

2025 U.S. LIFE SCIENCES

Salary Report

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Key Findings

The biopharma industry has continued to face significant challenges over the last year. Fundraising proved difficult, an election year caused uncertainty and persisting layoffs continued to impact the workforce. This year, fewer survey respondents (80%) reported that they were currently employed compared to last year (84%).

Still—despite this, or perhaps because of this—average life sciences salaries grew from 2023 to 2024, more than they did from 2022 to 2023, though average bonus and equity values dropped. The increase in average salaries could be explained by:

- A smaller proportion of respondents reported they were employed by biotechnology companies (23% in 2024, and 28% in 2023), perhaps as a result of layoffs
- Retained employees, who have not yet faced layoffs are more senior and taking on responsibilities of their more junior colleagues, perhaps being compensated more highly for their additional duties
- Fewer junior respondents were hired and/or employed in 2024 compared to 2023 and thus did not partake in the survey, skewing averages higher
- Higher salaries are being paid because bonuses and stock compensation are decreasing.
 - Last year, 71% of full-time employed respondents reported receiving a bonus; this year, 69% reported receiving a bonus. The average value of bonuses to full-time employees declined 9% from 2023 to 2024
 - Last year, 36% reported receiving compensation in the form of equity; this year, that dropped to 30%. The average value of those that reported equity dropped significantly from \$86,376 to \$60,776
- Higher salaries are being paid because employers are being very selective about the skill sets they hire; increased specializations can command higher pay

Anecdotally, organizations are being highly selective and intentional with their workforce, operating more leanly than they have in previous years. Additionally, the economic environment has likely led to less risk taking amongst biopharma professionals, who may be staying with their current employment for longer than is typical. The availability of talent in the job market means that employers have more control about who and when they hire; changing jobs is not the guarantee of a pay bump as it perhaps used to be.

Other key takeaways from this report regarding compensation trends:

- The gender pay gap remains unchanged from last year. Women are still earning less than men on average for salaries and bonuses, with total earnings at 88% of what a man earns
- Racial wage gaps persist. White/Non-Hispanic professionals on average earned more than any other population, with marked disparities between the largest racial groups
- Benefits remain of significant importance when it comes to compensation, with more than half of respondents indicating that health insurance, paid time off and retirement accounts are essential for accepting a job offer
- Time off is important—and employers are giving it. 93% of respondents indicated their companies offered winter shut downs and 1/5 report unlimited paid vacation days; 27% reported unlimited paid sick days

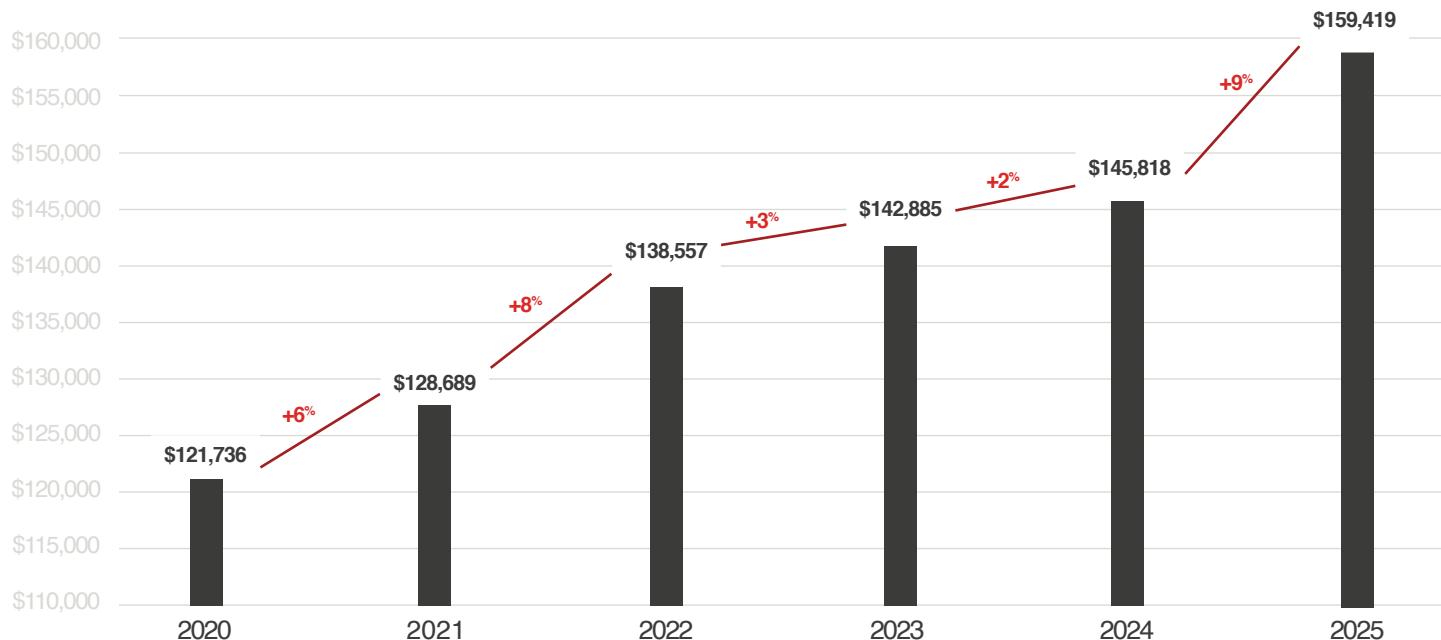
Biopharma salaries continue grow and paid bonuses remain robust, despite declines. Though the market has faced funding constraints leading to job market volatility and highly selective hiring, we expect salaries to demonstrate continued growth and for employers to adjust their total rewards programs in reflection of evolving expectations.

