

# United Kingdom Salary Benchmarking Report 2021

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Part of Acacium Group



## Regulatory Affairs

Management &  
Senior Roles

# Regulatory Affairs (RA)

## Salary Benchmarking Report UK 2021



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### Trends for Regulatory Affairs 2021

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

#### Competition for talented professionals

A consistent theme across regulatory affairs recruitment is the growing competition within the industry for skilled professionals. As more life sciences companies widen their searches internationally, competition for talent has increased.

Candidates in Europe can compare salaries and benefits packages across the continent and even overseas. With more home-based opportunities becoming available candidates can credibly consider perks on a global basis, meaning life science talent acquisition teams must review their offerings to those on a global scale.

Within the UK, the changes to IR35 has created competition in the regulatory affairs contract market as candidates are comparing how their individual cases are being managed. In such a competitive market and with growing international opportunities, aspects like this can negatively impact a business's appeal to candidates.

#### Brexit is impacting sourcing

The United Kingdom officially left the EU at the start of 2021 and the effects continue to impact life sciences recruitment. The complexities and uncertainties in the compliance in hiring British nationals to EU roles and vice versa has impacted where life sciences candidates look for candidates.

Similarly, the EU has some of the strongest hubs of life sciences, including Switzerland, Germany and Benelux regions, yet many UK teams are currently being encouraged to look away from EU talent with the Brexit complications for visas and taxation.

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

#### Flexibility within the industry

The desire for home-based and more flexible regulatory affairs jobs has been on the increase for several years. We frequently have candidates asking for roles where they can work from home or reduce their hours required onsite – many willing to take a lower pay rate to secure this benefit.

Work/Life balance is becoming more prevalent across many industries and the type of work associated with regulatory affairs lends itself to some of these options, yet many biopharma companies have been slow to adopt more flexible working standards.

Being able to work from home to be there for a plumber or to shift their hours to take a parent to an appointment; these benefits can be more appealing to the candidate within a competitive market, even against companies offering high salaries.

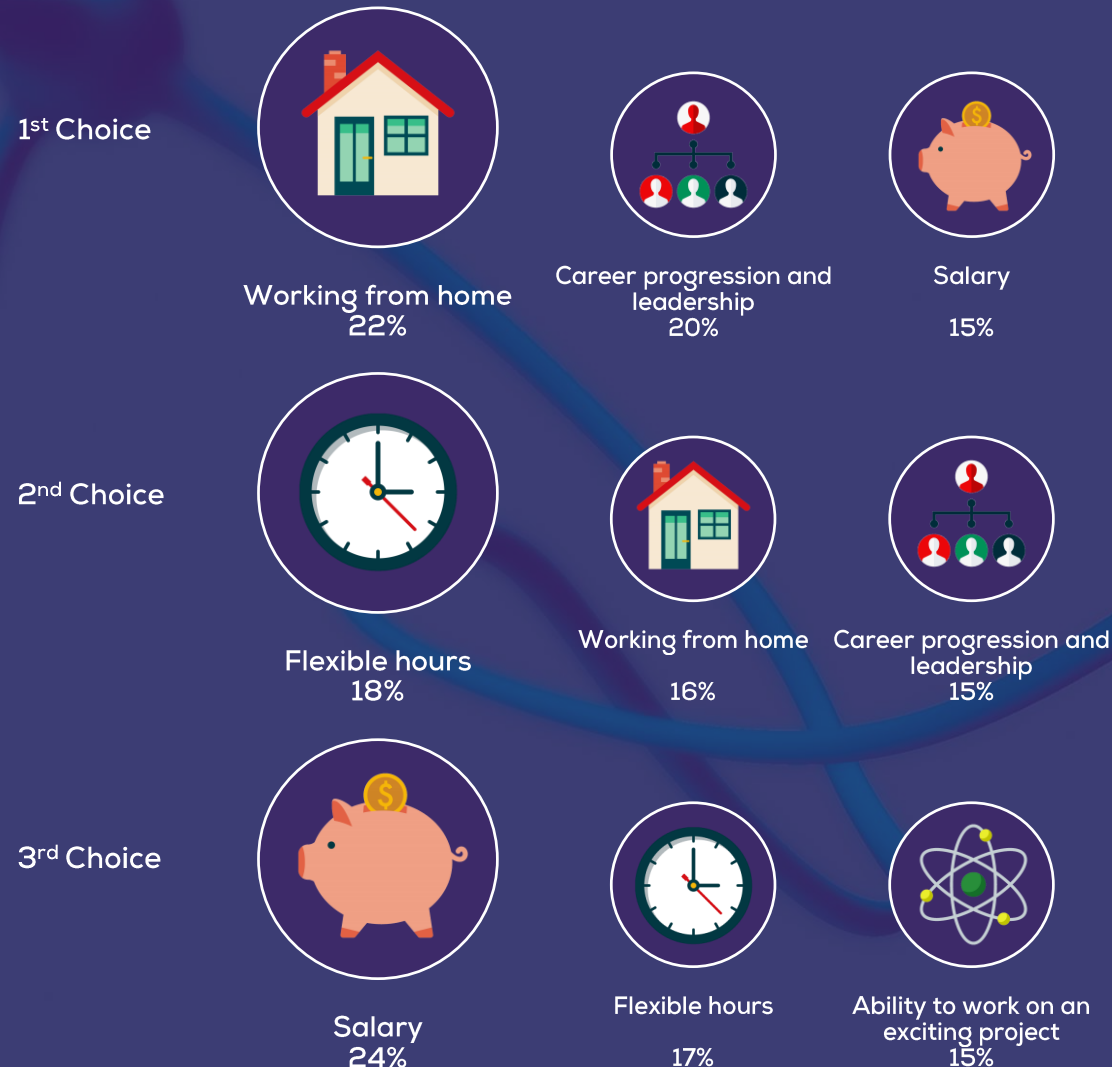
A recent survey from Hobson Prior identified that “Working from home” and “Flexible hours” were most important to regulatory affairs candidates when considering job offers, above salary and career progression.

