

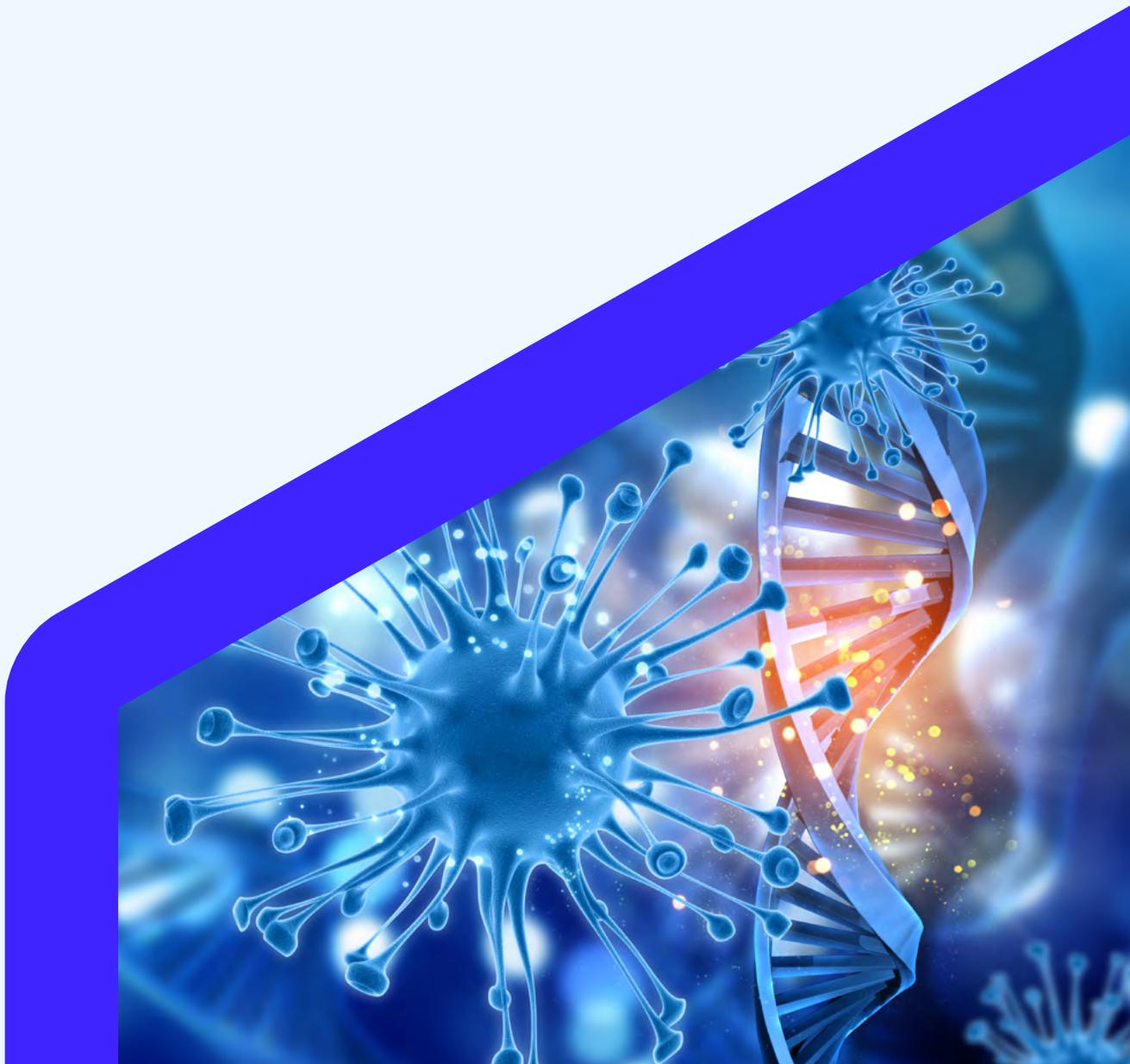


leonid

CORPORATE GOVERNANCE HIRING IN THE LIFE SCIENCES INDUSTRY

Europe

2026 Guide



Leonid’s hiring guide is designed to help hiring managers and internal acquisition teams within the life sciences industry to understand the current talent landscape. We take a look at the dynamics which are impacting the supply and demand of job candidates in this complex sector. We also provide salary data for the top five countries where we see the highest hiring activity: UK, Ireland, Switzerland, Germany and The Netherlands.

While we have chosen to focus on these five geographies, at Leonid we do recruit internationally and are happy to provide bespoke salary benchmarking data for your country and your sub-sector. To request this, please get in touch with Jamie Browne, Leonid’s Managing Director, Corporate Governance division.

EXECUTIVE SUMMARY

Europe’s pharmaceuticals and life sciences industry is entering a transformative period, defined by accelerated scientific innovation and increasingly complex regulation. Advances in cell and gene therapy, mRNA platforms, precision medicine, and AI-driven R&D are reshaping the competitive landscape.

In terms of corporate governance, European companies face heightened scrutiny around data protection, market access, pricing transparency, and ethical conduct; particularly in countries with strong reimbursement and HTA frameworks such as the UK, Germany and the Netherlands.

These pressures have elevated corporate governance from a support function to a strategic enabler. Demand for governance professionals continues to outstrip supply, with heightened competition for specialists in compliance, data protection, ESG, risk, and regulatory strategy. Employers increasingly seek individuals who not only understand European regulatory frameworks (EMA, MHRA, Swissmedic, BfArM, HPRA) but who can collaborate with commercial and scientific teams to guide innovation responsibly.

Looking ahead to 2026, we expect to see sustained hiring demand, deeper functional specialisation, and greater integration of governance responsibilities throughout the product lifecycle: from early research to market access and post-market surveillance.



