



MSL Salary & Compensation

Australia Results

2021

About this Report



The 2021 survey is our 8th annual global survey on MSL Salary and Compensation levels. Like previous years, the primary purpose of the survey was to gain insights into current global MSL salary and compensation levels across pharmaceutical, biotechnology, medical devices, and other healthcare companies that employ MSLs.

Salary and compensation is clearly one of the most important factors in successfully recruiting and retaining the best MSL talent. It's crucial for companies to ensure the compensation they offer is competitive by benchmarking against others in their industry and region.

The MSL Society conducted the first-ever MSL salary survey in 2014. Our 2021 survey includes **2,149 MSL professionals** from **69 countries** making it the largest database of MSL salaries, and as a result, it is the most comprehensive and authoritative resource on global MSL salary and compensation levels.

Individual country reports were created for all countries that received a sizeable number of responses. As a result, the full results of the 2021 Salary & Compensation Survey includes a total of **1,516 slides** and are available in **17 versions** including the global results and 16 individual countries reports: **Australia, Brazil, Canada, Chile, Colombia, France, Germany, India, Italy, Mexico, Portugal, Russia, Spain, Turkey, U.K., and USA**. All Salary data throughout all versions are reported in the local currency for each role (MSL, Manager/Director of MSLs, Executive Management, and MSL Excellence/Operations).

On behalf of the Medical Science Liaison Society, we thank all those who participated and we hope that you find the information valuable.

Dr. Samuel Dyer
CEO/Chairman of the Board
Medical Science Liaison Society

About the MSL Society



The Medical Science Liaison Society is the ONLY 501c3 Nonprofit Organization dedicated to the global MSL profession and has members in over 90 countries around the world. The MSL Society is managed by a team of highly experienced global MSL leaders and an advisory committee that consists of a number of VPs, executive directors of Medical Affairs, and MSLs representing numerous companies from various regions around the world.

Our Mission

The Medical Science Liaison Society is exclusively dedicated to advancing the global MSL profession and helping MSLs and MSL leaders become more effective in their careers.

We provide resources for those interested in the MSL role, as well as, professional growth and development opportunities for current MSL Managers and individual MSLs.

We are the credible source for the MSL profession.

Our Vision

The Medical Science Liaison Society is the primary global professional resource for MSL professionals in the Pharmaceutical, Biotechnology, Medical Device, CRO, and other healthcare industries.

Not a member?
Join Today!

MSL Society Resources by the Numbers



1st



Certification for
Medical Science
Liaisons -MSL-BC®



123

New MSLS and MSLS
Managers mentored in
free Mentor Program



210

Original MSLS
Focused Research
Reports since 2014

1st



Publication
focused
exclusively on
the global MSLS
profession



200+

MSLS careers launched as a
result of our training programs



1st

Guidelines written
for MSLS activities



40+
Hours

Webinar Recordings



170

Presentations by
MSLS Leaders



1st

Online social community
built and dedicated to
global MSLS community



20

Original MSLS Focused
Research Posters



1st

Only job board
dedicated
exclusively to
MSLS and MSLS
managers

1st



Global directory
specifically for MSLS
community

2021

| MSLS Salary & Compensation Survey – USA Results

www.themsls.org

A blue banner with white text, held by four silver rings. The banner is part of a larger graphic with a blue border, confetti, and a globe of flags. The text on the banner reads "3RD ANNUAL".

3RD ANNUAL

**INTERNATIONAL
MSL DAY**

March 27th, 2022



MSL-BC[®]

The first-ever Medical Science Liaison Board Certification for MSLs and MSL Leaders!

Through examination, the certification allows MSLs and MSL Managers to validate and demonstrate their knowledge and skills related to the MSL profession based on specific criteria determined by a large number of independent MSL and Medical Affairs leaders from some of the top global pharmaceutical companies.

www.themsls.org/msl-board-certification

Benefits of the MSL-BC

- ✓ Recognition to KOLs and healthcare professionals
- ✓ Demonstrates commitment to the profession
- ✓ Validation of knowledge-base and visible credential
- ✓ A way to demonstrate knowledge
- ✓ Personal and professional accomplishment
- ✓ Recognition amongst fellow MSLs or managers

THE MSL JOURNAL



THE MSL Features Original Content from MSLs and MSL Leaders

- ✓ Multiple Issues Per Year
- ✓ ONLINE and **FREE** for the global community
- ✓ Professional Development
- ✓ Insights from global MSL community
- ✓ New Research
- ✓ Share knowledge...October 2021 Issue = 12,000 page views and 4,000 unique users

WWW.THEMSLJOURNAL.COM

Customized training for Medical Science Liaison teams!

We offer MSL training programs in virtual, in-person, and eLearning formats

Some of the
most requested
topics include:

- ✓ MSL Onboarding
- ✓ Effectively Identifying, Gathering, Communicating Actionable Insights
- ✓ KOL Relationship Development, Communication, & Maximizing Performance
- ✓ Effective Virtual KOL Engagement
- ✓ How to Critically Evaluate a Research Paper
- ✓ MSL Presentation and Communication Skills



INTERESTED?

Read testimonials from numerous MSL leaders / MSLs AND request a proposal for your team:

www.themsls.org/customized-medical-science-liaison-training



The MSL Society is the ONLY organization in the world that offers MSL and Medical Affairs training programs that has achieved both 501c3 Nonprofit status and is fully accredited by IACET!

SOME OF THE
MSL TEAMS
THAT WE HAVE
TRAINED



Survey Methodology



The 2021 MSL Salary & Compensation survey included 2,149 MSL professionals from 69 countries.

The online survey was open from August 24th to November 26th. The survey was only open to current MSLs (or equivalent title), MSL management, MSL operations, and executive management. Respondents were only allowed to participate one time and duplicate surveys from a single email address were not accepted. The survey results were not weighted. Partial responses that included salary data were included in this report, meaning that the N value in some tables will not add up to the total report N.

Respondents were invited to participate in the survey through a range of sources including:

- Announcements in our LinkedIn group “Medical Science Liaison & Medical Affairs Networkers” as well as other LinkedIn groups
- The MSL Society newsletter
- Personal direct LinkedIn contacts

Throughout the research process, The MSL Society followed a Total Survey Quality approach designed to minimize error at each stage. The MSL Society is confident that the information gathered from this survey can be used to make important business decisions related to this topic.

