Astrix Scientific
And Technical Staffing

White Paper

Life Sciences 2022 Salary Guide

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Astrix Scientific and **Technical Staffing**

Astrix is a full-service staffing and recruiting firm with specific expertise in the life science industry. Since 2007, Astrix has been supporting pharmaceutical, medical device, and other science-based clients with staff augmentation resources across the value chain, from drug discovery bench scientists to clinical data management resources and everything in between, including IT personnel.

We have a deep understanding of the staffing needs within the life science industry, and our team can quickly identify top talent that can make an immediate impact on our clients' businesses. Our network of highly skilled professionals spans the globe, and we are dedicated to matching the right person with the right role, every time.

Introduction

If you're in the life science industry, you know that salaries have been growing rapidly. To meet growth targets and compete for talent, it's essential to understand the expectations of current and prospective employees when it comes to salary. That's why we've created the 2022 Life Sciences Salary Guide. This guide is your go-to resource for up-to-date salaries in the life science industry.

What is the life sciences industry?

The life sciences industry is a broad category that includes companies and organizations involved in the research, development, and commercialization of products and services used in the diagnosis, treatment, and prevention of disease. This industry also includes companies that provide support services to life science organizations, such as contract research organizations (CROs), clinical research organizations (CROs), and laboratories.

What is the average salary in the life sciences industry?

According to the Bureau of Labor Statistics, the average salary for employees in the life sciences industry is $95,310. This figure includes salaries for all positions within the life sciences industry, from entry-level jobs to executive-level positions.

Most in-demand Jobs in 2022

According to the U.S. Bureau of Labor Statistics, employment opportunities in life, physical, and social science occupations are expected to increase by 8% from 2020 to 2030, resulting in 113,800 new positions. Demand for scientific knowledge, particularly in fields like biomedicine, psychology, and environmental protection, is expected to drive job growth over the next decade.

EPIDEMIOLOGISTS

30% growth 2020-2030 | Average pay: $78,830

Study disease and injury pattern and causes to reduce the risk and incidence of poor health outcomes through research, community education, and health policy.

MEDICAL SCIENTISTS

17% growth 2020-2030 | Average pay: $95,310

Conduct research and often use clinical trials and other investigative methods with the goal of improving overall human health.

ANIMAL TECHNICIAN

14% growth 2020-2030 | Average pay: $29,780

Manage routine animal care and help scientists, veterinarians, and veterinary technologists and technicians with their daily tasks.

TECHNICAL WRITERS

12% growth 2020-2030 | Average pay: $78,060

Prepare instruction manuals, how-to guides, journal articles, and other supporting documents to communicate complex and technical information.

LABORATORY TECHNICIAN

11% growth 2020-2030 | Average pay: $57,800

Collect samples and perform tests to analyze body fluids, tissue, and other substances.

CHEMICAL ENGINEER

9% growth 2020-2030 | Average pay: $105,550

Apply the principles of chemistry, biology, physics, and math to solve problems that involve the use of drugs, food, and other products.

BIOLOGY TECHNICIAN

7% growth 2020-2030 | Average pay: $48,140

Help biological and medical scientists conduct laboratory tests and experiments.

BIOENGINEERS

6% growth 2020-2030 | Average pay: $97,410

Combine engineering principles with sciences to design and create equipment, devices, computer systems, and software.