Jamie Browne

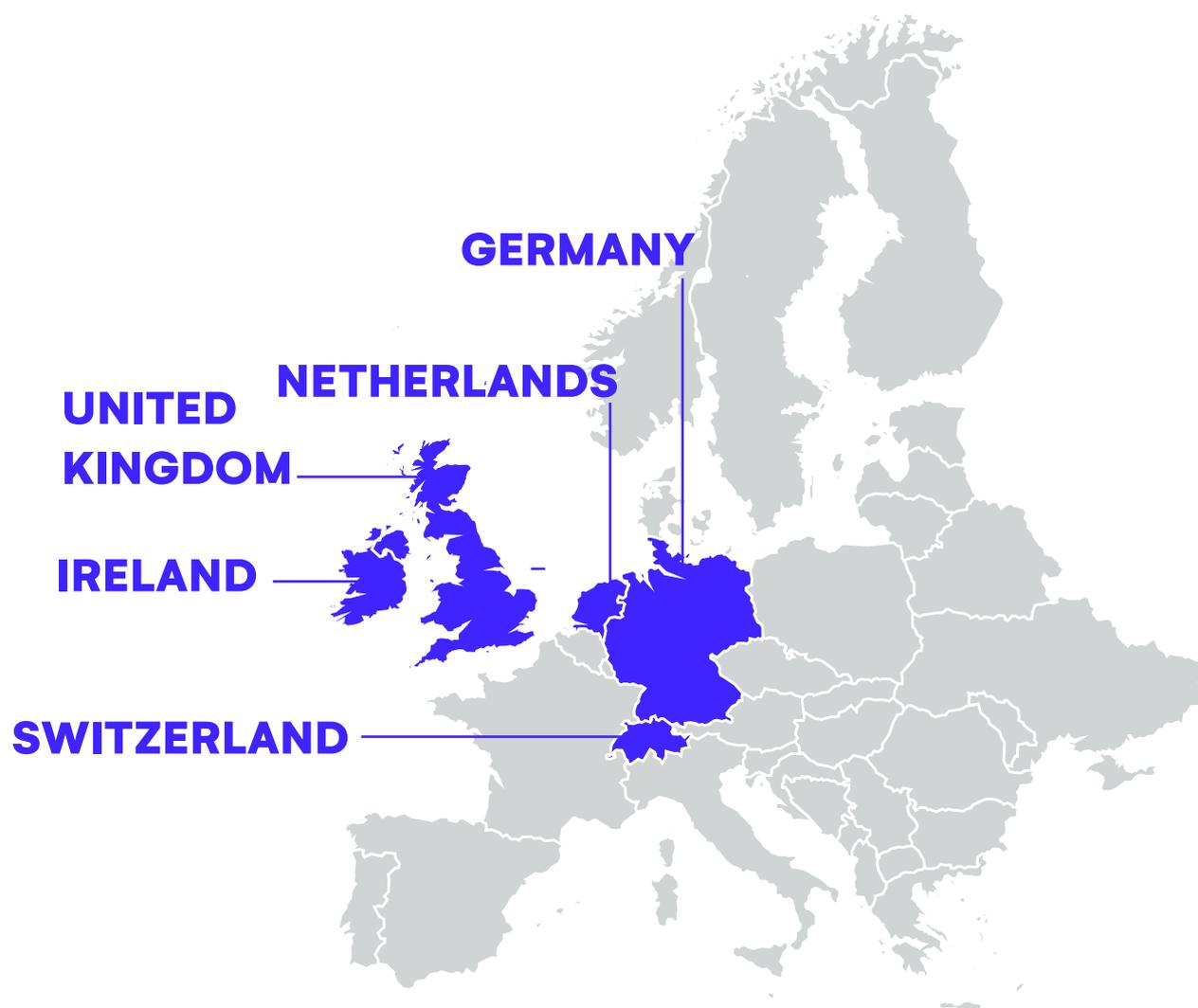
Managing Director – Corporate Governance

Leonid Group

jamie@leonid-group.com

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01. INTRODUCTION:

EUROPE'S LIFE SCIENCES ECOSYSTEM

Europe's life sciences sector comprises multinational pharmaceutical groups, leading biotech clusters (e.g., Cambridge UK, Basel, Leiden), medical device innovators and a growing network of CROs/CMOs.

Companies across Europe must navigate:

Complex and evolving regulatory frameworks

Governed by the European Medicines Agency (EMA), national authorities such as MHRA (UK), Swissmedic (Switzerland), BfArM/PEI (Germany), MEB (Netherlands) and HPRA (Ireland), alongside frameworks like MDR/IVDR and GDPR.

Lifecycle complexity:

From early-phase R&D to pharmacovigilance and risk-management planning (RMPs), governance oversight is required at every step.

Cross-border supply chains

APIs and finished products flow across the EU/UK/Swiss landscape, requiring expertise in customs, trade compliance, and quality oversight.

Scrutiny around pricing and access

HTA systems and payer negotiations – especially in Germany, the Netherlands, and the UK – put pressure on transparency and compliant commercial practices.

Data integrity and digitalisation

The widespread adoption of digital health tools, electronic patient pathways, AI-enabled R&D and real-world data requires robust privacy and security controls under GDPR.



02.

ISSUES IMPACTING HIRING

The specialisation gap

Demand is surging for governance professionals with niche expertise such as:

- **EU/UK promotional compliance**
- **MDR/IVDR regulatory operations**
- **GxP inspection readiness**
- **GDPR + clinical data privacy**
- **HTA and market access governance**
- **Supply chain transparency (EU Due Diligence)**

The talent market remains candidate-driven, with shortages most acute in Switzerland, the UK and the Benelux region.

Biotech vs. Big Pharma: Europe's talent competition

- European biotechs (particularly in **Cambridge, Oxford, Dublin, Basel, Leiden**) offer agility and ownership.
- Big Pharma (Germany, Switzerland, UK) provides structured career progression and robust governance frameworks.

Companies must differentiate via culture, remote flexibility, purpose and growth opportunities.

Compensation variability across Europe

Significant variations exist:

- **Swiss salaries** are typically the highest.
- **UK and Ireland** remain competitive due to their global headquarters presence.
- **Germany and Benelux** offer strong benefits and stability, but often more conservative pay bands.

The “Strategic Business Partner” expectation

Governance roles now require influencing skills, commercial fluency and a drive to enable innovation. Technical knowledge is still vital, but what separates great candidates is their ability to combine that technical nous with excellent leadership abilities.

Evolving European regulation

Demand is rising for professionals who understand the myriad of regulatory expectations:

- **GDPR enforcement trends**
- **MDR/IVDR compliance pressures**
- **EU AI Act impacts on drug discovery and digital health**
- **Supply chain due diligence (CSDDD)**
- **The UK's post-Brexit regulatory divergence**





03.

