



Australia

Market changes

While early 2008 saw a flurry of recruitment activity, particularly amongst the larger CROs, the end of the year witnessed a marked slowdown for CROs and cutbacks for pharma. Increased legislation expanded timelines for commercialising new products and big pharma saw large numbers of products up for patent expiration. Inevitably the result was downsizing and/or consolidation.

The positive news is that growth plans remain in place within the CRO environment, although companies are proceeding with caution. It is a time of innovation, with some companies diversifying across therapeutic areas. Others look at niche and "orphan" products focusing on patient care over blockbuster profits, and still others are becoming centres of excellence.

New vacancies will have more scope, scientific interest and development potential. More good news comes from companies not presently operating within Australia, who are still forging ahead with plans to enter the market.

Changes to recruitment practices

Temporary assignments have increased and offer the same benefits and long-term prospects as permanent roles. There has

also been an increase in outsourced solutions from pharma to CROs for mid level roles.

The increase in available candidates has not equated to an increase in high quality candidates. Instead, it has amplified the administrative burden on already overstretched HR personnel. Given that companies are keen to retain the best talent, specialist recruiters are well equipped to source the passive talent pool and secure quality staff.

Positions in demand

Clinical research associates remain areas of demand, particularly within CROs, while clinical or medically qualified scientific liaison personnel are needed. While these roles were linked to sales, they now focus on peer-to-peer relationships, thus demand medical and clinical experience to ensure credibility. Business development is also a focus from CROs.

Companies entering Australia have created high-level clinical and regulatory roles. Demand in regulatory affairs continues to outstrip supply, particularly where companies seek OTC or European/US headquarter experience. Sales and marketing demand has consolidated within pharma, but increased within devices and other sectors.

Salary movements

Now is not the time to ask for a pay rise. HR departments are under pressure to get the best out of existing talent without paying more. In some cases, where large Pharma and biotech have outsourced to CROs, employees are seeing a small salary reduction. While it is not a good time to move for money, it is a good time to focus on learning and development to increase suitable opportunities in this competitive market. Those wishing to get ahead should focus on growth opportunities over salary when considering roles.

Advice to candidates

Do not be afraid to change employer, but carefully consider both your motivations for moving and the company. Furthermore, breakdown preconceived ideas about the working environments within pharma, CRO, biotech or devices. The market has changed and so have the opportunities, so engage a good consultant to guide you through the current environment. Vacancies should be considered on individual merit.

Pharma	Clinical Trial Administrator	Clinical Research Associate	Senior Clinical Research Associate	Clinical Operations / Project Manager	Clinical Research Manager
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	47,500 40,000 - 55,000	60,000 52,000 - 73,000	80,000 70,000 - 90,000	130,000 110,000 - 145,000	150,000 120,000 - 180,000
VIC - Melbourne (Salary Range)	47,500 40,000 - 55,000	60,000 52,000 - 73,000	80,000 70,000 - 90,000	130,000 110,000 - 145,000	150,000 120,000 - 180,000

□ All salaries exclude Superannuation plus bonus potential

□ CRA, SCRA, CSM and CPM salaries exclude car allowance of \$15,000 - \$25,000

Pharma	Clinical Data Manager	Data Management Team / Project Lead	SAS Programmer	SAS Team / Project Leader	Statistician
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	70,000 62,000 - 75,000	80,000 70,000 - 85,000	90,000 80,000 - 100,000	110,000 100,000 - 120,000	110,000 80,000 - 120,000
VIC - Melbourne (Salary Range)	70,000 62,000 - 75,000	80,000 70,000 - 85,000	90,000 80,000 - 100,000	110,000 100,000 - 120,000	110,000 80,000 - 120,000

Pharma	Statistical Team / Project Leader	Regulatory Affairs Assistant	Regulatory Affairs Executive	Regulatory Affairs Manager	Drug Safety Expert
	Typical Salary	Typical Salary	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	120,000 97,000 - 150,000	65,000 60,000 - 72,000	80,000 70,000 - 90,000	120,000 100,000 - 140,000	65,000 62,000 - 75,000
VIC - Melbourne (Salary Range)	120,000 97,000 - 150,000	65,000 60,000 - 72,000	80,000 70,000 - 90,000	120,000 100,000 - 140,000	65,000 62,000 - 75,000

Pharma	Medical Writer	Medical Director	Medical / Pharma Sales Rep
	Typical Salary	Typical Salary	Typical Salary
NSW - Sydney (Salary Range)	85,000 75,000 - 105,000	180,000 150,000 - 250,000	67,500 55,000 - 80,000
VIC - Melbourne (Salary Range)	85,000 75,000 - 105,000	180,000 150,000 - 250,000	67,500 55,000 - 80,000