CHEMIST & MATERIAL CHEMIST

6% growth 2020-2030 | Average pay: $79,430

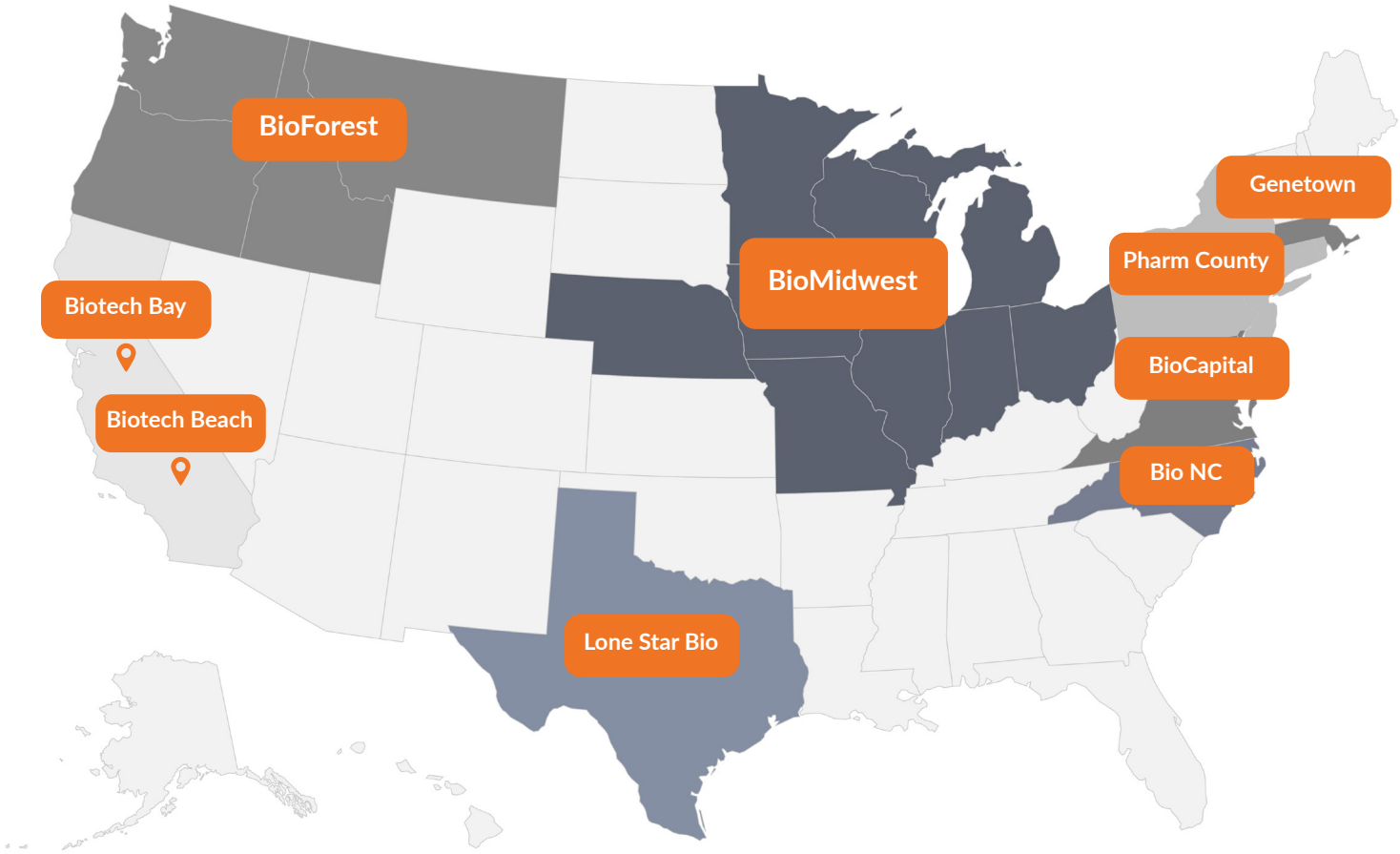
Study substances at the atomic and molecular levels and analyze the ways in which the substances interact with one another.

SCIENCE MANAGERS

6% growth 2020-2030 | Average pay: $137,900

Supervise the work of scientists, including chemists, physicists, and biologists.

Industry **Hotbeds**



BIOMIDWEST

AVG SALARY: $107K

Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Nebraska, Ohio and Wisconsin

BIOTECH BEACH

AVG SALARY: $130K

San Diego, Los Angeles, Orange County, Southern California

BIOTECH BAY

AVG SALARY: $148K

San Francisco, Northern California

BIO NC

AVG SALARY: $118K

Research Triangle Park, North Carolina

BIOCAPITAL

AVG SALARY: $106K

Delaware, Maryland, Virginia, Washington, D.C.

