Panda

2024 Life Sciences Market Report.

Insights to Shape Your Talent Strategy for 2025

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Introduction

As a specialist talent partner in the life sciences industry, we've built lasting partnerships with leading organisations and top talent across Europe for the past 12 years. Drawing from these relationships, our team of experts has compiled a 2024 end of year report to offer a well-rounded perspective on key industry trends that have shaped the life sciences sector and its salaries this past year.

This report looks at 5 critial areas:

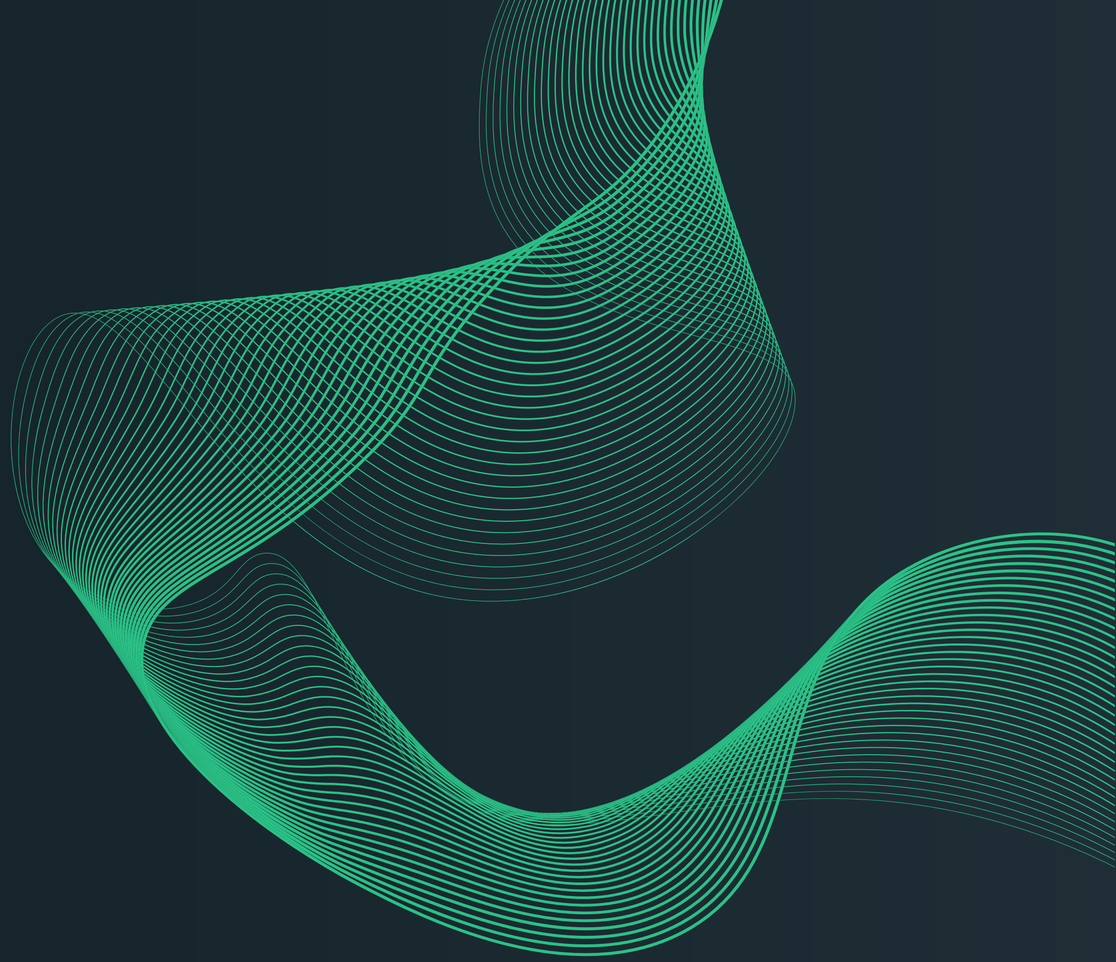
Clinical Research

Medical Decived & MedTech

Biotechnology

Data/AI

Biotech Engineering



Through in-depth analysis of salary benchmarks, emerging industry challenges, and high-demand skill sets, we aim to equip job seekers and hiring managers with actionable insights to prepare for the new year ahead.

