



2025

SALARY GUIDE

Impacting Lives. It's in Our DNA.

jouleinc.com



The Right Match is in Our DNA.

> Staffing Services

Talent for highly specialized disciplines. Joulé sources and screens candidates for contract, direct, contract-to-hire, and project-based roles. We also provide payrolling to reduce costs and liability.

> Managed Staffing Program & Recruitment Process Outsourcing

Streamline hiring and maximize productivity. We design and deploy turnkey managed staffing programs for complex hiring scenarios, as well as recruitment process outsourcing arrangements for direct hiring.

> Vendor Management System (VMS)

Powerful and proprietary technology. Joulé's customized VMS automates and streamlines skilled professionals' approval, hiring, and onboarding.

> Functional Service Provider

Scale your team up or down as needed, avoiding the overhead of hiring full-time staff. Joulé provides functional experts that do the work under your quality oversight, freeing you up for other initiatives.

About Our Salary Guide



Whether you're hiring for key roles or exploring your next career move, Joulé's annual Salary Guide is your go-to resource for current job market insights and competitive pay ranges. Covering contract, temp-to-hire, and direct placement opportunities, this guide helps businesses fine-tune their compensation strategies and equips job seekers with the knowledge they need to confidently navigate salary discussions.

Our team collects salary and compensation data from a variety of trusted sources, including the Bureau of Labor Statistics, Salary.com, and Indeed Hiring Insights, along with Joulé's own proprietary data from our clients and placements. We take a comprehensive approach to analyzing the employment market, factoring in regional differences, industry-specific benchmarks, and evolving job market trends. By cross-referencing multiple data points, we ensure our insights are accurate, reliable, and reflective of real-world hiring conditions. This process allows us to provide meaningful, data-driven guidance to both employers and job seekers.