Report Structure

Data is segmented by role:

- MSL/Senior MSL
- Manager/Director of MSLs
- Executive Management/VP of Medical Affairs
- MSL Excellence / Operations

For each role, salary data sub-segmented by:

- Gender
- Ethnicity
- Academic Background
- Years of Experience
- Company Type
- Therapeutic Area

For each role, data includes:

- Salary
- Salary Negotiation
- Sign-on Bonus
- Salary Increase
- Bonus Received
- Bonus Eligibility
- Company Stock
- Paid Days Off
- Benefits Received
- Benefits Desired
- Salary Satisfaction
- Age Range
- Reasons for leaving
- & Multiple role-specific questions

Salary data is reported by quartile for each role

“75th Percentile and above” - Market maximum range

(Indicates the value that separates the sample in such a way that 25% of the reported salaries are greater and 75% are lesser.)



“50th percentile” – Market midpoint range

(The value that separates the sample in such a way that 50% of the reported salaries are greater and 50% are lesser.)



“25th Percentile and below “ – Market minimum range

(The value that separates the sample in such a way that 75% of the reported salaries are greater and 25% are lesser.)



Maximum salary

100th percentile

4th Quartile

75th percentile

3rd Quartile

50th percentile/
median

2nd Quartile

25th percentile

1st Quartile

0th percentile

Minimum salary

Mean (average)

(Indicates the average salary obtained when considering each response with a unitary weight.)

% relative to country mean

(Indicates the relative % of a specified salary in relation to a country or global mean/ average salary.)

Participant Demographics

Participant Demographics - Gender and Role



Gender	Number	% of Sample
Male	14	48%
Female	15	52%
Other	0	0%

Role	Number	% of Sample
MSL/Sr. MSL	26	90%
Manager / Director of MSLs	3	10%
Executive Management / Vice President of Medical Affairs	0	0%
MSL Excellence / Operations	0	0%
Other	0	0%

Participant Demographics - Ethnicity

Ethnicity	Total	MSL/Sr. MSL	Manager / Director of MSLs	Executive Management / VP Medical Affairs	MSL Excellence / Operations	Other
Asian	3%	4%	0%	-	-	-
Black or African American	0%	0%	0%	-	-	-
Hispanic or Latino	0%	0%	0%	-	-	-
Native American or American Indian	0%	0%	0%	-	-	-
Native Hawaiian or Other Pacific Islander	0%	0%	0%	-	-	-
Other / I choose not to disclose	14%	15%	0%	-	-	-
White	83%	81%	100%	-	-	-

Note: respondents were allowed to select 1+ answer choices.

Participant Demographics – Age Range

Age Group	Total	MSL/Sr. MSL	Manager / Director of MSLs	Executive Management / VP Medical Affairs	MSL Excellence / Operations	Other
Under 25 years old	0%	0%	0%	-	-	-
25-34 years old	14%	15%	0%	-	-	-
35-44 years old	31%	35%	0%	-	-	-
45-54 years old	45%	38%	100%	-	-	-
55-64 years old	7%	8%	0%	-	-	-
65-74 years old	3%	4%	0%	-	-	-
Not Answered	-	0%	0%	-	-	-

Participant Demographics – Years of Experience

Experience	Number	% of Sample
Less than 1 year	5	17%
1-2 years	9	31%
3-4 years	7	24%
5-6 years	4	14%
7-8 years	0	0%
9-10 years	1	3%
11-15 years	2	7%
More than 15 Years	1	3%

Participant Demographics – Company Type

Company Type	Number	% of Sample
Large Pharmaceutical / Biotechnology	16	55%
Medium Pharmaceutical / Biotechnology	6	21%
Small Pharmaceutical / Biotechnology	5	17%
Medical Devices	2	7%
Contract Research Organization (CRO)	0	0%
Diagnostic Company	0	0%
Contract MSL Organization	0	0%
Other	0	0%

Note:

Large Pharmaceutical:
\$10+ Billion.

Medium Pharmaceutical:
\$1-10 Billion.

Small Pharmaceutical:
<\$1 Billion

Participant Demographics – Education

Education	Number	% of Sample
PharmD	1	3%
PhD	17	59%
MD / MBBS (or equivalent)	0	0%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	0	0%
Master's Degree (i.e. MS, MSN, etc.)	6	21%
Bachelor's Degree (BSN, BS, etc.)	5	17%
Other Degree (please specify)	0	0%

Participant Demographics – MSL levels (Sr. MSL, Level 1 etc.) at company



MSL levels (Sr. MSL, Level 1 etc.)	Number	% of Sample
1	11	38%
2	11	38%
3	4	14%
4+	3	10%

Note:

Large Pharmaceutical:

\$10+ Billion.

Medium Pharmaceutical:

\$1-10 Billion.

Small Pharmaceutical:

<\$1 Billion

Company Size	1	2	3	4+
Large Pharmaceutical	17%	21%	7%	10%
Medium Pharmaceutical	7%	10%	3%	0%
Small Pharmaceutical / Biotechnology	10%	7%	0%	0%
Medical Devices	3%	0%	3%	0%
CRO	0%	0%	0%	0%
Diagnostic Company	0%	0%	0%	0%
Contract MSL Organization	0%	0%	0%	0%
Other	0%	0%	0%	0%

Participant Demographics – Therapeutic Areas

Therapeutic Area	Number	% of Sample	Therapeutic Area	Number	% of Sample
Addiction	0	0%	Nephrology	3	10%
Allergy	0	0%	Neurology / CNS/ Neuroscience	5	17%
Autoimmune Diseases	6	21%	Nutrition	0	0%
Cardiovascular / Thrombosis	1	3%	Oncology	5	17%
Dentistry / Oral Medicine	0	0%	Ophthalmology	0	0%
Dermatology	4	14%	Otolaryngology	0	0%
Diabetes / Metabolic Disorders / Endocrinology	3	10%	Pain	0	0%
Gastroenterology	2	7%	Pediatrics	1	3%
Genetic Diseases	2	7%	Podiatry	0	0%
Hematology	4	14%	Radiology	1	3%
HEOR	0	0%	Rare Diseases / Orphan Diseases	3	10%
Hepatology	0	0%	Reproductive Health	1	3%
HIV	0	0%	Respiratory / Pulmonary	3	10%
Immunology	3	10%	Rheumatology / Arthritis / Musculoskeletal / Orthopedics	2	7%
Infectious Diseases	2	7%	Surgery	0	0%
Managed Care	0	0%	Transplantation	0	0%
Medical Devices / Diagnostics	1	3%	Urology	0	0%
Mental Health	0	0%	Vaccines	0	0%
Movement Disorders	0	0%	Virology (excluding HIV)	1	3%
Multiple Sclerosis	1	3%	Women's Health	3	10%
Neonatology	0	0%	Other (please specify)	0	0%

Participant Opinions

Do you think MSL managers (those that directly manage MSL teams) should have prior MSL experience?