Salary Trends

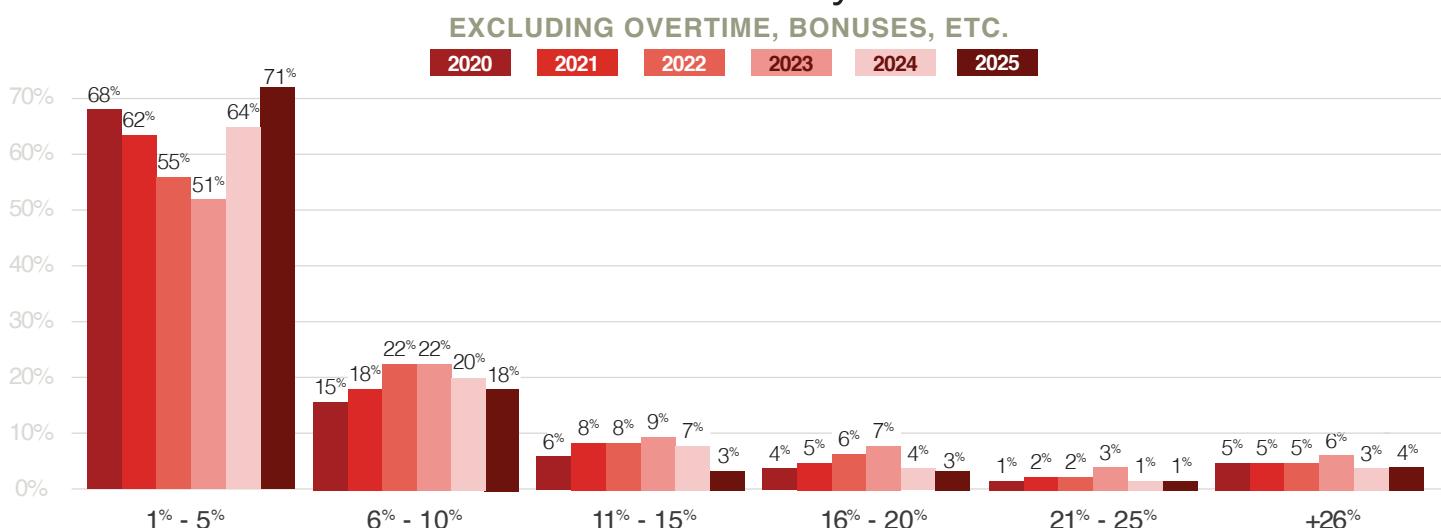
Average salaries for full-time employees grew at a rate of 9% from 2023 to 2024, a significant jump from the salary average changes of the last two years. Among respondents who were employed full time, 66% indicated that they had received a salary increase last year. Almost half (48%) of those respondents reported a small increase of 1-5%. Larger increases of over 6% have dropped compared to last year.

Only 10% indicated that they received their salary increase due to a change in employers, compared to 11% and 18% in 2024 and 2023 respectively, with far more (62%) indicating that their raise was merit-based, due to performance. Less than 5% of respondents indicated that their salary had decreased; 61% of those respondents indicated that the decrease was due to a change in employer, while 13% reported mandated company-wide decreases. 69% of full-time employees report receiving bonuses, a slight decline from last year (71%). Additionally, 33% report receiving compensation in the form of equity, also a decline from last year (39%).

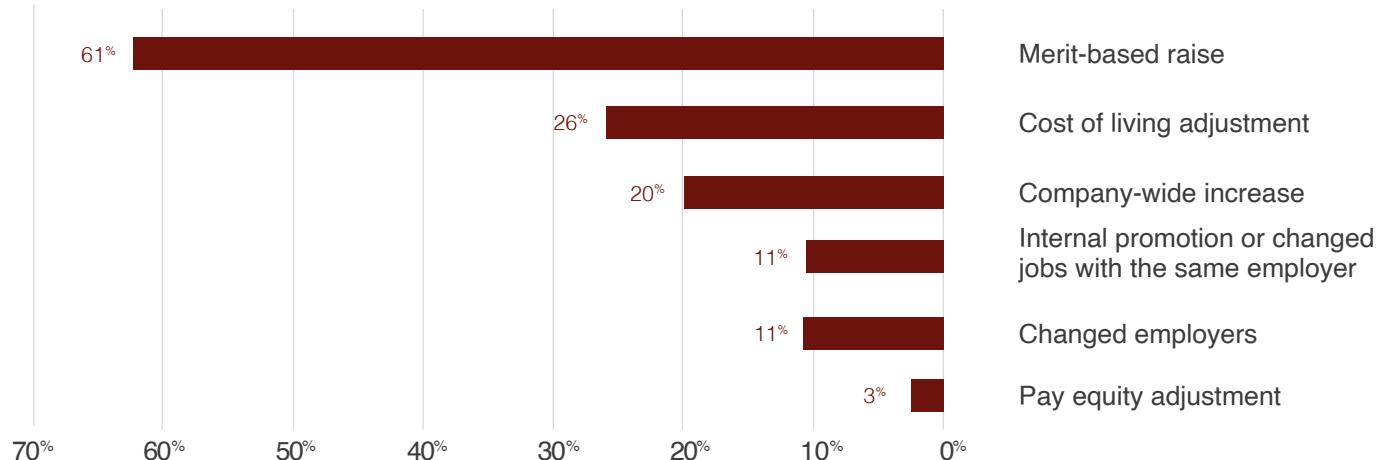
Average Annual Salaries for Full-Time Employees



Annual Base Salary Increase



Reasons for Salary Increase

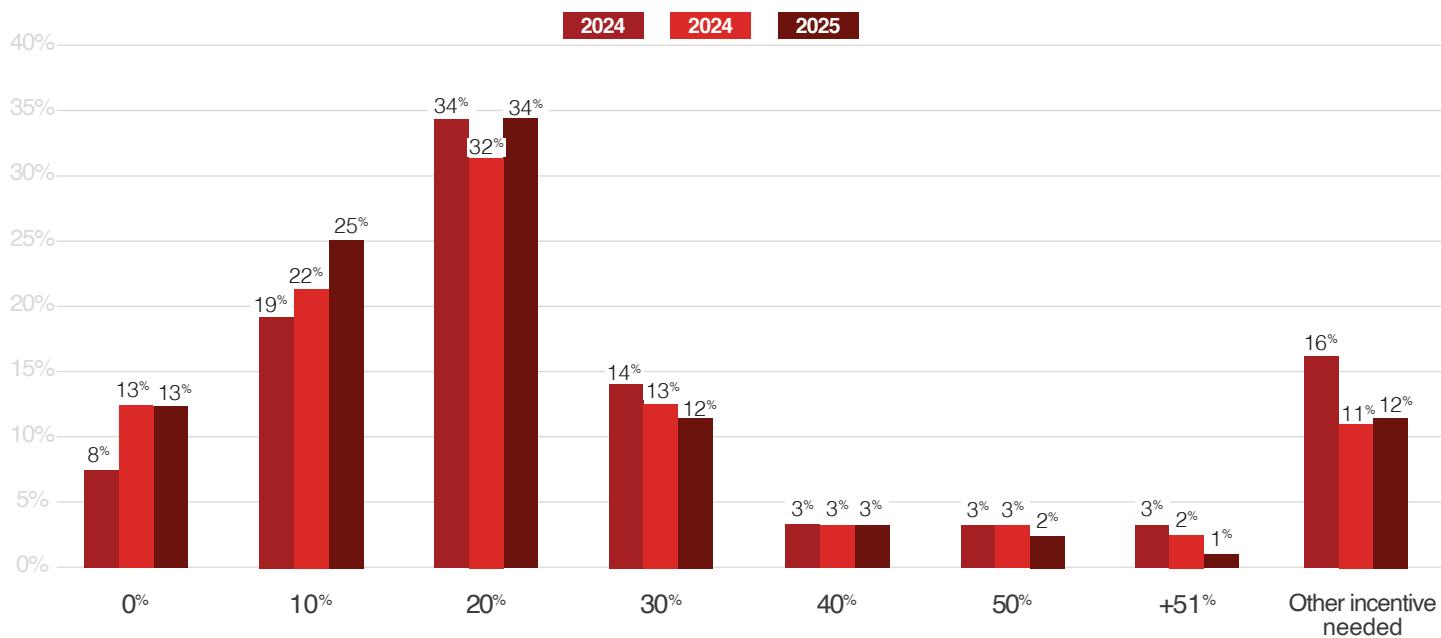


69% of full-time employees report receiving bonuses, a slight decline from last year (71%). Additionally, 33% report receiving compensation in the form of equity, also a decline from last year (39%). 13% of respondents indicated that they would need no compensation incentive to consider other positions. The majority would need an increase of 10-20% to be incentivized to change jobs. 67% think they would need to change employers to get a raise they would be happy with.

