0.2%-0.5% |
| | VP, Software Quality / Clinical Data Integrity | \$230K-\$325K | 20%-30% | 0.2%-0.5% |
| | VP, Audit & Inspection Readiness (FDA, MDR, ISO) | \$230K-\$325K | 20%-30% | 0.2%-0.5% |
| Director & Senior Director Level | <i>Own cross-functional quality programs (product, software, clinical) and lead audits, validation, supplier quality, and complaint management systems.</i> | | | |
| | Senior Director, Quality Systems & Compliance | \$190K-\$265K | 15%-25% | 0.1%-0.3% |
| | Senior Director, Audit & Risk Management | \$190K-\$265K | 15%-25% | 0.1%-0.3% |
| | Senior Director, GxP Quality (Digital / Clinical Systems) | \$190K-\$265K | 15%-25% | 0.1%-0.3% |
| | Director, Software QA / Validation (IEC 62304, 21 CFR Part 11) | \$170K-\$240K | 15%-20% | 0.1%-0.3% |
| | Director, QMS / Document Control (ISO 13485 / FDA) | \$170K-\$240K | 15%-20% | 0.1%-0.3% |
| | Director, Data Integrity & Clinical Compliance | \$170K-\$240K | 15%-20% | 0.1%-0.3% |
| | Director, Supplier Quality & External Audits | \$170K-\$240K | 15%-20% | 0.1%-0.3% |
| | Director, Complaint Handling / Post-Market Surveillance (PMS) | \$170K-\$240K | 15%-20% | 0.1%-0.3% |
| | Director, Privacy & HIPAA Compliance | \$170K-\$240K | 15%-20% | 0.1%-0.3% |

| Manager Level | <i>Run QA functions, manage validation/inspection readiness, document control, internal CAPAs, and regulatory submissions support.</i> | | | |
|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|----------|
| | Quality Assurance Manager (Product or Clinical Systems) | \$130K-\$180K | 10%-15% | 0%-0.3% |
| | Software Quality Manager / CSV Manager | \$130K-\$180K | 10%-15% | 0%-0.3% |
| | Inspection Readiness Manager (FDA / Notified Bodies) | \$130K-\$180K | 10%-15% | 0%-0.3% |
| | Compliance Manager (HIPAA, GDPR, SOC 2) | \$130K-\$180K | 10%-15% | 0%-0.3% |
| | Supplier Quality Manager | \$130K-\$180K | 10%-15% | 0%-0.3% |
| | Training & Quality Documentation Manager | \$125K-\$170K | 10%-15% | 0%-0.25% |
| | Complaint Handling / CAPA Manager | \$125K-\$170K | 10%-15% | 0%-0.25% |
| | Document Control Manager | \$125K-\$170K | 10%-15% | 0%-0.25% |
| Specialist & Engineer Level | <i>Responsible for execution of quality processes like software validation, internal audits, labeling reviews, and document control.</i> | | | |
| | Software QA Engineer / Validation Specialist (SaMD) | \$95K-\$135K | 5%-10% | 0%-0.15% |
| | Quality Assurance Specialist (QMS / Audit Prep) | \$90K-\$130K | 5%-10% | 0%-0.15% |
| | Compliance Analyst / Specialist | \$90K-\$130K | 5%-10% | 0%-0.15% |
| | CSV Specialist (Computer System Validation) | \$90K-\$130K | 5%-10% | 0%-0.15% |
| | Privacy & Security Compliance Analyst (HIPAA, SOC 2) | \$90K-\$130K | 5%-10% | 0%-0.15% |
| | Post-Market Surveillance Specialist | \$90K-\$130K | 5%-10% | 0%-0.15% |
| | Labeling & Documentation Compliance Specialist | \$85K-\$125K | 5%-10% | 0%-0.15% |
| | Internal Auditor / QA Process Specialist | \$85K-\$125K | 5%-10% | 0%-0.15% |
| | QMS / Document Control Specialist | \$80K-\$115K | 5%-10% | 0%-0.1% |
| Coordinator & Entry-Level Support | <i>Provide document tracking, SOP management, change control, and training system support.</i> | | | |
| | QA Coordinator / QA Administrator | \$75K-\$105K | 5%-10% | N/A |
| | Document Control Coordinator / Assistant | \$70K-\$100K | 5%-10% | N/A |
| | Training Records Assistant | \$70K-\$100K | 5%-10% | N/A |
| | Compliance Assistant / Intern | \$65K-\$95K | 5%-10% | N/A |
| | Quality & Regulatory Filing Clerk | \$60K-\$90K | 5%-10% | N/A |
| | Audit Support Assistant / Tracker | \$60K-\$90K | 5%-10% | N/A |