Previous Experience	MSL/Sr. MSL
Yes	92%
No	8%
Number	26

Previous Experience	Manager / Director of MSLS
Yes	67%
No	33%
Number	3

Previous Experience	Executive Management / Vice President of Medical Affairs
Yes	-
No	-
Number	0

Participant Opinions

Do you utilize the MSL Society's annual MSL Salary & Compensation Survey as part of your salary benchmark data?



MSL Salary Survey Use	Manager / Director of MSLs
Yes	33%
No	0%
I have no knowledge of this	67%
Number	3

MSL Salary Survey Use	Executive Management / Vice President of Medical Affairs
Yes	-
No	-
I have no knowledge of this	-
Number	0

Currency

In which currency is your compensation (i.e. base salary, bonus, etc.) paid?



All monetary values reported in **Australian Dollar**



Questions & Results



The data is segmented for participants that selected “MSL / Sr. MSL (or equivalent title)” as their current role

MSL/Sr. MSL Salary based on Gender

Q. What is your gender?



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
Australia - MSL/Sr. MSL	\$ 143,654	-	\$ 108,000	\$ 120,250	\$ 132,000	\$ 156,750	\$ 245,000	26	100%
Male	\$ 131,917	92%	\$ 108,000	\$ 120,000	\$ 129,000	\$ 135,250	\$ 186,000	12	46%
Female	\$ 153,714	107%	\$ 113,000	\$ 126,750	\$ 140,500	\$ 165,000	\$ 245,000	14	54%
Other	-	-	-	-	-	-	-	0	0%

Note: Respondents were not required to respond

MSL/Sr. MSL Salary based on Ethnicity

Q. Which of the following best describes you? (you may select more than one)



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
Australia - MSL/Sr. MSL	\$ 143,654	-	\$ 108,000	\$ 120,250	\$ 132,000	\$ 156,750	\$ 245,000	26	100%
Asian	\$ 115,000	80%	\$ 115,000	\$ 115,000	\$ 115,000	\$ 115,000	\$ 115,000	1	4%
Black or African American	-	-	-	-	-	-	-	0	0%
Hispanic or Latino	-	-	-	-	-	-	-	0	0%
Native American or American Indian	-	-	-	-	-	-	-	0	0%
Native Hawaiian / Pacific Islander	-	-	-	-	-	-	-	0	0%
Other/I choose note to disclose	\$ 135,750	94%	\$ 120,000	\$ 123,750	\$ 130,500	\$ 142,500	\$ 162,000	4	15%
White	\$ 146,524	102%	\$ 108,000	\$ 121,000	\$ 132,000	\$ 160,000	\$ 245,000	21	81%

Note: respondents were allowed to select 1+ answer choices.

MSL/Sr. MSL Salary based on Academic Background



Q. What is your highest academic background?

Academic Background	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Australia - MSL/Sr. MSL	\$ 143,654	-	\$ 108,000	\$ 120,250	\$ 132,000	\$ 156,750	\$ 245,000	26	100%
PharmD	\$ 132,000	92%	\$ 132,000	\$ 132,000	\$ 132,000	\$ 132,000	\$ 132,000	1	4%
PhD	\$ 146,000	102%	\$ 113,000	\$ 120,000	\$ 129,000	\$ 161,500	\$ 245,000	16	62%
MD / MBBS (or equivalent)	-	-	-	-	-	-	-	0	0%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	-	-	-	-	-	-	-	0	0%
Master's Degree (i.e. MS, MSN, etc.)	\$ 143,000	100%	\$ 108,000	\$ 121,250	\$ 143,500	\$ 158,250	\$ 186,000	6	23%
Bachelor's Degree (i.e. BSN, BS, etc.)	\$ 136,333	95%	\$ 132,000	\$ 134,000	\$ 136,000	\$ 138,500	\$ 141,000	3	12%
Other Degree (please specify)	-	-	-	-	-	-	-	0	0%

MSL/Sr. MSL Salary based on Years of Experience

Q. How many years of MSL and/or MSL management experience do you have?



Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Australia - MSL/Sr. MSL	\$ 143,654	-	\$ 108,000	\$ 120,250	\$ 132,000	\$ 156,750	\$ 245,000	26	100%
Less than 1 year	\$ 121,800	85%	\$ 113,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 136,000	5	19%
1-2 years	\$ 142,375	99%	\$ 108,000	\$ 115,000	\$ 127,000	\$ 145,500	\$ 245,000	8	31%
3-4 years	\$ 131,833	92%	\$ 121,000	\$ 129,750	\$ 132,000	\$ 132,000	\$ 145,000	6	23%
5-6 years	\$ 153,500	107%	\$ 141,000	\$ 145,500	\$ 153,500	\$ 161,500	\$ 166,000	4	15%
7-8 years	-	-	-	-	-	-	-	0	0%
9-10 years	\$ 186,000	129%	\$ 186,000	\$ 186,000	\$ 186,000	\$ 186,000	\$ 186,000	1	4%
11-15 years	\$ 196,000	136%	\$ 196,000	\$ 196,000	\$ 196,000	\$ 196,000	\$ 196,000	1	4%
More than 15 Years	\$ 200,000	139%	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	1	4%

MSL/Sr. MSL Salary based on Company Type

Q. How would you classify your company?



Company Type	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Australia - MSL/Sr. MSL	\$ 143,654	-	\$ 108,000	\$ 120,250	\$ 132,000	\$ 156,750	\$ 245,000	26	100%
Large Pharmaceutical / Biotechnology	\$ 139,429	97%	\$ 113,000	\$ 121,250	\$ 132,000	\$ 156,750	\$ 186,000	14	54%
Medium Pharmaceutical / Biotechnology	\$ 124,333	87%	\$ 108,000	\$ 120,250	\$ 125,000	\$ 131,250	\$ 136,000	6	23%
Small Pharmaceutical / Biotechnology	\$ 163,000	113%	\$ 115,000	\$ 134,500	\$ 168,500	\$ 197,000	\$ 200,000	4	15%
Medical Devices	\$ 192,500	134%	\$ 140,000	\$ 166,250	\$ 192,500	\$ 218,750	\$ 245,000	2	8%
Contract Research Organization (CRO)	-	-	-	-	-	-	-	0	0%
Diagnostic Company	-	-	-	-	-	-	-	0	0%
Contract MSL Organization	-	-	-	-	-	-	-	0	0%
Other	-	-	-	-	-	-	-	0	0%

Note: **Large Pharmaceutical:** \$10+ Billion. **Medium Pharmaceutical:** \$1-10 Billion. **Small Pharmaceutical:** <\$1 Billion

