



EPM SCIENTIFIC

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2024

COMPENSATION GUIDE

# Medical Communications

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Compensation review  
benchmarking key life sciences  
roles across the USA & Europe

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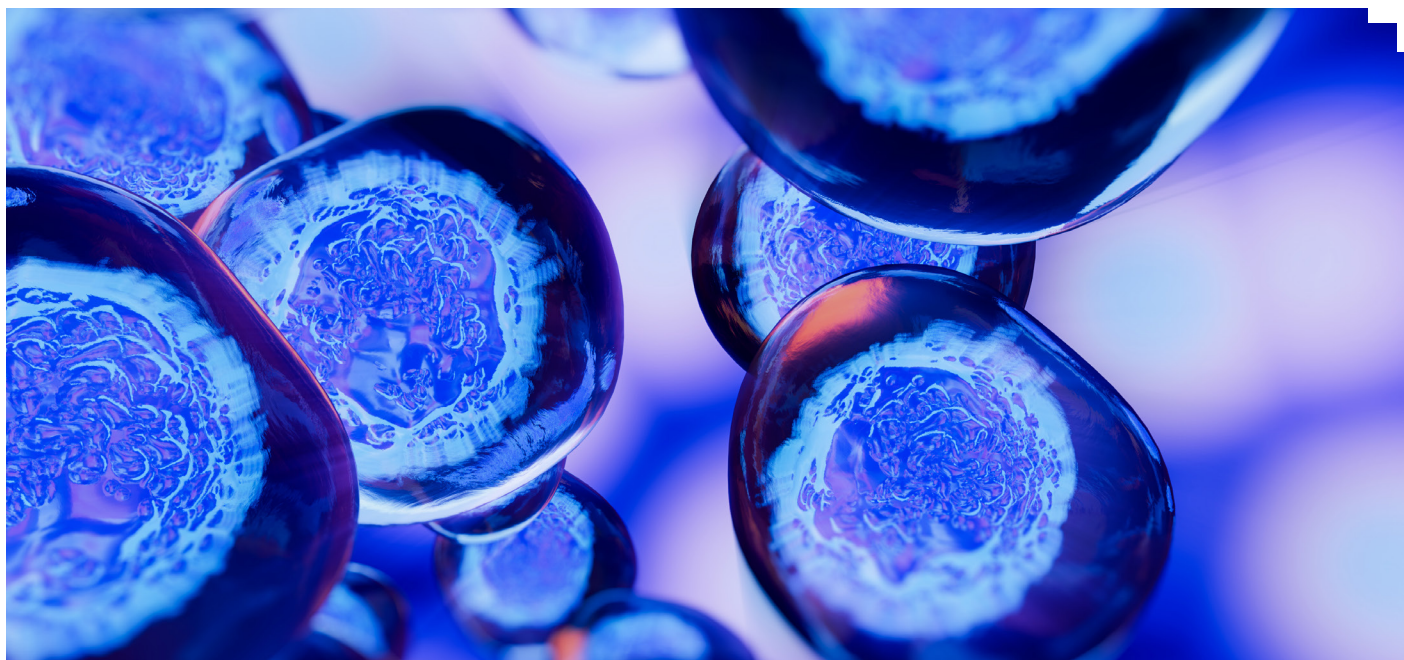
Salary Guidance: Permanent Roles - USA



Salary Guidance: Contract Roles - USA



Salary Guidance: Contract Roles - EUROPE





## Introduction

As a leading life sciences talent partner, we source business-critical professionals for healthcare and pharmaceutical organizations globally to support the successful development of the next generation of drugs, devices, and therapeutic applications.

Top Medical Communications talent plays a crucial part of these product launches, as well as ongoing education, accurately translating and communicating complex scientific information into understandable formats for a wide range of stakeholders. With more and more companies, from household names to innovative start-ups, focusing on new drug development, competition for Medical Communications professionals is fierce.

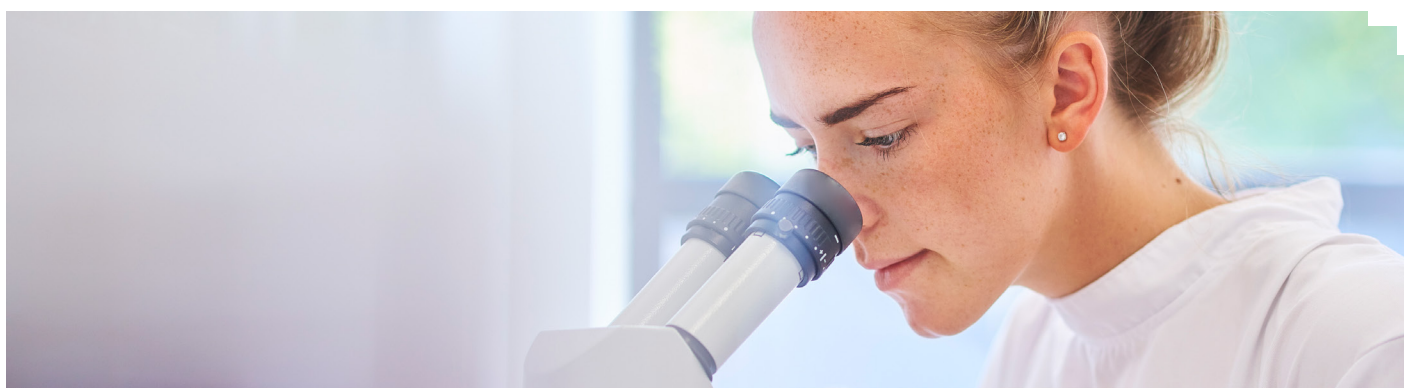
As a result, EPM Scientific has experienced an increase in questions around the salary packages needed to attract and retain these in-demand experts. Our latest salary guide contains in-depth compensation information across a broad spectrum of permanent Medical Communications functions in the USA, broken down by role and years of experience:

