

# MARKET INSIGHTS PHARMA, HEALTHCARE & BIOTECH IN SPAIN

# Related salaries for in Spain

Job Title	Job Group	Experience Level	Role Type	Pay Rate	Salary Range 2021	Salary Range 2022
Global Manufacturing Operations Director	Corporate	7-15 Years	Permanent	per annum	€100k - 150k	€100k - 150k
Global Manufacturing Operations Director	Corporate	15+ Years	Permanent	per annum	€150k - 300k	€150k - 300k
Global Quality & Compliance Director	Corporate	7-15 Years	Permanent	per annum	€110k - 140k	€110k - 140k
Global Quality & Compliance Director	Corporate	15+ Years	Permanent	per annum	€140k - 240k	€140k - 240k
Portfolio Director	Corporate	7-15 Years	Permanent	per annum	€80k - 100k	€80k - 100k
Portfolio Director	Corporate	15+ Years	Permanent	per annum	€100k - 200k	€100k - 200k
Site Manager/Contract Manufacturing Manager	Operations	3-7 Years	Permanent	per annum	€55k - 90k	€55k - 90k
Site Manager/Contract Manufacturing Manager	Operations	7-15 Years	Permanent	per annum	€90k - 120k	€90k - 120k
Site Manager/Contract Manufacturing Manager	Operations	15+ Years	Permanent	per annum	€120k - 150k	€120k - 150k
Site Quality Manager	Operations	3-7 Years	Permanent	per annum	€45k - 60k	€45k - 60k
Site Quality Manager	Operations	7-15 Years	Permanent	per annum	€55k - 75k	€55k - 75k
Site Quality Manager	Operations	15+ Years	Permanent	per annum	€75k - 100k	€75k - 100k
QA Compliance/QA Manager	Operations	3-7 Years	Permanent	per annum	€45k - 60k	€45k - 60k
QA Compliance/QA Manager	Operations	7-15 Years	Permanent	per annum	€60k - 80k	€60k - 80k
QA Compliance/QA Manager	Operations	15+ Years	Permanent	per annum	€80k - 100k	€80k - 100k
Supply Chain Manager	Operations	3-7 Years	Permanent	per annum	€40k - 60k	€45k - 60k
Supply Chain Manager	Operations	7-15 Years	Permanent	per annum	€60k - 80k	€60k - 80k

Job Title	Job Group	Experience Level	Role Type	Pay Rate	Salary Range 2021	Salary Range 2022
Supply Chain Manager	Operations	15+ Years	Permanent	per annum	€80k - 120k	€80k - 120k
Tech Transfer Manager	Operations	3-7 Years	Permanent	per annum	€50k - 60k	€50k - 70k
Tech Transfer Manager	Operations	7-15 Years	Permanent	per annum	€60k - 80k	€70k - 90k
Tech Transfer Manager	Operations	15+ Years	Permanent	per annum	€80k - 120k	€90k - 120k
Sales Director	Sales	3-7 Years	Permanent	per annum	€50k - 60k	€60k - 70k
Sales Director	Sales	7-15 Years	Permanent	per annum	€60k - 90k	€70k - 100k
Sales Director	Sales	15+ Years	Permanent	per annum	€90k - 120k	€100k - 130k
Area Sales Manager	Sales	3-7 Years	Permanent	per annum	€40k - 50k	€50k - 60k
Area Sales Manager	Sales	7-15 Years	Permanent	per annum	€55k - 80k	€60k - 80k
Area Sales Manager	Sales	15+ Years	Permanent	per annum	€80k - 90k	€80k - 90k
Key Account Manager	Sales	3-7 Years	Permanent	per annum	€40k - 55k	€45k - 55k
Key Account Manager	Sales	7-15 Years	Permanent	per annum	€55k - 60k	€55k - 65k
Key Account Manager	Sales	15+ Years	Permanent	per annum	€60k - 70k	€65k - 75k
Medical Representative	Sales	3-7 Years	Permanent	per annum	€35k - 40k	€35k - 40k
Medical Representative	Sales	7-15 Years	Permanent	per annum	€40k - 50k	€40k - 50k
Medical Representative	Sales	15+ Years	Permanent	per annum	€50k - 60k	€50k - 60k
Market Access Manager	Sales	3-7 Years	Permanent	per annum	€50k - 60k	€50k - 60k
Market Access Manager	Sales	7-15 Years	Permanent	per annum	€60k - 90k	€60k - 90k
Market Access Manager	Sales	15+ Years	Permanent	per annum	€80k - 110k	€80k - 110k

