

# United Kingdom Salary Benchmarking Report 2021

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## Clinical Operations

Monitoring and  
Management

# Clinical Operations

## Salary Benchmarking Report UK 2021



### Trends for Clinical Operations and Development 2021

There are various international events impacting clinical teams in 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 clinical projects, there is a high demand for skilled specialists and outsourced experience across the industry. With the demand for clinical professionals still high, particularly amongst outsourcers and contractors, these are some of the key factors impacting the clinical recruitment market:

#### Medics vs. Scientists leading clinical development

Strong clinical teams have a mixture of scientists from academic backgrounds and those with medical experience. There has been an increased concern from scientists regarding their career progression as some companies are offering clinical development leadership roles to medically trained doctors and scientists are feeling pushed into more operational leadership roles.

Many scientists feel they are hitting ceilings with their career progression, needing to move away from the scientific development in order to climb. This is having an increased impact on retention as many scientists our recruiters are working with are looking to leave this leadership structure, in search of companies with an alternative structure.

#### Home vs. office working & expectations

The desire to work from home has been a consistent theme from candidates across the clinical sector. With hospital visits and lab work core to clinical development, it is not always obvious how companies can offer homeworking in their clinical vacancies.

The global pandemic forced many companies to adapt to continue operations during local lockdowns. Companies have found ways for operations focused roles to adapt for homeworking and even data based CRA roles have been able to adapt to remote based through digital transformation, AI and self-reporting from patients.

There is definitely an observed mixture of candidates asking for fully homebased roles and other wanting a hybrid of remote and "office" based working. With a lot of uncertainty to the pandemic and the future of home-based working in clinical, clients that have clear determined plans for working expectations are attracting talent.

#### Call for stability

Before the global pandemic, many candidates found the opportunities to take leading roles in smaller companies with big visions and exciting projects more appealing than larger life sciences companies with more rigid processes that can often be less agile in their innovation and implementation.

However, with the uncertainty of job security and funding through Covid-19, Brexit and other factors, there has been a shift as clinical candidates are prioritising security, longevity and stability. Candidates are hesitant to accept opportunities at less established companies, giving higher importance to employer branding.

Companies with clear visions, engaging websites and a visible presence online are receiving more interest from candidates. Third party employer review sites, proof of investment with established growth plans and updated, interesting webpages depicting the company's mission statement can all help. Candidates are asking for more proof of stability and conducting more company research, adding new pressures to talent acquisition teams to present clear, engaging and reassuring employer branding.

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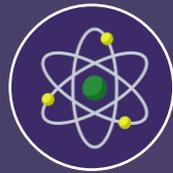


What factors are most important to them when considering new job opportunities?

1<sup>st</sup> Choice



Career progression and leadership  
26%



Ability to work on an exciting project  
21%



Working from home  
17%

2<sup>nd</sup> Choice



Salary  
21%



Ability to work on an exciting project  
16%



Flexible hours  
15%

3<sup>rd</sup> Choice



Salary  
19%



Flexible hours  
18%



Ability to work on an exciting project & Working from home  
14%

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 clinical operations and development professionals, asking them to rank what factors are most important to them when considering new job opportunities out of the following options:



Career progression and leadership was the highest ranked factor impacting clinical professionals (26%).

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 clinical recruitment market.

Salary stood out as the most popular second and third choice. This may suggest that clinical 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 clinical 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 an advantage over established companies that may not be able to offer when competing for top talent.

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## Average observed salary ranges

Clinical Document Management	
Job Title	Average Salary
Clinical Trial Administrators	£20,000 – £40,000 depending on experience
Clinical Document Managers	£20,000 – £40,000 depending on experience
Clinical Trial Assistants	£20,000 – £40,000 depending on experience
TMF Managers	£30,000 – £70,000+ depending on experience

Clinical Monitoring	
Job Title	Average Salary
Clinical Research Associate	£35,000+
Senior Clinical Research Associate	£35,000+
Lead Clinical Research Associate	£35,000+
Principal Clinical Research Associate	£35,000+

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## Average observed salary ranges

### Clinical Project Management

Job Title	Average Salary
Clinical Trial Management Associate	£45,000+
Local Clinical Trial Management	£50,000+
Clinical Project Manager	£55,000+
Global Study Manager	£60,000+

### Senior Clinical Positions

Job Title	Average Salary
Clinical Programme Manager	£70,000+
Associate Director of Clinical	£80,000+
Director of Clinical Operations	£90,000+
Head of Clinical Operations	£100,000+

# Average salary ranges: Overview



	Clinical Document Management				Clinical Monitoring			
Job Title	Clinical Trial Administrators	Clinical Document Managers	Clinical Trial Assistants	TMF Managers	Clinical Research Associate	Senior Clinical Research Associate	Lead Clinical Research Associate	Principal Clinical Research Associate
Average Salary	£20,000 – £40,000 depending on experience	£20,000 – £40,000 depending on experience	£20,000 – £40,000 depending on experience	£30,000 – £70,000+ depending on experience	£35,000+	£45,000+	£50,000+	£60,000+

	Clinical Project Management				Senior Clinical Positions			
Job Title	Clinical Trial Management Associate	Local Clinical Trial Management	Clinical Project Manager	Global Study Manager	Clinical Programme Manager	Associate Director of Clinical	Director of Clinical Operations	Head of Clinical Operations
Average Salary	£45,000+	£50,000+	£55,000+	£60,000+	£70,000+	£80,000+	£90,000+	£100,000+

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

· **Clinical Trial Administration** · **Monitoring** · **Study Start Up** · **Project Management** · **Clinical Scientist** · **Clinical Physician** · **Medical Writing** · **Drug Development** · **Biomarkers** ·

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 clinical team, please do not hesitate to get in touch.

## Contact our clinical specialists



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## 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.

Thank you