- **Account Services**
- **Project Management**
- **Strategy**
- **Public Relations**
- **Scientific Services**
- **Creative Services**

In addition, our guide covers a variety of contract and freelance positions in the fields above for those located in Europe and the USA.

Please note that the figures we have provided are industry averages, based on our consultants' market expertise and conversations with hiring managers and industry professionals. We recommend using this information as a guideline only, considering the unique requirements of your role, company location, and skills and experience when making or accepting an offer, or reviewing your compensation packages. We can also provide bespoke salary guidance relating to a specific role or location on request.

**Whether you are a Medical Communications professional looking to benchmark your salary, or a hiring manager aiming to attract and retain top talent, EPM Scientific gives you the knowledge to make informed decisions with confidence.**





## Permanent Salary Guidance

In USD

| Account Services                                  |                     |                          |
|---------------------------------------------------|---------------------|--------------------------|
| Role                                              | Years of Experience | Compensation             |
| Account Executive                                 | 1 - 2               | \$70k - \$85k            |
| Senior Account Executive                          | 2 - 4               | \$85k / \$90k - \$100k   |
| Account Supervisor / Account Manager              | 4 - 5               | \$105k - \$115k / \$120k |
| Group Account Supervisor / Senior Account Manager | 5 - 7               | \$120k - \$130k / \$140k |
| Account Director                                  | 6 - 8               | \$140k - \$160k / \$165k |
| Senior / Group Account Director                   | 7 - 9               | \$145k / \$150k - \$170k |
| Vice President                                    | 9 - 12              | \$165k - \$185k / \$200k |
| Senior Vice President                             | 10+                 | \$190k - \$200k+         |

| Project Management        |                     |                 |
|---------------------------|---------------------|-----------------|
| Role                      | Years of Experience | Compensation    |
| Associate Project Manager | 0 - 2               | \$55k - \$85k   |
| Project Manager           | 2.5 - 4             | \$80k - \$105k  |
| Senior Project Manager    | 4 - 6               | \$100k - \$115k |
| Associate Director        | 6 - 8               | \$115k - \$130k |
| Vice President            | 10+                 | \$150k+         |



## Permanent Salary Guidance

In USD

| Strategy                                               |                     |                          |
|--------------------------------------------------------|---------------------|--------------------------|
| Role                                                   | Years of Experience | Compensation             |
| Senior Strategist                                      | 1 - 3               | \$100k - \$125k          |
| Director of Strategy                                   | 4 - 5               | \$125k - \$150k          |
| Vice President of Strategy                             | 6 - 8               | \$150k - \$175k          |
| Vice President / Group Director of Strategy            | 8 - 10              | \$190k - \$200k          |
| Senior Vice President of Strategy                      | 10 - 12+            | \$200k+                  |
| Public Relations                                       |                     |                          |
| Role                                                   | Years of Experience | Compensation             |
| Account Executive                                      | 1 - 2               | \$60k - \$75k            |
| Senior Account Executive                               | 2 - 4               | \$75k - \$90k            |
| Account Supervisor / Account Manager                   | 4 - 6               | \$90k - \$110k           |
| Senior Account Supervisor / Account Director           | 6 - 8               | \$110k - \$130k / \$140k |
| Vice President                                         | 8 - 12              | \$140k - \$175k          |
| Group Senior Vice President / Executive Vice President | 15+                 | \$250k - \$300k+         |
| Scientific Services                                    |                     |                          |
| Role                                                   | Years of Experience | Compensation             |
| Medical Writer                                         | 0 - 2               | \$75k - \$90k            |
| Senior Medical Writer                                  | 2 - 4               | \$90k - \$120k           |
| Associate Medical Director                             | 3 - 5               | \$115k - \$140k          |
| Senior Medical Director                                | 6 - 8               | \$160k - \$185k          |
| Senior / Vice President                                | 8+                  | \$180k - \$190k+         |
| Senior Vice President                                  | 10+                 | \$200k - \$225k+         |