KEY TRENDS IN CORPORATE GOVERNANCE HIRING

Clinical trial governance expansion

Europe's decentralised clinical trial (DCT) environment – especially in the UK, Ireland and the Netherlands – is creating demand for roles in:

- GCP compliance
- Clinical data privacy
- Patient consent innovation
- Vendor oversight for CROs across EU/UK/CH

ESG as a central governance function

ESG is now embedded into corporate reporting under CSRD. Hiring demand focuses on:

- **Environmental:** decarbonising manufacturing, green chemistry, energy efficiency.
- **Social:** patient access strategies, clinical trial diversity, responsible supply chains
- **Governance:** anti-corruption, ethical promotion, transparent pricing and reporting.

Data Privacy & Digital Health

GDPR enforcement remains a core driver of demand. Employers seek specialists in:

- Clinical research data governance
- DPIAs for digital therapeutics and AI
- Cross-border data transfer (UK/EU/CH)
- AI ethics under the EU AI Act

Integrated Risk Management

Companies want professionals who can bridge:

- Operational risk (manufacturing & supply continuity)
- Third-party risk (CROs, distributors)
- Cybersecurity risk (protecting R&D data)
- Compliance & ethics risk
- Geopolitical risk (EU-UK trade, Switzerland MRA issues)

Trade Compliance requirements

Particularly relevant in Switzerland, Germany, the Netherlands where manufacturing is concentrated. Expertise needed in:

- Export controls (EU Dual-Use, Swiss SECO)
- Customs compliance for APIs
- Sanctions frameworks (EU, OFSI, SECO)

04.

WHAT EMPLOYERS ARE LOOKING FOR IN CANDIDATES

ROLE	CORE TECHNICAL SKILLS	KEY SOFT SKILLS & ATTRIBUTES
Ethics & Compliance	ABPI/IPHA/AKG promotional codes, Anti-bribery laws (UK Bribery Act, Sapin II, EU frameworks), Transparency reporting (EFPIA, GMP/GDP compliance)	Integrity, influencing skills, communication ability, pragmatic risk judgement.
Trade Compliance	EU customs, dual-use regulation, Swiss export controls, Sanctions compliance (EU, UK, CH)	Detail orientation, ability to manage fast-moving supply chains.
Risk Management	ERM frameworks (COSO), Operational & third-party risk, Board reporting	Strategic thinking, business partnering.
Internal Audit	GxP auditing, SOX-equivalent frameworks, Fraud & compliance auditing	Objectivity, strong communication and reporting skills.
In-House Legal	Regulatory law (EMA, MHRA, Swissmedic, BfArM), IP and commercial contracting, Market access and pricing law	Clarity in communication, commercial acumen, collaboration with R&D.
ESG	CSRD reporting, GHG Protocol, Supply chain human rights due diligence	Outstanding stakeholder engagement skills, strategic thinking, a highly analytical mindset.
Data Privacy	GDPR, UK Data Protection Act, Swiss FADP, DPIAs, data mapping for clinical trials, AI ethics and algorithmic transparency	Technical fluency, cross-functional collaboration, detail-oriented, clear communication.

05.

REGIONAL GUIDES AND SALARY TABLES UNITED KINGDOM

The UK remains one of Europe's most mature life sciences hubs, driven by strong R&D clusters (Cambridge, Oxford, London) and a concentration of commercial headquarters. Hiring demand is high for compliance, data privacy, digital health governance, and regulatory specialists due to the UK's unique post-Brexit regulatory environment and stringent promotional rules (ABPI).

Competition for talent is intense, especially for senior roles, and employers must navigate expectations around hybrid working and international mobility.

Jamie Browne
Managing Director
Leonid Group



ETHICS AND COMPLIANCE

ROLE	SALARY RANGE (GBP)
ETHICS & COMPLIANCE MANAGER	£70,000 – £110,000
ETHICS & COMPLIANCE COUNSEL	£85,000 – £145,000
ETHICS & COMPLIANCE DIRECTOR	£115,000 – £175,000
CHIEF ETHICS & COMPLIANCE OFFICER	£145,000 – £230,000+

TRADE COMPLIANCE

ROLE	SALARY RANGE (GBP)
TRADE COMPLIANCE ANALYST / SPECIALIST	£45,000 – £70,000
TRADE COMPLIANCE MANAGER	£68,000 – £110,000
TRADE COMPLIANCE DIRECTOR / REGIONAL HEAD	£102,000 – £150,000
HEAD OF TRADE COMPLIANCE	£140,000 – £200,000+

AUDIT

ROLE	SALARY RANGE (GBP)
SENIOR INTERNAL AUDITOR	£58,000 – £78,000
INTERNAL AUDIT MANAGER	£75,000 – £100,000
INTERNAL AUDIT DIRECTOR	£100,000 – £140,000
CHIEF AUDIT EXECUTIVE (CAE)	£130,000 – £185,000

LEGAL

ROLE	SALARY RANGE (GBP)
SENIOR LEGAL COUNSEL (4–10 PQE)	£98,000 – £175,000
HEAD OF LEGAL (10+ PQE)	£140,000 – £210,000
DEPUTY GENERAL COUNSEL (10+ PQE)	£160,000 – £225,000
GENERAL COUNSEL / CHIEF LEGAL OFFICER	£175,000 – £300,000+

DATA PRIVACY

ROLE	SALARY RANGE (GBP)
SENIOR DATA PROTECTION MANAGER	£75,000 – £122,000
PRIVACY COUNSEL	£95,000 – £135,000
DATA PROTECTION OFFICER	£92,500 – £145,000
CHIEF PRIVACY OFFICER	£125,000 – £175,000

SUSTAINABILITY

ROLE	SALARY RANGE (GBP)
SUSTAINABILITY / ESG MANAGER	£50,000 – £85,000
SENIOR SUSTAINABILITY / ESG MANAGER	£70,000 – £100,000
HEAD OF SUSTAINABILITY / ESG (VP)	£95,000 – £175,000
CHIEF SUSTAINABILITY OFFICER (EVP/SVP)	£130,000 – £225,000

HUMAN RIGHTS

ROLE	SALARY RANGE (GBP)
HUMAN RIGHTS SPECIALIST / OFFICER / MANAGER	£43,000 – £70,000
HEAD OF HUMAN RIGHTS (VP)	£85,000 – £115,000

ESG

ROLE	SALARY RANGE (GBP)
ESG REPORTING OFFICER	£48,000 – £67,000
ESG REPORTING MANAGER	£63,000 – £87,000
HEAD OF ESG REPORTING (VP)	£83,000 – £118,000