The global pandemic has forced many businesses to rethink working from home and enforce measures to quickly get teams working remotely so it is expected that the demand will increase.

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



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 regulatory affairs professionals asking them to rank what factors are most important to them when considering new job opportunities out of the following options:



Working from home was the highest ranked factor impacting regulatory affairs 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 regulatory affairs recruitment.

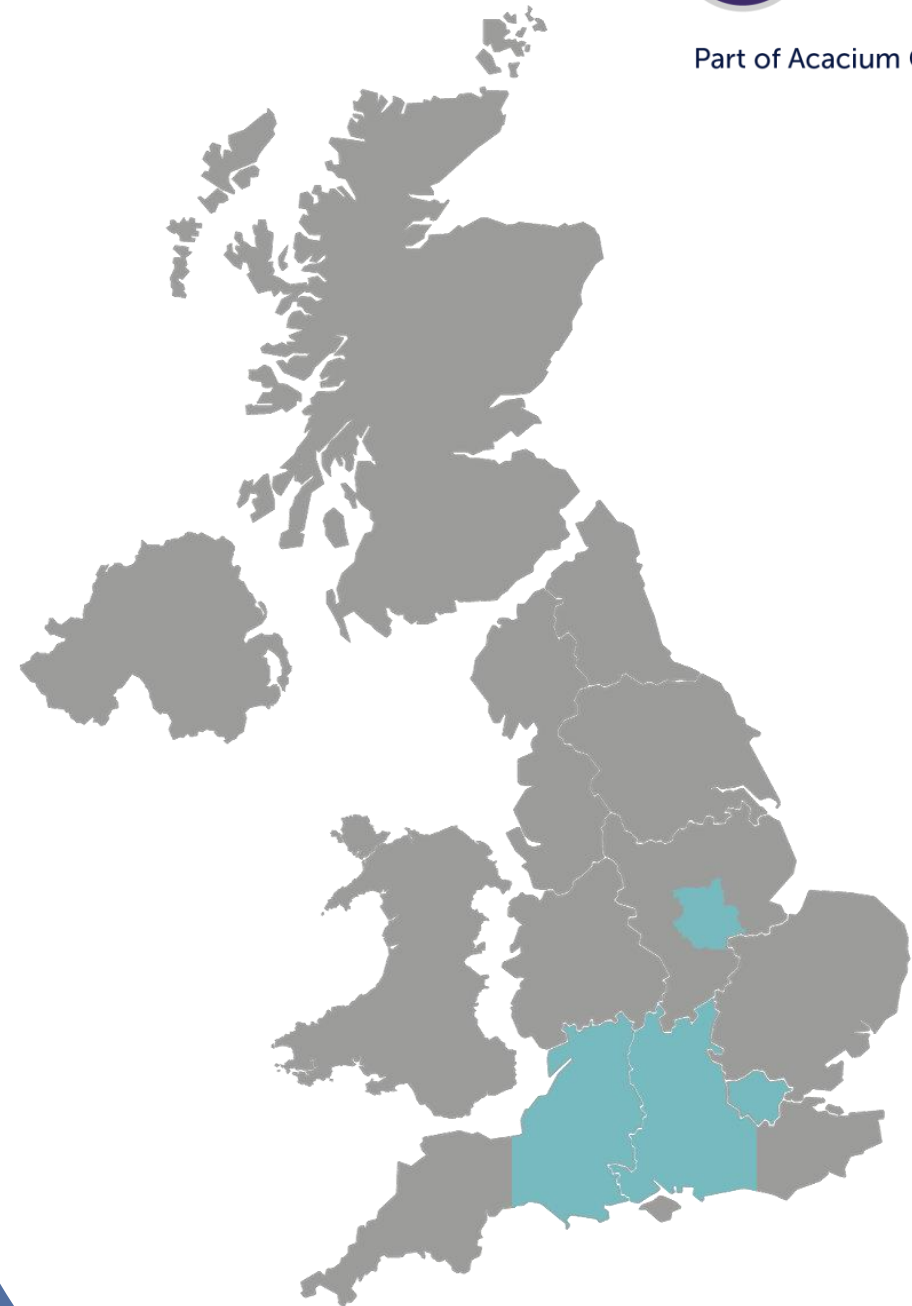
Salary stood out as the most popular third choice (24%). This may suggest that regulatory affairs candidates may be willing to consider a lower base salary for more flexibility in their hours or a home-based opportunity.

