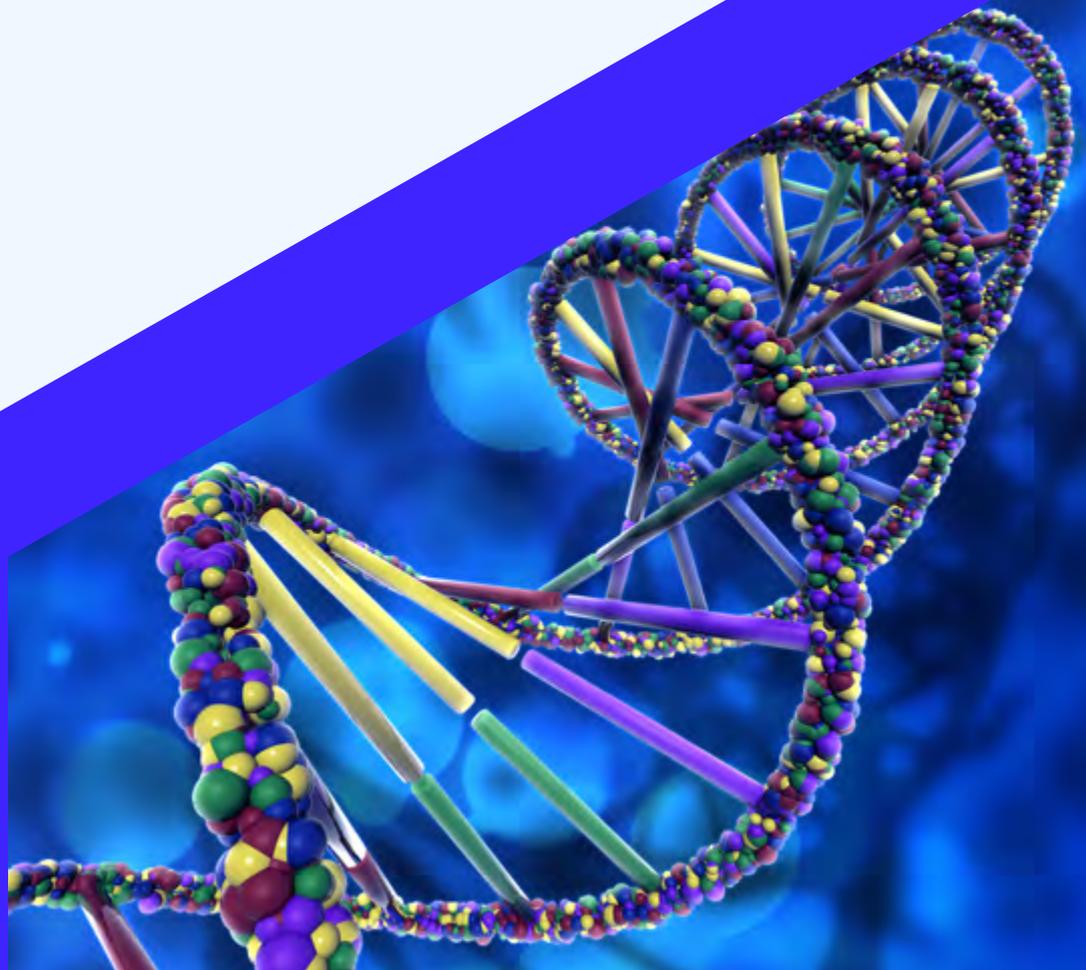




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CORPORATE GOVERNANCE HIRING GUIDE 2026 LIFE SCIENCES INDUSTRY

USA & Americas



This guide — collated using our own salary data and market insight – has been designed for hiring managers and HR practitioners in the life sciences sector as well as for candidates considering corporate governance roles within the industry. It focuses on the USA, Canada, Mexico and Brazil, exploring what employers are now prioritising in candidates, and what changes we can expect to see in the market, as we look ahead to 2026.