## Permanent Salary Guidance

In USD

| Creative Services           |                     |                 |
|-----------------------------|---------------------|-----------------|
| Role                        | Years of Experience | Compensation    |
| Copywriter                  | 0 - 2               | \$75k - \$90k   |
| Senior Copywriter           | 2 - 3.5             | \$90k - \$115k  |
| Copy Supervisor             | 3 - 5               | \$120k - \$135k |
| Group Copy Supervisor       | 5 - 8               | \$145k - \$165k |
| Associate Creative Director | 7 - 10              | \$170k - \$190k |
| Creative Director           | 10 - 12             | \$185k - \$230k |
| Group Creative Director     | 12 - 15             | \$225k+         |
| Graphic Designer            | 0 - 2               | \$60k - \$75k   |
| Art Director                | 1 - 2.5             | \$75k - \$90k   |
| Senior Art Director         | 2.5 - 4             | \$90k - \$110k  |
| Art Supervisor              | 4 - 5.5             | \$110k - \$130k |
| Group Art Supervisor        | 5 - 8               | \$130k - \$150k |
| Associate Creative Director | 7 - 10              | \$160k - \$185k |
| Creative Director           | 10 - 12             | \$185k - \$225k |
| Group Creative Director     | 12 - 15             | \$225k+         |



## Contractor Hourly Rates - USA (Including Agency Fees)

In USD

Temp Staffing / 'Permalancer' / Contractor / Consultant / Freelance

Including W2 Cost (18.62%)

### Scientific Services

| Role                           | Rate                      |
|--------------------------------|---------------------------|
| Medical Writer Consultant      | \$125.00 - \$155.00 /Hour |
| Scientific Director Consultant | \$135.00 - \$160.00 /Hour |
| Medical Strategy Consultant    | \$130.00 - \$160.00 /Hour |
| RFP Pitching Consultant        | \$130.00 - \$160.00 /Hour |
| Contract Publications Manager  | \$130.00 - \$160.00 /Hour |

### Editorial Services

| Role                      | Rate                    |
|---------------------------|-------------------------|
| Contract Medical Editor   | \$70.00 - \$90.00 /Hour |
| MLR Specialist Consultant | \$60.00 - \$90.00 /Hour |

### Creative Services

| Role                         | Rate                      |
|------------------------------|---------------------------|
| Copywriter Contractor        | \$90.00 - \$120.00 /Hour  |
| Creative Director Contractor | \$100.00 - \$130.00 /Hour |
| Art Director Contractor      | \$100.00 - \$130.00 /Hour |

### Client Services

| Role                            | Rate                      |
|---------------------------------|---------------------------|
| Program Coordinator Contractor  | \$80.00 - \$95.00 /Hour   |
| Project Manager Contractor      | \$90.00 - \$120.00 /Hour  |
| Account Manager Contractor      | \$120.00 - \$140.00 /Hour |
| Account Director Contractor     | \$130.00 - \$160.00 /Hour |
| Business Development Consultant | \$95.00 - \$125.00 /Hour  |

### Public Relations

| Role      | Rate                     |
|-----------|--------------------------|
| PR Writer | \$90.00 - \$110.00 /Hour |



## Contractor Hourly Rates - Europe (Including Agency Fees)

Temp Staffing / 'Permalancer' / Contractor / Consultant / Freelance

In GBP

### Client Services

| Role                          | Rate                  |
|-------------------------------|-----------------------|
| Freelance Program Coordinator | £50.00 - £65.00 /Hour |
| Freelance Project Manager     | £60.00 - £75.00 /Hour |
| Freelance Account Director    | £80.00 - £95.00 /Hour |

### Scientific Services

| Role                           | Rate                   |
|--------------------------------|------------------------|
| Freelance Medical Editor       | £60.00 - £80.00 /Hour  |
| Freelance Medical Writer       | £70.00 - £85.00 /Hour  |
| Freelance Scientific Team Lead | £80.00 - £95.00 /Hour  |
| Freelance Scientific Director  | £95.00 - £115.00 /Hour |
| Freelance Publications Writer  | £80.00 - £95.00 /Hour  |
| Freelance Publications Manager | £85.00 - £100.00 /Hour |

### Creative Services

| Role                        | Rate                  |
|-----------------------------|-----------------------|
| Freelance Copywriter        | £65.00 - £80.00 /Hour |
| Freelance Creative Director | £80.00 - £95.00 /Hour |

### Strategic

| Role                          | Rate                   |
|-------------------------------|------------------------|
| Freelance Strategy Consultant | £80.00 - £100.00 /Hour |



## Summary

If you are looking to hire Medical Communications talent, exploring your career options, or simply want to find out more about our bespoke support and services, get in touch with EPM Scientific.

As a specialist life sciences talent partner, we are dedicated to helping organizations attract and retain the right talent to support their growth and goals, and connecting exceptional professionals with industry-leading career opportunities to communicate the future of healthcare.





## 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 startups 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
- Research & Development



[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 reach out to our market experts:

Amanda Pine

Senior Vice President, Chicago

**Contact Amanda**

William Paton

Associate Director - Contracts, London

**Contact Will**



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