Company reputation rarely featured as a top 3 choice; this may be an opportunity for emerging biopharma companies, by offering more work/life balance solutions that established companies may not be able to will help them compete for top talent.

# London, Cambridge & South West

## Average observed salary ranges

Job Title	Location	Salary Range
<b>RA Associate</b>	London, Cambridge & South West	£45k-£50k
<b>RA Snr Associate</b>	London, Cambridge & South West	£50k-£55k
<b>RA Manager</b>	London, Cambridge & South West	£60k-£70k
<b>RA Snr Manager</b>	London, Cambridge & South West	£70k-£85k
<b>RA Ass Director</b>	London, Cambridge & South West	£85k-£100k
<b>RA Director</b>	London, Cambridge & South West	£100k-£140k



# South East

## Average observed salary ranges

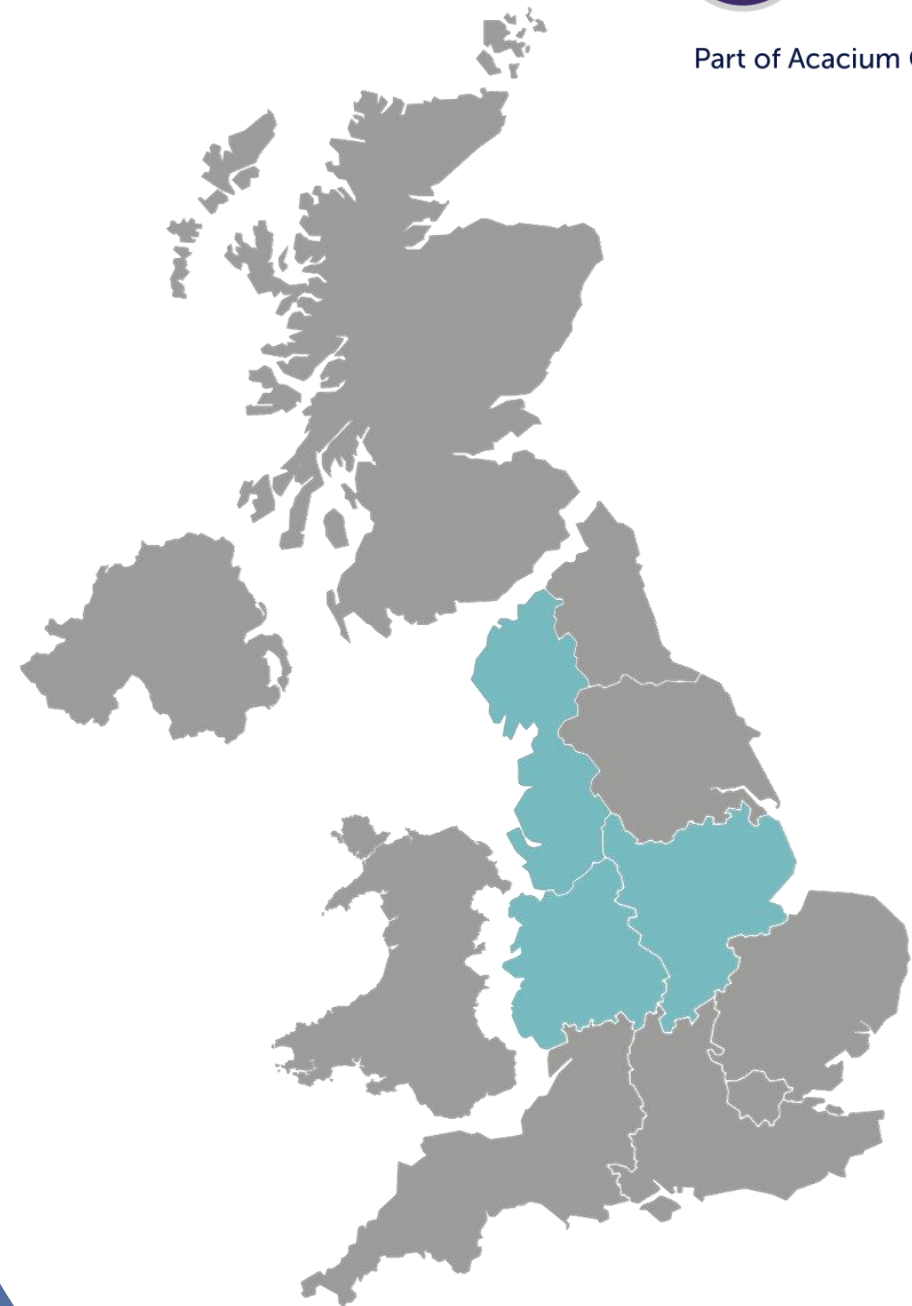
Job Title	Location	Salary Range
<b>RA Associate</b>	South East	£30k-£40k
<b>RA Snr Associate</b>	South East	£40k-£45k
<b>RA Manager</b>	South East	£45k-£50k
<b>RA Snr Manager</b>	South East	£50-£65k
<b>RA Ass Director</b>	South East	£65-£75k
<b>RA Director</b>	South East	£80k-£100k



# Midlands & North West

## Average observed salary ranges

Job Title	Location	Salary Range
<b>RA Associate</b>	Midlands & North West	£25k-£35k
<b>RA Snr Associate</b>	Midlands & North West	£35k-£40k
<b>RA Manager</b>	Midlands & North West	£40k-£50k
<b>RA Snr Manager</b>	Midlands & North West	£50k-£60k
<b>RA Ass Director</b>	Midlands & North West	£60k-£70k
<b>RA Director</b>	Midlands & North West	£80k-£100k