Job Title	Job Group	Experience Level	Role Type	Pay Rate	Salary Range 2021	Salary Range 2022
Marketing & Communications Director	Marketing & Communication	3-7 Years	Permanent	per annum	€50k - 60k	€55k - 65k
Marketing & Communications Director	Marketing & Communication	7-15 Years	Permanent	per annum	€60k - 80k	€65k - 80k
Marketing & Communications Director	Marketing & Communication	15+ Years	Permanent	per annum	€80k - 100k	€80k - 100k
Product Manager/Product R&D Manager	Marketing & Communication	3-7 Years	Permanent	per annum	€35k - 50k	€35k - 50k
Product Manager/Product R&D Manager	Marketing & Communication	7-15 Years	Permanent	per annum	€50k - 60k	€50k - 60k
Product Manager/Product R&D Manager	Marketing & Communication	15+ Years	Permanent	per annum	€55k - 65k	€60k - 70k
Communications & Patient Advocacy	Marketing & Communication	3-7 Years	Permanent	per annum	€35k - 45k	€35k - 45k
Communications & Patient Advocacy	Marketing & Communication	7-15 Years	Permanent	per annum	€45k - 55k	€45k - 55k
Communications & Patient Advocacy	Marketing & Communication	15+ Years	Permanent	per annum	€60k - 70k	€60k - 70k
Medical Director	Medical & R&D	3-7 Years	Permanent	per annum	€60k - 70k	€65k - 75k
Medical Director	Medical & R&D	7-15 Years	Permanent	per annum	€90k - 110k	€90k - 110k
Medical Director	Medical & R&D	15+ Years	Permanent	per annum	€100k - 120k	€100k - 130k
Medical Advisor	Medical & R&D	3-7 Years	Permanent	per annum	€45k - 60k	€50k - 60k
Medical Advisor	Medical & R&D	7-15 Years	Permanent	per annum	€60k - 80k	€60k - 80k
Medical Advisor	Medical & R&D	15+ Years	Permanent	per annum	€80k - 110k	€80k - 110k
Medical Science Liaison	Medical & R&D	3-7 Years	Permanent	per annum	€40k - 60k	€45k - 60k
Medical Science Liaison	Medical & R&D	7-15 Years	Permanent	per annum	€60k - 80k	€60k - 80k
Medical Science Liaison	Medical & R&D	15+ Years	Permanent	per annum	€70k - 90k	€70k - 90k
R&D Manager	Medical & R&D	3-7 Years	Permanent	per annum	€50k - 60k	€55k - 65k

Job Title	Job Group	Experience Level	Rde Type	Pay Rate	Salary Range 2021	Salary Range 2022
R&D Manager	Medical & R&D	7-15 Years	Permanent	per annum	€60k - 80k	€60k - 80k
R&D Manager	Medical & R&D	15+ Years	Permanent	per annum	€70k - 90k	€70k - 90k
Regulatory Affairs/Pharmacovigilance Manager	Medical & R&D	3-7 Years	Permanent	per annum	€40k - 50k	€40k - 55k
Regulatory Affairs/Pharmacovigilance Manager	Medical & R&D	7-15 Years	Permanent	per annum	€55k - 70k	€55k - 70k
Regulatory Affairs/Pharmacovigilance Manager	Medical & R&D	15+ Years	Permanent	per annum	€70k - 90k	€70k - 90k

Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

# Key insights for Pharma, Healthcare & Biotech in Spain

## What professionals value most in an employer in 2022



Inspiring colleagues and culture



Autonomy



Clear career paths

**75%**

of professionals are confident about job opportunities in this sector

## Top three most sought-after professionals

01

R&D Manager

02

Commercial Manager

03

Regulatory Affairs Director

Gender diversity across this sector



Female

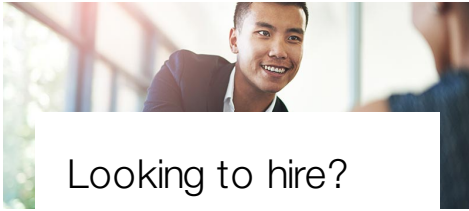


Male

Demand for talent



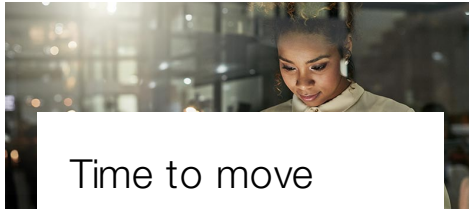
High  
It is difficult to hire professionals in this sector



## Looking to hire?

We can help you find and hire the best talent on the market. Let us know what you're looking for and one of our specialist consultants will get in touch.

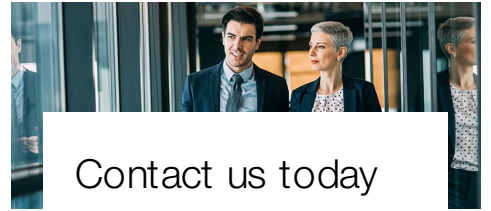
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[Submit your CV >](#)



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