

HEALTH WEALTH CAREER

MERCER LIFE SCIENCES REMUNERATION SURVEY

MAKE TOMORROW, TODAY



MAKE SMART COMPENSATION DECISIONS BY JOINING THE 2017 MERCER TOTAL REMUNERATION SURVEY FOR THE LIFE SCIENCES SECTOR

THE LIFE SCIENCES REMUNERATION SURVEY PROVIDES YOU WITH DETAILED INSIGHT INTO THE LIFE SCIENCES SECTOR FOR ALL SIZES OF ORGANISATIONS WITHIN A GLOBALLY HARMONISED SURVEY METHODOLOGY

This survey covers a broad selection of hundreds of benchmark positions ranging from industry-specific job families such as pre-clinical and clinical development, medical regulatory affairs, medical field sales, market access and scientific patenting, to support functions such as finance and human resources.

Our deep industry databases contain a broad range of life sciences organisations from sectors such as pharmaceutical, contract research and medical devices.

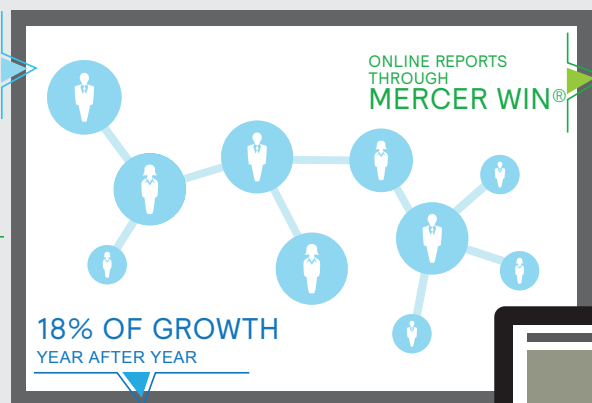
EXPERIMENTING

WITH YOUR COMPENSATION STRATEGY?

Find the right solution with
2017 MERCER LIFE SCIENCES
COMPENSATION SURVEY

MORE THAN
450
ORGANIZATIONS

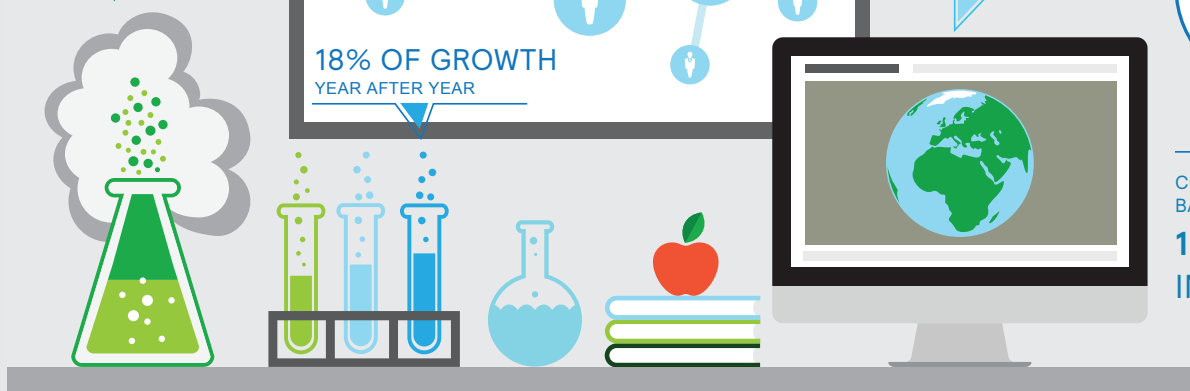
MORE THAN
4,400 UNIQUE
GLOBAL USERS



MORE THAN
400 POSITIONS
IN THE INDUSTRY



CONTAINS INFORMATION
BASED ON MORE THAN
1.5 MILLIONS OF
INCUMBENTS



AN EXTENSIVE CATALOGUE OF LIFE SCIENCES JOB FAMILIES ARE SURVEYED, INCLUDING:

- BIOSTATISTICS
- CLINICAL DATA MANAGEMENT
- CLINICAL TRIALS OPERATIONS
- CONTRACT MANUFACTURING
- FIELD SALES
- HEALTH ECONOMICS
- KEY ACCOUNTS
- MANUFACTURING PROCESS DEVELOPMENT
- MARKET ACCESS
- MEDICAL AFFAIRS
- MEDICAL DEVICES FIELD SERVICES
- MEDICAL DEVICES DEVELOPMENT ENGINEERING
- MEDICAL SCIENTIFIC LIAISON
- MICROBIOLOGY
- PHARMACOKINETICS
- PHARMACOVIGILANCE
- REGULATORY AFFAIRS
- SCIENTIFIC PATENTS
- TRANSLATIONAL MEDICINE

Data for a full range of general infrastructure/support functions are collected and published alongside that of the industry-specific functions.

DATA COLLECTED:

BASE SALARY

(Monthly base salary times the number of months guaranteed)

TOTAL GUARANTEED CASH COMPENSATION

(Base salary plus guaranteed allowances)

TOTAL CASH COMPENSATION

(Total guaranteed cash compensation plus short-term incentive, sales incentive, profit sharing or other incentive awards)

TOTAL DIRECT COMPENSATION

(Total cash compensation plus long-term incentive awards, valued using Black-Scholes methodology for appreciation-based awards)

TOTAL REMUNERATION

(Total direct compensation plus benefits and perquisites)

• WHAT DO YOU RECEIVE?



Online access — Data delivered online through Mercer WIN®, accessible anywhere, at any time. Fully customize searches and statistics according to your individual needs, and receive instant comparisons of your organization's data against the market.