Average Bonus by Year



What minimum percentage total compensation increase would entice you to consider another job?



Benefits

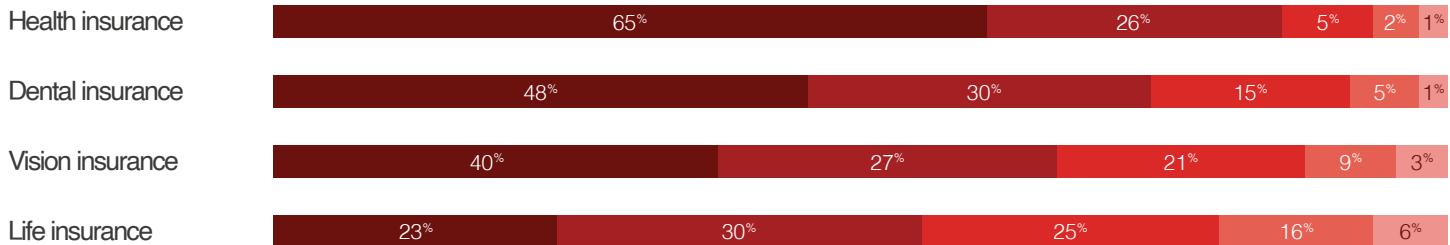
The vast majority of biopharma professionals receive core benefits like health insurance, paid time off and 401(k) contributions from their employers. Many consider these benefits to be essential to accepting new employment.