COMMERCIAL, BUSINESS DEVELOPMENT & GROWTH

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Set commercial strategy, own revenue growth, build partnerships with healthcare providers, payers, pharma/CROs, and digital health ecosystems.</i> | | | |
| | Chief Commercial Officer (CCO) | \$325K-\$475K | 30%-45% | 0.5%-1.0% |
| | Chief Business Officer (CBO) | \$310K-\$450K | 30%-40% | 0.4%-0.8% |
| | Chief Growth Officer (CGO) | \$300K-\$425K | 30%-40% | 0.4%-0.8% |
| | Chief Revenue Officer (CRO) | \$290K-\$410K | 30%-40% | 0.4%-0.8% |
| | SVP, Global Commercial Strategy & Growth | \$275K-\$400K | 25%-35% | 0.3%-0.6% |
| | SVP, Business Development & Strategic Partnerships | \$270K-\$390K | 25%-35% | 0.3%-0.6% |
| | SVP, Sales & Market Access (HealthTech / SaMD) | \$265K-\$385K | 25%-35% | 0.3%-0.6% |
| | VP, Commercial Strategy & Operations | \$230K-\$325K | 20%-30% | 0.2%-0.5% |
| | VP, Strategic Partnerships (Payers / Providers / Pharma) | \$230K-\$320K | 20%-30% | 0.2%-0.5% |
| | VP, Business Development (SaaS / Platform / CRO/CDMO Models) | \$225K-\$315K | 20%-30% | 0.2%-0.5% |
| | VP, Global Market Access & Value-Based Care Strategy | \$225K-\$310K | 20%-30% | 0.2%-0.5% |
| | VP, Health System Sales or Enterprise Sales | \$225K-\$310K | 20%-30% | 0.2%-0.5% |
| Director & Senior Director Level | <i>Lead GTM (go-to-market) execution, develop strategic accounts, manage channel partners, and ensure customer expansion and retention.</i> | | | |
| | Senior Director, Commercial Enablement / Revenue Strategy | \$190K-\$265K | 15%-25% | 0.1%-0.3% |
| | Senior Director, Business Development (Digital Health / Life Sciences) | \$190K-\$260K | 15%-25% | 0.1%-0.3% |
| | Director, Enterprise Sales (Payers / Providers / CROs) | \$170K-\$240K | 15%-20% | 0.1%-0.3% |
| | Director, Partnerships & Ecosystem Development | \$170K-\$235K | 15%-20% | 0.1%-0.3% |
| | Director, Strategic Accounts / Channel Sales | \$170K-\$230K | 15%-20% | 0.1%-0.3% |
| | Director, Client Services / Customer Success | \$165K-\$230K | 15%-20% | 0.1%-0.3% |
| | Director, Market Access & Health Economics (HEOR) | \$165K-\$225K | 15%-20% | 0.1%-0.3% |
| | Director, Commercial Analytics & Pricing Strategy | \$165K-\$225K | 15%-20% | 0.1%-0.3% |
| | Director, Proposal Development (B2B / RFPs) | \$160K-\$220K | 15%-20% | 0.1%-0.3% |
| | Director, Revenue Operations or Sales Ops | \$160K-\$220K | 15%-20% | 0.1%-0.3% |
| Manager Level | <i>Own account portfolios, drive net-new business, close complex SaaS/tech sales, and manage regional or vertical-specific pipelines.</i> | | | |
| | Commercial Manager / Business Development Manager (BDM) | \$140K-\$190K | 10%-20% | 0%-0.3% |
| | Account Manager (Payers / Providers / Health Systems) | \$135K-\$185K | 10%-20% | 0%-0.3% |
| | Client Services Manager / Customer Experience Manager | \$130K-\$180K | 10%-20% | 0%-0.3% |
| | Partnerships Manager (Pharma / CRO / Diagnostic Integrations) | \$130K-\$175K | 10%-20% | 0%-0.3% |
| | Growth Marketing Manager (Acquisition & Retention) | \$130K-\$175K | 10%-20% | 0%-0.3% |
| | Proposal & Contracts Manager (HealthTech RFPs) | \$130K-\$175K | 10%-20% | 0%-0.3% |
| | Territory Sales Manager / Inside Sales Manager | \$125K-\$170K | 10%-20% | 0%-0.3% |
| | Market Access Manager (Payer / Value Strategy) | \$125K-\$170K | 10%-20% | 0%-0.3% |
| | Sales Enablement Manager / GTM Strategy Manager | \$120K-\$165K | 10%-20% | 0%-0.3% |