RISK

ROLE	SALARY RANGE (GBP)
RISK MANAGER	£58,000 – £82,000
AVP/DIRECTOR, RISK	£78,000 – £108,000
VP, RISK	£103,000 – £148,000
CRO / SVP/EVP, RISK	£138,000 – £198,000

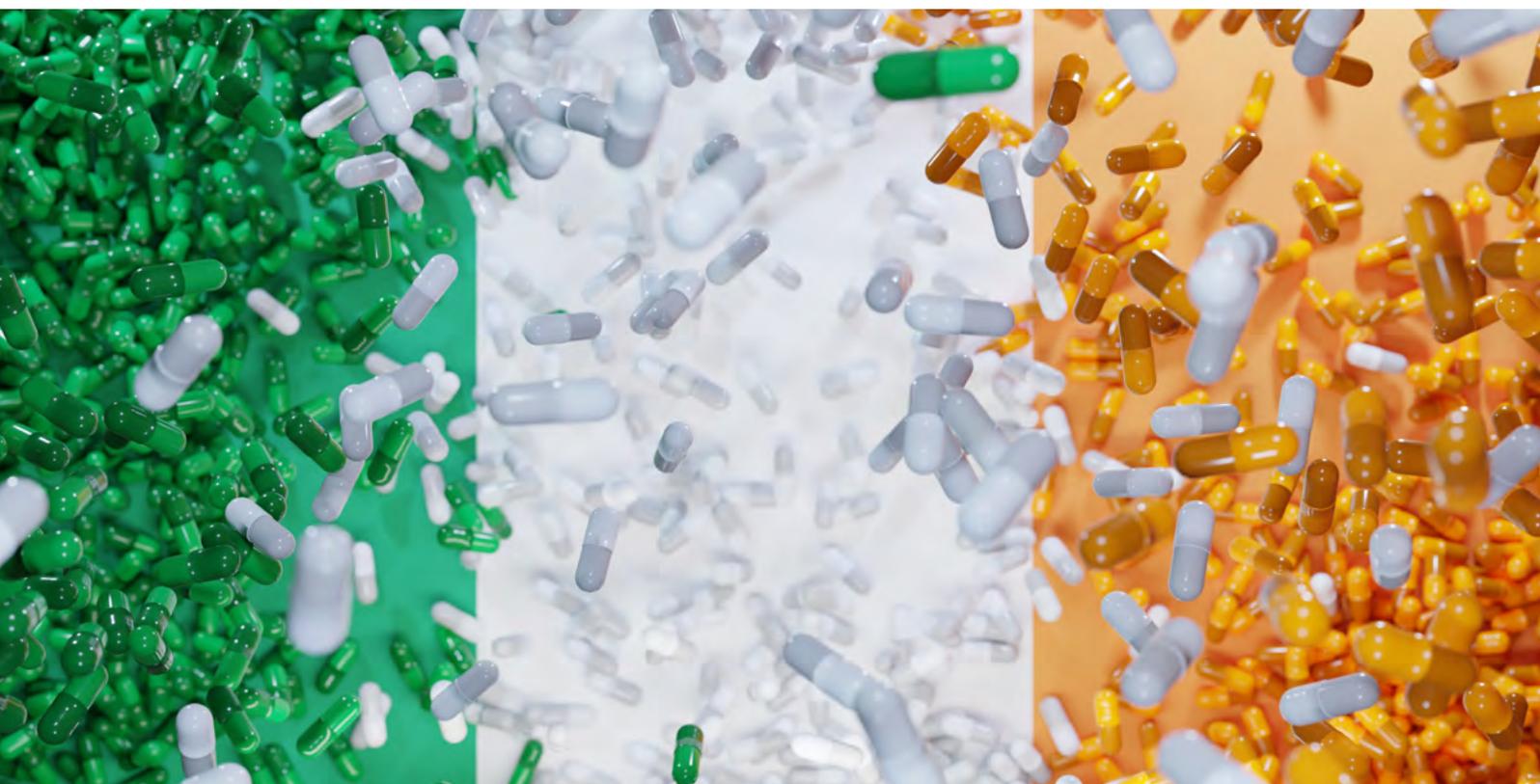
IRELAND

Ireland is a major manufacturing centre for global pharma and medtech, with a strong presence of large multinationals. Demand is highest for quality, GMP/GDP governance, supply chain risk, and trade compliance specialists.

Competition is heightened by the relatively small talent pool and the clustering of facilities around key regions such as Dublin, Cork and Galway.

Hiring challenges often relate to attracting experienced compliance leaders willing to relocate and balancing strong candidate expectations around progression and stability.

Jamie Browne
Managing Director
Leonid Group



ETHICS AND COMPLIANCE

ROLE	SALARY RANGE (EUR)
ETHICS & COMPLIANCE MANAGER	€75,000 – €105,000
ETHICS & COMPLIANCE COUNSEL	€90,000 – €130,000
ETHICS & COMPLIANCE DIRECTOR	€125,000 – €180,000
CHIEF ETHICS & COMPLIANCE OFFICER	€145,000 – €220,000+

TRADE COMPLIANCE

ROLE	SALARY RANGE (EUR)
TRADE COMPLIANCE ANALYST / SPECIALIST	€48,000 – €75,000
TRADE COMPLIANCE MANAGER	€65,000 – €115,000
TRADE COMPLIANCE DIRECTOR / REGIONAL HEAD	€95,000 – €160,000
HEAD OF TRADE COMPLIANCE	€125,000 – €210,000+

AUDIT

ROLE	SALARY RANGE (EUR)
SENIOR INTERNAL AUDITOR	€62,000 – €82,000
INTERNAL AUDIT MANAGER	€78,000 – €105,000
INTERNAL AUDIT DIRECTOR	€105,000 – €145,000
CHIEF AUDIT EXECUTIVE (CAE)	€140,000 – €195,000

LEGAL

ROLE	SALARY RANGE (EUR)
SENIOR LEGAL COUNSEL (4–10 PQE)	€95,000 – €165,000
HEAD OF LEGAL (10+ PQE)	€125,000 – €182,000
DEPUTY GENERAL COUNSEL (10+ PQE)	€155,000 – €205,000
GENERAL COUNSEL / CHIEF LEGAL OFFICER (12+ PQE)	€170,000 – €280,000+

DATA PRIVACY

ROLE	SALARY RANGE (EUR)
SENIOR DATA PROTECTION MANAGER	€71,000 – €98,000
PRIVACY COUNSEL	€75,000 – €135,000
DATA PROTECTION OFFICER	€85,000 – €130,000
CHIEF PRIVACY OFFICER	€128,000 – €185,000