MSL/Sr. MSL Salary based on Therapeutic Area

Q. What Therapeutic Area best describes your responsibility? (You may select more than one.)



Therapeutic Area	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Australia - MSL/Sr. MSL	\$ 143,654	-	\$ 108,000	\$ 120,250	\$ 132,000	\$ 156,750	\$ 245,000	26	100%
Addiction	-	-	\$ -	-	-	-	-	0	0%
Allergy	-	-	\$ -	-	-	-	-	0	0%
Autoimmune Diseases	\$ 143,600	100%	\$ 129,000	\$ 129,000	\$ 132,000	\$ 132,000	\$ 196,000	5	19%
Cardiovascular / Thrombosis	-	-	\$ -	-	-	-	-	0	0%
Dentistry / Oral Medicine	-	-	\$ -	-	-	-	-	0	0%
Dermatology	\$ 145,750	101%	\$ 115,000	\$ 127,750	\$ 136,000	\$ 154,000	\$ 196,000	4	15%
Diabetes / Metabolic Disorders / Endocrinology	\$ 181,000	126%	\$ 147,000	\$ 171,500	\$ 196,000	\$ 198,000	\$ 200,000	3	12%
Gastroenterology	\$ 162,500	113%	\$ 129,000	\$ 145,750	\$ 162,500	\$ 179,250	\$ 196,000	2	8%
Genetic Diseases	\$ 198,000	138%	\$ 196,000	\$ 197,000	\$ 198,000	\$ 199,000	\$ 200,000	2	8%
Hematology	\$ 127,000	88%	\$ 120,000	\$ 120,000	\$ 126,000	\$ 133,000	\$ 136,000	4	15%
HEOR	-	-	\$ -	-	-	-	-	0	0%
Hepatology	-	-	\$ -	-	-	-	-	0	0%
HIV	-	-	\$ -	-	-	-	-	0	0%
Immunology	\$ 175,000	122%	\$ 129,000	\$ 162,500	\$ 196,000	\$ 198,000	\$ 200,000	3	12%
Infectious Diseases	\$ 161,000	112%	\$ 160,000	\$ 160,500	\$ 161,000	\$ 161,500	\$ 162,000	2	8%
Managed Care	-	-	\$ -	-	-	-	-	0	0%
Medical Devices / Diagnostics	\$ 140,000	97%	\$ 140,000	\$ 140,000	\$ 140,000	\$ 140,000	\$ 140,000	1	4%
Mental Health	-	-	\$ -	-	-	-	-	0	0%
Movement Disorders	-	-	\$ -	-	-	-	-	0	0%
Multiple Sclerosis	\$ 129,000	90%	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	\$ 129,000	1	4%
Neonatology	-	-	\$ -	-	-	-	-	0	0%
Nephrology	\$ 176,000	123%	\$ 132,000	\$ 164,000	\$ 196,000	\$ 198,000	\$ 200,000	3	12%
Neurology / CNS/ Neuroscience	\$ 139,750	97%	\$ 113,000	\$ 119,000	\$ 125,000	\$ 145,750	\$ 196,000	4	15%
Nutrition	-	-	\$ -	-	-	-	-	0	0%
Oncology	\$ 155,800	108%	\$ 125,000	\$ 132,000	\$ 140,000	\$ 186,000	\$ 196,000	5	19%
Ophthalmology	-	-	\$ -	-	-	-	-	0	0%
Otolaryngology	-	-	\$ -	-	-	-	-	0	0%
Pain	-	-	\$ -	-	-	-	-	0	0%
Pediatrics	\$ 200,000	139%	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	1	4%
Podiatry	-	-	\$ -	-	-	-	-	0	0%
Radiology	\$ 140,000	97%	\$ 140,000	\$ 140,000	\$ 140,000	\$ 140,000	\$ 140,000	1	4%
Rare Diseases / Orphan Diseases	\$ 187,333	130%	\$ 166,000	\$ 181,000	\$ 196,000	\$ 198,000	\$ 200,000	3	12%
Reproductive Health	\$ 120,000	84%	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	1	4%
Respiratory / Pulmonary	\$ 122,667	85%	\$ 108,000	\$ 111,500	\$ 115,000	\$ 130,000	\$ 145,000	3	12%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	\$ 220,500	153%	\$ 196,000	\$ 208,250	\$ 220,500	\$ 232,750	\$ 245,000	2	8%
Surgery	-	-	\$ -	-	-	-	-	0	0%
Transplantation	-	-	\$ -	-	-	-	-	0	0%
Urology	-	-	\$ -	-	-	-	-	0	0%
Vaccines	-	-	\$ -	-	-	-	-	0	0%
Virology (excluding HIV)	\$ 160,000	111%	\$ 160,000	\$ 160,000	\$ 160,000	\$ 160,000	\$ 160,000	1	4%
Women's Health	\$ 133,667	93%	\$ 120,000	\$ 130,000	\$ 140,000	\$ 140,500	\$ 141,000	3	12%
Other (please specify)	-	-	\$ -	-	-	-	-	0	0%

MSL/Sr. MSL – Base Salary Negotiation

Q. Did you negotiate the most recent base salary you were offered (even if it was a merit increase for the same company/role)?

Salary Negotiation	Percentage	Number
Yes	12%	3
No	88%	23

Q. As a result of negotiating, what was the percentage increase you received in your final base salary offer?

Salary Negotiation Outcomes	Percent Increase	Number
Average	11%	3

MSL/Sr. MSL – Sign-on Bonus

Q. If you received a SIGN-ON bonus as part of your new hire compensation, what was the amount of the bonus?



Sign-On Bonus	Sign-On Bonus Average	Number
Average	\$ 3,000	2

MSL/Sr. MSL – Salary Increase

Q. Have you had a base salary increase in the past 12 months?

If yes, please select the closest percentage (%) range to your actual salary increase.



Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	35%	9
No, I did not receive a salary increase, and I did NOT have a salary review	8%	2
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	35%	9
Yes, 3% - 4% increase	19%	5
Yes, 5% - 6% increase	0%	0
Yes, 7% - 8% increase	4%	1
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	0%	0

MSL/Sr. MSL – Bonus Received

Q. If you received a (year-end, quarterly, semi-annual etc.) bonus, what was the total amount pre-tax paid in the last 12 months? (If part-time or in the role for less than 12 months, please select the equivalent of a yearly bonus.)