The Importance of Benefits When Considering New Employment

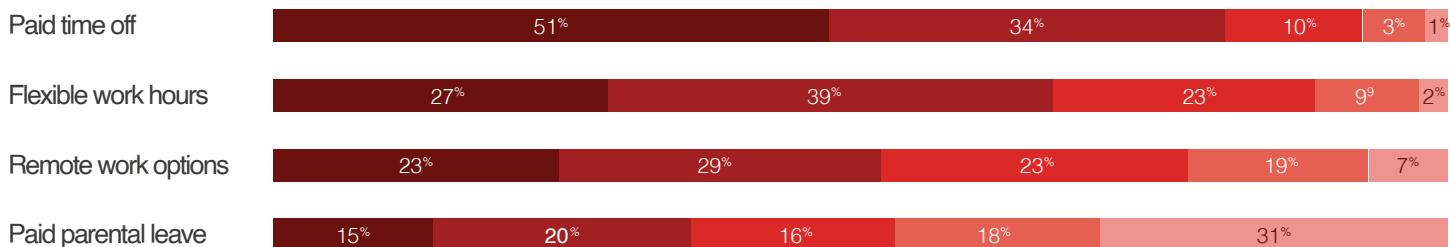
RATE HOW IMPORTANT THESE BENEFITS ARE WHEN CONSIDERING NEW EMPLOYMENT

ESSENTIAL VERY IMPORTANT SOMEWHAT IMPORTANT NICE TO HAVE NOT IMPORTANT

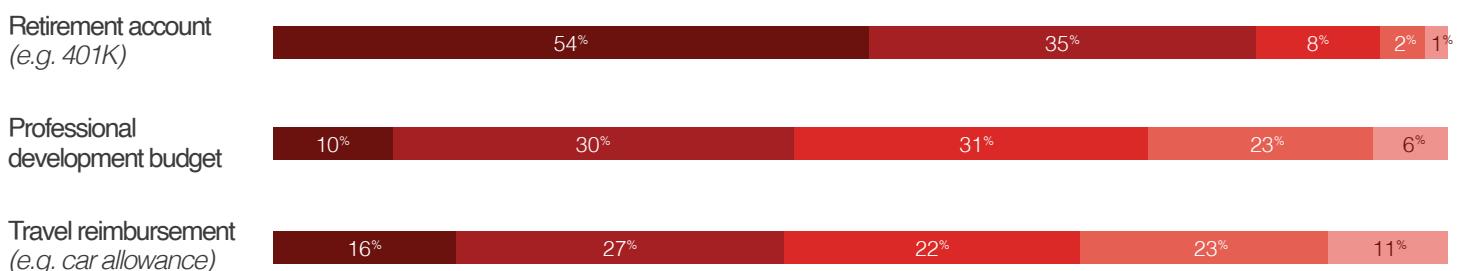
Insurance



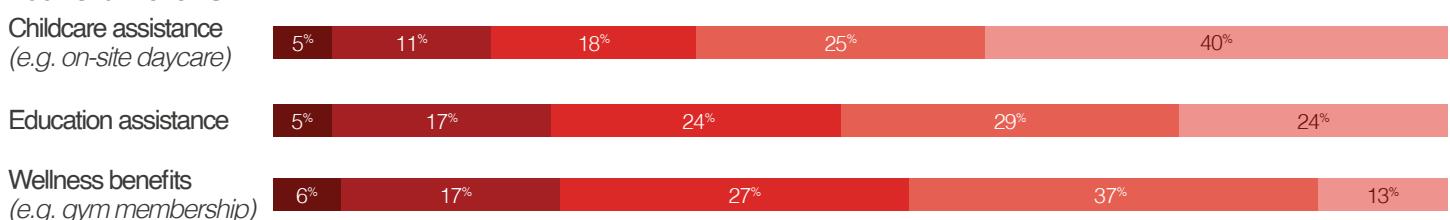
Work/Life Balance



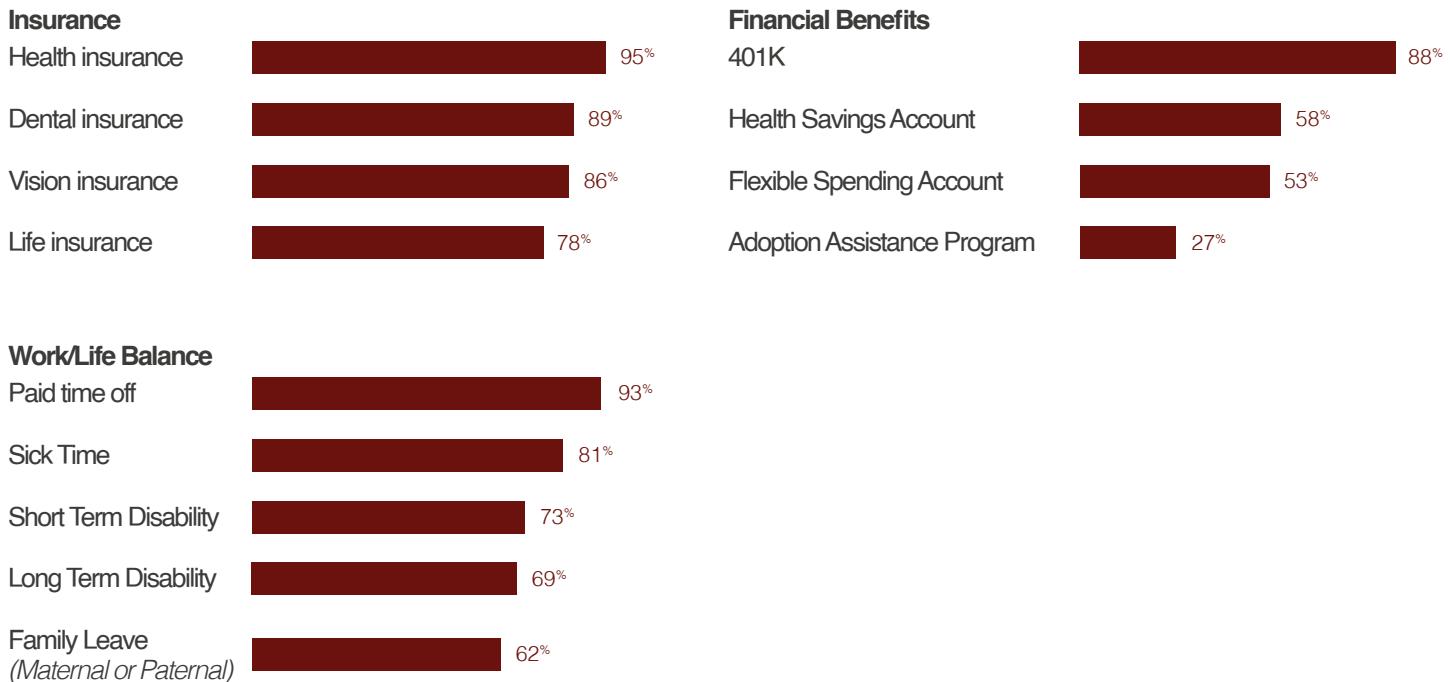
Financial Benefits