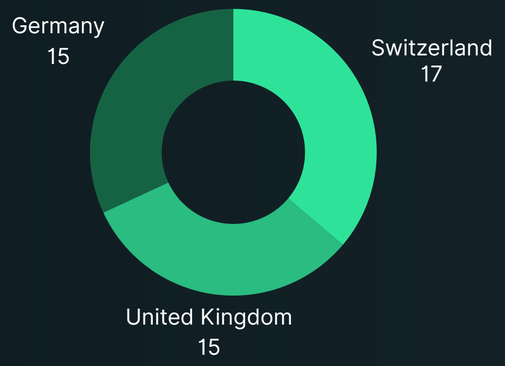
Market Trends: Europe

The European life sciences sector demonstrated resilience and growth in 2024, despite earlier economic challenges.

The industry saw a 13.5% increase in newly formed life science companies over the past five years, with Switserland (+17%), the United Kingdom (+15%), and Germany (+15%) leading the charge. However, the job market experienced some volatility, with periods of layoffs and reduced hiring, particularly in the biotech sector.

13.5%

The industry saw a 13.5% increase in newly formed life science companies over the past **five years.**



*Full list of sources available upon request

Market Trends: USA

The US life sciences sector has shown remarkable resilience and growth in 2024, despite global economic headwinds.

The industry continues to demonstrate robust expansion, with the biotechnology market reaching a valuation of $1.55 trillion and the pharmaceutical sector achieving $639.22 billion. This impressive performance is supported by sustained innovation, particularly in emerging fields like AI-driven drug discovery and personalised medicine. While the job market has seen some fluctuations, the industry maintains strong fundamentals with the biotechnology market projected to grow at a CAGR of 12.45% from 2024 to 2033.

$1.55 Trillion

The biotechnology market reached a valuation of $1.55 trillion this year.

12.45%

Biotechnology market projected to grow at a **CAGR of 12.45%** from 2024 to 2033.

*Full list of sources available upon request

Salary Insights

Average salaries for full-time employees in life sciences grew by 2% from 2023 to 2024, the slowest year-over-year growth in the past five years.

European Salaries

European Average: €65,070 per annum.

Highest paid role: Chief Medical Officer (CMO) at €150,000 to €300,000 per year.

Wage Growth: The European Central Bank projects wage growth (compensation per employee) to average 4.8% for 2024

American Salaries

Average US Life Sciences Salary:
$111,120per annum

Highest Paid Role:
Average salary for executive-level roles in clinical positions
$335,692 per annum

*Full list of sources available upon request

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Salaries & Trends.

Key attributes to look out for in 2025

The salaries in this guide are based on data from our extensive database and insights gathered through daily conversations between our recruitment consultants, candidates, and clients. This approach enables us to provide a comprehensive view of current hiring and salary trends.

Additionally, our business insights come from ongoing discussions with industry leaders across our partner network. If you're interested in a detailed salary overview for contract roles in specific sectors, we'd be happy to provide tailored information upon request.

Market Overview

Biotech QA/RA Roles

Europe's biotech sector remains a global leader in innovation, driven by the rapid advancement of therapies like cell and gene treatments. As the industry continues to expand, ensuring Good Manufacturing Practice (GMP) compliance while scaling production has become essential.

This has placed Biotech Quality Assurance (QA) and Regulatory Affairs (RA) professionals at the forefront, playing a critical role in driving compliance and ensuring that life-changing therapies reach patients safely and efficiently.

Challanges faced in the Industry:

Navigating regulations for novel therapies and biologics.

Harmonising regulatory submissions across Europe.

Building scalable GMP frameworks to support production growth.

Balancing compliance with innovative therapy development.

Essential Skills:

- **GMP and Regulatory Mastery**: Deep understanding of GMP standards and international regulatory requirements.
- **Strategic Compliance Leadership:** Experience in leading quality assurance teams and driving corporate compliance culture.
- **Regulatory Submissions Expertise:** Proven success in compiling and managing regulatory submissions and dossiers.
- **Therapeutic Area Knowledge:** Specialised expertise in advanced therapies such as cell and gene therapy, personalised medicine, and biologics.

Candidate Spotlight:

We placed a seasoned **QA Compliance Specialist with over 10 years of experience** in the biopharmaceutical industry, specialising in cell and gene therapy, process development, and manufacturing operations.

This expert has a proven track record of driving large-scale production initiatives while maintaining regulatory compliance and optimising bioprocessing workflows to ensure top-tier product quality. Recently placed within just 4 weeks, they are now contributing their skills at a leading global biotech organisation focused on biologics, cell and gene therapies, and specialty ingredients.