EXECUTIVE SUMMARY

The pharmaceuticals and life sciences industry in the Americas is operating in an era of unprecedented innovation – and one of scrutiny. Driven by scientific advancements in cell and gene therapy, mRNA, and AI-driven drug discovery, the sector is simultaneously navigating a labyrinth of regulatory complexity, geopolitical pressures — as well as intense public focus on pricing, access and ethics.

This environment has catapulted corporate governance functions from a supportive role to an inherently strategic one. Hiring for governance professionals is intensely competitive, with demand outstripping supply for specialized talent. Employers seek candidates who are not just legal and regulatory experts but also strategic business partners who can enable innovation while protecting the enterprise. The future outlook points toward sustained demand, further functional specialization, and the critical integration of governance into the entire product lifecycle, from R&D to commercialization.



Jamie Browne

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01. INTRODUCTION:

THE HIGH-STAKES PHARMA & LIFE SCIENCES ECOSYSTEM

The life sciences industry encompasses a diverse ecosystem: global pharmaceutical giants (e.g., Pfizer, Merck, Johnson & Johnson), innovative biotechnology startups, medical device manufacturers, and contract research/manufacturing organizations (CROs/CMOs). This structure creates a multi-tiered hiring market with varying needs, from building frameworks from scratch in a biotech to optimizing global programs in a large cap.

Key industry characteristics that shape governance hiring include:

Extensive and dynamic regulation:

Governed by the FDA (U.S. Food and Drug Administration), DEA (Drug Enforcement Administration), EPA (Environmental Protection Agency), and a complex web of state, federal, and international laws (e.g., FCPA, HIPAA, GDPR-like laws in the Americas).

Lifecycle management:

Products undergo a decade-long journey from clinical trials to post-market surveillance, each stage requiring distinct governance oversight.

Global Supply Chains:

Complex, international supply chains for Active Pharmaceutical Ingredients (APIs) and finished products, creating significant trade and operational risks

Public scrutiny and trust:

Intense focus on drug pricing, transparency, ethical marketing practices, and clinical trial diversity, directly impacting corporate reputation and social license to operate.

High-risk, high-reward R&D:

Massive R&D investments are protected by intense focus on Intellectual Property (IP) law and data integrity.



02.

ISSUES IMPACTING HIRING

The specialization gap

There is a critical shortage of professionals with deep, hands-on experience in niche areas. A “compliance officer” is no longer sufficient; companies need experts in “pre-commercialization compliance,” “FCPA-in-China,” “cell therapy quality systems,” or “Medicare/Medicaid pricing (AMP) reporting.” This hyper-specialization creates a highly candidate-driven talent market.

The biotech vs. big pharma dichotomy

Agile, venture-backed biotech companies are competing with established pharmaceutical giants for the same talent. Biotechs offer the appeal of building a governance function from the ground up and a direct impact on a potentially transformative therapy. Big pharma offers stability, resources and well-defined career paths. This creates a dynamic where candidates can choose based on career stage and risk appetite, forcing all employers to sharpen their value proposition.

Compensation Inflation

To attract and retain specialized professionals, companies are offering highly competitive compensation packages, including significant base salaries, cash bonuses, and long-term incentives (LTI) like stock options – particularly potent in pre-IPO biotech environments.

The “Business Enabler” expectation

The traditional view of governance as a “function of no” is obsolete. The modern challenge is hiring professionals who can say, “Here’s how we can achieve the business objective *and* stay compliant.” This requires a blend of technical expertise, emotional intelligence and commercial acumen that is somewhat rare in the market.

Evolving regulatory onslaught

The regulatory landscape is not static. New laws and guidance on drug pricing (Inflation Reduction Act), data privacy (state-level laws in the USA, LGPD in Brazil), and supply chain transparency (DSCSA) create immediate demand for professionals who understand these new rules, often before the market has had time to develop a deep talent pool.