BIOFOREST

AVG SALARY: $121K

Idaho, Montana, Oregon, Washington

GENETOWN

AVG SALARY: $143K

Boston, Cambridge, Massachusetts

PHARM COUNTRY

AVG SALARY: $130K

Connecticut, New York, New Jersey, Pennsylvania, Rhode Island

LONE STAR BIO

AVG SALARY: $98K

Texas

National **Salaries**

Job title	Range	Average
Research & Development		
Animal Caretakers	$18K - $38K	$35,590
Animal Scientists	$38K - $111K	$74,420
Biochemists and Biophysicists	$50K - $182K	$119,520
Bioengineers and Biomedical Engineers	$60K - $154K	$104,820
Biological Technicians	$29K - $743K	$51,270
Biostatistician	$49K - $157K	$115,840
Chemical engineers	$62K - $187K	$114,750
Chemical Technician	$31K - $80k	$59,860
Chemists	$44K -$133k	$95,790
Data Scientists	$52 - $258K	$106,720
Epidemiologists	$50K - $130K	$125,960
Food Scientists	$44K - $128K	$87,460
Industrial Engineer	$57K - $134K	$101,320
Industrial engineering Technician	$35K - $87K	$62,820
Industrial Production Managers	$64K - $170K	$173,720
Laboratory Animal Caretakers	$20K - $39K	$35,720
Laboratory Manager	$48k - $107k	$70,776
Materials Engineers	$57K - $148K	$109,330
Materials Scientists	$51K - $157K	$104,160
Mechanical Engineer	$57K - $138K	$105,340
Mechanical Engineering Technicians	$35K - $88K	$61,780

Research & Development

Job title	Range	Average
Medical Scientists	$50K - $166K	$106,930
Microbiologist	$43K - $133K	$98,220
Laboratory Manager	$75K - $202K	$189,090
Natural Sciences Manager	$66K - $176K	$176,660
Quality Assurance (QA) Specialist	$44k - $100k	$70,555
Quality Control Inspector	$28K - $62K	$59,390
Social Science Research Assistants	$28K - $78K	$53,580
Survey Researcher	$32K - $108K	$79,500
Technical Writer	$44K - $117K	$84,980

Pharmaceutical Manufacturing

Job title	Range	Average
Biochemist	$51k - $85k	$66,500
Biochemists and Biophysicists	$50K - $182K	$86,540
Bioengineers and Biomedical Engineers	$60K - $154K	$107,240
Biological Technicians	$29K - $73K	$52,880
Biostatistician	$49K - $157K	$146,290
Chemical engineers	$62K - $187K	$ 97,820
Chemical Technician	$31K - $80k	$49,890
Chemist	$44K -$133k	$79,590
Data Scientists	$52 - $258K	$103,640
Epidemiologists	$50K - $130K	$153,590
Industrial engineering Technician	$35K - $87K	$60,740

Pharmaceutical Manufacturing

Job title	Range	Average
Industrial Production Managers	$64K - $170K	$ 133,950
Laboratory Animal Caretakers	$20K - $39K	$35,720
Materials Scientists	$51K - $157K	$89,530
Medical Scientists	$50K - $166K	$105,760
Microbiologist	$43K - $133K	$76,960
Natural Sciences Manager	$66K - $176K	$155,050
Quality Control Inspector	$28K - $62K	$51,760
Quality Control Microbiologist	$44k - $75k	$56,369
Research Scientist	$54k - $118k	$80,750
Research Scientist, Biotechnology	$67k - $114k	$86,281

Food Manufacturing

Job title	Range	Average
Biochemists and Biophysicists	$50K - $182K	$86,540
Chemical Technician	$31K - $80k	$52,440
Chemist	$44K - $128K	$87,530
Food Science Technologists	$29K - $62K	$46,340
Food Scientists	$44K - $128K	$77,490
Industrial Engineers	$44K - $128K	$84,130
Industrial Production Managers	$64K - $170K	$133,950
Materials Scientists	$51K - $157K	$87,300
Mechanical Engineers	$60K - $161K	$83,430
Microbiologist	$43K - $133K	$63,720
Physical Scientist	$52K - $172K	$86,850

Chemical Manufacturing

Job title	Range	Average
Analytical Chemist	$40k - $115k	$58,574
Biochemists and Biophysicists	$50K - $182K	$86,540
Biological Technicians	$29K - $74K	$45,840
Chemical engineers	$62K - $187K	$125,740
Chemical Technician	$31K - $80k	$59,410
Chemist	$44K - $128K	$89,270
Data Scientists	$52 - $258K	$96,510
Industrial Production Managers	$64K - $170K	$ 30,660
Materials Engineers	$57K - $148K	$113,160
Materials Scientists	$51K - $157K	$92,710
Mechanical Engineering Technicians	$35K - $88K	$72,020
Microbiologist	$43K - $133K	$77,790
Quality Control (QC) Chemist	$39k - $71k	$49,896
Quality Control Analyst	$48K - $153K	$94,440
Research Scientist	$67k - $134k	$97,183
Laboratory Manager	$53k - $97k	$79,867