Salary Guide 2025

Biotech QA/RA Roles

Role	Benelux € (Avg)	DACH € (Avg)
Quality Assurance Specialist	€ 55,000 - € 82,500	€ 66,850 - € 93,300
Senior Quality Assurance Specialist	€ 71,500 - € 99,000	€ 76,675 - € 105,450
Quality Assurance Manager	€ 88,000 - € 143,000	€ 91,150 - € 144,050
Head of Quality Assurance	€ 115,500 - € 170,500	€ 122,250 - € 179,800
Quality Director	€ 132,000 - € 187,000	€ 139,050 - € 205,900
VP of Quality	€ 154,000 - € 220,000	€ 172,300 - € 248,800
Regulatory Specialist	€ 66,000 - € 88,000	€ 69,525 - € 91,150
Senior Regulatory Affairs Specialist	€ 71,500 - € 99,000	€ 76,675 - € 105,450
Regulatory Affairs Director	€ 115,500 - € 187,000	€ 122,250 - € 196,600
VP of Regulatory	€ 170,500 - € 225,500	€ 179,800 - € 237,350
QA / RA Project Manager	€ 82,500 - € 110,000	€ 88,650 - € 110,450

*For Data on Contract roles please get in touch.

Market Overview

Biotech Engineering Roles

The life sciences industry continues to experience robust demand for engineering professionals, driven by advancements in biotechnology, pharmaceutical manufacturing, and medical device development. Engineers play a pivotal role in scaling up production, enhancing efficiency, and ensuring compliance with stringent industry regulations.

Key industry trends include increased investment in biotech facilities, automation and digitisation in manufacturing, and the adoption of sustainable engineering practices. The rise of advanced therapies like cell and gene therapies further drives demand for specialised engineering talent.

Challanges faced in the Industry:

- Scaling processes for advanced therapies and biologics.
- Reducing costs while maintaining compliance.
- Implementing automation technologies in GMP environments.
- Integrating sustainable manufacturing practices.

Essential Skills:

- **Bioprocess Engineering (Downstream & Upstream):** Expertise in protein purification, cell culture, and large-scale bioproduction.
- **Automation and Control Systems:** Experience with PLC/SCADA systems, MES platforms, and industry 4.0 integration.
- **Facility & Process Design:** Knowledge of GMP-compliant design for cleanrooms, laboratories, and manufacturing facilities.
- **Project Management:** Proficiency in managing cross-functional engineering teams and large-scale CAPEX projects.

Candidate Spotlight:

We recently placed a CQV Engineer with over seven years of experience in biotech process engineering, bringing valuable expertise to a global leader in biotechnology.
The candidate brings extensive experience in process design, optimisation, and large-scale biopharmaceutical manufacturing to their new role.

Their proven track record in implementing efficient process improvements and ensuring compliance with industry standards makes them an invaluable addition to the organisation. Their expertise in driving operational excellence in bioprocess development and production aligns perfectly with the company's focus on developing and manufacturing biologics, cell and gene therapies, and specialty ingredients.

Salary Guide 2025

Biotech Engineering Roles

Role	Benelux € (Avg)	DACH € (Avg)
Process Engineer	€ 55,000 - € 99,000	€ 66,850 - € 119,400
Automation Engineer	€ 60,500 - € 104,500	€ 69,350 - € 112,600
Commissioning, Qualification & Validation Engineer	€ 44,000 - € 99,000	€ 57,200 - € 119,400
Head of Engineering	€ 99,000 - € 165,000	€ 110,100 - € 177,300
CSV Engineer	€ 55,000 - € 88,000	€ 71,500 - € 100,450

*For Data on Contract roles please get in touch.

Market Overview

Clinical Reseach Roles

Salaries for clinical research professionals across Europe continue to reflect growing demand, particularly in regions like the Netherlands and DACH (Germany, Austria, Switserland).

Advancements in digital health technologies, patient-centric trial designs, and the rise of decentralised clinical trials (DCTs) are rapidly transforming the clinical research landscape in Europe. Navigating Europe's stringent regulatory environment requires professionals with a strong blend of technical expertise and regulatory knowledge, to ensure compliance with Good Clinical Practice (GCP) and International Council for Harmonisation (ICH) guidelines.

Challanges faced in the Industry:

Adapting to decentralised trials while ensuring data integrity.

Navigating diverse regulatory requirements across multiple countries.

Integrating new technologies like AI-driven platforms and virtual tools.

Improving trial accessibility and recruiting diverse patient populations.

Essential Skills:

- Expertise in Good Clinical Practice (GCP) and ICH guidelines.
- Experience with clinical trial management systems (CTMS).
- Effective project management and stakeholder communication.
- Adaptability to innovative trial designs and patient-focused approaches.
- Strong knowledge of EU regulatory processes.

Candidate Spotlight:

We recently placed a Senior Clinical Research Specialist known for driving multi-country trials with expertise and collaboration. With six years of clinical operations experience, they excel in managing clinical trials, streamlining processes, and fostering strong site partnerships. Their focus on timely study execution and regulatory compliance perfectly aligns with the company's mission to accelerate drug development without compromising quality.

