# United Kingdom Salary Benchmarking Report 2021

# Biometrics

## Clinical Data Management & Statistics

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## Salary Benchmarking Report UK 2021

**Hobson Prior**
Part of Acacium Group

## Trends for Biometrics 2021

There are various international events impacting life sciences, as well as the disruptive impact of Covid-19. With the challenges of digital transformation and AI, temporary emergency accommodations and the changing face of biometrics, there is a high demand for skilled specialists and outsourced experience across the industry. With the demand for biometrics professionals still high, particularly amongst outsourcers and contractors, these are some of the key factors impacting the biometrics recruitment market:

### The rise in Bayesian demand

There has been a rise in the demand for statisticians with experience in Bayesian modelling. This statistics model is predominantly found in the academic spaces and tends to be more popular in the IT industry than the life sciences.

This has adapted how life sciences companies are seeking statisticians. Focusing more on the experience in the modelling and the potential to mould candidates to adapt to the life sciences space. Similarly, companies requiring statisticians with experience in Python, which is more commonly used in IT focused companies, have hired and invested in statisticians to adapt their skills to their biotech/pharma roles.

With the desired skills not necessarily being prevalent in the life sciences industry, there is an increased importance for headhunting experienced statisticians from other areas with transferable skills. Talent acquisition teams are focusing on their employer branding in order to appeal to talented statisticians that ma not have worked in the life sciences industry before – or worked in a more academic focused background – to motivate them to consider joining their companies.

### International sourcing and homebased roles

There was anticipation that The United Kingdom leaving the EU at the start of 2021 would impact international recruitment for UK life sciences. With the rise of homeworking, catalysed by the global pandemic, many companies are still able to employ international professionals, without concern for visas and relocation.

Whilst certainly still manageable, there has been a noticeable reduction in appeal from hiring managers to mange the compliance and additional hurdles with relocation UK citizens to EU roles and EU citizens to the UK.

The changes to IR35 that came into effect on 6th April 2021 has impacted many biometrics contracting professionals. In order to combat this, many life sciences companies are looking to the strong hubs of life sciences within Europe, including Switzerland, Germany and the Benelux regions, by offering homebased positions.
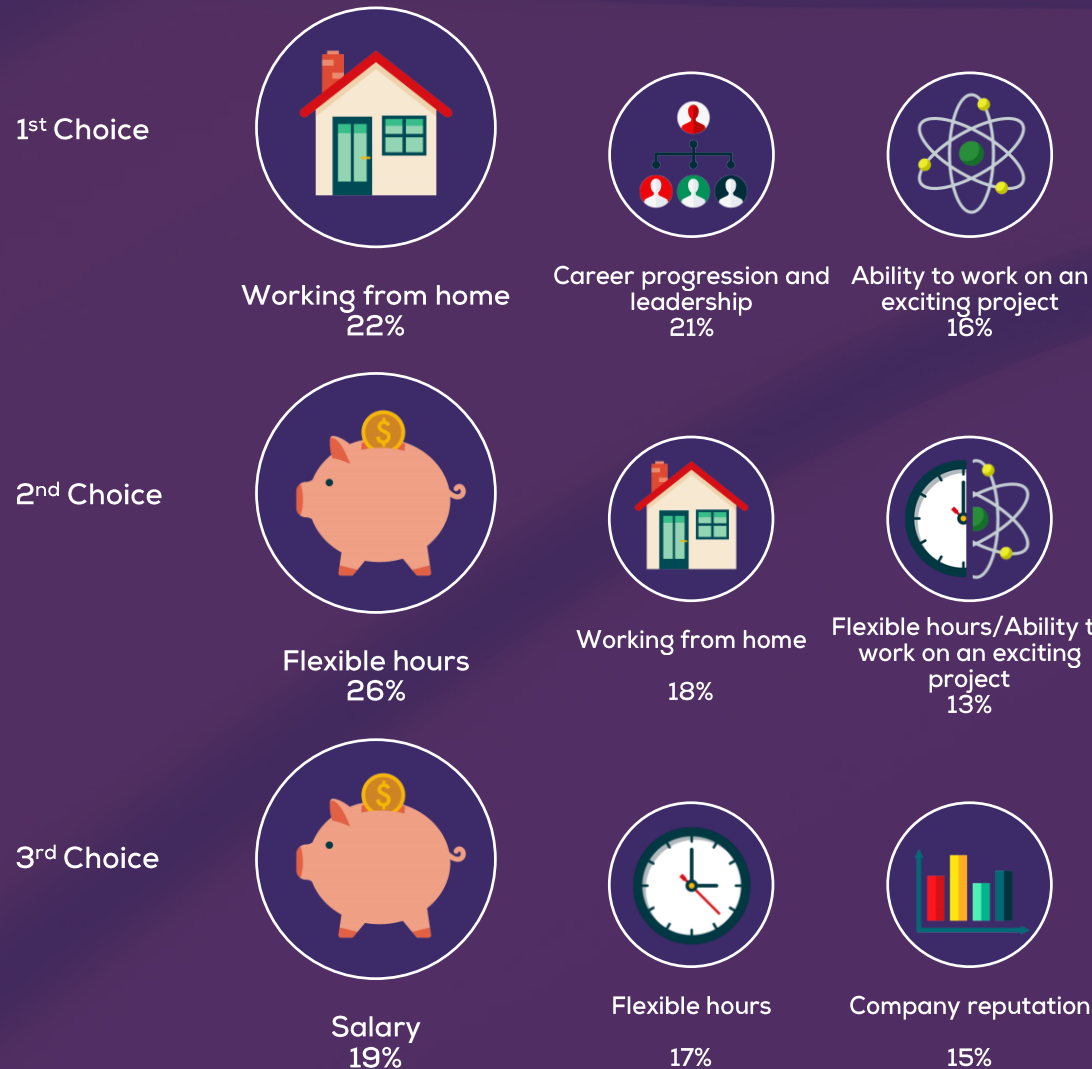
### Senior positions require experience