SUSTAINABILITY

ROLE	SALARY RANGE (EUR)
SUSTAINABILITY / ESG MANAGER	€63,000 – €87,000
SENIOR SUSTAINABILITY / ESG MANAGER	€78,000 – €107,000
HEAD OF SUSTAINABILITY / ESG (VP)	€103,000 – €142,000
CHIEF SUSTAINABILITY OFFICER (EVP/SVP)	€128,000 – €178,000

HUMAN RIGHTS

ROLE	SALARY RANGE (EUR)
HUMAN RIGHTS SPECIALIST / OFFICER / MANAGER	€53,000 – €73,000
HEAD OF HUMAN RIGHTS (VP)	€93,000 – €128,000

ESG

ROLE	SALARY RANGE (EUR)
ESG REPORTING OFFICER	€58,000 – €78,000
ESG REPORTING MANAGER	€73,000 – €98,000
HEAD OF ESG REPORTING (VP)	€98,000 – €138,000

RISK

ROLE	SALARY RANGE (EUR)
RISK MANAGER	€68,000 – €92,000
AVP/ DIRECTOR, RISK	€88,000 – €118,000
VP, RISK	€113,000 – €158,000
CRO / SVP/EVP, RISK	€148,000 – €208,000

SWITZERLAND

Switzerland is Europe's premium life sciences market, home to major global headquarters (Basel and Zurich). Hiring is shaped by high salary expectations, competition for multilingual professionals, and the need for deep regulatory and compliance expertise across EMA, Swissmedic and global frameworks.

Demand is particularly strong in trade compliance, legal, ESG and data governance.

The main challenge is scarcity: the market is sophisticated, but the pool of qualified governance talent is comparatively limited.

Jamie Browne
Managing Director
Leonid Group



ETHICS AND COMPLIANCE

ROLE	SALARY RANGE (CHF)
ETHICS & COMPLIANCE MANAGER	CHF 125,000 – CHF 175,000
ETHICS & COMPLIANCE COUNSEL	CHF 145,000 – CHF 200,000
ETHICS & COMPLIANCE DIRECTOR	CHF 175,000 – CHF 260,000
CHIEF ETHICS & COMPLIANCE OFFICER	CHF 240,000 – CHF 400,000+

TRADE COMPLIANCE

ROLE	SALARY RANGE (CHF)
TRADE COMPLIANCE ANALYST / SPECIALIST	CHF 90,000 – CHF 135,000
TRADE COMPLIANCE MANAGER	CHF 125,000 – CHF 180,000
TRADE COMPLIANCE DIRECTOR / REGIONAL HEAD	CHF 165,000 – CHF 250,000
HEAD OF TRADE COMPLIANCE	CHF 240,000 – CHF 320,000+

AUDIT

ROLE	SALARY RANGE (CHF)
SENIOR INTERNAL AUDITOR	CHF 115,000 – CHF 150,000
INTERNAL AUDIT MANAGER	CHF 150,000 – CHF 195,000
INTERNAL AUDIT DIRECTOR	CHF 195,000 – CHF 260,000
CHIEF AUDIT EXECUTIVE (CAE)	CHF 250,000 – CHF 340,000

LEGAL

ROLE	SALARY RANGE (CHF)
SENIOR LEGAL COUNSEL (4–10 PQE)	CHF 165,000 – CHF 230,000
HEAD OF LEGAL (10+ PQE)	CHF 210,000 – CHF 290,000
DEPUTY GENERAL COUNSEL (10+ PQE)	CHF 260,000 – CHF 360,000
GENERAL COUNSEL / CHIEF LEGAL OFFICER (12+ PQE)	CHF 320,000 – CHF 550,000+

DATA PRIVACY

ROLE	SALARY RANGE (CHF)
SENIOR DATA PROTECTION MANAGER	CHF 135,000 – CHF 175,000
PRIVACY COUNSEL	CHF 155,000 – CHF 215,000
DATA PROTECTION OFFICER	CHF 165,000 – CHF 225,000
CHIEF PRIVACY OFFICER	CHF 230,000 – CHF 330,000

SUSTAINABILITY

ROLE	SALARY RANGE (CHF)
SUSTAINABILITY / ESG MANAGER	CHF 115,000 – CHF 155,000
SENIOR SUSTAINABILITY / ESG MANAGER	CHF 145,000 – CHF 185,000
HEAD OF SUSTAINABILITY / ESG (VP)	CHF 185,000 – CHF 245,000
CHIEF SUSTAINABILITY OFFICER (EVP/SVP)	CHF 225,000 – CHF 310,000

HUMAN RIGHTS

ROLE	SALARY RANGE (CHF)
HUMAN RIGHTS SPECIALIST / OFFICER / MANAGER	CHF 100,000 – CHF 135,000
HEAD OF HUMAN RIGHTS (VP)	CHF 165,000 – CHF 215,000

ESG

ROLE	SALARY RANGE (CHF)
ESG REPORTING OFFICER	CHF 105,000 – CHF 135,000
ESG REPORTING MANAGER	CHF 135,000 – CHF 175,000
HEAD OF ESG REPORTING (VP)	CHF 175,000 – CHF 235,000

