



## Market changes

The Asia Pacific region has emerged as a cost-effective location to conduct clinical trials compared to Europe, which has resulted in the expansion locally of global companies and subsequent vacancy growth at the mid to upper levels for clinical and regulatory roles. In fact, clinical trials increased by 200 percent in Australia last year. With this growth comes a significant financial focus on development within the region and an increase in decentralised decision making from the US and Europe towards a more regional focus. There has also been significant growth within the CRO sector as this fast growth has led to a heavier reliance on outsourcing.

## Positions in demand

The growth of clinical research across Asia Pacific has in turn created more senior level roles such as Vice Presidents, General Managers and Directors and the creation of more project management teams, requiring Project Managers within Clinical and Regulatory Affairs experience. The demand for experienced CRAs continues to outstrip supply and the reliance on overseas talent continues to grow.

## Salary movements

Salary levels are consistent in both Sydney and Melbourne. Many CROs have undertaken recent salary reviews to create more parity between the two states due to requirements for staff to travel regularly between the states, requiring consistency in the salaries received regardless of home base. The strongest increases have occurred at the mid to upper level, particularly for Senior Clinical, Regulatory and Statistics positions.

## Changes to employer recruitment practices

Most companies rely on relationships with external recruitment partners. These relationships are becoming more formal by way of Preferred Supplier Agreements to ensure greater assurance of supply, reduced costs and administrative burden and a higher service level. In terms of candidate retention, there has been greater awareness of the role emotional intelligence plays in staff engagement and retention, with companies increasingly asking their staff for feedback. Within the area of clinical research we have also seen more flexible working conditions offered to employees, including working from home and part-time hours.

## Advice to candidates

Australia's pharmaceutical market is candidate driven, so candidates are advised to make sure they choose representation from an experienced recruitment professional that knows the industry and takes time to understand your requirements. If you are serious about looking for a new role, you need to be ready to act quickly and stay in regular contact. Do not apply for a role unless you are sure it offers what you are looking for.

Pharma	Clinical Trial Administrator	Clinical Research Associate	Senior Clinical Research Associate	Clinical Study Manager	Clinical Project Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	45,000 43,000 - 50,000	60,000 52,000 - 73,000	75,000 72,000 - 82,000	85,000 80,000 - 90,000	100,000 85,000 - 120,000
VIC - Melbourne (Salary Range)	45,000 43,000 - 50,000	60,000 52,000 - 73,000	75,000 72,000 - 82,000	85,000 80,000 - 90,000	100,000 85,000 - 120,000

□ All salaries exclude Superannuation

□ CRA, SCRA, CSM and CPM salaries exclude car allowance of \$15,000 - \$20,000

Pharma	Clinical Data Manager	Data Management Team / Project Lead	SAS Programmer	SAS Team / Project Leader	Statistician
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	70,000 62,000 - 75,000	80,000 70,000 - 85,000	90,000 80,000 - 100,000	110,000 100,000 - 120,000	110,000 80,000 - 120,000
VIC - Melbourne (Salary Range)	70,000 62,000 - 75,000	80,000 70,000 - 85,000	90,000 80,000 - 100,000	110,000 100,000 - 120,000	110,000 80,000 - 120,000

Pharma	Statistical Team / Project Leader	Regulatory Affairs Assistant	Regulatory Affairs Executive	Regulatory Affairs Manager	Drug Safety Expert
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	120,000 97,000 - 150,000	65,000 60,000 - 72,000	80,000 70,000 - 90,000	120,000 100,000 - 140,000	65,000 62,000 - 75,000
VIC - Melbourne (Salary Range)	120,000 97,000 - 150,000	65,000 60,000 - 72,000	80,000 70,000 - 90,000	120,000 100,000 - 140,000	65,000 62,000 - 75,000

Pharma	Medical Writer	Medical Director	Medical / Pharma Sales Rep
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	85,000 75,000 - 105,000	180,000 150,000 - 250,000	65,000 52,000 - 80,000
VIC - Melbourne (Salary Range)	85,000 75,000 - 105,000	180,000 150,000 - 250,000	65,000 52,000 - 80,000