Actual market data — Detailed market analysis of individual positions within job families, helping you determine which positions and families are paid a premium in the market and which are paid below overall market levels.



Survey overview — A general review of typical salary practices and compensation mix, employment trends, and other economic indicators related to human resource management decisions.



Market regression — Regression statistics and graphs by Mercer position class (IPE job level) and functional area (e.g., finance, human resources) for each of the major components of total remuneration.



Benefits & prevalence summary — Information on short-term and long-term incentive provision and benefits practices, including company cars, pensions, and medical benefits.



Custom analysis — Custom statistics tailored to your needs, based on peer groups, revenue size, total employees, and more, using Mercer WIN.

MERCER WIN®

www.imercer.com/win

The Mercer Workforce Intelligence Network® (Mercer WIN) is a single-point access to Mercer's unparalleled survey data and analytics. With Mercer WIN, you can easily retrieve and synthesise vast amounts of data into usable packets of information relating to compensation and other HR issues. To make key decisions, you no longer need to sift through reams of information stored in dozens of locations and formats. Instead, you can access the data and tools you need from a single location.

MERCER WIN HAS POWERFUL, FLEXIBLE FEATURES THAT ENABLE YOU TO:

- Access information readily and quickly via its easy-to-use, simple, and clear navigation functions.
- Retrieve and compare data within and across industries, regions, and countries simultaneously.
- Produce multi-market refinements in one view.
- Analyze and compare structure to market by job, family, career level, and position class.
- Generate customized charts, graphs, and reports at the click of a button.

MERCER WIN SCREENSHOTS





SURVEY SCHEDULE :

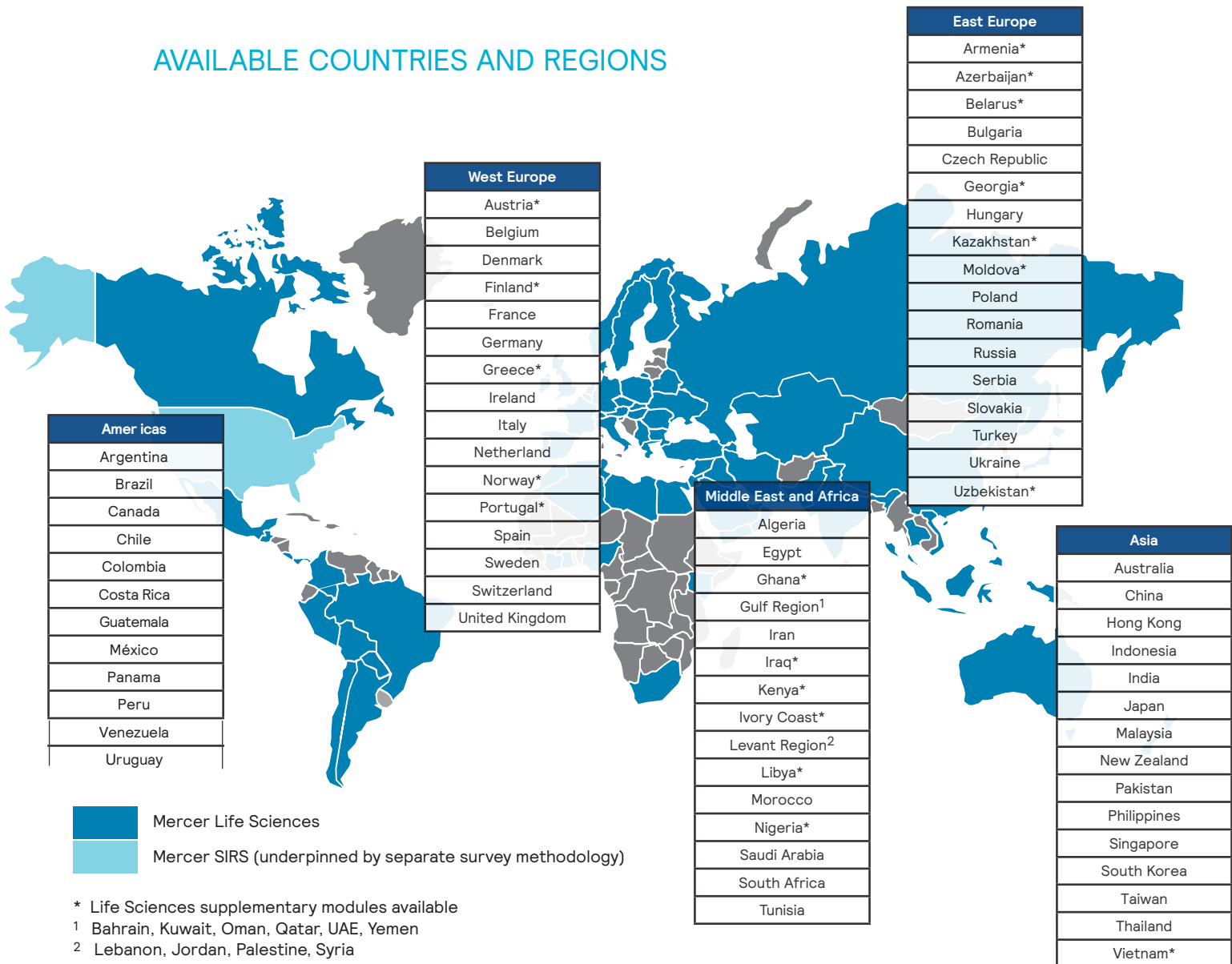
Reports published from
September through November



SURVEY PRICE :

Price list available on:
www.imercer.com/life-sciences

AVAILABLE COUNTRIES AND REGIONS



CONTACT INFORMATION:


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