Bonus Received	Amount
Average	\$21,933
Min	\$8,000
25th percentile	\$15,500
50th percentile (median)	\$17,000
75th percentile	\$28,000
Max	\$52,000
Number	15

MSL/Sr. MSL – Bonus Eligibility

Q. Please indicate as a percentage of your base salary, the maximum bonus you are eligible for annually.



Bonus Eligibility	Percentage	Number
0%	0%	0
1-4%	4%	1
5-9%	8%	2
10-14%	27%	7
15-19%	38%	10
20-24%	19%	5
25-29%	0%	0
30-34%	4%	1
35-39%	0%	0
40-49%	0%	0
50-59%	0%	0
60+%	0%	0
Other - my company calculates bonus based on other variables	0%	0

Q. As part of your compensation package, during the last 12 months, did you receive any company stock or stock options?

Stock or Stock Options Received	Percentage	Number
Yes	23%	6
No, not this year	19%	5
No, I am not eligible or they are not awarded at my level	31%	8
No, the company does not offer them to any employee	27%	7
Other - my company calculates this based on other variables	0%	0

Q. Indicate the value of stock options you received during the last 12 months as part of your compensation, based on the value IF they all vested today.

Stock Options	Stock Option Value	Number
Average	\$ 6,167	6

MSL/Sr. MSL – Paid Days Off

Q. As part of your compensation, how many Paid Time Off (vacation time) days do you receive each year?

(do not include personal days, sick days, company holidays, local/country holidays, religious holidays, etc.)



Type of Paid Days Off	Percentage	Number
Fixed Number of Days	92%	24
Flextime	4%	1
Unlimited Days	4%	1

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	19
25th percentile	20
50th percentile (median)	20
75th percentile	20
Number	24

MSL/Sr. MSL – Benefits Received

*Q. Which of the following benefits do you receive as part of your overall compensation?
(Select all that apply)*



Benefits Received	Percentage	Number	Benefits Received	Percentage	Number
Paid time off (holiday or vacation time)	96%	25	TSA Pre-Check	8%	2
Paid sick days	96%	25	Paid Internet service at home	4%	1
Car allowance	77%	20	Professional certification(s) fees covered	4%	1
Paid mobile phone service	77%	20	Airline travel lounge membership(s)	4%	1
Retirement plan contribution	58%	15	Company car	0%	0
Professional memberships (associations/societies)	38%	10	Dental insurance	0%	0
Parental leave	31%	8	Subsidized childcare	0%	0
Subsidized fitness program or gym membership	15%	4	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Professional development funds/budget	15%	4	Global Entry	0%	0
Health insurance	12%	3	Other (please specify)	0%	0
Medical or Industry Journal subscription(s)	12%	3	None of the above	0%	0
Pension	8%	2			

MSL/Sr. MSL – Benefits Desired

Q. Which of the following are benefits that you currently DO NOT receive as part of your overall compensation but would like to receive? (Select all that apply)



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Airline travel lounge membership(s)	65%	17	TSA Pre-Check	15%	4
Health insurance	62%	16	Subsidized childcare	12%	3
Paid Internet service at home	54%	14	Pension	8%	2
Dental insurance	42%	11	Global Entry	8%	2
Professional development funds/budget	42%	11	Retirement plan contribution	4%	1
Subsidized fitness program or gym membership	31%	8	Paid mobile phone service	0%	0
Professional memberships (associations/societies)	31%	8	Paid time off (holiday or vacation time)	0%	0
Company car	23%	6	Paid sick days	0%	0
Professional certification(s) fees covered	23%	6	Parental leave	0%	0
Medical or Industry Journal subscription(s)	23%	6	Other (please specify)	0%	0
Car allowance	15%	4	None of the above	0%	0
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	15%	4			

MSL/Sr. MSL – Satisfaction

How satisfied are you with your pre-tax annual base salary?

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	8%	2
Satisfied	62%	16
Dissatisfied	27%	7
Very Dissatisfied	4%	1

How satisfied are you with your overall annual compensation?

Overall Annual Compensation	Percentage	Number
Very Satisfied	15%	4
Satisfied	50%	13
Dissatisfied	35%	9
Very Dissatisfied	0%	0

How satisfied are you with the benefits your employer provides?

Benefits Provided	Percentage	Number
Very Satisfied	8%	2
Satisfied	58%	15
Dissatisfied	31%	8
Very Dissatisfied	4%	1

MSL/Sr. MSL – KOL Relationships

How many KOLs do you maintain a relationship with? (i.e. how many KOLs are on your "list" that you engage with regularly throughout the year)



Company Size	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max
Overall	54	10	47	52	66	95
Large Pharmaceutical / Biotechnology	59	30	50	60	69	81
Medium Pharmaceutical / Biotechnology	48	10	49	50	58	70
Small Pharmaceutical / Biotechnology	46	25	39	52	56	60
Medical Devices	60	25	43	60	78	95
Contract Research Organization (CRO)	-	-	-	-	-	-
Diagnostic Company	-	-	-	-	-	-
Contract MSL Organization	-	-	-	-	-	-
Other	-	-	-	-	-	-

Note: responses indicating over 100 KOL relationships were cut for reporting accuracy.

MSL/Sr. MSL – KOL Relationships

Prior to the COVID-19 pandemic, on average, how many in-person live KOL engagements did you have per week?

Metrics	KOL Relationships
Average	4
Min	2
25th percentile	3
50th percentile (median)	5
75th percentile	5
Max	8
Number	18

During the COVID-19 pandemic, on average, how many live/virtual (i.e. zoom, teams, webex, etc.) KOL engagements do you have per week?

Metrics	KOL Relationships
Average	3
Min	1
25th percentile	2
50th percentile (median)	3
75th percentile	3
Max	10
Number	25

MSL/Sr. MSL – Age Range X Years of experience

Age Range	Less than 1 year	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	8%	8%	0%	0%	0%	0%	0%	0%
35-44 years old	8%	8%	12%	8%	0%	0%	0%	0%
45-54 years old	4%	12%	12%	4%	0%	0%	4%	4%
55-64 years old	0%	4%	0%	0%	0%	4%	0%	0%
65-74 years old	0%	0%	0%	4%	0%	0%	0%	0%
No Response	0%							

MSL/Sr. MSL – Reason for leaving

Q. What was the primary reason for leaving your most recent MSL/MSL leader position?
(select one)



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Lack of or no opportunities for career advancement/promotion	25%	2	I did not get the raise I was expecting or deserved	0%	0
Wrong people were promoted or fired	25%	2	I was terminated/laid off	0%	0
Company culture (not a good fit)	13%	1	Lack of interest in Therapeutic Area/Product	0%	0
Didn't like my manager	13%	1	Lack of Job security	0%	0
Lack of professional development opportunities	13%	1	Lack of recognition	0%	0
Relocated to another city or geographical area	13%	1	Lack of training	0%	0
Didn't get along with MSL(s) on my team	0%	0	Other	0%	0
Excessive travel/lack of work-life balance	0%	0	Was offered a higher salary elsewhere	0%	0