03.

KEY TRENDS IN CORPORATE GOVERNANCE HIRING

The Clinical Trial Governance Boom

With the boom in decentralized clinical trials (DCTs) and complex gene therapy studies, there is massive demand for professionals skilled in “GCP (Good Clinical Practice) compliance,” “clinical data privacy,” and “informed consent process innovation.” These roles are critical to ensuring data integrity and patient safety while accelerating trial timelines.

ESG as a Core Compliance and Reputation Function

ESG is now unarguably central to corporate strategy and risk management. Hiring trends show demand for:

- **Environmental:** Experts in decarbonizing manufacturing and lab operations (Scope 1, 2, and 3 emissions) and managing pharmaceutical waste.
- **Social:** Professionals focused on clinical trial diversity, patient access and affordability, ethical supply chain labor practices, and DEI metrics.
- **Governance:** Specialists in board oversight of ESG, transparent lobbying disclosure, and linking executive compensation to ESG metrics like access-to-medicine goals.

Data Privacy and digital health convergence

The explosion of digital health technologies, real-world evidence (RWE), and AI/ML in drug discovery has made data privacy a paramount concern. Hiring demand is soaring for professionals who understand not just GDPR or CCPA, but also how to govern the use of **patient health data** for research, the ethics of AI algorithms, and compliance with regulations like HIPAA and the FD&C Act.

Integrated Risk Management (IRM)

Companies are moving beyond siloed risk functions towards an integrated view. This creates demand for professionals who can connect third-party risk (with CROs/CMOs), cybersecurity risk (protecting IP and patient data), operational risk (supply chain resilience), and geopolitical risk (market access, trade controls). Knowledge of frameworks like COSO and the use of GRC technology platforms is highly valued.

Proactive Trade Compliance

Geopolitical tensions and supply chain reshoring efforts have elevated trade compliance. Expertise in export controls (EAR), sanctions (OFAC), and forced labor laws (Uyghur Forced Labor Prevention Act) is critical for managing international logistics of APIs, medical devices, and research materials.



04.

WHAT EMPLOYERS ARE LOOKING FOR IN CANDIDATES

Beyond specific legal or technical knowledge, we have observed that employers across the sector prioritize the following attributes:

ROLE	CORE TECHNICAL SKILLS	KEY SOFT SKILLS & ATTRIBUTES
Ethics & Compliance	Deep knowledge of FCPA/anti-bribery, OIG guidance, PDMA, transparency reporting (Sunshine Act), anti-kickback statutes.	Unquestionable integrity, influence skills to guide commercial teams, training and communication prowess, pragmatic risk assessment.
Trade Compliance	Expertise in HTS classification, import/export regulations (EAR, ITAR for devices), sanctions, free trade agreements.	Meticulous attention to detail, ability to work under time pressure with logistics, global mindset.
Risk Management	Enterprise Risk Management (ERM) frameworks, quantitative risk modeling, experience with risk committees and board reporting.	Strategic, holistic thinker, ability to translate complex risks for senior leadership, calm under pressure.
Internal Audit	CIA/CPA/CISA preferred. SOX, IPP&F (Investigations, Privacy, Professional Practices & Fraud) auditing, financial controls.	Professional skepticism, objectivity, exceptional report writing and presentation skills.
In-House Legal	Strong background in IP law, corporate law, regulatory law (FDA), and contracting. M&A experience is a major plus.	Business partner mentality, ability to distil complex legal concepts for scientists and executives, pragmatism.
ESG	Knowledge of SASB, TCFD, GRI, and WEF/IBC frameworks. GHG protocol. Experience in ESG reporting and investor relations.	Passion for the mission, stakeholder engagement skills, strategic vision, data-driven and metrics-focused.
Data Privacy	Expertise in HIPAA, GDPR, CCPA/CPRA, and other emerging state laws. Experience with data mapping and PIAs for clinical trials.	Technical fluency to collaborate with IT and R&D, project management skills, understanding of digital health technologies.