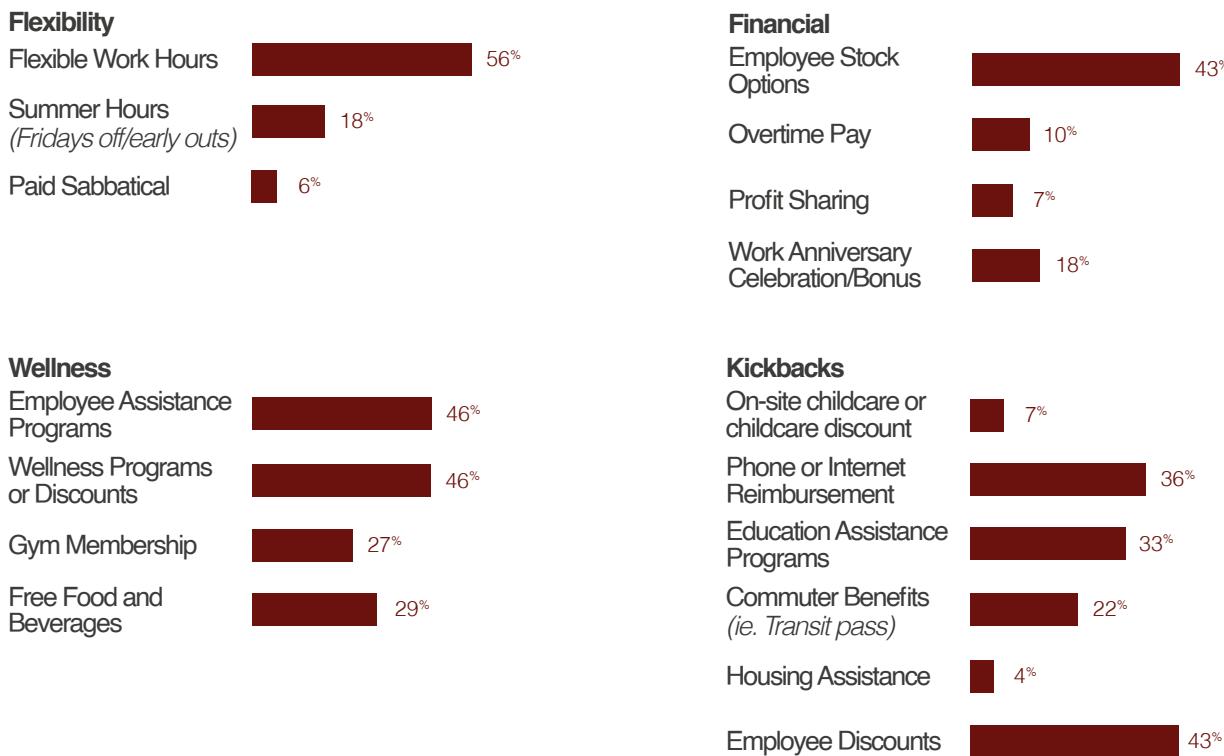
Additional Benefits



Percentage of Respondents Who Receive Benefits

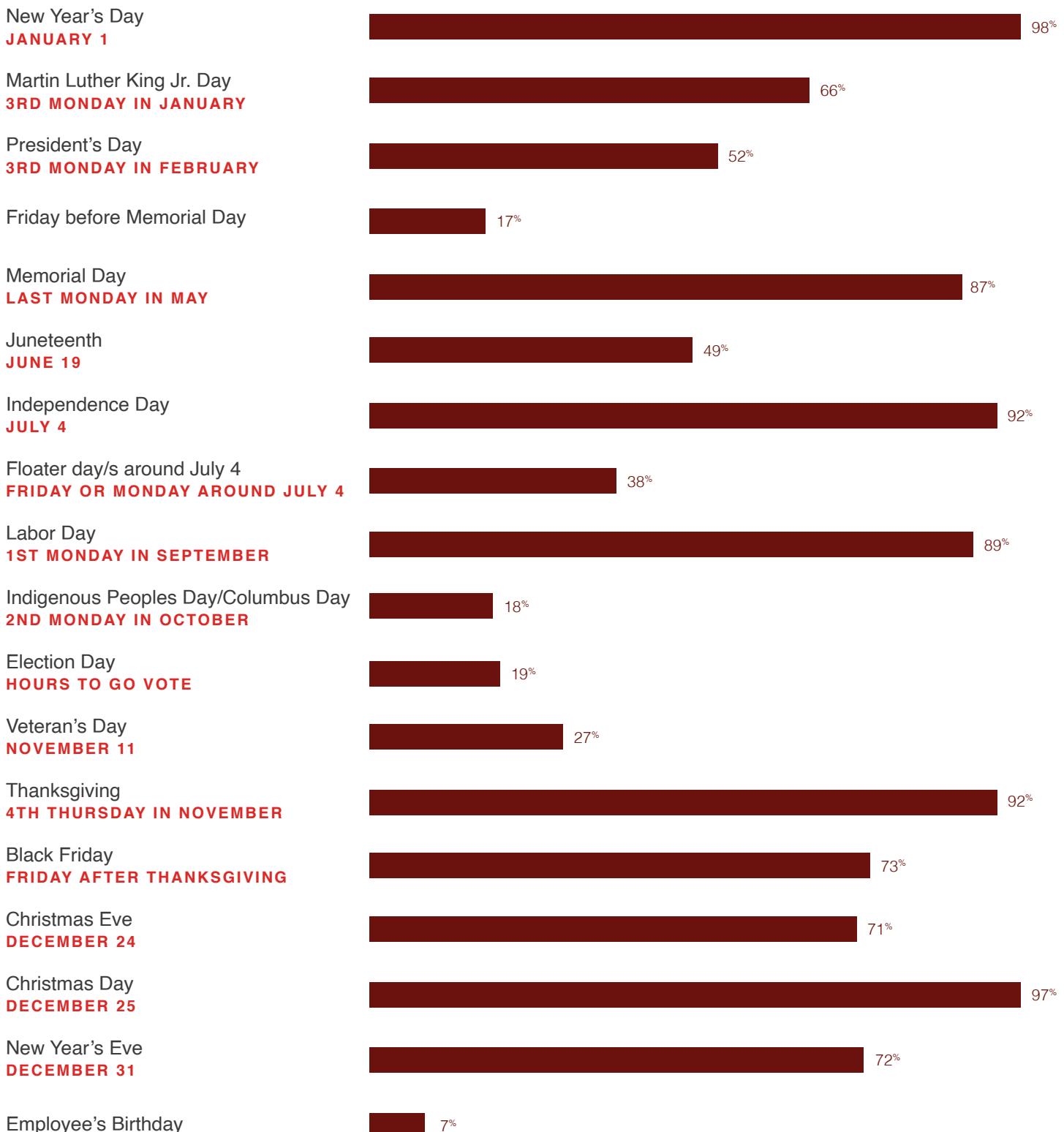


Percentage of Respondents Who Receive Additional Perks



Paid Time Off

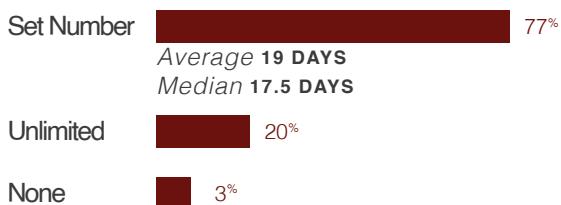
Percentage of Respondents Who Receive Paid Holidays



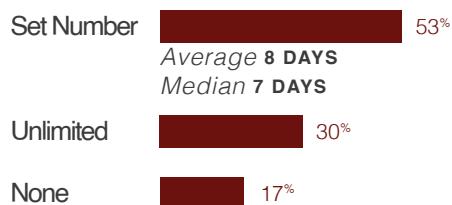
Percentage Who Have Company-Wide Shutdowns



