

SALARY SURVEY

FOR DIAGNOSTICS, MEDICAL DEVICE
& LIFE SCIENCE COMPANIES



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The Nation's Leading Medical Recruiting Firm

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CONTENTS

Introduction	4
Salary Ranges for Small and Medium Sized Companies	5
Commercial Lab	6
Sales Reps.....	6
Sales Leadership.....	7
MSL Medical Science Liaisons (Ph.D’s, PharmD’s, Genetic Counselors).....	8
Marketing.....	8
Managed Care.....	9
Revenue Cycle.....	9
Pathologists.....	9
Lab Operations.....	10
Technical	11
Bioinformatics.....	11
Technologists	12
Quality Assurance	12
Research and Development.....	12
Scientists	13
Information Technology.....	13
Executive Level.....	14
Diagnostics	15
Sales Reps.....	15
Sales Leadership.....	15
Corporate Accounts	16
Post-Sales	16
Marketing.....	17
Engineering	17
Manufacturing	17
Research and Development.....	18
Medical Device / Implantable Devices	19
Sales	19
Sales Leadership.....	19

Sales Support 19

Medical Affairs 19

Quality Assurance 20

Clinical Affairs..... 20

R&D 20

Life Science 21

 Sales 21

 Marketing..... 21

 Post-Sales 22

 Bioinformatics 23

 Scientists 23

Biotechnology..... 25

INTRODUCTION

[Connexis Search Group](#) is a 20-year-old recruiting firm that specializes in placing a wide variety of candidates in the above industries. The salary information presented is from discussions with actual candidates. If you have questions, please email Tony Bishop at tony@connexissearch.com.

[Click here for more information about Salary Ranges](#)

SALARY RANGES FOR SMALL AND MEDIUM SIZED COMPANIES

Salary ranges in this document have been obtained from actual candidates. Connexis Search Group interviews approximately 50 candidates per day. Even though we don't obtain salary information from every candidate, we gather compensation from most candidates that are interviewing. This information represents the most current and relevant compensation information for candidates in the industries (commercial reference lab, diagnostics, life science, biotechnology, and medical device companies) we serve. Most of the candidates we interview work for small and medium sized companies so this information may not be as relevant for Fortune 1000 and larger companies.

Variables that may affect compensation ranges are:

- Cost of living differences. Please adjust data if location is in a high cost of living area.
- Years of experience (Our data represents an average of five years' experience).
- Size of company.
- Success of the candidate.

COMMERCIAL LAB

SALES REPS

Product: Routine Testing (Routine Chemistry, Hematology, etc.)

Account Executive: Rep that maintains existing business

Base	Commission %	At Plan Commission	Total Compensation
\$70K - \$90K	4%	\$40,000	\$130,000

Key Accounts: Rep that focuses on new business

Base	Commission %	At Plan Commission	Total Compensation
\$100K - \$130K	2% - 6%	\$60,000	\$190,000

Product: Genetics

Key Accounts: Rep that focuses on new business

Base	Commission %	At Plan Commission	Total Compensation
\$90K - \$120K	6% - 8%	\$80,000	\$200,000

Product: Oncology Specialized Genomic Testing

Account Executive: Reps that focus on growing and maintain clinical usage

Base	Commission %	At Plan Commission	Total Compensation
\$130K - \$160K	6% - 8%	\$100,000	\$250,000

Key Accounts: Reps that focus on academic, high volume community account or IDNS

Base	Commission %	At Plan Commission	Total Compensation
\$175K - \$200K	6% - 8%	\$110,000	\$300,000

Product: Toxicology

Key Accounts: Rep that focuses on new business

Base	Commission %	At Plan Commission	Total Compensation
\$90K - \$120K	6% - 8%	\$80,000	\$200,000

SALES LEADERSHIP

Product: Oncology Specialized Genomic Testing

Sales Managers: Manages six to nine sales reps

Base	At Plan Commission	Total Compensation
\$160K - \$180K	\$100,000	\$275,000

Regional Director / Area Vice President: Manages Managers for a portion of the United States

Base	At Plan Commission	Total Compensation
\$225K - \$250K	\$100,000	\$330,000

National Sales Trainer

Base	At Plan Commission	Total Compensation
\$150K - \$200K	Corporate Bonus	\$230,000

National Sales Director

Base	At Plan Commission	Total Compensation
\$255K - \$275K	\$100,000	\$275,000

Product: Routine Testing (Routine Chemistry, Hematology, etc.)