The demand for experienced leaders within biometrics is nothing new, but it can be difficult for life sciences companies to find leaders with the relevant experience. Roles like project leaders and lead statisticians can be very competitive within the market, making it difficult for smaller biotech and emerging life science companies to compete for the best talent.

Many talent acquisition teams are adapting their searches to focus more on experienced potential leaders than pre-existing ones. There are many statisticians and biometrics professionals with several years' experience, but have not had the opportunity to take a leadership role within their current company.

In fact, this has been advantageous for smaller companies who are able to offer leadership opportunities to biometrics professionals that are not necessarily available at other companies There are many skilled, experiences and senior professionals caught in leadership hierarchy chains that slow down their personal career progression.

We've seen an increase in life sciences companies promoting their internal culture of leadership training and promotion to engage retention and attract talented individuals to these leadership roles.

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## What factors are most important to them when considering new job opportunities?

**1st Choice**

Working from home
22%

Career progression and leadership
21%

Ability to work on an exciting project
16%

**2nd Choice**

Flexible hours
26%

Working from home
18%

Flexible hours/Ability to work on an exciting project
13%

**3rd Choice**

Salary
19%

Flexible hours
17%

Company reputation
15%

In order to attract the best talent in the industry, it is important to know what factors matter most to potential candidates when assessing new job opportunities.

We surveyed biometrics and clinical data management professionals, asking them to rank what factors are most important to them when considering new job opportunities out of the following options:

| Salary | Career progression and leadership | Flexible Hours | Ability to work on an exciting project | Working from Home | Company Reputation | Location | Other |
|---|---|---|---|---|---|---|---|

Working from home was the highest ranked factor impacting biometrics professionals (22%), closely followed by career and leadership progression.

Similarly, flexible hours and working from home were both popular choices for the second most important factor. This mirrors the growing demand for better work/life balance across the biometrics recruitment market.

Salary stood out as the most popular second or third choice. This may suggest that biometrics candidates may be less willing to consider a lower base salary for more flexibility in their hours or a home-based opportunity, but salary is still a core consideration.

The ability to work on an exciting project featured highly across biometrics professionals. This highlights the importance of promoting your company values and vision when engaging potential new colleagues. A clear company vision, coupled with work/life balance solutions may give emerging and small biopharma companies and advantage over established companies that may not be able to offer when competing for top talent.

# Clinical Data Management

## Average observed salary ranges

### On-Site (South UK - London and surrounding areas)

| Job Title | Average Salary | Average Bonus % | Any Other Benefits |
|---|---|---|---|
| Clinical Data Manager | £40,000 | - | - |
| Senior Clinical Data Manager | £49,000 | 8% | Paid train season ticket OR Car allowance |
| Lead Data Manager | £55,000 | 10% | Paid train season ticket OR Car allowance |
| Manager of Clinical Data Management | £61,000 | 10% | Paid train season ticket OR Car allowance |
| Director of Clinical Data Management | £74,000 | 15% | Car allowance; Paid train season ticket; Equity (Shares of the business) |

### Home-based

| Job Title | Average Salary | Average Bonus % | Any Other Benefits |
|---|---|---|---|
| Clinical Data Manager | £38,000 | - | - |
| Senior Clinical Data Manager | £46,000 | 8% | - |
| Lead Data Manager | £53,000 | 10% | Car allowance |
| Manager of Clinical Data Management | £58,000 | 10% | Car allowance |
| Director of Clinical Data Management | £72,000 | 15% | Car allowance; Equity (Shares of the business) |

# Statistical Programming

## Average observed salary ranges

### On-Site (South UK - London and surrounding areas)

| Job Title | Average Salary | Average Bonus % | Any Other Benefits |
|---|---|---|---|
| Statistical Programmer | £46,000 | 4% | - |
| Senior Statistical Programmer | £53,000 | 10% | Paid train season ticket OR Car allowance |
| Principal Statistical Programmer | £64,500 | 10% | Paid train season ticket OR Car allowance |
| Manager of Statistical Programming | £70,500 | 12% | Paid train season ticket OR Car allowance |
| Director of Statistical Programming | £81,000 | 20% | Car allowance; Paid train season ticket; Equity (Shares of the business) |