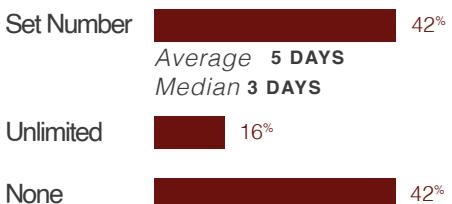
Paid Vacation Days



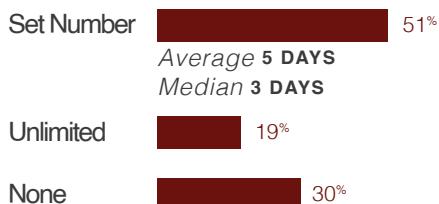
Paid Sick Days



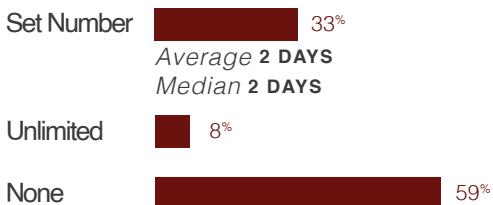
Paid Personal Days



Paid Bereavement Days

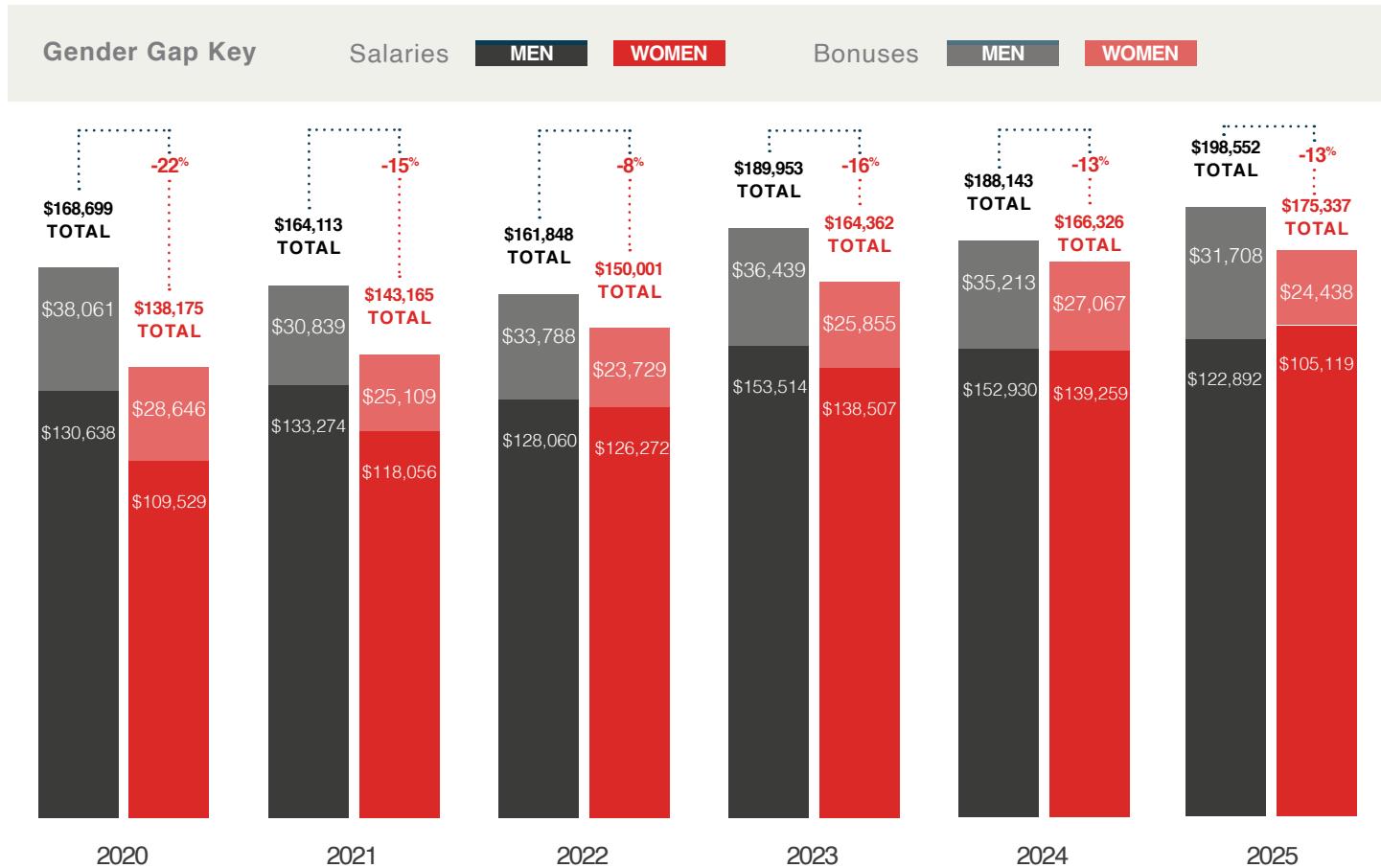


Paid Volunteer Days

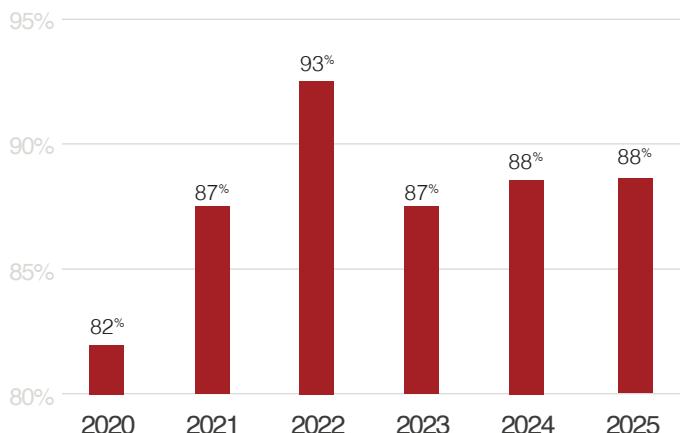


The Gender Gap

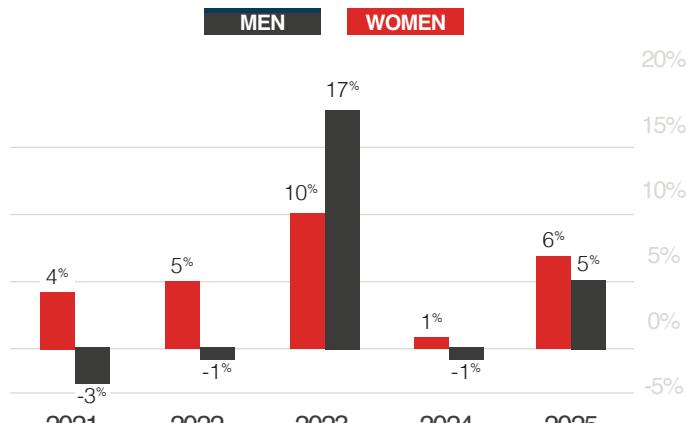
The gender pay gap remains unchanged compared to last year. Women are still earning less than men on average for salaries and bonuses, with total earnings at 88% of what a man earns. Women's year on year total earnings growth was also slightly lower than men's.