Sales Managers: Manages six to nine sales reps

Base	At Plan Commission	Total Compensation
\$120 - \$140K	\$50,000	\$200,000

Regional Director / Vice President: Manages managers for a portion of the United States

Base	At Plan Commission	Total Compensation
\$120K - \$160K	\$75,000	\$250,000

National Sales Trainer

Base	At Plan Commission	Total Compensation
\$150K - \$200K	\$100,000	\$275,000

Vice President, Sales: Manages are Vice Presidents or Regional Managers

Base	At Plan Commission	Total Compensation
\$150K - \$250K	\$100,000	\$350,000

MSL MEDICAL SCIENCE LIAISONS (PH.D'S, PHARMD'S, GENETIC COUNSELORS)

MSL: Genetics

Base	At Plan Commission	Total Compensation
\$130K - \$200K	\$30,000	\$225,000

MSL: Oncology

Base	At Plan Commission	Total Compensation
\$150K - \$225K	\$30,000	\$250,000

MARKETING

Product Manager: Tactical responsibilities for a product line

Base	Bonus %	Total Compensation
\$90K - \$140K	10%	\$175,000

Marketing Manager: Strategic and Tactical responsibilities for several product lines

Base	Bonus %	Total Compensation
\$140K - \$180K	20%	\$225,000

Director of Marketing: Leadership responsibility for Marketing Department

Base	Bonus %	Total Compensation
\$160K - \$250K	30%	\$300,000

Vice President: Leadership responsibility for Marketing Department

Base	Bonus %	Total Compensation
\$175K - \$300K	40%	\$350,000

MANAGED CARE

Managed Care Rep: Covers a geography and one to three Providers

Base	Bonus	Total Compensation
\$120K - \$150K	\$35,000	\$185,000

Vice President of Managed Care: Manages one to two managed care reps (if working for a small company, may be individual producer)

Base	Bonus %	Total Compensation
\$175K - \$250K	40%	\$325,000

REVENUE CYCLE

Vice President, Revenue Cycle: Responsible for all aspects of revenue cycle

Base	Bonus %	Total Compensation
\$175K - \$225K	40%	\$250,000

PATHOLOGISTS

General Surgical Pathologist

Base	Bonus %	Total Compensation
\$200K - \$300K	10% - 20%	\$350,000

Cytopathologist

Base	Bonus %	Total Compensation
\$300K - \$400K	10% - 20%	\$400,000

Dermatopathologist

Base	Bonus %	Total Compensation
\$350K - \$500K	10% - 20%	\$500,000

G. I. Pathologist

Base	Bonus %	Total Compensation
\$350K - \$500K	10% - 20%	\$500,000

Hematopathologist

Base	Bonus %	Total Compensation
\$350K - \$500K	10% - 20%	\$500,000

Molecular Pathologist

Base	Bonus %	Total Compensation
\$350K - \$500K	10% - 20%	\$500,000

LAB OPERATIONS

Supervisor: Manages a department, such as chemistry, hematology, etc.

Base	Bonus %	Total Compensation
\$90K - \$130K	10%	\$120,000

Lab Director: Manages multiple departments

Base	Bonus %	Total Compensation
\$130K - \$170K	10% - 20%	\$185,000

Logistics Supervisor

Base	Bonus %	Total Compensation
\$120K - \$150K	20%	\$180,000

Specimen Processing Supervisor

Base	Bonus %	Total Compensation
\$120K - \$150K	20%	\$180,000

Phlebotomy Supervisor

Base	Bonus %	Total Compensation
\$120K - \$150K	20%	\$180,000

Vice President, Operations: Responsible for all aspects of the lab, including technical and financial

Base	Bonus %	Total Compensation
\$175K - \$250K	20%	\$300,000

TECHNICAL

Ph.D. NGS

Base	Bonus %	Total Compensation
\$140K - \$150K	20%	\$168K - \$216K

Variant Scientist (Ph.D.)

Base	Bonus %	Total Compensation
\$95K - \$130K	10% - 15%	\$106K - 145K

Technical Director (Ph.D.)