RISK

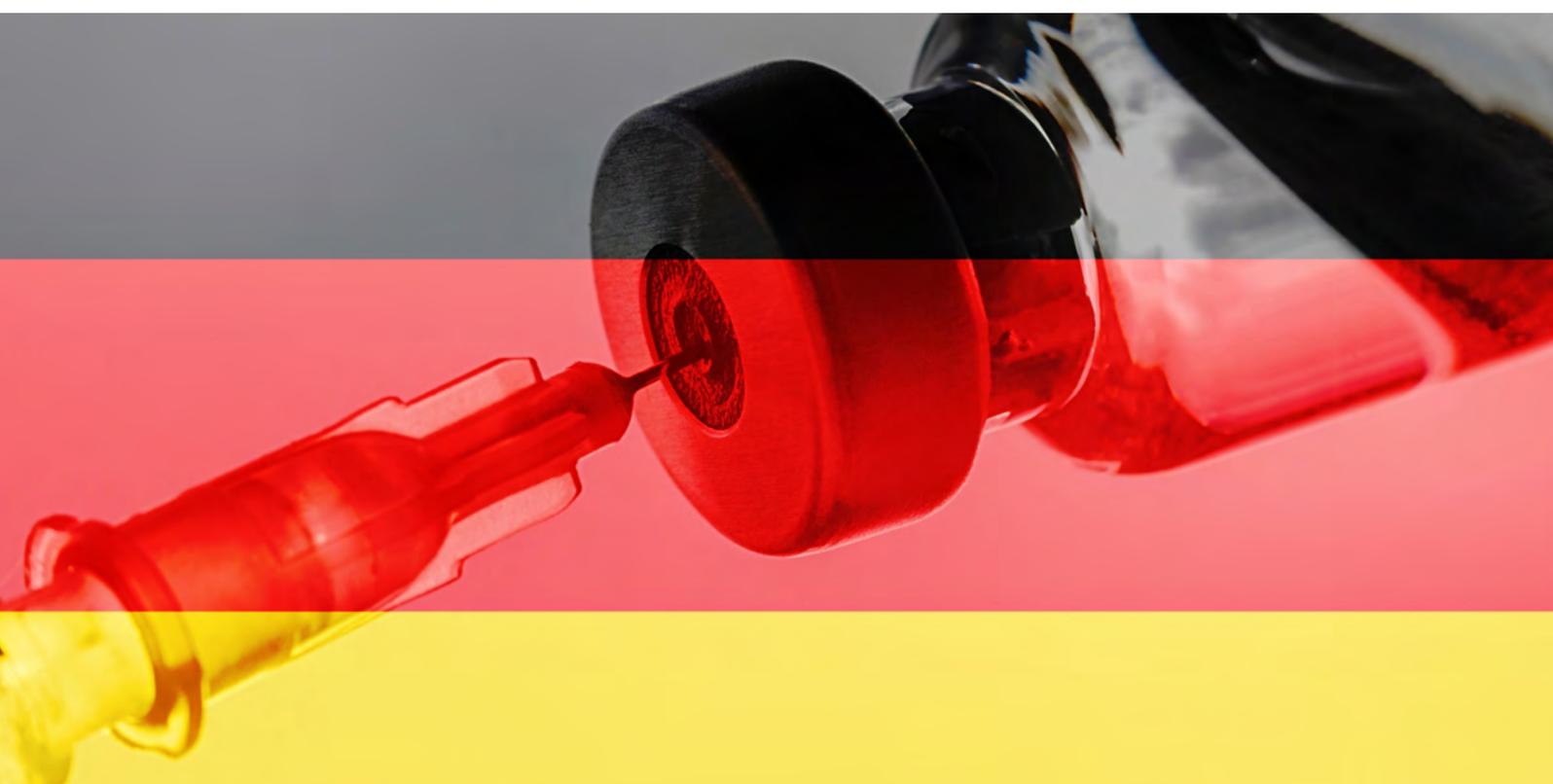
ROLE	SALARY RANGE (CHF)
RISK MANAGER	CHF 125,000 – CHF 165,000
AVP, RISK	CHF 155,000 – CHF 205,000
VP/DIRECTOR, RISK	CHF 205,000 – CHF 275,000
CRO / SVP/EVP, RISK	CHF 270,000 – CHF 360,000

GERMANY

Germany's life sciences sector is characterised by rigorous regulation, strong manufacturing capability, and a structured approach to market access. Hiring focuses on compliance, pharmacovigilance governance, quality systems, and roles connected to Germany's pricing and HTA framework (AMNOG).

Companies must also navigate works council involvement and strict labour regulations, which can lengthen hiring timelines. The talent pool is technically strong but often more conservative in mobility, creating competition for senior bilingual professionals.

Jamie Browne
Managing Director
Leonid Group



ETHICS AND COMPLIANCE

ROLE	SALARY RANGE (EUR)
ETHICS & COMPLIANCE MANAGER	€80,000 – €130,000
ETHICS & COMPLIANCE COUNSEL	€95,000 – €160,000
ETHICS & COMPLIANCE DIRECTOR	€120,000 – €190,000
CHIEF ETHICS & COMPLIANCE OFFICER	€170,000 – €275,000+

TRADE COMPLIANCE

ROLE	SALARY RANGE (EUR)
TRADE COMPLIANCE ANALYST / SPECIALIST	€55,000 – €88,000
TRADE COMPLIANCE MANAGER	€72,000 – €130,000
TRADE COMPLIANCE DIRECTOR / REGIONAL HEAD	€125,000 – €175,000
HEAD OF TRADE COMPLIANCE	€160,000 – €250,000+

AUDIT

ROLE	SALARY RANGE (EUR)
SENIOR INTERNAL AUDITOR	€68,000 – €90,000
INTERNAL AUDIT MANAGER	€85,000 – €115,000
INTERNAL AUDIT DIRECTOR	€115,000 – €160,000
CHIEF AUDIT EXECUTIVE (CAE)	€150,000 – €205,000

LEGAL

ROLE	SALARY RANGE (EUR)
SENIOR LEGAL COUNSEL (4–10 PQE)	€115,000 – €180,000
HEAD OF LEGAL (10+ PQE)	€150,000 – €205,000
DEPUTY GENERAL COUNSEL (10+ PQE)	€165,000 – €230,000
GENERAL COUNSEL / CHIEF LEGAL OFFICER (12+ PQE)	€200,000 – €350,000+

DATA PRIVACY

ROLE	SALARY RANGE (EUR)
SENIOR DATA PROTECTION MANAGER	€95,000 – €130,000
PRIVACY COUNSEL	€115,000 – €148,000
DATA PROTECTION OFFICER	€98,000 – €165,000
CHIEF PRIVACY OFFICER	€160,000 – €240,000+

SUSTAINABILITY

ROLE	SALARY RANGE (EUR)
SUSTAINABILITY / ESG MANAGER	€68,000 – €92,000
SENIOR SUSTAINABILITY / ESG MANAGER	€83,000 – €112,000
HEAD OF SUSTAINABILITY / ESG (VP)	€108,000 – €148,000
CHIEF SUSTAINABILITY OFFICER (EVP/SVP)	€138,000 – €188,000

HUMAN RIGHTS

ROLE	SALARY RANGE (EUR)
HUMAN RIGHTS SPECIALIST / OFFICER / MANAGER	€58,000 – €82,000
HEAD OF HUMAN RIGHTS (VP)	€98,000 – €138,000