Specialized for Success

SCIENTIFIC

CLINICAL

BIOMETRICS

QUALITY

REGULATORY AFFAIRS

DRUG SAFETY & PHARMACOVIGILANCE

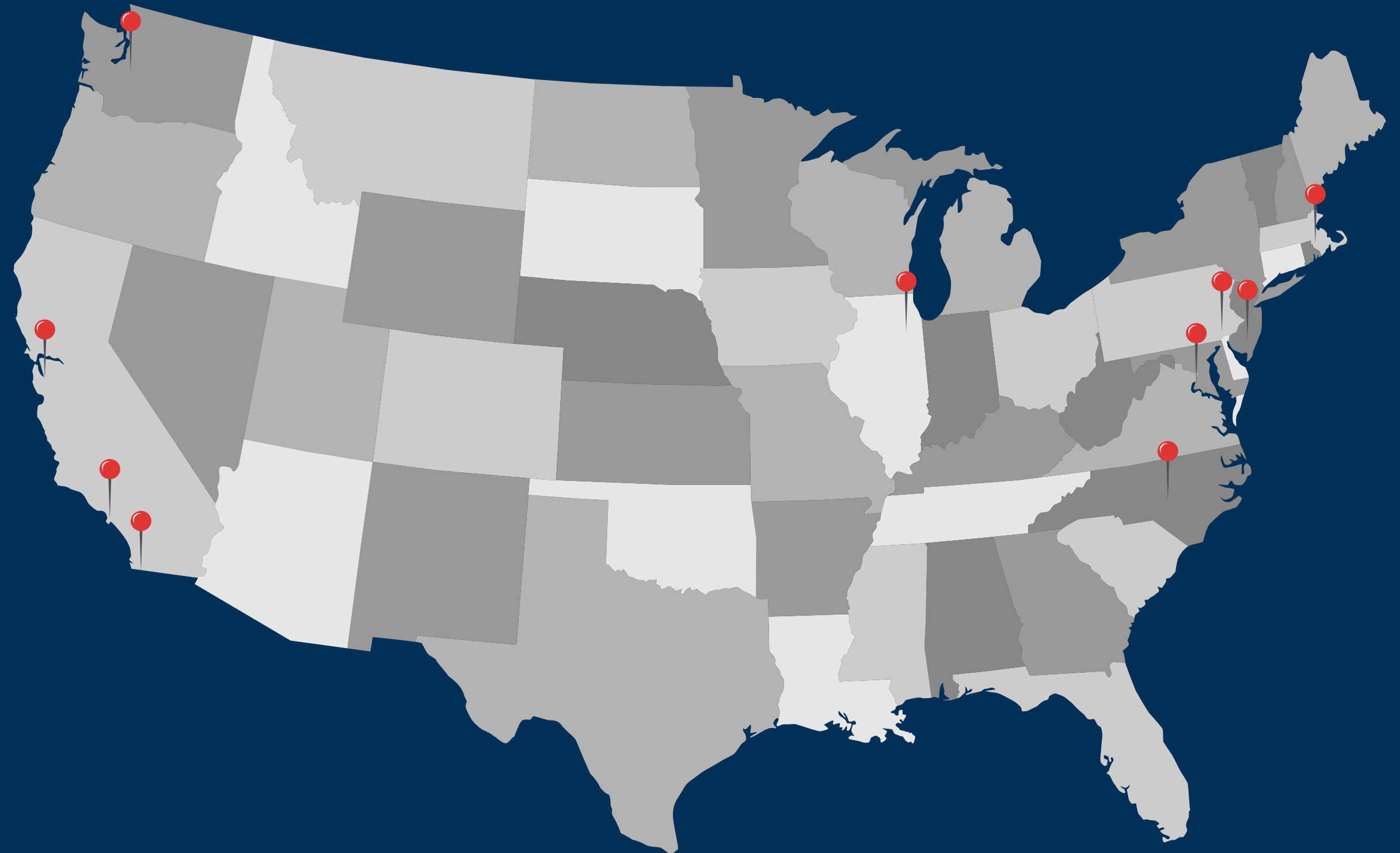
ENGINEERING

MANUFACTURING & OPERATIONS

MEDICAL AFFAIRS

Top 10 U.S. Pharmaceutical Hubs

Boston
Chicagoland
Los Angeles
Maryland/DC Metro
New Jersey
North Carolina
Philadelphia
San Diego
San Francisco
Seattle



Scientific

2025 SALARY DATA (NATIONAL AVERAGE)

CORE TALENT	LOW	MID	HIGH
Analytical Chemist	\$56,000	\$78,000	\$100,000
Animal Technician	\$40,000	\$50,000	\$60,000
Associate Chemist	\$57,000	\$71,500	\$93,000
Associate Scientist	\$58,000	\$84,000	\$110,000
Biochemist	\$67,000	\$89,500	\$112,000
Biologist	\$50,000	\$70,000	\$83,000
Chemist	\$57,000	\$68,500	\$80,000
Documentation Coordinator	\$38,000	\$60,500	\$83,000
Food Scientist	\$63,000	\$84,000	\$105,000
Food Technologist	\$49,000	\$67,500	\$86,000
Formulation Chemist	\$63,000	\$78,000	\$93,000
Fragrance Compounder	\$40,000	\$50,000	\$60,000

*** Salary figures provided are based on national averages and may vary by region, market conditions, and industry demand.*

Scientific

2025 SALARY DATA (NATIONAL AVERAGE)

CORE TALENT	LOW	MID	HIGH
Lab Coordinator	\$45,000	\$55,000	\$65,000
Lab Technician	\$45,000	\$57,500	\$70,000
Medical Technologist	\$64,000	\$85,500	\$107,000
Microbiologist	\$58,000	\$75,500	\$93,000
Perfumer Assistant	\$52,000	\$57,000	\$62,000
Principal Scientist	\$75,000	\$125,000	\$175,000
Process Development	\$65,000	\$80,000	\$95,000
Research Associate	\$48,000	\$77,500	\$107,000
Research Scientist	\$54,000	\$84,500	\$115,000
Sample Technician	\$46,000	\$61,500	\$77,000
Scientist	\$61,000	\$106,500	\$152,000
Sensory Panelist	\$46,000	\$55,500	\$65,000
Technical Writer	\$69,000	\$86,000	\$103,000
Toxicologist	\$65,000	\$97,500	\$130,000