Universal Desirables:

- Industry experience:** Prior pharma/life sciences experience is heavily weighted due to the sector's unique and high-stakes nature.
- Scientific affinity:** While not needing a PhD, the ability to understand and engage with the science and R&D process is a significant differentiator.
- Proactive and agile mindset:** The ability to anticipate risk and adapt to rapid scientific and regulatory change is critical.
- Global perspective:** Experience working in or with international teams is highly valued given the global nature of the industry.

05.

REGIONAL GUIDES AND SALARY TABLES UNITED STATES

The U.S. market remains the largest employer of life-sciences governance talent. The key drivers in this market are FDA rule-making (clinical/regulatory expectations), stronger investor scrutiny on governance/ESG, and investment in AI for drug discovery.

Demand is greatest for roles that combine regulatory know-how with data/AI literacy, export control experience for sensitive tech, and privacy/compliance for clinical data

Jamie Browne
Managing Director
Leonid Group



ETHICS AND COMPLIANCE

ROLE	SALARY RANGE (USD)
ETHICS & COMPLIANCE MANAGER	\$110,000 — \$180,000
ETHICS & COMPLIANCE COUNSEL	\$130,000 — \$220,000
ETHICS & COMPLIANCE DIRECTOR	\$200,000 — \$280,000
CHIEF ETHICS & COMPLIANCE OFFICER	\$250,000 — \$450,000

TRADE COMPLIANCE

ROLE	SALARY RANGE (USD)
TRADE COMPLIANCE ANALYST / SPECIALIST	\$80,000 — \$130,000
TRADE COMPLIANCE MANAGER	\$110,000 — \$180,000
TRADE COMPLIANCE DIRECTOR / REGIONAL HEAD	\$160,000 — \$240,000
HEAD OF TRADE COMPLIANCE	\$240,000 — \$350,000

AUDIT

ROLE	SALARY RANGE (USD)
SENIOR INTERNAL AUDITOR	\$95,000 — \$120,000
INTERNAL AUDIT MANAGER	\$120,000 — \$175,000
INTERNAL AUDIT DIRECTOR	\$175,000 — \$275,000
CHIEF AUDIT EXECUTIVE (CAE)	\$275,000 — \$400,000

LEGAL

ROLE	SALARY RANGE (USD)
SENIOR LEGAL COUNSEL (4–10 PQE)	\$150,000 – \$280,000
HEAD OF LEGAL (10+ PQE)	\$200,000 – \$350,000
DEPUTY GENERAL COUNSEL (10+ PQE)	\$250,000 – \$420,000
GENERAL COUNSEL / CHIEF LEGAL OFFICER	\$320,000 – \$750,000+

DATA PRIVACY

ROLE	SALARY RANGE (USD)
SENIOR DATA PROTECTION MANAGER	\$150,000 – \$230,000
PRIVACY COUNSEL	\$175,000 – \$260,000
DATA PROTECTION OFFICER	\$185,000 – \$340,000
CHIEF PRIVACY OFFICER	\$285,000 – \$450,000+

SUSTAINABILITY

ROLE	SALARY RANGE (USD)
SUSTAINABILITY / ESG MANAGER	\$100,000 – \$140,000
SENIOR SUSTAINABILITY / ESG MANAGER	\$130,000 – \$170,000
HEAD OF SUSTAINABILITY / ESG (VP)	\$180,000 – \$250,000
CHIEF SUSTAINABILITY OFFICER (EVP/SVP)	\$220,000 – \$300,000

HUMAN RIGHTS

ROLE	SALARY RANGE (USD)
HUMAN RIGHTS SPECIALIST / OFFICER / MANAGER	\$80,000 – \$120,000
HEAD OF HUMAN RIGHTS (VP)	\$160,000 – \$220,000