ESG

ROLE	SALARY RANGE (EUR)
ESG REPORTING OFFICER	€63,000 – €83,000
ESG REPORTING MANAGER	€78,000 – €108,000
HEAD OF ESG REPORTING (VP)	€105,000 – €155,000

RISK

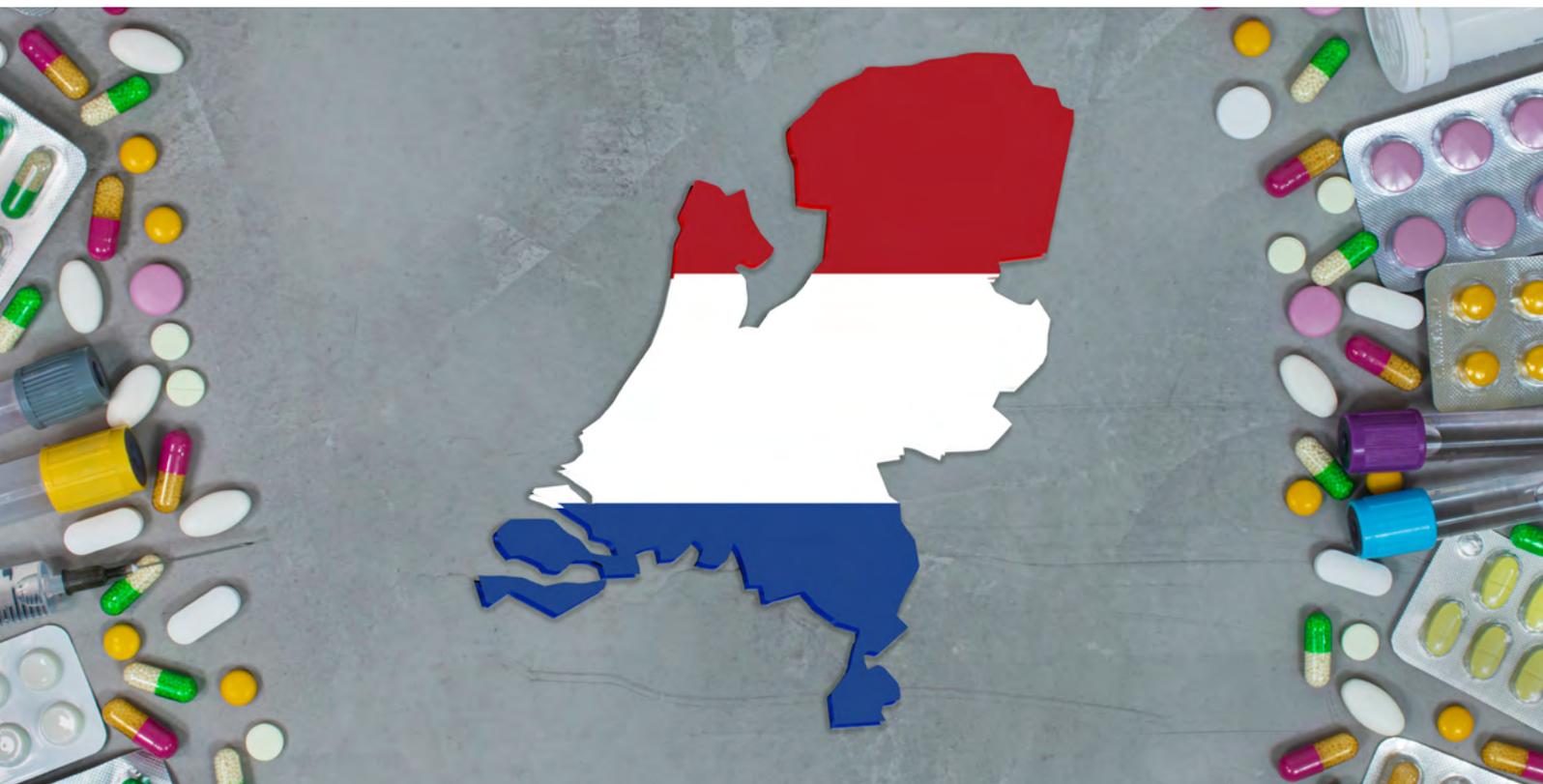
ROLE	SALARY RANGE (EUR)
RISK MANAGER	€72,000 – €98,000
AVP/DIRECTOR, RISK	€92,000 – €128,000
VP, RISK	€122,000 – €168,000
CRO / SVP/EVP, RISK	€158,000 – €220,000

THE NETHERLANDS

The Netherlands is a fast-growing biotech and clinical research hub centred around Amsterdam and Leiden. Hiring demand is strong for regulatory affairs, clinical compliance, data privacy, and ESG professionals – particularly due to CSRD implementation and the country’s leadership in decentralised trials.

Challenges stem from competition between biotechs, CROs and global manufacturers, as well as a shortage of senior-level governance talent with pan-European experience. The market is attractive, but highly candidate-driven.

Jamie Browne
Managing Director
Leonid Group



ETHICS AND COMPLIANCE

ROLE	SALARY RANGE (EUR)
ETHICS & COMPLIANCE MANAGER	€70,000 – €110,000
ETHICS & COMPLIANCE COUNSEL	€85,000 – €140,000
ETHICS & COMPLIANCE DIRECTOR	€110,000 – €175,000
CHIEF ETHICS & COMPLIANCE OFFICER	€160,000 – €230,000+

TRADE COMPLIANCE

ROLE	SALARY RANGE (EUR)
TRADE COMPLIANCE ANALYST / SPECIALIST	€48,000 – €78,000
TRADE COMPLIANCE MANAGER	€65,000 – €108,000
TRADE COMPLIANCE DIRECTOR / REGIONAL HEAD	€92,000 – €160,000
HEAD OF TRADE COMPLIANCE	€145,000 – €200,000+

AUDIT

ROLE	SALARY RANGE (EUR)
SENIOR INTERNAL AUDITOR	€62,000 – €82,000
INTERNAL AUDIT MANAGER	€78,000 – €105,000
INTERNAL AUDIT DIRECTOR	€105,000 – €145,000
CHIEF AUDIT EXECUTIVE (CAE)	€140,000 – €195,000

LEGAL

ROLE	SALARY RANGE (BRL)
SENIOR LEGAL COUNSEL (4—10 PQE)	€97,000 — €160,000
HEAD OF LEGAL (10+ PQE)	€118,000 — €180,000
DEPUTY GENERAL COUNSEL (10+ PQE)	€145,000 — €200,000
GENERAL COUNSEL / CHIEF LEGAL OFFICER (12+ PQE)	€170,000 — €265,000+

