

PART OF PHAIDON INTERNATIONAL ▼



EUROPE

INDUSTRY INSIGHTS

Commercial Salary Guide

Detailed salary guidance for the European commercial market



Introduction

For professionals and hiring managers, EPM Scientifics' commercial salary guide provides an overview of the current compensation structure for Europe.

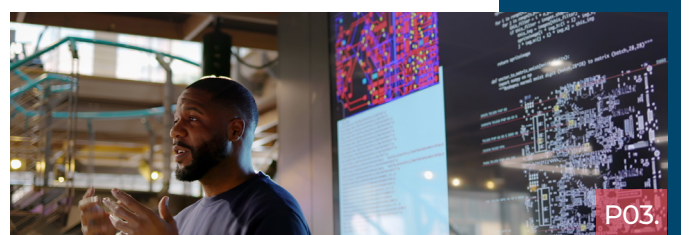
Depending on an individual's expertise, experience level, and company size, commercial salaries vary in Europe, reflecting current market conditions and providing insight into compensation trends.

You will gain a comprehensive understanding of compensation with our guide, so whether you are an experienced professional contemplating a career change or a hiring manager seeking top talent, you can rely on EPM Scientific to provide you with knowledge and expertise to help you succeed in Europe's fast-paced and competitive commercial industry.

Contents

Salary Guidance

- 03. Medical Devices:
Sales
- 03. Medical Devices:
Marketing
- 04. Life Sciences Research & Diagnostics:
Sales
- 04. Life Sciences Research & Diagnostics:
Marketing
- 05. **About EPM Scientific**
- 06. **Contact EPM Scientific**



Medical Devices: Sales



Life Sciences Research & Diagnostics: Sales



Contact EPM Scientific



Salary Guidance

MEDICAL DEVICES - SALES

Role	Compensation
Clinical Specialist	€70k - €90k base salary with team bonus
Sales Representative	€70k - €90k base salary with 25% - 30% bonus
Key Account Manager	€80k - €100k base salary with 25% - 30% bonus
Regional Sales Manager	€110k - €130k base salary with 25% - 30% bonus
Country Manager	€150k - €170k base salary with 25% - 30% bonus
Sales Director	€180k - €220k base salary with 25% - 30% bonus

MEDICAL DEVICES - MARKETING

Role	Compensation
Junior Product Manager	€55k - €70k + bonus
Product Manager	€70k - €90k + bonus
Marketing Manager	€90k - €100k Base + bonus
Marketing Director	€150k - €170k base salary with 25% - 30% bonus





Salary Guidance

LIFE SCIENCES RESEARCH AND DIAGNOSTIC - SALES

Role	Compensation
Application Specialist	€50k - €60k base salary with team bonus
Sales Specialist	€650k - €90k base salary with bonus up to 30%
Business Development Manager	€60k - €80k base salary with bonus up to 30%
Account Manager	€70k - €80k base salary with bonus up to 30%
Key Account Manager	€80k - €100k base salary with bonus up to 30%
Sales Director	€120k - €200k base salary with bonus up to 30% + RSUs / LTIs

LIFE SCIENCES RESEARCH AND DIAGNOSTIC - MARKETING

Role	Compensation
Junior Product Manager	€55k - €70k + bonus
Product Manager	€70k - €90k + bonus
Marketing Manager	€65k - €80k base + bonus
Marketing Director - Europe	€150k - €170k base salary with 25% - 30% bonus