| Individual Contributor & Specialist Roles | Responsible for day-to-day execution in client outreach, presentations, contract support, market research, and reporting. | | | |
|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|--------|---------|--|
| Business Development Representative (BDR) | \$95K-\$135K | 5%-15% | 0%-0.2% | |
| Account Executive (Digital Health / SaaS Sales) | \$95K-\$135K | 5%-15% | 0%-0.2% | |
| Sales Development Representative (SDR) | \$90K-\$130K | 5%-15% | 0%-0.2% | |
| Proposal Writer / Commercial Contracts Specialist | \$90K-\$125K | 5%-15% | 0%-0.2% | |
| Partnership Coordinator / Commercial Strategy Analyst | \$90K-\$120K | 5%-15% | 0%-0.2% | |
| Growth Analyst / Commercial Insights Analyst | \$90K-\$120K | 5%-15% | 0%-0.2% | |
| Customer Success Specialist / Implementation Specialist | \$85K-\$120K | 5%-15% | 0%-0.2% | |
| Market Research Analyst / Commercial Intelligence Analyst | \$85K-\$120K | 5%-15% | 0%-0.2% | |
| Revenue Operations Specialist / Sales Operations Analyst | \$85K-\$115K | 5%-10% | 0%-0.2% | |
| Channel Development Specialist | \$80K-\$115K | 5%-10% | 0%-0.2% | |
| Coordinator & Entry Level | Provide support across sales enablement, lead generation, onboarding, CRM administration, and commercial reporting. | | | |
| Sales / BD Coordinator | \$75K-\$105K | 5%-10% | N/A | |
| Proposal Coordinator / RFP Tracker | \$75K-\$105K | 5%-10% | N/A | |
| Marketing & Commercial Assistant | \$70K-\$100K | 5%-10% | N/A | |
| Customer Success Associate | \$70K-\$100K | 5%-10% | N/A | |
| CRM Administrator / Data Integrity Associate | \$70K-\$100K | 5%-10% | N/A | |
| Sales Support Specialist / Revenue Reporting Assistant | \$65K-\$95K | 0%-10% | N/A | |
| Onboarding & Implementation Coordinator | \$65K-\$95K | 0%-10% | N/A | |
| Contracting Assistant / Pricing Coordinator | \$65K-\$95K | 0%-10% | N/A | |

