

Hiring Smarter in 2026:

Brio's Compensation
Strategy Guide

INTRODUCTION

Welcome to the **Brio 2026 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.



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Three key dynamics shaping compensation and hiring strategy in the year ahead.



TREND #1

Total Rewards & Experience-Driven Talent Strategy

Winning Talent Beyond Compensation

In 2026, compensation alone is no longer enough to attract or retain top talent. Candidates are evaluating the entire employee experience—including flexibility, career growth, leadership access, and workplace culture. As organizations refine hybrid and return-to-office strategies, the most competitive employers are those that intentionally design the full employee value proposition (EVP), not just the offer letter.

WHAT'S DRIVING THE SHIFT



Hybrid work (2-3 days in-office has become the baseline expectation



Candidates are prioritizing flexibility, commute, and culture alongside compensation



High-quality onboarding and recruitment experience directly impact offer acceptance



Increased focus on career development and long-term growth visibility

COMPENSATION & HIRING IMPLICATIONS

- ✓ **Total rewards** must be positioned as a complete package: Salary + Bonus + Equity + Flexibility + Growth + Experience
- ✓ Companies are introducing:
 - Hybrid stipends / commuting support
 - Wellness and lifestyle benefits
 - Structured career pathing
- ✓ Clear communication of expectations (especially in-office requirements) is now critical to closing candidates



BOTTOM LINE

The companies winning in 2026 are not just offering competitive pay—they are delivering a compelling, well-communicated employee experience. Total rewards has become a strategic lever for both attention and retention.

WHAT CANDIDATES VALUE MOST IN 2026

% of Life Sciences Professionals Rating Each Factor as Very Important



Source: Brio 2026 Life Sciences Talent Survey

Three key dynamics shaping compensation and hiring strategy in the year ahead.



TREND #2

AI-Augmented Recruiting Becomes the Standard

Smarter Hiring Through Human + AI Collaboration

Artificial intelligence is now embedded across the recruiting lifecycle. In 2026, the most effective organizations are not replacing recruiters—they are equipping them with AI to operate at a higher level. AI is enabling faster sourcing, smarter screening, and more informative decision-making—while human judgment remains critical for relationship-building and final selection.

WHERE AI IS CREATING IMPACT



Sourcing & Market Mapping

Identifying adjacent and non-obvious talent pools



Screening & Prioritization

Improving signal-to-noise in candidate evaluation



Engagement Automation

Driving consistent outreach while freeing recruiter time



Offer Strategy

Benchmarking compensation and predicting acceptance likelihood

MARKET IMPLICATIONS

- ✓ Recruiters with AI-enabled workflows are more productive and higher performing
- ✓ Demand is increasing for AI-literate Talent Acquisition leaders
- ✓ Hiring cycles are shortening for organizations effectively leveraging AI

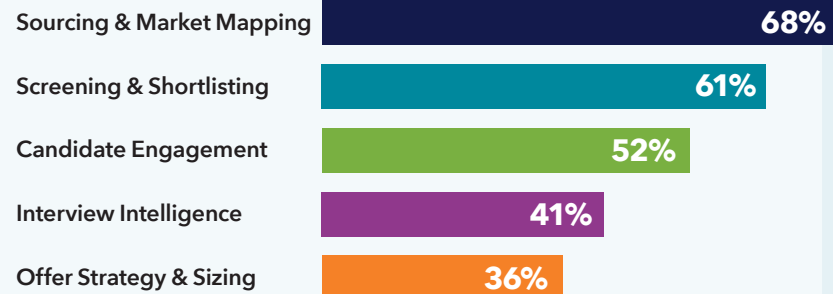


BOTTOM LINE

AI is not replacing recruiters—it is amplifying them. Organizations that integrate AI thoughtfully into their hiring strategy will gain a measurable advantage in speed, quality, and candidate experience.

AI ADOPTION ACROSS THE HIRING LIFECYCLE

% of Life Sciences Organizations Actively Using AI in Each Stage



AI adoption continues to expand across the full hiring lifecycle.

Source: Brio 2026 Life Sciences Talent Survey

Three key dynamics shaping compensation and hiring strategy in the year ahead.



TREND #3

Informed Candidates & Structured Negotiation Dynamics

Transparency and Strategy Are Replacing Traditional Negotiation Tactics

Today's candidates are more informed, selective, and strategic than ever. With access to compensation data and peer insights, candidates are shifting away from aggressive salary negotiations and instead focusing on structure, clarity, and long-term alignment. In 2026, successful hiring outcomes are driven by well-designed offers and transparent communication, not reactive negotiation.

HOW CANDIDATE BEHAVIOR IS EVOLVING

- More targeting questions, fewer emotional counteroffers
- Increased focus on:**
 - Equity structure and vesting clarity
 - Role scope and performance expectations
 - Hybrid flexibility and long-term stability
- Candidates are more willing to walk away from unclear or misaligned offers

COMPENSATION & HIRING IMPLICATIONS

- Clearly defined salary ranges reduce negotiation friction
- Structured offer frameworks improve acceptance rates and internal equity
- Transparency builds trust and accelerates decision-making
- Well-designed offers outperform inflated compensation packages in long-term retention

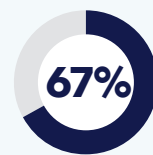


BOTTOM LINE

In 2026, leverage belongs to the most prepared party. Organizations that approach hiring with structure, transparency, and intention will close candidates faster and build stronger long-term alignment.

TOP NEGOTIATION PRACTICES IN 2026

% of Life Sciences Candidates Rating Each as a Top 3 Priority



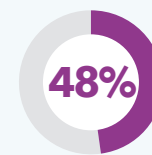
Equity Structure & Vesting Clarity



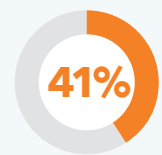
Hybrid Flexibility Guarantees



Role Security & Stability



Compensation Structure



Severance & Downside Protection

Source: Brio 2026 Life Sciences Talent Survey

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:

2026 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 – 2026 PAY BENCHMARKS

In 2026, 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:

2026 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:

2026 COMPENSATION OVERVIEW

Navigating Talent Demands in a Digitally-Driven Healthcare Era

The HealthTech sector is expected to continue its rapid expansion in 2026, 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 disruptor's, 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	Execute marketing campaigns and deliverables within their area of expertise. Provide tactical support to managers and directors.			
	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	Support the marketing team through administrative, coordination, and junior-level execution tasks. Ideal for early-career professionals.			
	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	These roles set IT and cybersecurity strategy, lead infrastructure and compliance efforts, and align digital systems with product and patient privacy requirements.			
	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 2026 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.






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