In their new role, they will coordinate complex international studies, advancing innovative therapies while ensuring operational efficiency and patient safety. Their proven ability to build lasting research site relationships makes them a valuable asset to the clinical research team.

Salary Guide 2025

Clinical Research Roles

Role	Benelux € (Avg)	DACH € (Avg)
Clinical Trial Associate/Specialist	€ 49,500 - € 77,000	€ 62,332 - € 100,832
Clinical Research Associate/Snr Specialist	€ 49,500 - € 99,000	€ 73,332 - € 124,666
Clinical Trial Manager/Clinical Operations Manager	€ 71,500 - € 110,000	€ 91,666 - € 139,332
Clinical Project Manager	€ 71,500 - € 110,000	€ 95,332 - € 146,666
Associate Director Clinical	€ 88,000 - € 143,000	€ 110,000 - € 165,000
Director Clinical	€ 110,000 - € 165,000	€ 132,000 - € 198,000
Senior Director/Vice President Clinical	€ 132,000 - € 242,000	€ 154,000 - € 249,332
Clinical Affairs Specialist	€ 49,500 - € 77,000	€ 60,500 - € 97,166
Clinical Affairs Manager	€ 105,000 - € 150,000	€ 135,666 - € 179,666

*For Data on Contract roles please get in touch.

Market Overview

MedTech QA Roles

The MedTech sector is balancing the need for innovation with the challenge of meeting evolving regulations like the Medical Device Regulation (MDR). New technologies such as AI-powered diagnostics and connected devices are transforming healthcare, but they also come with stricter rules for device classification, clinical evaluation, and post-market surveillance.

This has increased the demand for Quality Assurance (QA) and Regulatory Affairs (RA) professionals who can ensure compliance while supporting product development. Success comes from making compliance a natural part of the innovation process, ensuring medical technologies are safe, effective, and ready for the market.

Challanges faced in the Industry:

Adapting to changing MDR/IVDR frameworks.

Managing quality systems across global supply chains.

Balancing product innovation with safety and compliance.

Streamlining processes with digital tools for quality management.

Essential Skills:

- Expertise in EU MDR/IVDR regulations.
- Leadership in risk management and strategic problem-solving.
- Adaptability to innovative trial designs and patient-focused approaches.
- Strong knowledge of EU regulatory processes.

Candidate Spotlight:

Panda International recently placed a Quality Assurance professional with over 10 years of experience in quality assurance and regulatory compliance with a global Medtech company.

The candidate brings extensive expertise in managing large-scale compliance projects and optimising quality systems to their new role. Their proven track record in delivering operational excellence and driving continuous improvement in MedTech manufacturing makes them an invaluable addition to the organisation. Their deep understanding of regulatory alignment and quality systems optimisation positions them perfectly to advance the company's commitment to maintaining the highest standards in MedTech manufacturing whilst ensuring efficient operations

Salary Guide 2025

MedTech QA Roles

Role	Benelux € (Avg)	DACH (Low-High)
Quality Engineer / QA Specialist	€ 49,500 - € 77,000	€ 51,749 - € 80,500
Senior Quality Engineer / Senior QA Specialist	€ 66,000 - € 88,000	€ 69,000 - € 92,000
Quality Manager / Sr Manager	€ 77,000 - € 99,000	€ 80,500 - € 103,499
Quality Director	€ 110,000 - € 143,000	€ 114,999 - € 149,500
Snr. Director/Vice President Quality	€ 143,000 - € 220,000	€ 149,500 - € 229,999

*For Data on Contract roles please get in touch.

Market Overview

Medtech RA Roles

The regulatory affairs sector continues to evolve with increasing complexity in compliance requirements and the need for strategic regulatory guidance across various markets, including MedTech.

Challanges faced in the Industry:

Navigating changing regulatory landscapes

Adapting to new regulatory frameworks for novel medical technologies

Managing multiple regulatory submissions across different jurisdictions

Ensuring compliance with diverse international standards

Essential Skills:

- Deep understanding of regulatory requirements in multiple markets
- Strategic thinking and planning abilities
- Strong documentation and technical writing skills
- Stakeholder management expertise
- Knowledge of medical device development processes

Candidate Spotlight:

Panda International recently placed a Regulatory Affairs Director with over 20 years of experience in medical devices, bringing exceptional expertise to a trailblaser in regenerative medicine.