Base	Bonus %	Total Compensation
\$160K - \$240K	20%	\$192K - \$288K

BIOINFORMATICS

Ph.D. NGS

Base	Bonus %	Total Compensation
\$120K - \$150K	10% - 20%	\$140K - \$180K

M.S. Degree

Base	Bonus %	Total Compensation
\$50K - \$120K	5% - 10%	\$110 - \$150K

Director Level: Managing

Base	Bonus %	Total Compensation
\$150K - \$220K	20%	\$180K - \$280K

TECHNOLOGISTS

Flow Cytometry Technologist: Greater than five years' experience

Base	Bonus %	Total Compensation
\$80K - \$90K	3% - 5%	\$80K - \$100K

Histology Technologist: Greater than five years' experience

Base	Bonus %	Total Compensation
\$60K - \$90K	5%	\$70K - \$100K

Medical Technologist / Clinical Laboratory Scientist: Greater than five years' experience

Base	Bonus %	Total Compensation
\$65K - \$110K	5%	\$70K - \$120K

Molecular Technologist: Greater than five years' experience

Base	Bonus %	Total Compensation
\$100K - \$130K	5%	\$100K - \$150K

QUALITY ASSURANCE

Vice President, Quality Assurance: Responsible for QA / QC program

Base	Bonus %	Total Compensation
\$175K - \$240K	10% - 20%	\$196K - \$288K

RESEARCH AND DEVELOPMENT

Vice President, Research and Development: Responsible for research and development

Base	Bonus %	Total Compensation
\$160K - \$200K	20% - 25%	\$192K - \$250K

Assay Development: Ph.D. with NGS experience

Base	Bonus %	Total Compensation
\$90K - \$175K	10% - 20%	\$103K - \$210K

SCIENTISTS

Research Associate: Assay development, biochemistry, protein, oncology, etc.

Base	Bonus %	Total Compensation
\$65K - \$80K		\$65K - \$80K

Senior Research Association: Assay development, biochemistry, protein, oncology, etc.

Base	Bonus %	Total Compensation
\$75K - \$90K		\$75K - \$90K

Senior Scientist: Assay development, biochemistry, protein, oncology, sample prep

Base	Bonus %	Total Compensation
\$120K - \$140K		\$120K - \$140K

Lead Scientist: Management level (all fields)

Base	Bonus %	Total Compensation
\$150K - \$220K	10% - 15%	\$165K - \$253K

INFORMATION TECHNOLOGY

Director of IT: Hardware and / or software

Base	Bonus %	Total Compensation
\$140K - \$200K	20%	\$200,000

CIO

Base	Bonus %	Total Compensation
\$200K - \$300K	40%	\$350,000

EXECUTIVE LEVEL

CIO (Chief Information Officer)

Base	Bonus %	Total Compensation
\$200K - \$300K	40%	\$300,000

CCO (Chief Commercial Officer)

Base	Bonus %	Total Compensation
\$200K - \$250K	40%	\$300,000

CBO (Chief Business Officer)

Base	Bonus %	Total Compensation
\$200K - \$250K	40%	\$300,000

CFO (Chief Financial Officer)

Base	Bonus %	Total Compensation
\$200K - \$350K	40%	\$325,000

CMO (Chief Medical Officer)

Base	Bonus %	Total Compensation
\$250K - \$350K	40%	\$375,000

CSO (Chief Scientific Officer)

Base	Bonus %	Total Compensation
\$250K - \$350K	40%	\$375,000

CEO / President (Chief Executive Officer)

Base	Bonus %	Total Compensation
\$350K - \$450K	40%	\$475,000

DIAGNOSTICS

SALES REPS

Product: Capital Equipment used in clinical labs

Account Executive: Rep that sells reagents and consumables to existing customers

Base	Commission %	At Plan Commission	Total Compensation
\$80K - \$120K		\$40,000	\$150,000

Capital Equipment Reps: Rep that focuses on new business and specialties

Base	Commission %	At Plan Commission	Total Compensation
\$120K - \$160K		\$150,000	\$250,000

Automation Reps: Rep that focuses on selling robotics

Base	Commission %	At Plan Commission	Total Compensation
\$150K - \$175K		\$200,000	\$350,000