Note: Although “Not Applicable / I am still in my first MSL/MSL leader position” was an answer choice, the calculations in table above excluded this answer choice

MSL/Sr. MSL – Salary Perception



Q. On average, MSL salaries are _____ for the value they provide to a company?

Benefits Provided	Percentage	Number
Very Excessive	0%	0
Excessive	0%	0
Fair	62%	16
Insufficient	38%	10
Very Insufficient	0%	0

MSL/Sr. MSL – Activities

*Q. Which of the following activities do you participate in?
(select all that apply)*



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
KOL relationship management	100%	26	Supporting Advisory Boards	85%	22
Educating KOLs & other Healthcare Professionals	100%	26	Identify and training speakers	85%	22
Attending medical conferences (and other conference support)	96%	25	Mentoring/Training new MSLs	62%	16
Delivering scientific presentations	96%	25	Supporting and coordinating company sponsored research/trials	62%	16
Training and supporting sales force	92%	24	Material Review (publications, educational materials, slides, etc.)	62%	16
Competitive intelligence gathering	92%	24	Medical publications	38%	10
Gathering Insights	92%	24	Continuing Medical Education (CME) activities	31%	8
Tools Development (slides, training materials, etc)	92%	24	HEOR presentations or research	12%	3
Supporting investigator led research (IITs ISTs etc.)	88%	23	Managed Care Activities	4%	1
Providing input for Medical Strategy	88%	23	Other (please specify)	4%	1



The data is segmented for participants that selected “Manager/Director of MSLS” as their current role

Manager/Director of MSLs Salary based on Gender

Q. What is your gender?



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Australia - Manager / Director of MSLs	\$ 143,654	-	\$ 143,000	\$ 120,250	\$ 132,000	\$ 208,500	\$ 245,000	3	100%
Male	\$ 208,500	92%	\$ 163,000	\$ 120,000	\$ 129,000	\$ 135,250	\$ 186,000	2	67%
Female	\$ 143,000	107%	\$ 113,000	\$ 126,750	\$ 140,500	\$ 165,000	\$ 245,000	1	33%
Other	-	-	-	-	-	-	-	0	0%

Manager/Director of MSLs Salary based on Ethnicity



Q. Which of the following best describes you? (you may select more than one)

Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
Australia – Manager/Director of MSLs	\$ 186,667	-	\$ 143,000	\$ 153,000	\$ 163,000	\$ 208,500	\$ 254,000	3	100%
Asian	-	-	-	-	-	-	-	0	0%
Black or African American	-	-	-	-	-	-	-	0	0%
Hispanic or Latino	-	-	-	-	-	-	-	0	0%
Native American or American Indian	-	-	-	-	-	-	-	0	0%
Native Hawaiian / Pacific Islander	-	-	-	-	-	-	-	0	0%
Other/I choose note to disclose	-	-	-	-	-	-	-	0	0%
White	\$ 186,667	100%	\$ 143,000	\$ 153,000	\$ 163,000	\$ 208,500	\$ 254,000	3	100%

Note: respondents were allowed to select 1+ answer choices.

Manager/Director of MSLs Salary based on Academic Background

Q. What is your highest academic background?



Academic Background	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Australia - Manager / Director of MSLs	\$ 186,667	-	\$ 143,000	\$ 153,000	\$ 163,000	\$ 208,500	\$ 254,000	3	100%
PharmD	-	-	-	-	-	-	-	0	0%
PhD	\$ 254,000	136%	\$ 254,000	\$ 254,000	\$ 254,000	\$ 254,000	\$ 254,000	1	33%
MD / MBBS (or equivalent)	-	-	-	-	-	-	-	0	0%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	-	-	-	-	-	-	-	0	0%
Master's Degree (i.e. MS, MSN, etc.)	-	-	-	-	-	-	-	0	0%
Bachelor's Degree (i.e. BSN, BS, etc.)	\$ 153,000	82%	\$ 143,000	\$ 148,000	\$ 153,000	\$ 158,000	\$ 163,000	2	67%
Other Degree (please specify)	-	-	-	-	-	-	-	0	0%

Manager/Director of MSLs Salary based on Years of Experience



Q. How many years of MSL and/or MSL management experience do you have?

Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Australia - Manager / Director of MSLs	\$ 186,667	-	\$ 143,000	\$ 153,000	\$ 163,000	\$ 208,500	\$ 254,000	3	100%
Less than 1 year	-	-	-	-	-	-	-	0	0%
1-2 years	\$ 143,000	77%	\$ 143,000	\$ 143,000	\$ 143,000	\$ 143,000	\$ 143,000	1	33%
3-4 years	\$ 163,000	87%	\$ 163,000	\$ 163,000	\$ 163,000	\$ 163,000	\$ 163,000	1	33%
5-6 years	-	-	-	-	-	-	-	0	0%
7-8 years	-	-	-	-	-	-	-	0	0%
9-10 years	-	-	-	-	-	-	-	0	0%
11-15 years	\$ 254,000	136%	\$ 254,000	\$ 254,000	\$ 254,000	\$ 254,000	\$ 254,000	1	33%
More than 15 Years	-	-	-	-	-	-	-	0	0%

Manager/Director of MSLs Salary based on Company Type

Q. How would you classify your company?



Company Type	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Australia - Manager / Director of MSLs	\$ 186,667	-	\$ 143,000	\$ 153,000	\$ 163,000	\$ 208,500	\$ 254,000	3	100%
Large Pharmaceutical / Biotechnology	\$ 208,500	112%	\$ 163,000	\$ 185,750	\$ 208,500	\$ 231,250	\$ 254,000	2	67%
Medium Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Small Pharmaceutical / Biotechnology	\$ 143,000	77%	\$ 143,000	\$ 143,000	\$ 143,000	\$ 143,000	\$ 143,000	1	33%
Medical Devices	-	-	-	-	-	-	-	0	0%
Contract Research Organization (CRO)	-	-	-	-	-	-	-	0	0%
Diagnostic Company	-	-	-	-	-	-	-	0	0%
Contract MSL Organization	-	-	-	-	-	-	-	0	0%
Other	-	-	-	-	-	-	-	0	0%

Note: **Large Pharmaceutical:** \$10+ Billion. **Medium Pharmaceutical:** \$1-10 Billion. **Small Pharmaceutical:** <\$1 Billion