MARKETING

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>These roles set the vision, strategy, and budget for marketing and communications across the company. They align marketing efforts with business objectives, lead large teams, and are often the public-facing brand ambassadors.</i> | | | |
| | Chief Marketing Officer (CMO) | \$280K-\$400K | 30%-50% | 0.6%-1.2% |
| | SVP, Marketing & Communications | \$250K-\$350K | 30%-45% | 0.4%-0.8% |
| | SVP, Brand Strategy & Demand Generation | \$250K-\$340K | 30%-45% | 0.4%-0.8% |
| | VP, Marketing (HealthTech / Digital Health) | \$220K-\$300K | 25%-40% | 0.3%-0.6% |
| | VP, Growth Marketing | \$210K-\$290K | 25%-40% | 0.3%-0.6% |
| | VP, Product Marketing | \$210K-\$290K | 25%-40% | 0.3%-0.6% |
| | VP, Brand & Content Strategy | \$200K-\$280K | 20%-35% | 0.2%-0.5% |
| | VP, Corporate Communications & PR | \$200K-\$270K | 20%-35% | 0.2%-0.5% |
| Director & Senior Director Level | <i>Lead specific marketing verticals or functions. Responsible for developing strategic plans and managing teams to execute on core marketing objectives.</i> | | | |
| | Senior Director, Digital Marketing | \$180K-\$240K | 20%-30% | 0.1%-0.3% |
| | Senior Director, Brand & Creative | \$180K-\$240K | 20%-30% | 0.1%-0.3% |
| | Senior Director, Demand Generation | \$180K-\$240K | 20%-30% | 0.1%-0.3% |
| | Senior Director, Field & Event Marketing | \$170K-\$230K | 20%-30% | 0.1%-0.3% |
| | Director, Product Marketing | \$160K-\$220K | 20%-30% | 0.1%-0.3% |
| | Director, Marketing Analytics & Insights | \$160K-\$220K | 20%-30% | 0.1%-0.3% |
| | Director, Content Marketing | \$155K-\$215K | 20%-30% | 0.1%-0.3% |
| | Director, Social Media & Community | \$155K-\$215K | 20%-30% | 0.1%-0.3% |
| | Director, Marketing Operations | \$160K-\$220K | 20%-30% | 0.1%-0.3% |
| | Director, PR / Media Relations | \$160K-\$220K | 20%-30% | 0.1%-0.3% |
| Manager Level | <i>Oversee day-to-day execution of marketing programs and supervise junior team members. Translate strategic goals into campaigns and deliverables.</i> | | | |
| | Marketing Manager (B2B / SaaS) | \$130K-\$170K | 10%-25% | 0.1%-0.25% |
| | Growth Marketing Manager | \$130K-\$170K | 10%-25% | 0.1%-0.25% |
| | Content Marketing Manager | \$125K-\$165K | 10%-25% | 0.1%-0.25% |
| | Social Media Manager | \$120K-\$160K | 10%-25% | 0.1%-0.25% |
| | Demand Generation Manager | \$130K-\$170K | 10%-25% | 0.1%-0.25% |
| | Field Marketing Manager | \$120K-\$165K | 10%-25% | 0.1%-0.25% |
| | Campaign Manager (Email / Digital) | \$120K-\$160K | 10%-25% | 0.1%-0.25% |
| | Marketing Operations Manager | \$125K-\$165K | 10%-25% | 0.1%-0.25% |
| | Brand Marketing Manager | \$130K-\$170K | 10%-25% | 0.1%-0.25% |
| | Customer Marketing Manager | \$120K-\$165K | 10%-25% | 0.1%-0.25% |

| Individual Contributor & Specialist Level | <i>Execute marketing campaigns and deliverables within their area of expertise. Provide tactical support to managers and directors.</i> | | | |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------|---------|
| | Marketing Specialist (Digital / Brand / Product) | \$95K-\$130K | 5%-15% | 0%-0.2% |
| | Email Marketing Specialist | \$90K-\$125K | 5%-15% | 0%-0.2% |
| | SEO / SEM Specialist | \$90K-\$125K | 5%-15% | 0%-0.2% |
| | Content Writer / Copywriter | \$85K-\$120K | 5%-15% | 0%-0.2% |
| | Marketing Analyst | \$85K-\$120K | 5%-15% | 0%-0.2% |
| | PR / Communications Specialist | \$90K-\$125K | 5%-15% | 0%-0.2% |
| | Design & Creative Specialist | \$90K-\$125K | 5%-15% | 0%-0.2% |
| Entry-Level & Coordinator Roles | <i>Support the marketing team through administrative, coordination, and junior-level execution tasks. Ideal for early-career professionals.</i> | | | |
| | Marketing Coordinator | \$70K-\$95K | 0%-10% | N/A |
| | Marketing Associate | \$70K-\$95K | 0%-10% | N/A |
| | Social Media Coordinator | \$65K-\$90K | 0%-8% | N/A |
| | Event Marketing Coordinator | \$65K-\$90K | 0%-8% | N/A |
| | Digital Marketing Assistant | \$60K-\$85K | 0%-8% | N/A |
| | Communications Assistant | \$60K-\$85K | 0%-8% | N/A |

IT & SECURITY

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|-------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>These roles set IT and cybersecurity strategy, lead infrastructure and compliance efforts, and align digital systems with product and patient privacy requirements.</i> | | | |
| | Chief Information Officer (CIO) | \$300K-\$450K | 25%-40% | 0.3%-0.6% |
| | Chief Digital Officer (CDO) | \$275K-\$425K | 25%-40% | 0.3%-0.6% |
| | Chief Information Security Officer (CISO) | \$275K-\$425K | 25%-40% | 0.3%-0.6% |
| | SVP, Information Technology & Infrastructure | \$250K-\$375K | 20%-35% | 0.2%-0.5% |
| | SVP, Cybersecurity & Risk Management | \$250K-\$375K | 20%-35% | 0.2%-0.5% |
| | VP, Enterprise IT / Business Systems | \$230K-\$325K | 20%-30% | 0.2%-0.4% |
| | VP, Data Platforms & Cloud Architecture | \$230K-\$325K | 20%-30% | 0.2%-0.4% |
| | VP, Security Engineering & Compliance | \$230K-\$325K | 20%-30% | 0.2%-0.4% |
| | VP, IT Operations / Digital Health Systems | \$230K-\$325K | 20%-30% | 0.2%-0.4% |