ESG

ROLE	SALARY RANGE (USD)
ESG REPORTING OFFICER	\$90,000 – \$120,000
ESG REPORTING MANAGER	\$120,000 – \$160,000
HEAD OF ESG REPORTING (VP)	\$180,000 – \$250,000

RISK

ROLE	SALARY RANGE (USD)
RISK MANAGER	\$125,000 – \$160,000
AVP, RISK	\$160,000 – \$200,000
VP, RISK	\$215,000 – \$275,000
CRO / SVP/EVP, RISK	\$275,000 – \$375,000

CANADA

“Canada’s life-sciences clusters (Toronto, Montréal, Vancouver) continue to grow, but market size is smaller than the U.S., leading to talent supply constraints for senior governance positions. Bilingual roles (English/French), especially in Québec, add an extra layer to sourcing.

Professionals must also be adept at navigating both federal (Health Canada) and provincial health privacy laws (e.g., PHIPA in Ontario), adding another layer of complexity. Retaining top talent can be challenging due to significantly higher compensation and bigger opportunities available at U.S.-based companies and subsidiaries.

Jamie Browne
Managing Director
Leonid Group



ETHICS AND COMPLIANCE

ROLE	SALARY RANGE (CAD)
ETHICS & COMPLIANCE MANAGER	\$110,000 — \$170,000
ETHICS & COMPLIANCE COUNSEL	\$130,000 — \$200,000
ETHICS & COMPLIANCE DIRECTOR	\$160,000 — \$250,000
CHIEF ETHICS & COMPLIANCE OFFICER	\$220,000 — \$350,000+

TRADE COMPLIANCE

ROLE	SALARY RANGE (CAD)
TRADE COMPLIANCE ANALYST / SPECIALIST	\$70,000 — \$110,000
TRADE COMPLIANCE MANAGER	\$90,000 — \$130,000
TRADE COMPLIANCE DIRECTOR / REGIONAL HEAD	\$150,000 — \$230,000
HEAD OF TRADE COMPLIANCE	\$200,000 — \$320,000

AUDIT

ROLE	SALARY RANGE (CAD)
SENIOR INTERNAL AUDITOR	\$85,000 — \$110,000
INTERNAL AUDIT MANAGER	\$120,000 — \$150,000
INTERNAL AUDIT DIRECTOR	\$150,000 — \$200,000
CHIEF AUDIT EXECUTIVE (CAE)	\$225,000 — \$300,000

LEGAL

ROLE	SALARY RANGE (CAD)
SENIOR LEGAL COUNSEL (4—10 PQE)	\$130,000 — \$205,000
HEAD OF LEGAL (10+ PQE)	\$165,000 — \$230,000
DEPUTY GENERAL COUNSEL (10+ PQE)	\$175,000 — \$280,000
GENERAL COUNSEL / CHIEF LEGAL OFFICER (12+ PQE)	\$220,000 — \$450,000+

DATA PRIVACY

ROLE	SALARY RANGE (CAD)
SENIOR DATA PROTECTION MANAGER	\$110,000 — \$150,000
PRIVACY COUNSEL	\$130,000 — \$180,000
DATA PROTECTION OFFICER	\$120,000 — \$195,000
CHIEF PRIVACY OFFICER	\$170,000 — \$330,000+

SUSTAINABILITY

ROLE	SALARY RANGE (CAD)
SUSTAINABILITY / ESG MANAGER	\$90,000 — \$130,000
SENIOR SUSTAINABILITY / ESG MANAGER	\$110,000 — \$152,000
HEAD OF SUSTAINABILITY / ESG (VP)	\$150,000 — \$220,000
CHIEF SUSTAINABILITY OFFICER (EVP/SVP)	\$180,000 — \$260,000

HUMAN RIGHTS

ROLE	SALARY RANGE (CAD)
HUMAN RIGHTS SPECIALIST / OFFICER / MANAGER	\$70,000 – \$110,000
HEAD OF HUMAN RIGHTS (VP)	\$140,000 – \$200,000