The candidate brings extensive experience in product development, regulatory compliance, and quality management to their new role. Their proven track record of driving innovation while ensuring compliance with international standards makes them an invaluable addition to the organisation. Their expertise in managing successful product launches in competitive markets aligns perfectly with the company's focus on developing advanced medical devices for a range of innovative class II to III devices.

In their position at this innovative medical device company, their deep understanding of regulatory frameworks and quality management will be instrumental in bringing groundbreaking solutions to market, ultimately supporting patient outcomes.

Salary Guide 2025

MedTech RA Roles

Role	Benelux € (Avg)	DACH (avg)
Regulatory Affairs Specialist	€ 49,500 - € 71,500	€ 64,350 - € 83,650
Senior RA Specialist	€ 71,500 - € 100,000	€ 79,000 - € 103,125
RA Manager/Sr Manager	€ 77,000 - € 132,000	€ 88,475 - € 134,400
RA Director	€ 121,000 - € 165,000	€ 120,100 - € 177,300
Senior Director/VP RA	€ 132,000 - € 198,000	€ 143,700 - € 220,200

*For Data on Contract roles please get in touch.

Market Overview

Data/AI Roles

The integration of Data & AI roles into the life sciences industry is revolutionising processes from drug discovery to patient care. As companies strive for innovation and efficiency, demand for data-driven professionals has skyrocketed.

Specialists in artificial intelligence, machine learning, and bioinformatics are central to uncovering actionable insights that drive healthcare advancements and personalised treatments

Challanges faced in the Industry:

Integrating AI workflows into life sciences processes.

Navigating regulatory concerns for AI tools in healthcare.

Maintaining data quality and integrity with large datasets.

Bridging the technical and domain knowledge gap.

Essential Skills:

- Bioinformatics & Genomics Tools: Experience with tools like BLAST, Bioconductor, and Nextflow for genomics research.
- Data Visualisation & Communication: Ability to translate complex datasets into clear, actionable insights through visual reporting.
- Machine Learning & Statistical Analysis: Expertise in model development, neural networks, and predictive analytics.
- Programming & Data Processing: Proficiency in Python, R, SQL, and cloud-based platforms like AWS and Asure.

Candidate Spotlight:

Panda International recently placed a Lead Data Engineer with over eight years of experience in bioinformatics and AI-driven research to a global innovator in animal breeding.

The candidate brings extensive expertise in developing innovative data solutions that transform complex datasets into actionable strategies. Their proven track record in machine learning and AI applications makes them an invaluable addition to the organisation. Their specialised knowledge in applying AI to life sciences aligns perfectly with the company's mission of leveraging advanced technologies to enhance animal health, productivity, and sustainability. In their new role, their expertise in developing data-driven solutions will be instrumental in advancing the company's genetic research programmes and optimising livestock, aquaculture, and poultry breeding initiatives.

Salary Guide 2025

Role	Benelux € (Avg)	USA $ (Avg) Range
Data Scientist	€ 55,000 - € 90,000	$ 90,000 - $ 160,000
Principal Data Scientist	€ 90,000 - € 125,000	$ 90,000 - $ 160,000
Data Analyst	€ 55,000 - € 90,000	$ 90,000 - $ 160,000
Bioinformatician	€ 55,000 - € 80,000	$ 85,000 - $ 140,000
AI Research Scientist	€ 60,000 - € 100,000	$ 150,000 - $ 200,000
Clinical Data Manager	€ 70,000 - € 105,000	$ 85,000 - $ 155,000
Machine Learning Engineer	€ 60,000 - € 100,000	$ 150,000 - $ 200,000
Computational Biologist	€ 55,000 - € 90,000	$ 100,000 - $ 170,000
Data Engineer	€ 58,000 - € 95,000	$ 95,000 - $ 180,000

*For Data on Contract roles please get in touch.

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Looking Ahead to 2025.

The European life sciences sector shows promising signs of renewed momentum. Early 2024 brought a wave of IPOs and major industry deals, hinting at a possible easing of the recent funding freese. In this market, securing top talent - especially in high-demand areas like AI and data science - will be crucial for companies aiming to stay ahead.

As the industry increasingly embraces AI-driven solutions and data-powered innovations, professionals with cross-disciplinary expertise bridging technology and life sciences are expected to be in greater demand. Companies offering competitive salaries, clear career progression paths, and a culture that values work-life balance will have a decisive advantage in attracting and retaining the best talent.

With deep industry insight and a people-first perspective, our team of life sciences talent experts is ready to support your hiring goals. If you are facing recruitment challenges within your team, looking for a new role in the upcoming year or planning your talent strategies for 2025, reach out to our team for a consultative conversation to fuel your growth.

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Powering life sciences
through talent