DATA PRIVACY

ROLE	SALARY RANGE (EUR)
SENIOR DATA PROTECTION MANAGER	€68,000 — €92,000
PRIVACY COUNSEL	€82,000 — €132,000
DATA PROTECTION OFFICER	€93,000 — €130,000
CHIEF PRIVACY OFFICER	€125,000 — €180,000

SUSTAINABILITY

ROLE	SALARY RANGE (EUR)
SUSTAINABILITY / ESG MANAGER	€58,000 — €82,000
SENIOR SUSTAINABILITY / ESG MANAGER	€73,000 — €102,000
HEAD OF SUSTAINABILITY / ESG (VP)	€98,000 — €138,000
CHIEF SUSTAINABILITY OFFICER (EVP/SVP)	€123,000 — €173,000

HUMAN RIGHTS

ROLE	SALARY RANGE (EUR)
HUMAN RIGHTS SPECIALIST / OFFICER / MANAGER	€48,000 – €68,000
HEAD OF HUMAN RIGHTS (VP)	€88,000 – €123,000

ESG

ROLE	SALARY RANGE (EUR)
ESG REPORTING OFFICER	€53,000 – €73,000
ESG REPORTING MANAGER	€68,000 – €93,000
HEAD OF ESG REPORTING (VP)	€93,000 – €133,000

RISK

ROLE	SALARY RANGE (EUR)
RISK MANAGER	€63,000 – €87,000
AVP, RISK	€83,000 – €113,000
VP, RISK	€108,000 – €153,000
CRO / SVP/EVP, RISK	€143,000 – €198,000

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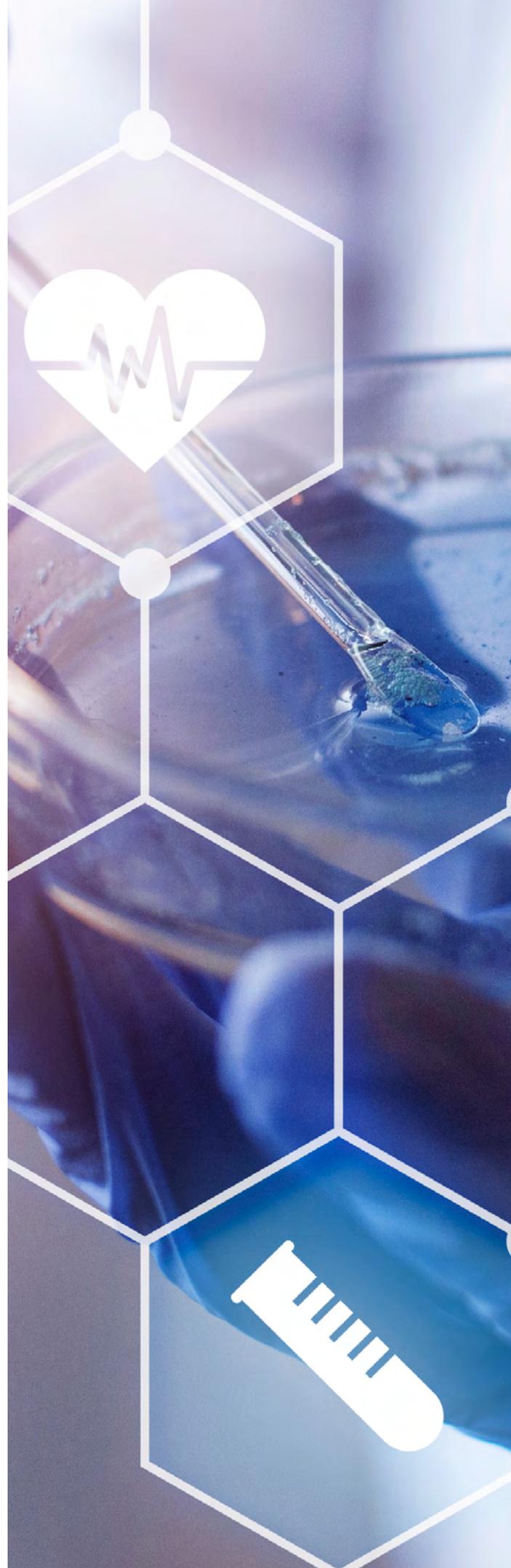
FUTURE OUTLOOK

Looking ahead, the European life sciences sector will continue to face notable talent scarcity across all of the key governance fields. This shortage is likely to accelerate the emergence of new hybrid roles that blend elements of compliance, privacy and digital governance, reflecting the increasingly interconnected nature of regulatory expectations.

The introduction of the EU AI Act will further expand the need for AI governance expertise, particularly within organisations adopting advanced analytics and machine-learning tools across R&D and commercial functions.

As external talent becomes harder to secure, companies will need to invest more heavily in internal development programmes to build niche skill sets from within.

Finally, ongoing divergence between UK and EU regulatory pathways will add an extra layer of cross-border complexity, increasing demand for professionals who can navigate multi-jurisdictional compliance and oversee governance frameworks spanning both regulatory systems.





07.

CONCLUSION

In Europe's life sciences industry, corporate governance is now a core strategic function, central to success across innovation, patient trust and regulatory compliance. The hiring landscape remains fiercely competitive, with companies vying for governance professionals who combine deep subject-matter expertise with strategic thinking and the ability to partner across scientific, commercial and operational teams.

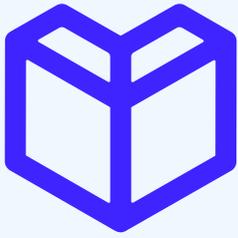
For employers, success will come from offering compelling purpose-driven roles, supporting flexible working, and investing in long-term talent development. For corporate governance candidates, working in European life sciences presents a compelling opportunity to help shape the next era of scientific and digital innovation while upholding the highest standards of ethics, quality and patient safety.

HIRING IN THE USA OR AMERICAS REGION?

leonid has also produced a **life sciences hiring guide** focused on the Americas.

You can download a copy [here](#).





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T [+44 20 3958 7484](tel:+442039587484)

E info@leonid-group.com

W www.leonid-group.com

LONDON

Tintagel House, 92 Albert Embankment,
London SE1 7TY

BARCELONA

Wojo - Poblenou, Carrer de Sancho
de Ávila 65, Barcelona, 08018