ESG

ROLE	SALARY RANGE (USD)
ESG REPORTING OFFICER	\$80,000 – \$110,000
ESG REPORTING MANAGER	\$100,000 – \$140,000
HEAD OF ESG REPORTING (VP)	\$150,000 – \$200,000

RISK

ROLE	SALARY RANGE (USD)
RISK MANAGER	\$100,000 – \$180,000
AVP, RISK	\$153,000 – \$198,000
VP, RISK	\$153,000 – \$220,000
CRO / SVP/EVP, RISK	\$115,000 – \$259,000

MEXICO

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Mexico plays a strong role in pharma and medtech manufacturing, supply chain and GMP operations with hubs in Mexico City, Monterrey and Guadalajara. Recent regulatory updates (such as COFEPRIS modernisations and the Abbreviated Regulatory Pathway) are accelerating product approvals and may increase local governance roles in regulatory affairs and quality.

A challenge we often face here is sourcing professionals who are not only fluent in English and Spanish but also possess a deep understanding of both local business culture and the stringent compliance expectations of global (often U.S.-based) headquarters.

Jamie Browne
Managing Director
Leonid Group



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ETHICS AND COMPLIANCE

ROLE	SALARY RANGE (MXN)
ETHICS & COMPLIANCE MANAGER	MXN \$320,000 — \$500,000
ETHICS & COMPLIANCE COUNSEL	MXN \$520,000 — \$880,000
ETHICS & COMPLIANCE DIRECTOR	MXN \$840,000 — \$1,250,000
CHIEF ETHICS & COMPLIANCE OFFICER	MXN \$1,200,000 — \$1,600,000

TRADE COMPLIANCE

ROLE	SALARY RANGE (MXN)
TRADE COMPLIANCE ANALYST / SPECIALIST	MXN \$300,000 — \$480,000
TRADE COMPLIANCE MANAGER	MXN \$480,000 — \$840,000
TRADE COMPLIANCE DIRECTOR / REGIONAL HEAD	MXN \$800,000 — \$1,200,000
HEAD OF TRADE COMPLIANCE	MXN \$1,100,000 — \$1,440,000

AUDIT

ROLE	SALARY RANGE (MXN)
SENIOR INTERNAL AUDITOR	MXN \$300,000 — \$540,000
INTERNAL AUDIT MANAGER	MXN \$480,000 — \$720,000
INTERNAL AUDIT DIRECTOR	MXN \$720,000 — \$1,080,000
CHIEF AUDIT EXECUTIVE (CAE)	MXN \$960,000 — \$1,640,000

LEGAL

ROLE	SALARY RANGE (MXN)
SENIOR LEGAL COUNSEL (4—10 PQE)	MXN \$600,000 — \$1,000,000
HEAD OF LEGAL (10+ PQE)	MXN \$860,000 — \$1,340,000
DEPUTY GENERAL COUNSEL (10+ PQE)	MXN \$1,200,000 — \$1,800,000
GENERAL COUNSEL / CHIEF LEGAL OFFICER (12+ PQE)	MXN \$1,800,000 — \$2,800,000

DATA PRIVACY

ROLE	SALARY RANGE (MXN)
SENIOR DATA PROTECTION MANAGER	MXN \$480,000 — \$720,000
PRIVACY COUNSEL	MXN \$720,000 — \$1,080,000
DATA PROTECTION OFFICER	MXN \$750,000 — \$1,260,000
CHIEF PRIVACY OFFICER	MXN \$1,080,000 — \$2,500,000+

SUSTAINABILITY

ROLE	SALARY RANGE (MXN)
SUSTAINABILITY / ESG MANAGER	MXN \$480,000 — \$720,000
SENIOR SUSTAINABILITY / ESG MANAGER	MXN \$600,000 — \$900,000
HEAD OF SUSTAINABILITY / ESG (VP)	MXN \$1,080,000 — \$1,500,000
CHIEF SUSTAINABILITY OFFICER (EVP/SVP)	MXN \$1,400,000 — \$2,000,000