| Director & Senior Director Level | <i>These leaders manage major programs in cloud services, systems integration, data governance, and cybersecurity operations.</i> | | | |
|-------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------|-----------|
| | Senior Director, Infrastructure & Cloud Operations | \$215K-\$295K | 15%-25% | 0.1%-0.3% |
| | Senior Director, Cybersecurity & Privacy | \$215K-\$295K | 15%-25% | 0.1%-0.3% |
| | Senior Director, IT Compliance & Risk | \$215K-\$295K | 15%-25% | 0.1%-0.3% |
| | Director, Information Security (HIPAA / SOC2 / HITRUST) | \$200K-\$275K | 15%-25% | 0.1%-0.3% |
| | Director, Enterprise Applications (ERP / HRIS / CRM) | \$200K-\$275K | 15%-25% | 0.1%-0.3% |
| | Director, Network Engineering & Operations | \$200K-\$275K | 15%-25% | 0.1%-0.3% |
| | Director, DevOps & Release Engineering | \$200K-\$275K | 15%-25% | 0.1%-0.3% |
| | Director, Data Integration / Interoperability (FHIR, HL7) | \$200K-\$275K | 15%-25% | 0.1%-0.3% |
| | Director, IT Service Delivery & Support | \$200K-\$275K | 15%-25% | 0.1%-0.3% |
| | Director, GxP IT Systems Compliance | \$175K-\$240K | 10%-20% | 0.1%-0.3% |
| Manager Level | <i>Mid-level professionals who lead focused IT or security teams, oversee integrations, and ensure secure, compliant systems.</i> | | | |
| | IT Infrastructure Manager (Cloud / Networking / Storage) | \$165K-\$230K | 10%-20% | 0%-0.3% |
| | Information Security Manager | \$165K-\$230K | 10%-20% | 0%-0.3% |
| | Compliance & Audit Manager (IT / Cyber) | \$165K-\$230K | 10%-20% | 0%-0.3% |
| | Systems & Applications Manager | \$165K-\$230K | 10%-20% | 0%-0.3% |
| | DevOps Manager | \$165K-\$230K | 10%-20% | 0%-0.3% |
| | Help Desk & IT Support Manager | \$165K-\$230K | 10%-20% | 0%-0.3% |
| | Business Systems Manager (CRM / ERP / LIMS) | \$155K-\$220K | 10%-15% | 0%-0.3% |
| | IT Governance Manager | \$155K-\$220K | 10%-15% | 0%-0.3% |
| | Cybersecurity Operations Manager | \$155K-\$220K | 10%-15% | 0%-0.3% |
| | Data Privacy Manager | \$140K-\$200K | 10%-15% | 0%-0.3% |
| Individual Contributor & Specialist Level | <i>These roles handle daily operations, technical troubleshooting, access controls, software and hardware support, and system configuration.</i> | | | |
| | Systems Administrator (Windows / Linux / Hybrid) | \$140K-\$200K | 5%-15% | 0%-0.25% |
| | Network Administrator / Engineer | \$140K-\$200K | 5%-15% | 0%-0.25% |
| | DevOps Engineer (CI/CD, Docker, Kubernetes) | \$140K-\$200K | 5%-15% | 0%-0.25% |
| | Cloud Engineer (AWS / Azure / GCP) | \$130K-\$190K | 5%-15% | 0%-0.25% |
| | Security Analyst / Cybersecurity Analyst | \$130K-\$190K | 5%-15% | 0%-0.25% |
| | IT Compliance Analyst (SOC2 / HIPAA / GxP) | \$130K-\$190K | 5%-15% | 0%-0.2% |
| | Identity & Access Management (IAM) Analyst | \$125K-\$180K | 5%-15% | 0%-0.2% |
| | Desktop Support Engineer | \$125K-\$180K | 5%-15% | 0%-0.2% |
| | Systems Support Engineer (Mac / Windows / SaaS) | \$125K-\$180K | 5%-15% | 0%-0.2% |
| | Data Loss Prevention (DLP) Analyst | \$115K-\$165K | 5%-15% | 0%-0.2% |
| | Application Support Specialist | \$115K-\$165K | 5%-15% | 0%-0.2% |
| | Infrastructure Engineer | \$100K-\$140K | 5%-15% | 0%-0.2% |