SALES LEADERSHIP

Product: Capital Equipment, Reagents, POC

Sales Managers: Manages six to nine sales reps

Base	At Plan Commission	Total Compensation
\$130K - \$175K	\$50,000	\$250,000

Regional Director / Vice President: Manages managers for a portion of the United States

Base	At Plan Commission	Total Compensation
\$150K - \$225K	\$75,000	\$275,000

Vice President, Sales: Manages area Vice Presidents or Regional Managers

Base	At Plan Commission	Total Compensation
\$200K - \$275K	\$100,000	\$375,000

CORPORATE ACCOUNTS

IDN Rep: Calls on IDNs

Base	At Plan Commission	Total Compensation
\$130K - \$150K	\$50,000	\$200,000

Corporate Account Manager: Calls on GPOs

Base	At Plan Commission	Total Compensation
\$150K - \$175K	\$50,000	\$225,000

Vice President of Corporate Accounts: Manages all Corporate Accounts

Base	At Plan Commission	Total Compensation
\$150K - \$225K	\$75,000	\$275,000

POST-SALES

FSE (Field Service Engineer): Repairs capital equipment

Base	Bonus	Total Compensation
\$90K - \$120K	\$10K - \$20K	\$130,000

FAS (Field Application Specialist): Trains and implements Med Techs on how to use newly purchased equipment

Base	Bonus	Total Compensation
\$90K - \$120K	\$10K - \$15K	\$130,000

FSE Manager: Manages a team of FSEs

Base	Bonus	Total Compensation
\$100K - \$150K	\$10K - \$20K	\$150,000

Vice President of Service: Manages a team of FSE Managers

Base	Bonus	Total Compensation
\$120K - \$175K	\$20K - \$40K	\$175,000

MARKETING

Product Manager: Tactical responsibilities for a product line

Base	Bonus %	Total Compensation
\$90K - \$140K	10%	\$175,000

Marketing Manager: Strategic and Tactical responsibilities for several product lines

Base	Bonus %	Total Compensation
\$120K - \$150K	20%	\$200,000

Director of Marketing: Leadership responsibilities for Marketing Department

Base	Bonus %	Total Compensation
\$160K - \$250K	30%	\$300,000

Vice President, Marketing: Leadership responsibilities for Marketing Department

Base	Bonus %	Total Compensation
\$175K - \$225K	40%	\$250,000

ENGINEERING

Vice President of Engineering

Base	Bonus	Total Compensation
\$140K - \$200K	\$10K - \$15K	\$225,000

Director of Engineering

Base	Bonus	Total Compensation
\$140K - \$160K	\$10K - \$15K	\$170,000

MANUFACTURING

Director of Manufacturing

Base	Bonus	Total Compensation
\$140K - \$160K	\$10K - \$15K	\$170,000

Vice President of Manufacturing

Base	Bonus	Total Compensation
\$160K - \$200K	\$10K - \$15K	\$210,000

RESEARCH AND DEVELOPMENT

Director of Research

Base	Bonus	Total Compensation
\$140K - \$160K	\$10K - \$15K	\$170,000

Director of Development

Base	Bonus	Total Compensation
\$140K - \$160K	\$10K - \$15K	\$170,000

Vice President of R&D

Base	Bonus	Total Compensation
\$160K - \$250K	\$10K - \$15K	\$250,000

MEDICAL DEVICE / IMPLANTABLE DEVICES

SALES

Sales Rep

Base	Commission	Total Compensation
\$120K - \$140K	\$100,000	\$200,000

SALES LEADERSHIP

Vice President of Sales

Base	Commission	Total Compensation
\$175K - \$225K	40%	\$400,000

SALES SUPPORT

Clinical Specialist

Base	Bonus / Commission	Total Compensation
\$120K - \$160K	\$20K - \$40K	\$180,000