Women's earnings as a percentage of men's



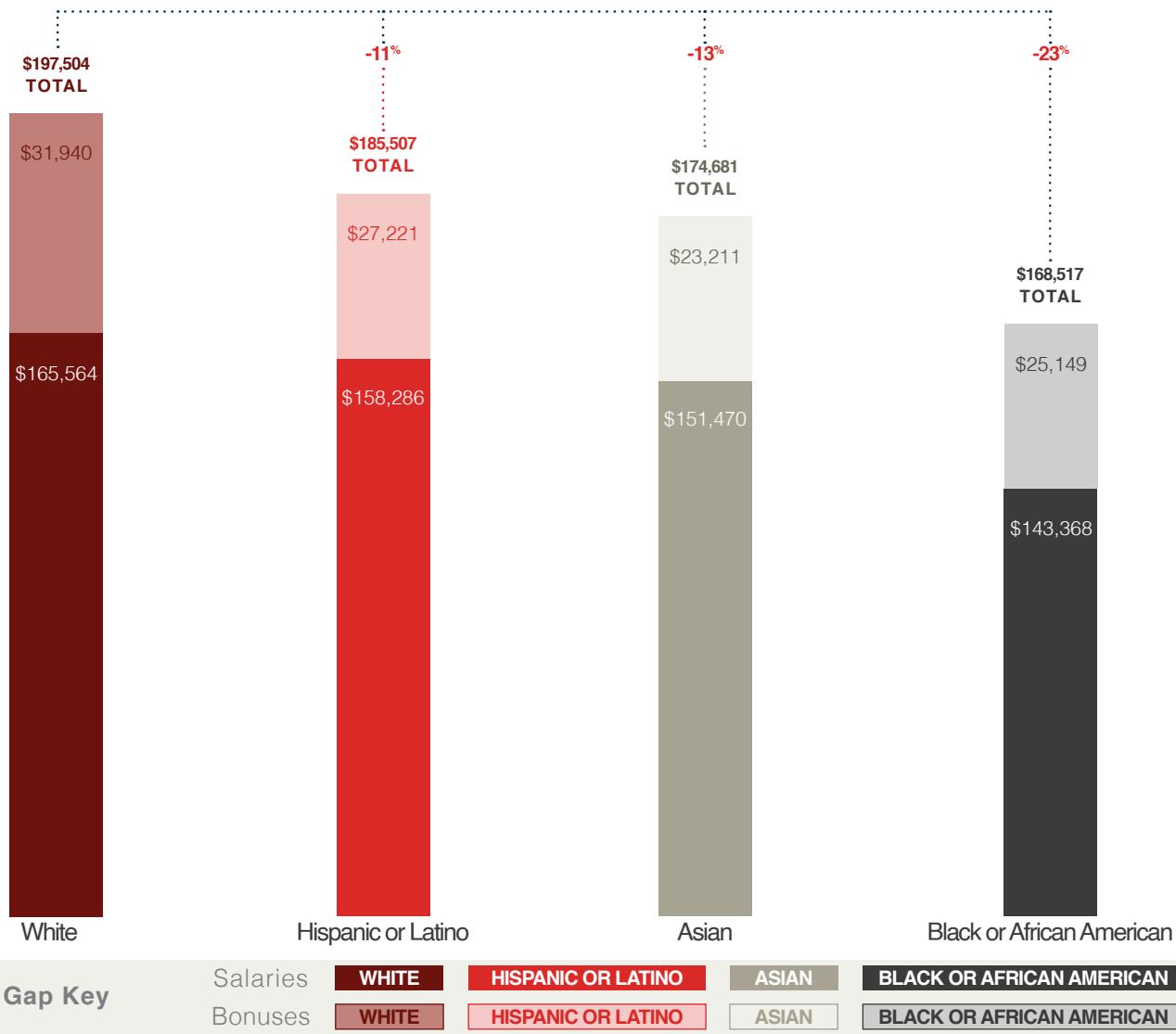
Year on year earnings growth comparison



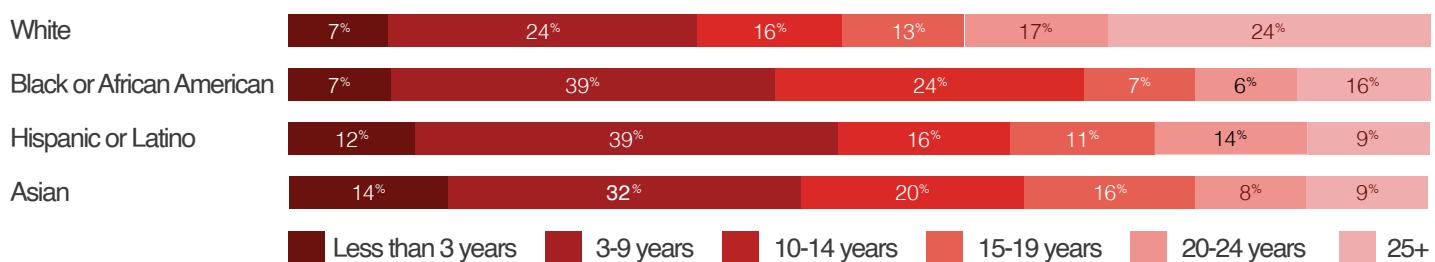
The Racial Wage Gap

According to BioSpace's salary data, White/Non-Hispanic professionals on average earned more than any other population, with marked disparities between the largest racial groups. Compared to 2024:

- » Black/African American earnings **increased by 17%**.
- » Asian earnings **increased by 5%**.
- » White/Non-Hispanic earnings **increased by 6%**.
- » Hispanic/Latino earnings **increased by 14%**.



How many years of life sciences work experience do you have?



Regional Averages



Genetown

BOSTON & CAMBRIDGE, MASSACHUSETTS

\$156,700	\$27,323	\$183,932
SALARY	BONUS	TOTAL



Biotech Bay

NORTHERN CALIFORNIA

\$180,564	\$28,292	\$208,586
SALARY	BONUS	TOTAL



Biotech Beach

SOUTHERN CALIFORNIA

\$172,575	\$32,052	\$204,627
SALARY	BONUS	TOTAL

BioMidwest

IL, IN, IA, MI, MN, MO, NE, OH & WI



SALARY	BONUS	TOTAL
\$145,396	\$25,421	\$170,817

Pharm Country

CT, NY, NJ, PA, & RI



SALARY	BONUS	TOTAL
\$170,497	\$33,512	\$204,009

BioCapital

DE, MD, VA, & D.C.



SALARY	BONUS	TOTAL
\$151,841	\$28,020	\$179,861

BioForest

OR & WA



SALARY	BONUS	TOTAL
\$184,526	\$24,153	\$208,679

Bio NC

NC



SALARY	BONUS	TOTAL
\$163,994	\$30,741	\$194,735

Lone Star Bio

TX



SALARY	BONUS	TOTAL
\$133,859	\$31,999	\$165,858

Titles & Disciplines

RESEARCH & DEVELOPMENT	SALARY		BONUS		TOTAL EARNINGS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
Post-Doctoral Researcher	\$86,950	\$77,000	\$6,250	\$10,000	\$93,200	\$87,000
Research Associate	\$75,788	\$77,500	\$4,588	\$5,000	\$80,376	\$82,500
Senior Research Associate	\$95,088	\$98,000	\$7,812	\$6,000	\$102,900	\$104,000
Associate Scientist	\$93,500	\$95,000	\$6,075	\$4,000	\$99,575	\$99,000
Scientist	\$117,826	\$120,988	\$9,359	\$8,000	\$127,185	\$128,988
Senior Scientist	\$140,584	\$145,000	\$15,326	\$13,500	\$155,910	\$158,500
Lab Supervisor	\$140,200	\$138,000	\$10,320	\$12,000	\$150,520	\$150,000
Principal	\$157,828	\$164,000	\$23,341	\$21,964	\$181,169	\$185,964
Associate Director	\$180,869	\$184,000	\$26,929	\$30,000	\$207,798	\$214,000
Director	\$205,138	\$208,000	\$32,684	\$25,700	\$237,822	\$233,700
Executive	\$373,031	\$325,500	\$134,238	\$79,000	\$507,269	\$431,500

CLINICAL	SALARY		BONUS		TOTAL EARNINGS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
Coordinator	\$81,667	\$85,000	\$3,167	\$2,000	\$84,834	\$105,000
Clinical Research Associate	\$113,872	\$130,000	\$15,200	\$12,500	\$129,072	\$142,500
Technical/Medical Writer	\$117,958	\$117,958	\$10,850	\$10,850	\$128,808	\$128,808
Analyst/Senior Analyst	\$142,950	\$135,000	\$23,326	\$20,000	\$166,276	\$155,000
Supervisor	\$102,000	\$102,000	\$2,000	\$2,000	\$104,000	\$104,000
Manager	\$131,281	\$126,000	\$11,809	\$10,000	\$143,090	\$136,000
Senior Manager	\$168,000	\$180,000	\$33,396	\$25,250	\$201,396	\$205,250
Lead/Head/Principal	\$235,875	\$229,250	\$48,750	\$50,000	\$284,625	\$279,250
Associate Director	\$187,128	\$186,618	\$27,551	\$34,850	\$214,679	\$221,468
Director	\$235,535	\$250,000	\$49,518	\$56,000	\$285,053	\$306,000
Executive	\$330,556	\$330,000	\$78,222	\$79,000	\$408,778	\$409,000

MANUFACTURING & PRODUCTION	SALARY		BONUS		TOTAL EARNINGS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
Technician	\$83,724	\$80,000	\$9,847	\$5,000	\$93,571	\$85,000
Supervisor	\$107,731	\$112,000	\$11,131	\$8,000	\$118,862	\$120,000
Manager	\$126,447	\$135,000	\$12,339	\$10,000	\$138,786	\$145,000
Senior Manager	\$170,300	\$167,500	\$20,220	\$16,600	\$190,520	\$184,100
Associate Director	\$189,200	\$190,000	\$43,800	\$32,000	\$233,000	\$222,000
Director	\$204,000	\$210,000	\$29,747	\$28,000	\$233,747	\$238,000
Executive	\$322,571	\$364,000	\$71,286	\$65,000	\$393,857	\$429,000