HUMAN RIGHTS

ROLE	SALARY RANGE (MXN)
HUMAN RIGHTS SPECIALIST / OFFICER / MANAGER	MXN \$360,000 – \$600,000
HEAD OF HUMAN RIGHTS (VP)	MXN \$900,000 – \$1,400,000

ESG

ROLE	SALARY RANGE (MXN)
ESG REPORTING OFFICER	MXN \$420,000 – \$660,000
ESG REPORTING MANAGER	MXN \$600,000 – \$900,000
HEAD OF ESG REPORTING (VP)	MXN \$1,000,000 – \$1,400,000

RISK

ROLE	SALARY RANGE (MXN)
RISK MANAGER	MXN \$618,000 – \$1,102,000
AVP, RISK	MXN \$706,000 – \$1,279,000
VP, RISK	MXN \$900,000 – \$1,635,000
CRO / SVP/EVP, RISK	MXN \$1,000,000 – \$2,000,000

BRAZIL

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Brazil is the largest life–sciences market in Latin America, with most hiring activity centred on São Paulo and Rio. Data privacy enforcement (LGPD) and evolving regulatory oversight by ANVISA/ANPD are increasing governance responsibilities – especially in data protection, clinical trial oversight, and local regulatory affairs.

One of the biggest challenges here is the Portuguese language requirement for many senior roles which does narrow the talent pool to a degree.

Jamie Browne
Managing Director
Leonid Group



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ETHICS AND COMPLIANCE

ROLE	SALARY RANGE (BRL)
ETHICS & COMPLIANCE MANAGER	R\$ 180,000 — R\$ 260,000
ETHICS & COMPLIANCE COUNSEL	R\$ 220,000 — R\$ 340,000
ETHICS & COMPLIANCE DIRECTOR	R\$ 300,000 — R\$ 500,000
CHIEF ETHICS & COMPLIANCE OFFICER	R\$ 500,000 — R\$ 800,000

TRADE COMPLIANCE

ROLE	SALARY RANGE (BRL)
TRADE COMPLIANCE ANALYST / SPECIALIST	R\$90,000 — R\$150,000
TRADE COMPLIANCE MANAGER	R\$140,000 — R\$230,000
TRADE COMPLIANCE DIRECTOR / REGIONAL HEAD	R\$220,000 — R\$380,000
HEAD OF TRADE COMPLIANCE	R\$340,000 — R\$500,000

AUDIT

ROLE	SALARY RANGE (BRL)
SENIOR INTERNAL AUDITOR	R\$96,000 — R\$144,000
INTERNAL AUDIT MANAGER	R\$144,000 — R\$216,000
INTERNAL AUDIT DIRECTOR	R\$216,000 — R\$300,000
CHIEF AUDIT EXECUTIVE (CAE)	R\$300,000 — R\$420,000

LEGAL

ROLE	SALARY RANGE (BRL)
SENIOR LEGAL COUNSEL (4—10 PQE)	R\$180,000 — R\$300,000
HEAD OF LEGAL (10+ PQE)	R\$265,000 — R\$415,000
DEPUTY GENERAL COUNSEL (10+ PQE)	R\$340,000 — R\$455,000
GENERAL COUNSEL / CHIEF LEGAL OFFICER (12+ PQE)	R\$400,000 — R\$650,000+

DATA PRIVACY

ROLE	SALARY RANGE (BRL)
SENIOR DATA PROTECTION MANAGER	R\$150,000 — R\$300,000
PRIVACY COUNSEL	R\$230,000 — R\$350,000
DATA PROTECTION OFFICER	R\$160,000 — R\$315,000
CHIEF PRIVACY OFFICER	R\$260,000 — R\$450,000+