Manager/Director of MSLs Salary based on Therapeutic Area



Q. What Therapeutic Area best describes your responsibility? (You may select more than one.)

Therapeutic Area	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
Australia - Manager / Director of MSLs	\$ 186,667	-	\$ 143,000	\$ 153,000	\$ 163,000	\$ 208,500	\$ 254,000	3	100%
Addiction	-	-	\$ -	-	-	-	-	0	0%
Allergy	-	-	\$ -	-	-	-	-	0	0%
Autoimmune Diseases	\$ 254,000	136%	\$ 254,000	\$ 254,000	\$ 254,000	\$ 254,000	\$ 254,000	1	33%
Cardiovascular / Thrombosis	\$ 163,000	87%	\$ 163,000	\$ 163,000	\$ 163,000	\$ 163,000	\$ 163,000	1	33%
Dentistry / Oral Medicine	-	-	\$ -	-	-	-	-	0	0%
Dermatology	-	-	\$ -	-	-	-	-	0	0%
Diabetes / Metabolic Disorders / Endocrinology	-	-	\$ -	-	-	-	-	0	0%
Gastroenterology	-	-	\$ -	-	-	-	-	0	0%
Genetic Diseases	-	-	\$ -	-	-	-	-	0	0%
Hematology	-	-	\$ -	-	-	-	-	0	0%
HEOR	-	-	\$ -	-	-	-	-	0	0%
Hepatology	-	-	\$ -	-	-	-	-	0	0%
HIV	-	-	\$ -	-	-	-	-	0	0%
Immunology	-	-	\$ -	-	-	-	-	0	0%
Infectious Diseases	-	-	\$ -	-	-	-	-	0	0%
Managed Care	-	-	\$ -	-	-	-	-	0	0%
Medical Devices / Diagnostics	-	-	\$ -	-	-	-	-	0	0%
Mental Health	-	-	\$ -	-	-	-	-	0	0%
Movement Disorders	-	-	\$ -	-	-	-	-	0	0%
Multiple Sclerosis	-	-	\$ -	-	-	-	-	0	0%
Neonatology	-	-	\$ -	-	-	-	-	0	0%
Nephrology	-	-	\$ -	-	-	-	-	0	0%
Neurology / CNS/ Neuroscience	\$ 143,000	77%	\$ 143,000	\$ 143,000	\$ 143,000	\$ 143,000	\$ 143,000	1	33%
Nutrition	-	-	\$ -	-	-	-	-	0	0%
Oncology	-	-	\$ -	-	-	-	-	0	0%
Ophthalmology	-	-	\$ -	-	-	-	-	0	0%
Otolaryngology	-	-	\$ -	-	-	-	-	0	0%
Pain	-	-	\$ -	-	-	-	-	0	0%
Pediatrics	-	-	\$ -	-	-	-	-	0	0%
Podiatry	-	-	\$ -	-	-	-	-	0	0%
Radiology	-	-	\$ -	-	-	-	-	0	0%
Rare Diseases / Orphan Diseases	-	-	\$ -	-	-	-	-	0	0%
Reproductive Health	-	-	\$ -	-	-	-	-	0	0%
Respiratory / Pulmonary	-	-	\$ -	-	-	-	-	0	0%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	-	-	\$ -	-	-	-	-	0	0%
Surgery	-	-	\$ -	-	-	-	-	0	0%
Transplantation	-	-	\$ -	-	-	-	-	0	0%
Urology	-	-	\$ -	-	-	-	-	0	0%
Vaccines	-	-	\$ -	-	-	-	-	0	0%
Virology (excluding HIV)	-	-	\$ -	-	-	-	-	0	0%
Women's Health	-	-	\$ -	-	-	-	-	0	0%
Other (please specify)	-	-	\$ -	-	-	-	-	0	0%

Manager/Director of MSLs – MSLs Managed

Q. How many MSLs do you directly manage (only include MSLs on your team that report directly to you)?



Company Size	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number
Overall	3	2	2	2	4	6	3
Large Pharmaceutical / Biotechnology	4	2	3	4	5	6	2
Medium Pharmaceutical / Biotechnology	-	-	-	-	-	-	0
Small Pharmaceutical / Biotechnology	2	2	2	2	2	2	1
Medical Devices	-	-	-	-	-	-	0
Contract Research Organization (CRO)	-	-	-	-	-	-	0
Diagnostic Company	-	-	-	-	-	-	0
Contract MSL Organization	-	-	-	-	-	-	0
Other	-	-	-	-	-	-	0

Manager/Director of MSLs – Base Salary Negotiation

Q. Did you negotiate the most recent base salary you were offered (even if it was a merit increase for the same company/role)?

Salary Negotiation	Percentage	Number
Yes	0%	0
No	100%	3

Q. As a result of negotiating, what was the percentage increase you received in your final base salary offer?

Salary Negotiation Outcomes	Percent Increase	Number
Average	-	0

Manager/Director of MSLs – Sign-on Bonus

Q. If you received a SIGN-ON bonus as part of your new hire compensation, what was the amount of the bonus?



Sign-On Bonus	Sign-On Bonus Average	Number
Average	-	0

Manager/Director of MSLs – Salary Increase

Q. Have you had a base salary increase in the past 12 months?

If yes, please select the closest percentage (%) range to your actual salary increase.



Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	0%	0
No, I did not receive a salary increase, and I did NOT have a salary review	0%	0
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	33%	1
Yes, 3% - 4% increase	33%	1
Yes, 5% - 6% increase	0%	0
Yes, 7% - 8% increase	0%	0
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	33%	1

Manager/Director of MSLs – Bonus Received

Q. If you received a (year-end, quarterly, semi-annual etc.) bonus, what was the total amount pre-tax paid in the last 12 months? (If part-time or in the role for less than 12 months, please select the equivalent of a yearly bonus.)



Bonus Received	Amount
Average	\$25,667
Min	\$16,000
25th percentile	\$19,000
50th percentile (median)	\$22,000
75th percentile	\$30,500
Max	\$39,000
Number	3

Manager/Director of MSLs – Bonus Eligibility

Q. Please indicate as a percentage of your base salary, the maximum bonus you are eligible for annually.



Bonus Eligibility	Percentage	Number
0%	0%	0
1-4%	0%	0
5-9%	0%	0
10-14%	0%	0
15-19%	33%	1
20-24%	33%	1
25-29%	0%	0
30-34%	0%	0
35-39%	0%	0
40-49%	0%	0
50-59%	0%	0
60+%	0%	0
Other - my company calculates bonus based on other variables	33%	1

Manager/Director of MSLs – Company Stock

Q. As part of your compensation package, during the last 12 months, did you receive any company stock or stock options?

Stock or Stock Options Received	Percentage	Number
Yes	33%	1
No, not this year	0%	0
No, I am not eligible or they are not awarded at my level	33%	1
No, the company does not offer them to any employee	0%	0
Other - my company calculates this based on other variables	33%	1

Q. Indicate the value of stock options you received during the last 12 months as part of your compensation, based on the value IF they all vested today.