QUALITY CONTROL/QUALITY ASSURANCE	SALARY		BONUS		TOTAL EARNINGS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
Quality Coordinator	\$68,667	\$52,000	\$17,867	\$3,000	\$86,534	\$55,000
Quality Technician	\$71,333	\$74,000	\$3,667	\$500	\$75,000	\$74,500
Quality Analyst	\$76,800	\$60,000	\$7,388	\$1,200	\$84,188	\$61,200
Senior Quality Analyst	\$107,409	\$106,500	\$14,641	\$5,000	\$122,050	\$111,500
Quality Assurance Manager	\$143,357	\$155,000	\$30,236	\$20,000	\$173,593	\$175,000
Associate Director	\$146,000	\$160,000	\$18,700	\$19,000	\$164,700	\$179,000
Director	\$218,375	\$218,500	\$27,727	\$26,000	\$246,102	\$244,500
Executive	\$238,286	\$278,500	\$50,177	\$59,000	\$288,463	\$337,500

REGULATORY	SALARY		BONUS		TOTAL EARNINGS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
Coordinator	\$45,000	\$45,000	\$700	\$700	\$45,700	\$45,700
Specialist	\$98,166	\$93,460	\$6,200	\$5,200	\$104,366	\$98,660
Manager	\$122,653	\$121,063	\$16,538	\$11,500	\$139,191	\$132,563
Senior Manager	\$169,400	\$180,000	\$33,440	\$27,000	\$202,840	\$207,000
Associate Director	\$219,000	\$225,000	\$32,000	\$30,000	\$251,000	\$255,000
Director	\$212,276	\$200,000	\$36,275	\$34,373	\$248,551	\$234,373
Executive	\$350,667	\$345,000	\$103,333	\$100,000	\$454,000	\$445,000

Technology	Salary		Bonus		Total Earnings	
	Average	Median	Average	Median	Average	Median
Specialist	\$105,850	\$97,500	\$19,875	\$9,000	\$125,725	\$106,500
Manager	\$142,000	\$147,500	\$20,753	\$12,250	\$162,753	\$159,750
Senior Manager	\$169,444	\$170,000	\$36,106	\$22,000	\$205,550	\$192,000
Director	\$188,180	\$185,400	\$38,135	\$34,575	\$226,315	\$219,975
Executive	\$250,000	\$250,000	\$50,000	\$50,000	\$300,000	\$300,000
Sales & Business Development	Salary		Bonus		Total Earnings	
	Average	Median	Average	Median	Average	Median
Account Executive	\$145,212	\$140,600	\$47,093	\$41,000	\$192,305	\$181,600
Account Manager	\$126,425	\$112,500	\$37,573	\$36,500	\$163,998	\$149,000
Sales Representative	\$111,472	\$107,500	\$26,940	\$24,500	\$138,412	\$132,000
Sales Manager	\$144,375	\$133,625	\$25,083	\$22,500	\$169,458	\$156,125
Regional Sales Manager	\$167,500	\$145,000	\$62,833	\$65,000	\$230,333	\$210,000
Director	\$184,059	\$200,000	\$59,529	\$45,000	\$243,588	\$245,000
Executive	\$231,958	\$236,500	\$60,104	\$27,813	\$292,062	\$264,313
Marketing	Salary		Bonus		Total Earnings	
	Average	Median	Average	Median	Average	Median
Marketing Coordinator	\$91,520	\$91,520	\$12,500	\$12,500	\$104,020	\$104,020
Marketing Manager	\$157,250	\$152,000	\$21,963	\$18,750	\$179,213	\$170,750
Marketing Director	\$202,557	\$207,500	\$39,400	\$3,800	\$241,957	\$211,300
Executive	\$308,800	\$280,000	\$83,800	\$89,000	\$392,600	\$369,000
Operations/Administration	Salary		Bonus		Total Earnings	
	Average	Median	Average	Median	Average	Median
Coordinator	\$87,500	\$73,500	\$10,917	\$7,750	\$98,417	\$81,250
Project Manager	\$110,288	\$103,250	\$6,838	\$4,000	\$117,126	\$107,250
Manager	\$117,528	\$120,000	\$18,730	\$12,360	\$136,258	\$132,360
Director	\$179,625	\$190,000	\$31,703	\$32,000	\$211,328	\$222,000
Executive	\$235,125	\$265,000	\$32,375	\$27,000	\$267,500	\$292,000

HUMAN RESOURCES	SALARY		BONUS		TOTAL EARNINGS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
Coordinator	\$96,667	\$105,000	\$5,667	\$5,000	\$102,334	\$110,000
Manager	\$112,800	\$115,000	\$7,700	\$7,500	\$120,500	\$122,500
Associate Director	\$159,750	\$154,000	\$31,000	\$25,000	\$190,750	\$179,000
Director	\$202,118	\$210,000	\$46,348	\$35,000	\$248,466	\$245,000
Executive	\$277,063	\$282,500	\$65,931	\$74,625	\$342,994	\$357,125

FINANCE	SALARY		BONUS		TOTAL EARNINGS	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN	AVERAGE	MEDIAN
Financial Analyst/Coordinator	\$120,000	\$120,000	\$14,400	\$14,400	\$134,400	\$134,400
Finance Manager	\$150,500	\$156,500	\$14,750	\$15,000	\$165,250	\$171,500
Associate/Associate Director	\$245,000	\$245,500	\$63,325	\$65,000	\$308,325	\$310,500
Executive	\$290,000	\$290,000	\$45,300	\$45,300	\$335,300	\$335,300

About BioSpace

BioSpace is the digital hub for life science news and jobs. We provide essential insights, opportunities and tools to connect innovative organizations and talented professionals who advance health and quality of life across the globe. The proprietary resources we provide help companies make informed decisions regarding their workforce. BioSpace has a relationship with two-thirds of the entire U.S. life science workforce, with fast-growing subscriber lists and thousands of new site registrations every month. Our platform enables organizations to connect with our community through thought leadership, branding and recruitment marketing solutions – whether that's through webinars, podcasts, email, articles, advertising or jobs.

A note on language: BioSpace is committed to using language that is free of bias. This report follows AP style guidelines on racial and ethnic identity. Data is based on respondent's self-identified demographic data.

Methodology: BioSpace's proprietary Salary Survey was conducted to explore life sciences professionals' salaries and salary trends. The BioSpace Salary Survey was fielded from Feb. 5–Feb. 26, 2025. Data was collected via a web-based survey. Participation in the survey was promoted by email, social media and advertising to readers of BioSpace and visitors to BioSpace.com. The data was filtered to eliminate misleading or irrelevant responses and to eliminate salaries less than \$10,000 USD and greater than \$1 million USD. The majority of respondents resided in the United States. BioSpace received a total of 1,809 responses. Respondents were asked to provide demographic information, their job title and compensation such as annual salary and bonus.

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