| Entry-Level & Support | <i>These professionals support IT ticketing, onboarding/offboarding, and assist in maintaining system uptime and user access.</i> | | | |
|-----------------------|-----------------------------------------------------------------------------------------------------------------------------------|--------------|--------|-----|
| | IT Support Specialist (Tier 1 / Tier 2) | \$90K-\$130K | 3%-10% | N/A |
| | Help Desk Technician | \$80K-\$120K | 3%-10% | N/A |
| | Security Operations Center (SOC) Analyst (Entry-Level) | \$80K-\$120K | 3%-10% | N/A |
| | IT Onboarding Coordinator | \$75K-\$110K | 3%-10% | N/A |
| | Junior Systems Analyst | \$70K-\$105K | 3%-10% | N/A |
| | Technical Support Assistant | \$70K-\$105K | 0%-10% | N/A |
| | Network Operations Center (NOC) Technician | \$65K-\$95K | 0%-10% | N/A |

HUMAN RESOURCES & TALENT ACQUISITION

| LEVEL | POSITION TITLE | BASE SALARY RANGE USD | BONUS TARGET | EQUITY RANGE |
|---------------------------------------------|--------------------------------------------------------------------------------------------------|-----------------------|--------------|--------------|
| Executive & Senior Leadership | <i>Set people strategy, culture, total rewards, and org design to align with business goals.</i> | | | |
| | Chief Human Resources Officer (CHRO) | \$280K-\$375K | 30%-45% | 0.5%-1.0% |
| | Chief People Officer (CPO) | \$270K-\$360K | 30%-45% | 0.5%-1.0% |
| | SVP, People Operations / Human Capital | \$250K-\$325K | 25%-35% | 0.4%-0.8% |
| | SVP, Talent & Organizational Development | \$245K-\$315K | 25%-35% | 0.4%-0.8% |
| | VP, Human Resources | \$225K-\$285K | 20%-30% | 0.3%-0.6% |
| | VP, Talent Acquisition | \$220K-\$275K | 20%-30% | 0.3%-0.6% |
| | VP, Total Rewards / Compensation & Benefits | \$220K-\$275K | 20%-30% | 0.3%-0.6% |
| | VP, Employee Engagement or People Strategy | \$215K-\$270K | 20%-30% | 0.3%-0.6% |
| Director & Senior Director Level | <i>Lead strategic HR, talent, and DEI programs; manage HRBP and COE functions.</i> | | | |
| | Senior Director, Human Resources | \$190K-\$235K | 20%-30% | 0.2%-0.4% |
| | Senior Director, Talent Acquisition | \$185K-\$230K | 20%-30% | 0.2%-0.4% |
| | Senior Director, Total Rewards / Compensation | \$185K-\$230K | 20%-30% | 0.2%-0.4% |
| | Senior Director, DEI or Organizational Development | \$180K-\$225K | 20%-30% | 0.2%-0.4% |
| | Director, HR Business Partner (HRBP) | \$160K-\$200K | 15%-25% | 0.1%-0.3% |
| | Director, People Analytics or Workforce Planning | \$155K-\$195K | 15%-25% | 0.1%-0.3% |
| | Director, Learning & Development (L&D) | \$155K-\$195K | 15%-25% | 0.1%-0.3% |
| | Director, Employee Relations / Compliance | \$150K-\$190K | 15%-25% | 0.1%-0.3% |
| | Director, HRIS / People Systems | \$150K-\$190K | 15%-25% | 0.1%-0.3% |
| | Director, Employer Branding or Employee Experience | \$150K-\$190K | 15%-25% | 0.1%-0.3% |