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Clinical

2025 SALARY DATA (NATIONAL AVERAGE)

CORE TALENT	LOW	MID	HIGH
Clinical Program Manager	\$180,000	\$202,500	\$225,000
Clinical Project Manager	\$140,000	\$157,500	\$175,000
Clinical Research Associate	\$125,000	\$135,000	\$145,000
Clinical Research Coordinator	\$65,000	\$77,500	\$90,000
Clinical Scientist	\$130,000	\$160,000	\$190,000
Clinical Study Manager	\$140,000	\$155,000	\$170,000
Clinical Trial Coordinator	\$65,000	\$77,500	\$90,000
Clinical Trials Associate	\$80,000	\$97,500	\$115,000
Clinical Trials Manager	\$140,000	\$155,000	\$170,000
Clinical Trials Specialist	\$80,000	\$97,500	\$115,000
Director of Clinical Operations	\$175,000	\$212,500	\$250,000
In-house CRA	\$110,000	\$117,500	\$125,000
Regional CRA	\$130,000	\$145,000	\$160,000
VP of Clinical Operations	\$200,000	\$240,000	\$280,000

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Biometrics

2025 SALARY DATA (NATIONAL AVERAGE)

CORE TALENT	LOW	MID	HIGH
Bioinformatics	\$94,000	\$112,000	\$130,000
Biostatistician/Statistician	\$100,000	\$130,000	\$160,000
Clinical Data Coordinator	\$50,000	\$65,000	\$80,000
Clinical Data Manager/Lab Data Manager	\$70,000	\$105,000	\$140,000
Data Analytics	\$80,000	\$100,000	\$120,000
Data Scientist	\$100,000	\$120,000	\$140,000
Data Standards	\$90,000	\$120,000	\$150,000
Database Administrator or Database Programming (Rave, Inform, or OC Programmers)	\$80,000	\$110,000	\$140,000
EDC Developer	\$80,000	\$110,000	\$140,000
Epidemiologist-MPH	\$80,000	\$100,000	\$120,000
HEOR	\$60,000	\$82,500	\$105,000
Medical Coder	\$50,000	\$70,000	\$90,000
Outcomes/Claims/RWE Programmer	\$95,000	\$122,500	\$150,000
SAS Programmer/Statistical Programmer	\$125,000	\$152,500	\$180,000

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Quality

2025 SALARY DATA (NATIONAL AVERAGE)

CORE TALENT	LOW	MID	HIGH
GCP Quality Auditor	\$70,000	\$92,500	\$115,000
QA/QC Inspector	\$38,000	\$46,500	\$55,000
QA/QC Supervisor	\$60,000	\$85,000	\$110,000
QA/QC Technician	\$45,000	\$52,500	\$60,000
Quality Assurance Administrator	\$47,000	\$61,500	\$76,000
Quality Assurance Associate	\$48,000	\$65,000	\$82,000
Quality Assurance Manager	\$74,000	\$101,500	\$129,000
Quality Control Associate	\$38,000	\$50,500	\$63,000
Quality Control Chemist	\$57,000	\$74,500	\$92,000
Quality Control Manager	\$65,000	\$103,000	\$141,000
Quality Control Supervisor	\$54,000	\$82,000	\$110,000
Quality Manager (QA/QC)	\$100,000	\$130,000	\$160,000
Quality Specialist	\$60,000	\$82,500	\$105,000