SUSTAINABILITY

ROLE	SALARY RANGE (BRL)
SUSTAINABILITY / ESG MANAGER	R\$120,000 — R\$180,000
SENIOR SUSTAINABILITY / ESG MANAGER	R\$150,000 — R\$220,000
HEAD OF SUSTAINABILITY / ESG (VP)	R\$220,000 — R\$300,000
CHIEF SUSTAINABILITY OFFICER (EVP/SVP)	R\$310,000 — R\$420,000

HUMAN RIGHTS

ROLE	SALARY RANGE (BRL)
HUMAN RIGHTS SPECIALIST / OFFICER / MANAGER	R\$90,000 – R\$150,000
HEAD OF HUMAN RIGHTS (VP)	R\$200,000 – R\$300,000

ESG

ROLE	SALARY RANGE (BRL)
ESG REPORTING OFFICER	R\$100,000 – R\$150,000
ESG REPORTING MANAGER	R\$140,000 – R\$200,000
HEAD OF ESG REPORTING (VP)	R\$200,000 – R\$285,000

RISK

ROLE	SALARY RANGE (BRL)
RISK MANAGER	R\$129,000 – R\$192,000
AVP, RISK	R\$192,000 – R\$234,000
VP, RISK	R\$234,000 – R\$258,000
CRO / SVP/EVP, RISK	R\$258,000 – R\$276,000

06.

FUTURE OUTLOOK

The hiring market for corporate governance professionals in pharma and life sciences will remain candidate-favorable and hyper-competitive.

Sustained and specialized demand:

Continuous scientific innovation (e.g., generative AI in drug discovery, advanced therapeutics) will create new, highly specialized governance niches, further fragmenting the talent market.

The Inflation Reduction Act as a hiring

catalyst: The implementation of the IRA's drug price negotiations and other provisions will create a surge in demand for legal, policy, and pricing strategy experts who can navigate this new paradigm.

The rise of the “hybrid” leader: The most sought-after leaders will be those with hybrid expertise, such as a **“Chief Compliance & Risk Officer”** or a **“Head of ESG & Data Ethics,”** reflecting the convergence of these disciplines.

Technology and analytics integration:

Governance professionals will be expected to leverage data analytics for proactive monitoring (e.g., using AI to scan for third-party risk) and to manage compliance through sophisticated GRC platforms.

Talent development as a strategic

imperative: Companies that cannot find ready-made talent externally will need to invest heavily in internal training and rotational programs to “grow their own” governance experts, particularly in emerging fields like AI ethics and clinical trial data governance. Additionally, using a specialist search-based recruiter will enable firm to seek out niche talent, including passive candidates who aren't actively looking for a new role — but who may be persuaded by a compelling opportunity.





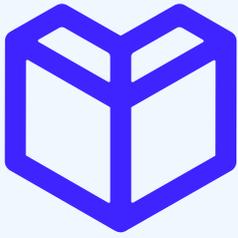
07.

CONCLUSION

In the pharmaceuticals and life sciences industry, robust corporate governance is a core driver of sustainable innovation and public trust. The hiring landscape reflects this reality; characterized by a fierce competition for a limited pool of professionals who combine deep technical expertise with strategic business acumen.

Success for employers will hinge on their ability to present a compelling mission, offer competitive and creative compensation — and, most crucially — position governance as a valued strategic partner.

For candidates, the opportunity is immense: to play a critical role in bringing life-saving therapies to market while ensuring the highest standards of ethics, quality, and integrity in one of the world's most vital industries.



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Ready to get in touch with us?

Leonid is a leading, international recruiter in trade compliance and all areas of corporate governance.

If you are looking to bolster your team, we can proactively seek out the best candidates and have them ready to join you within 30 days of instruction.

To find out more about Leonid's service, please visit our website:
www.leonid-group.com

Or, to request a meeting with our Managing Director Jamie Browne, please email him directly:

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