| Manager Level | <i>Operational leadership and program execution within HR and talent functions.</i> | | | |
|-------------------------------------------|----------------------------------------------------------------------------------------------|---------------|---------|----------|
| | HR Manager / People Operations Manager | \$125K-\$160K | 10%-20% | 0%-0.25% |
| | Talent Acquisition Manager | \$120K-\$155K | 10%-20% | 0%-0.25% |
| | Compensation & Benefits Manager | \$120K-\$155K | 10%-20% | 0%-0.25% |
| | HR Compliance or Employee Relations Manager | \$115K-\$150K | 10%-20% | 0%-0.25% |
| | Recruiting Manager (Tech / Clinical / Commercial) | \$115K-\$150K | 10%-20% | 0%-0.25% |
| | HRBP Manager (Team or Functional) | \$115K-\$150K | 10%-20% | 0%-0.25% |
| | HRIS Manager / Payroll Manager | \$115K-\$145K | 10%-20% | 0%-0.25% |
| | L&D Program Manager / Training Manager | \$110K-\$140K | 10%-20% | 0%-0.25% |
| | DEI Program Manager | \$110K-\$140K | 10%-20% | 0%-0.25% |
| | Employee Engagement / Experience Manager | \$110K-\$140K | 10%-20% | 0%-0.25% |
| Individual Contributor & Specialist Level | <i>Execute tactical initiatives in recruitment, HR operations, and employee development.</i> | | | |
| | Talent Acquisition Specialist / Recruiter | \$90K-\$115K | 5%-10% | 0%-0.2% |
| | HR Specialist / HR Generalist | \$85K-\$110K | 5%-10% | 0%-0.2% |
| | Compensation Analyst / Benefits Analyst | \$85K-\$110K | 5%-10% | 0%-0.2% |
| | HRIS Analyst / Payroll Analyst | \$85K-\$110K | 5%-10% | 0%-0.2% |
| | Learning & Development Specialist | \$85K-\$110K | 5%-10% | 0%-0.2% |
| | Employee Experience or DEI Specialist | \$80K-\$105K | 5%-10% | 0%-0.15% |
| | HR Compliance Specialist | \$80K-\$105K | 5%-10% | 0%-0.15% |
| | Employer Brand / Talent Marketing Specialist | \$80K-\$105K | 5%-10% | 0%-0.15% |
| | People Operations Analyst | \$75K-\$100K | 5%-10% | 0%-0.15% |
| Entry-Level & Coordinator Level | <i>Support HR administration, coordination, and employee services.</i> | | | |
| | HR Coordinator / People Operations Coordinator | \$65K-\$85K | 0%-5% | N/A |
| | Recruiting Coordinator | \$65K-\$85K | 0%-5% | N/A |
| | Onboarding Coordinator | \$60K-\$80K | 0%-5% | N/A |
| | HR Assistant / Recruiting Assistant | \$55K-\$75K | 0%-5% | N/A |
| | Talent Acquisition Associate | \$55K-\$75K | 0%-5% | N/A |
| | Training Program Assistant / LMS Support | \$55K-\$75K | 0%-5% | N/A |
| | Benefits Coordinator | \$55K-\$75K | 0%-5% | N/A |

CONCLUSION: ALIGNING TALENT AND COMPENSATION IN THE FUTURE OF LIFE SCIENCES

The life sciences industry in 2025 is evolving rapidly – driven by innovation, data, and the relentless demand for specialized talent. As organizations across biotech, pharma, medtech, diagnostics, and CRO/CDMOs scale, the ability to attract, reward, and retain top performers is more critical than ever.

This guide has highlighted the trends shaping today's talent market: the rise of AI and data science, growing demand for niche expertise, the shift toward hybrid work, and the increasing use of equity and performance incentives. We've also mapped out compensation benchmarks across every function and stage of the life sciences value chain.

For companies building research teams, launching products, or expanding globally, data-informed compensation strategies are no longer optional – they're a competitive advantage.

At Brio, we view compensation as more than numbers. It's a lever for alignment, impact, and growth. We created this guide to help HR leaders, executives, and investors make smarter, faster talent decisions in a high-stakes environment.


Use it as a reference point – and reach out to Brio for tailored insights, talent mapping, and executive search support.

Let's build what's next in life sciences, together.






Brio Resource Group – West

 858-264-4250

 info@briogrp.com

 11440 W Bernardo Court, Suite 276
San Diego, CA 92127

Brio Resource Group – East

 703-310-6750

 info@briogrp.com

 11710 Plaza America Drive, Suite 2000
Reston, VA 20190