Stock Options	Stock Option Value	Number
Average	\$ 14,000	1

Manager/Director of MSLs – Paid Days Off

Q. As part of your compensation, how many Paid Time Off (vacation time) days do you receive each year?

(do not include personal days, sick days, company holidays, local/country holidays, religious holidays, etc.)



Type of Paid Days Off	Percentage	Number
Fixed Number of Days	100%	3
Flextime	0%	0
Unlimited Days	0%	0

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	22
25th percentile	20
50th percentile (median)	20
75th percentile	23
Number	3

Manager/Director of MSLs – Benefits Received

*Q. Which of the following benefits do you receive as part of your overall compensation?
(Select all that apply)*



Benefits Received	Percentage	Number	Benefits Received	Percentage	Number
Paid mobile phone service	100%	3	Subsidized fitness program or gym membership	0%	0
Paid time off (holiday or vacation time)	100%	3	Parental leave	0%	0
Paid sick days	100%	3	Subsidized childcare	0%	0
Retirement plan contribution	100%	3	Pension	0%	0
Car allowance	67%	2	Professional development funds/budget	0%	0
Professional memberships (associations/societies)	33%	1	Professional certification(s) fees covered	0%	0
Medical or Industry Journal subscription(s)	33%	1	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Airline travel lounge membership(s)	33%	1	TSA Pre-Check	0%	0
Company car	0%	0	Global Entry	0%	0
Paid Internet service at home	0%	0	Other (please specify)	0%	0
Health insurance	0%	0	None of the above	0%	0
Dental insurance	0%	0			

Manager/Director of MSLs – Benefits Desired

Q. Which of the following are benefits that you currently DO NOT receive as part of your overall compensation but would like to receive? (Select all that apply)



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Health insurance	100%	3	Subsidized childcare	0%	0
Subsidized fitness program or gym membership	67%	2	Pension	0%	0
Paid Internet service at home	33%	1	Retirement plan contribution	0%	0
Dental insurance	33%	1	Professional certification(s) fees covered	0%	0
Professional development funds/budget	33%	1	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Professional memberships (associations/societies)	33%	1	Medical or Industry Journal subscription(s)	0%	0
Car allowance	0%	0	Airline travel lounge membership(s)	0%	0
Company car	0%	0	TSA Pre-Check	0%	0
Paid mobile phone service	0%	0	Global Entry	0%	0
Paid time off (holiday or vacation time)	0%	0	Other (please specify)	0%	0
Paid sick days	0%	0	None of the above	0%	0
Parental leave	0%	0			

Manager/Director of MSLs – Satisfaction

How satisfied are you with your pre-tax annual base salary?

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	0%	0
Satisfied	67%	2
Dissatisfied	33%	1
Very Dissatisfied	0%	0

How satisfied are you with your overall annual compensation?

Overall Annual Compensation	Percentage	Number
Very Satisfied	0%	0
Satisfied	100%	3
Dissatisfied	0%	0
Very Dissatisfied	0%	0

How satisfied are you with the benefits your employer provides?

Benefits Provided	Percentage	Number
Very Satisfied	0%	0
Satisfied	100%	3
Dissatisfied	0%	0
Very Dissatisfied	0%	0

Manager/Director of MSLs – Age Range X Years of experience

Age Range	Less than 1 year	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	0%	0%	0%	0%	0%	0%	0%	0%
35-44 years old	0%	0%	0%	0%	0%	0%	0%	0%
45-54 years old	0%	33%	33%	0%	0%	0%	33%	0%
55-64 years old	0%	0%	0%	0%	0%	0%	0%	0%
65-74 years old	0%	0%	0%	0%	0%	0%	0%	0%
No Response	0%							

Manager/Director of MSLs – Reason for leaving

Q. What was the primary reason for leaving your most recent MSL/MSL leader position?



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Lack of or no opportunities for career advancement/promotion	100%	1	Lack of Job security	0%	0
Company culture (not a good fit)	0%	0	Lack of professional development opportunities	0%	0
Didn't get along with MSL(s) on my team	0%	0	Lack of recognition	0%	0
Didn't like my manager	0%	0	Lack of training	0%	0
Excessive travel/lack of work-life balance	0%	0	Other	0%	0
I did not get the raise I was expecting or deserved	0%	0	Relocated to another city or geographical area	0%	0
I was terminated/laid off	0%	0	Was offered a higher salary elsewhere	0%	0
Lack of interest in Therapeutic Area/Product	0%	0	Wrong people were promoted or fired	0%	0

Note: Although “Not Applicable / I am still in my first MSL/MSL leader position” was an answer choice, the calculations in table above excluded this answer choice

Manager/Director of MSLs – Salary Perception

Q. On average, MSL salaries are _____ for the value they provide to a company?

Benefits Provided	Percentage	Number
Very Excessive	0%	0
Excessive	0%	0
Fair	100%	3
Insufficient	0%	0
Very Insufficient	0%	0

Manager/Director of MSLs – Team Expansion

Q. Was the size of the MSL team that you manage expanded (i.e. an increase in the number of FTEs) during the last 12 months?

Previous Team Expansion	Percentage	Number
Yes	67%	2
No	33%	1

Q. Is the company planning to expand (i.e. an increase in the number of FTEs) the size of the MSL team that you manage during the next 12 months?

Future Team Expansion	Percentage	Number
Yes	33%	1
No	67%	2
I have no knowledge of this	0%	0

Manager/Director of MSLs – Budgets

What is the OVERALL ANNUAL budget PER MSL (salary, travel, benefits, training, etc.) at your company in the currency you selected previously? (only include MSLs on your team that report directly to you)

Company Type	Average
Large Pharmaceutical / Biotechnology	\$ 242,500
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	\$ 160,000
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-

What is the ANNUAL TRAINING budget PER MSL at your company in the currency you selected previously? (only include MSLs on your team that report directly to you)

Company Type	Average
Large Pharmaceutical / Biotechnology	\$ 6,500
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	\$ 4,000
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-

What is the ANNUAL TRAVEL (flights, hotel, food, car rental, etc.) budget PER MSL at your company in the currency you selected previously? (only include MSLs on your team that report directly to you)

Company Type	Average
Large Pharmaceutical / Biotechnology	\$ 27,000
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	\$ 20,000
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-

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