### Home-based

| Job Title | Average Salary | Average Bonus % | Any Other Benefits |
|---|---|---|---|
| Statistical Programmer | £44,000 | 4% | - |
| Senior Statistical Programmer | £51,500 | 10% | - |
| Principal Statistical Programmer | £62,000 | 10% | Car allowance |
| Manager of Statistical Programming | £69,000 | 12% | Car allowance |
| Director of Statistical Programming | £79,000 | 20% | Car allowance; Equity (Shares of the business) |

# Statisticians

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## Average observed salary ranges

### On-Site (South UK - London and surrounding areas)

| Job Title | Average Salary | Average Bonus % | Any Other Benefits |
|---|---|---|---|
| Statistician | £53,000 | 10% | Paid train season ticket OR Car allowance |
| Senior Statistician | £60,500 | 10% | Paid train season ticket OR Car allowance |
| Principal Statistician | £73,000 | 10% | Paid train season ticket OR Car allowance |
| Manager of Statistics | £78,500 | 15% | Paid train season ticket OR Car allowance |
| Associate Director of Statistics | £88,000 | 20% | Car allowance; Paid train season ticket; Equity (Shares of the business) |
| Director of Statistics | £98,000 | 22% | Car allowance; Paid train season ticket; Equity (Shares of the business) |

### Home-based

| Job Title | Average Salary | Average Bonus % | Any Other Benefits |
|---|---|---|---|
| Statistician | £51,000 | 10% | Car allowance |
| Senior Statistician | £59,000 | 10% | Car allowance |
| Principal Statistician | £69,000 | 10% | Car allowance |
| Manager of Statistics | £76,000 | 15% | Car allowance |
| Associate Director of Statistics | £85,500 | 20% | Car allowance; Equity (Shares of the business) |
| Director of Statistics | £94,000 | 22% | Car allowance; Equity (Shares of the business) |

# Average salary ranges: Overview

| Job Title | On-Site (South UK – London and surrounding areas) | | | Home-based | | |
|---|---|---|---|---|---|---|
| | Avg. Salary | Avg. Bonus % | Other Benefits | Avg. Salary | Avg. Bonus % | Other Benefits |
| Clinical Data Management | £40,000 | - | - | £38,000 | - | - |
| | £49,000 | 8% | Paid train season ticket OR Car allowance | £46,000 | 8% | - |
| | £55,000 | 10% | Paid train season ticket OR Car allowance | £53,000 | 10% | Car allowance |
| | £61,000 | 10% | Paid train season ticket OR Car allowance | £58,000 | 10% | Car allowance |
| | £74,000 | 15% | Car allowance; Paid train season ticket; Equity (Shares of the business) | £72,000 | 15% | Car allowance; Equity (Shares of the business) |
| Statistical Programming | £46,000 | 4% | - | £44,000 | 4% | - |
| | £53,000 | 10% | Paid train season ticket OR Car allowance | £51,500 | 10% | - |
| | £64,500 | 10% | Paid train season ticket OR Car allowance | £62,000 | 10% | Car allowance |
| | £70,500 | 12% | Paid train season ticket OR Car allowance | £69,000 | 12% | Car allowance |
| | £81,000 | 20% | Car allowance; Paid train season ticket; Equity (Shares of the business) | £79,000 | 20% | Car allowance; Equity (Shares of the business) |
| Statisticians | £53,000 | 10% | Paid train season ticket OR Car allowance | £51,000 | 10% | Car allowance |
| | £60,500 | 10% | Paid train season ticket OR Car allowance | £59,000 | 10% | Car allowance |
| | £73,000 | 10% | Paid train season ticket OR Car allowance | £69,000 | 10% | Car allowance |
| | £78,500 | 15% | Paid train season ticket OR Car allowance | £76,000 | 15% | Car allowance |
| | £88,000 | 20% | Car allowance; Paid train season ticket; Equity (Shares of the business) | £85,500 | 20% | Car allowance; Equity (Shares of the business) |
| | £98,000 | 22% | Car allowance; Paid train season ticket; Equity (Shares of the business) | £94,000 | 22% | Car allowance; Equity (Shares of the business) |

# Contact Us



Due to the general nature of this information, it is to be used as a UK guide and not area or company specific. When you come to recruit, your budget may differ slightly from our averages.

Our specialist biometrics solutions allow us to place experienced mid-high level candidates across various areas of regulation within your business, including:

· Statistics · Clinical Data Management · Statistical Programming · Bioinformatics · Data Science ·

If you would like us to conduct a salary benchmarking report, specific to your company, location, specific position or to discuss recruitment solutions with our biometrics team, please do not hesitate to get in touch.

## Who are Hobson Prior

Hobson Prior is a leading specialist life sciences recruiter, focused on finding and placing exceptional candidates across the global life sciences industry.

Our highly selective clients trust us to source and secure the best contract and permanent candidates to contribute to their success.

We've placed over 6,000 life sciences professionals across 25 countries and invest time to understand the exact requirements of our clients with the aim to build long-term recruitment partnerships.

## Contact our biometrics specialists

Email:
biometrics@hobsonprior.com

Phone:
+44 (0) 1892 612 612

# Thank you