MEDICAL AFFAIRS

Director of Medical Affairs

Base	Bonus	Total Compensation
\$185K - \$225K	20% - 40%	\$225K - \$315K

Vice President of Medical Affairs

Base	Bonus	Total Compensation
\$215K - \$275K	20% - 40%	\$260K - \$385K

QUALITY ASSURANCE

Director of Medical Affairs

Base	Bonus	Total Compensation
\$110K - \$150K	20% - 40%	\$130K - \$205K

Vice President of Quality Assurance

Base	Bonus	Total Compensation
\$150K - \$205K	20% - 40%	\$180K - \$285K

CLINICAL AFFAIRS

Director of Clinical Affairs

Base	Bonus	Total Compensation
\$185K - \$225K	20% - 40%	\$225K - \$315K

Vice President of Clinical Affairs

Base	Bonus	Total Compensation
\$215K - \$275K	20% - 40%	\$260K - \$385K

R&D

Vice President of R&D

Base	Bonus	Total Compensation
\$215K - \$275K	20% - 40%	\$260K - \$385K

LIFE SCIENCE

SALES

Sales Reps: Reagents

Base	At Plan Commission	Total Compensation
\$90K - \$120K	\$40K - \$60K	\$130K - \$180K

Sales Reps: Capital Equipment

Base	At Plan Commission	Total Compensation
\$120K - \$140K	\$60K - \$80K	\$180K - \$250K

Sales Managers: Manages six to nine sales reps

Base	At Plan Commission	Total Compensation
\$130K - \$160K	\$75,000	\$200,000

Regional Director / Vice President: Manages managers for a portion of the United States

Base	At Plan Commission	Total Compensation
\$150K - \$225K	\$75,000	\$275,000

Vice President, Sales: Manages area Vice Presidents or Regional Managers

Base	At Plan Commission	Total Compensation
\$175K - \$250K	\$100,000	\$300,000

MARKETING

Product Manager: Tactical responsibilities for a product line

Base	Bonus %	Total Compensation
\$90K - \$140K	10%	\$175,000

Digital Marketing

Base	Bonus %	Total Compensation
\$90K - \$130K	10%	\$140,000

Marketing Manager: Strategic and Tactical responsibilities for several product lines

Base	Bonus %	Total Compensation
\$120K - \$180K	20%	\$200,000

Director of Marketing: Leadership responsibility for Marketing Department

Base	Bonus %	Total Compensation
\$160K - \$250K	30%	\$300,000

Vice President, Marketing: Leadership responsibility for Marketing Department

Base	Bonus %	Total Compensation
\$175K - \$225K	40%	\$250,000

POST-SALES

FSE (Field Service Engineer): Repairs capital equipment

Base	Bonus	Total Compensation
\$90K - \$120K	\$10K - \$20K	\$130,000

FAS (Field Application Specialist): Trains scientists on how to use newly purchased equipment

Base	Bonus	Total Compensation
\$90K - \$120K	\$10K - \$15K	\$130,000

FSE Manager: Manages a team of FSEs

Base	Bonus	Total Compensation
\$120K - \$150K	\$10K - \$20K	\$175,000

Vice President of Service: Manges a team of FSE Managers

Base	Bonus	Total Compensation
\$150K - \$175K	\$20K - \$40K	\$200,000

BIOINFORMATICS

Ph.D. NGS

Base	Bonus %	Total Compensation
\$100K - \$140K	10% - 20%	\$110K - \$168K

M.S. Degree

Base	Bonus %	Total Compensation
\$75K - \$95K	5% - 10%	\$80K - \$115K

Director Level

Base	Bonus %	Total Compensation
\$150K - \$220K	20%	\$180K - \$264K

SCIENTISTS

Research Associate: Assay development, biochemistry, protein, oncology, etc.

Base	Bonus %	Total Compensation
\$65K - \$80K		\$65K - \$80K

Senior Research Associate: Assay development, biochemistry, protein, oncology, sample prep

Base	Bonus %	Total Compensation
\$75K - \$90K		\$75K - \$90K

Senior Scientist: Array development, biochemistry, protein, oncology, sample prep

Base	Bonus %	Total Compensation
\$120K - \$140K		\$120K - \$140K

Lead Scientist: All fields

Base	Bonus %	Total Compensation
\$150K - \$220K	10% - 15%	\$165K - \$253K

BIOTECHNOLOGY

Business Development

Base	Commission	Total Compensation
\$150K - \$175K	\$50,000	\$200,000

Vice President of Sales

Base	Commission	Total Compensation
\$175K - \$250K	40%	\$400,000

Veterinary Pathologies

Base	Commission	Total Compensation
\$150K - \$200K	10%	\$200,000

Veterinary Research Scientist

Base	Commission	Total Compensation
\$125K		10%