Regulatory Affairs

2025 SALARY DATA (NATIONAL AVERAGE)

CORE TALENT	LOW	MID	HIGH
Ad Promo Manager/Director	\$150,000	\$170,000	\$190,000
CMC Specialist/Director/Manager	\$150,000	\$170,000	\$190,000
Clinical/Regulatory Writing	\$150,000	\$170,000	\$190,000
Labelling Specialist	\$100,000	\$110,000	\$120,000
Regulatory Affairs Associate	\$80,000	\$90,000	\$100,000
Regulatory Affairs Director	\$140,000	\$160,000	\$180,000
Regulatory Affairs Manager	\$110,000	\$130,000	\$150,000
Regulatory Affairs Specialist	\$100,000	\$110,000	\$120,000
Regulatory Affairs VP	\$200,000	\$225,000	\$250,000
Regulatory Operations	\$100,000	\$110,000	\$120,000
Regulatory Publishing	\$100,000	\$110,000	\$120,000

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Drug Safety & Pharmacovigilance

2025 SALARY DATA (NATIONAL AVERAGE)

CORE TALENT	LOW	MID	HIGH
Drug Safety Associate	\$80,000	\$110,000	\$140,000
Global/Regional Director	\$165,000	\$195,000	\$225,000
Pharmacovigilance Associate	\$80,000	\$110,000	\$140,000
Pharmacovigilance Scientist	\$120,000	\$150,000	\$180,000
Pharmacovigilance/Drug Safety	\$60,000	\$75,000	\$90,000
Risk Management Specialist	\$42,000	\$59,000	\$76,000
Safety Advisor	\$77,000	\$119,500	\$162,000
Safety Physician	\$180,000	\$202,500	\$225,000

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Engineering

2025 SALARY DATA (NATIONAL AVERAGE)

CORE TALENT	LOW	MID	HIGH
Biomedical Engineer	\$60,500	\$95,750	\$131,000
Calibration Instrumentation Tech	\$50,000	\$67,500	\$85,000
Chemical Engineer	\$67,000	\$101,500	\$136,000
Electromechanical Engineer	\$70,500	\$109,750	\$149,000
Engineering Technician	\$50,000	\$71,000	\$92,000
Environmental Engineer	\$61,000	\$95,500	\$130,000
Manufacturing Engineer	\$63,000	\$93,000	\$123,000
Mechanical Engineer	\$64,000	\$103,500	\$143,000
Packaging Engineer	\$65,000	\$105,250	\$145,500
Process Engineer	\$70,000	\$102,500	\$135,000
Project Engineer	\$70,000	\$102,000	\$134,000
Quality Engineer	\$59,000	\$87,500	\$116,000
Validation Engineer	\$70,000	\$104,500	\$139,000

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Manufacturing & Operations

2025 SALARY DATA (NATIONAL AVERAGE)

CORE TALENT	LOW	MID	HIGH
Compounder (Compound Tech)	\$40,000	\$54,000	\$68,000
Head of Operations	\$100,000	\$153,000	\$206,000
Head of Quality Control	\$100,000	\$145,000	\$190,000
Manufacturing Associate	\$45,000	\$57,500	\$70,000
Manufacturing Support Associate	\$45,000	\$57,500	\$70,000
Operator	\$43,000	\$54,000	\$65,000
Packaging Technician	\$40,000	\$55,000	\$70,000
Pre-Weigh Technician	\$40,000	\$53,500	\$67,000
Quality Assurance Compliance Manager	\$79,000	\$114,500	\$150,000
Quality Director	\$90,000	\$132,500	\$175,000

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Medical Affairs

2025 SALARY DATA (NATIONAL AVERAGE)

CORE TALENT	LOW	MID	HIGH
Medical Communications/Publications	\$160,000	\$180,000	\$200,000
Medical Director	\$185,000	\$205,000	\$225,000
Medical Education	\$120,000	\$132,000	\$145,000
Medical Information	\$120,000	\$130,000	\$140,000
Medical Science Liaison (MSL)	\$180,000	\$200,000	\$220,000
RWE/RWD	\$120,000	\$145,000	\$170,000

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