# Average salary ranges: Overview



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Job Title	Location	Salary Range
RA Associate	London & Cambridge	£45k-£50k
	M4 Corridor	£45k-£50k
	South East	£30k-£40k
	Midlands	£25k-£35k
	North West	£25k-£35k
RA Snr Associate	London & Cambridge	£50k-£55k
	M4 Corridor	£50k-£55k
	South East	£40k-£45k
	Midlands	£35k-£40k
	North West	£35k-£40k
RA Manager	London & Cambridge	£60k-£70k
	M4 Corridor	£60k-£70k
	South East	£45k-£50k
	Midlands	£40k-£50k
	North West	£40k-£50k
RA Snr Manager	London & Cambridge	£70k-£85k
	M4 Corridor	£70k-£85k
	South East	£50-£65k
	Midlands	£50k-£60k
	North West	£50k-£60k
RA Associate Director	London & Cambridge	£85k-£100k
	M4 Corridor	£85k-£100k
	South East	£65-£75k
	Midlands	£60k-£70k
	North West	£60k-£70k
RA Director	London & Cambridge	£100k-£140k
	M4 Corridor	£100k-£140k
	South East	£80k-£100k
	Midlands	£80k-£100k
	North West	£80k-£100k

# 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 regulatory affairs solutions allow us to place experienced mid-high level candidates across various areas of regulation within your business, including:

· **Development** · **Post-Marketing** · **CMC** · **Labelling** · **Operations** · **Marketing**  
**Authorisation** · **CTD Authoring** · **EU MDR Preparation** ·

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 RA 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 regulatory affairs specialists



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Thank you