Medical Device Manufacturing

Job title	Range	Average
Biochemists and Biophysicists	$50K - $182K	$90,750
Bioengineers and Biomedical Engineers	$60K - $154K	$101,230
Biological Technicians	$29K - $74K	$47,930
Chemical Engineers	$62K - $187K	$94,320
Chemical Technicians	$31K - $80k	$52,300
Chemists	$44K -$133k	$82,920

Medical Device Manufacturing

Job title	Range	Average
Clinical Laboratory Technician	$30K - $81K	$66,450
Industrial engineering Technician	$35K - $87K	$55,460
Industrial Engineers	$57K - $148K	$91,530
Materials Engineers	$57K - $148K	$91,740
Materials Scientists	$51K - $157K	$94,790
Mechanical Engineer	$60K - $161K	$90,070
Medical Scientists	$51K - $157K	$104,160
Microbiologist	$43K - $133K	$77,930
Laboratory Manager	$66K - $176K	$158,280

Clinical Research

Job title	Range	Average
Clinical Data Manager	$50k - $92k	$72,891
Clinical Laboratory Technician	$30K - $81K	$66,450
Clinical Operations Manager	$66k - $143k	$106,754
Clinical Project Manager	$61k - $130k	$82,571
Clinical Research Assistant	$32k - $52k	$39,061
Clinical Research Associate (CRA)	$47k - $98k	$68,493
Clinical Research Coordinator	$40k - $68k	$50,477
Clinical Research Coordinator (CRC)	$39k - $65k	$50,931
Clinical Research Manager	$58k - $103k	$77,051
Clinical Research Nurse	$56k - $94k	$73,075
Clinical Trial Manager	$65k - $130k	$90,019
Drug Safety Associate	$47K - $88K	$68,750
Epidemiologists	$50K - $130K	$125,960

Clinical Research

Job title	Range	Average
Medical Writer	$55k - $95k	$72,572
Microbiologist	$56K - $109K	$85,128
Research Associate, Molecular Biology	$34k - $62k	$40,564
Research Technologist	$31K - $64K	$38,741
Senior Clinical Research Associate	$73K - $129K	$108,148

Quality

Job title	Range	Average
Quality Assurance (QA) Engineer	$56k - $113k	$79,866
Quality Assurance (QA) Engineer	$56k - $113k	$79,866
Quality Assurance (QA) Specialist	$55k - $96k	$66,466
Quality Assurance Manager	$69k - $125k	$85,000
Quality Engineer, Medical Devices	$54k - $109k	$73,066
Quality Manager	$66k - $140k	$93,301
Senior Quality Assurance (QA)	$98k - $106k	$102,061
Test / Quality Assurance (QA) Engineer	$58k - $124k	$73,833

Regulatory Affairs

Job title	Range	Average
Regulatory Affairs Associate	$45k - $65k	$55,233
Regulatory Affairs Manager	$69k - $112k	$86,270
Regulatory Affairs Specialist	$40k - $89k	$57,000
Regulatory Coordinator	$42k - $68k	$52,967
Regulatory Specialist	$41k - $70k	$59,739
Senior Regulatory Affairs Associate	$74k - $93k	$87,961
Senior Regulatory Affairs Specialist	$78k - $94k	$85,645

How employers can **compete for top talent**

Offering competitive salaries is always a good start, but to attract and keep the best talent, employers need to offer more than just a paycheck.

In addition to competitive pay, employers should also consider offering:

- Flexible work schedules
- Professional development opportunities
- Health insurance and other benefits

Takeaways

With so much competition for talented candidates in the life sciences, employers need to offer more than just a paycheck to attract and keep the best talent. By offering competitive salaries and benefits, employers can set themselves apart from the competition and attract the best talent.

Work with a scientific **Staffing partner**

Astrix was founded by scientists in 1995 and specializes in scientific and technical staffing services. We offer an array of flexible staffing services to organizations in need of top technologists and scientific professionals.

Whether you are an organization looking to add to your scientific or technical teams or a professional in these areas, Astrix is highly adept at creating great matches that lead to long-term success and results.

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