About EPM Scientific

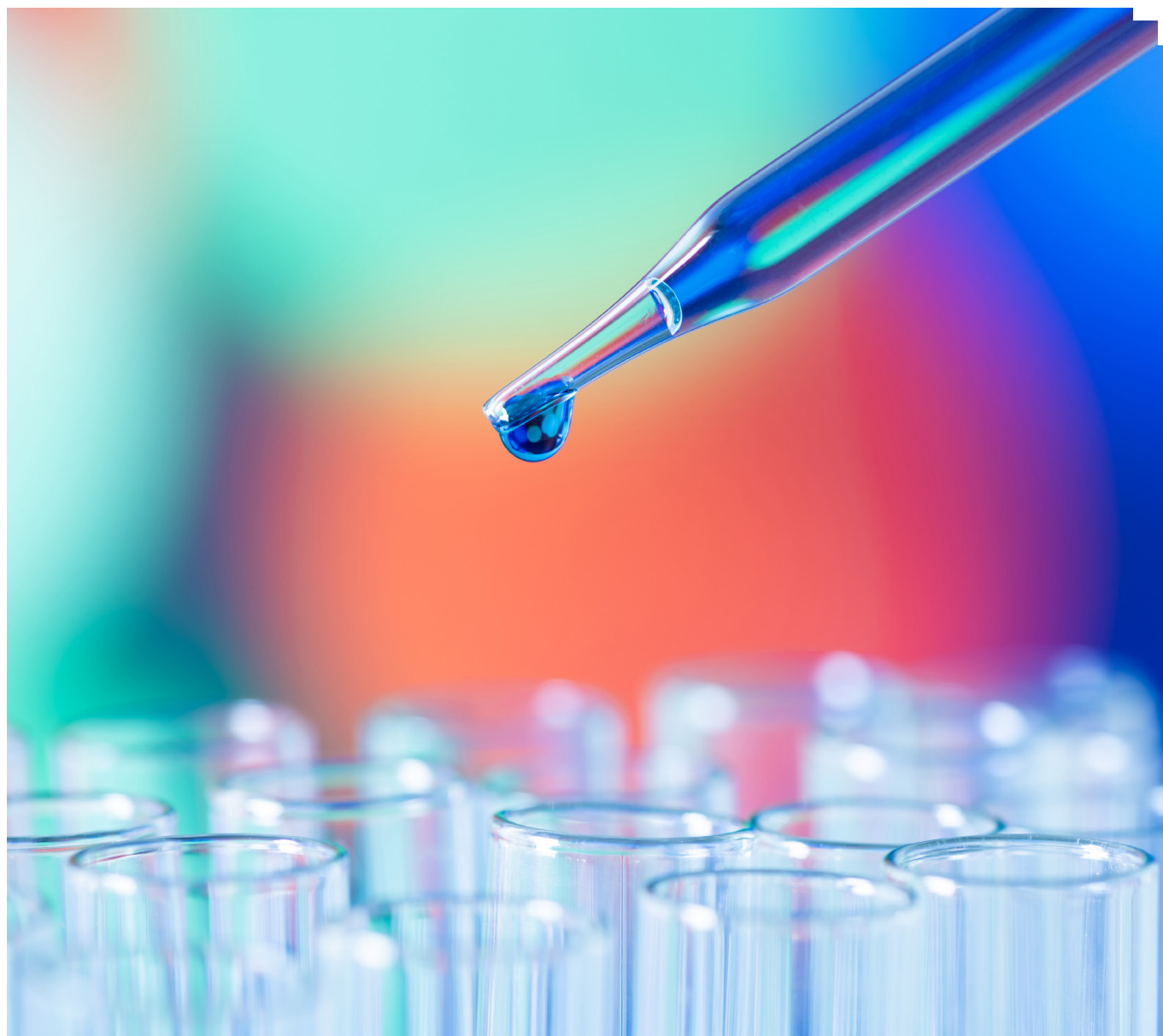
In the face of disruption, innovation and competition, life sciences companies and their leaders must find specialist talent faster than ever before.

Demand for top life sciences talent has accelerated since the pandemic, and the continued emergence of start-ups and greater interest in drug development is also unrelenting, meaning having a leading talent partner to connect employers to the very best people in the industry is crucial for its sustained growth.

We support the world's largest life sciences institutions by connecting them with in-demand professionals to take the next leading drug, device or therapeutic application from conception, into Research & Development, and Clinical, all the way through to Sales & Marketing.

OUR SPECIALISMS

- Biometrics
- Clinical Development
- Clinical Operations
- Commercial
- Medical Affairs & HEOR
- Medical Communications
- Pharmacology
- Pharmacovigilance
- Quality
- Regulatory
- R&D



[UPLOAD YOUR RESUME](#)[SUBMIT A VACANCY](#)[NEW OPPORTUNITIES](#)

Contact EPM Scientific

For further information or advice following this guide, or to discuss your hiring needs, please contact:

Freddie Eaden

Associate Vice President, EPM Scientific

Contact Freddie

Thiviya Suntharesan

Vice President, EPM Scientific

Contact Thiviya



info@epmscientific.com



[EPM Scientific](#)



epmscientific.de

