



MSL Salary & Compensation

Chile 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 MSL
Managers mentored in
free Mentor Program



210

Original MSL
Focused Research
Reports since 2014

1st



Publication
focused
exclusively on
the global MSL
profession



200+

MSL careers launched as a
result of our training programs



1st

Guidelines written
for MSL activities



40+
Hours

Webinar Recordings



170

Presentations by
MSL Leaders



1st

Online social community
built and dedicated to
global MSL community



20

Original MSL Focused
Research Posters



1st

Only job board
dedicated
exclusively to
MSLs and MSL
managers

1st



Global directory
specifically for MSL
community

2021

| MSL 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 is "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



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	4	40%
Female	6	60%
Other	0	0%

Role	Number	% of Sample
MSL/Sr. MSL	12	100%
Manager / Director of MSLs	0	0%
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	0%	0%	-	-	-	-
Black or African American	0%	0%	-	-	-	-
Hispanic or Latino	75%	75%	-	-	-	-
Native American or American Indian	0%	0%	-	-	-	-
Native Hawaiian or Other Pacific Islander	0%	0%	-	-	-	-
Other / I choose not to disclose	0%	0%	-	-	-	-
White	25%	25%	-	-	-	-

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%	-	-	-	-
25-34 years old	40%	33%	-	-	-	-
35-44 years old	40%	33%	-	-	-	-
45-54 years old	20%	17%	-	-	-	-
55-64 years old	0%	0%	-	-	-	-
65-74 years old	0%	0%	-	-	-	-
Not Answered	-	17%	-	-	-	-

Participant Demographics – Years of Experience

Experience	Number	% of Sample
Less than 1 year	3	25%
1-2 years	4	33%
3-4 years	2	17%
5-6 years	2	17%
7-8 years	0	0%
9-10 years	0	0%
11-15 years	1	8%
More than 15 Years	0	0%

Participant Demographics – Company Type

Company Type	Number	% of Sample
Large Pharmaceutical / Biotechnology	8	67%
Medium Pharmaceutical / Biotechnology	3	25%
Small Pharmaceutical / Biotechnology	1	8%
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

Participant Demographics – Education

Education	Number	% of Sample
PharmD	0	0%
PhD	7	58%
MD / MBBS (or equivalent)	2	17%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	0	0%
Master's Degree (i.e. MS, MSN, etc.)	0	0%
Bachelor's Degree (BSN, BS, etc.)	3	25%
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	7	58%
2	1	8%
3	2	17%
4+	2	17%

Note:

Large Pharmaceutical:

\$10+ Billion.

Medium Pharmaceutical:

\$1-10 Billion.

Small Pharmaceutical:

<\$1 Billion

Company Size	1	2	3	4+
Large Pharmaceutical	33%	8%	8%	17%
Medium Pharmaceutical	17%	0%	8%	0%
Small Pharmaceutical / Biotechnology	8%	0%	0%	0%
Medical Devices	0%	0%	0%	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	1	8%
Allergy	0	0%	Neurology / CNS/ Neuroscience	1	8%
Autoimmune Diseases	0	0%	Nutrition	1	8%
Cardiovascular / Thrombosis	3	25%	Oncology	3	25%
Dentistry / Oral Medicine	0	0%	Ophthalmology	0	0%
Dermatology	1	8%	Otolaryngology	0	0%
Diabetes / Metabolic Disorders / Endocrinology	3	25%	Pain	0	0%
Gastroenterology	1	8%	Pediatrics	0	0%
Genetic Diseases	0	0%	Podiatry	0	0%
Hematology	3	25%	Radiology	0	0%
HEOR	0	0%	Rare Diseases / Orphan Diseases	2	17%
Hepatology	0	0%	Reproductive Health	0	0%
HIV	2	17%	Respiratory / Pulmonary	2	17%
Immunology	1	8%	Rheumatology / Arthritis / Musculoskeletal / Orthopedics	1	8%
Infectious Diseases	0	0%	Surgery	0	0%
Managed Care	0	0%	Transplantation	0	0%
Medical Devices / Diagnostics	0	0%	Urology	0	0%
Mental Health	0	0%	Vaccines	0	0%
Movement Disorders	0	0%	Virology (excluding HIV)	0	0%
Multiple Sclerosis	0	0%	Women's Health	0	0%
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	83%
No	17%
Number	12

Previous Experience	Manager / Director of MSLS
Yes	-
No	-
Number	0

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	-
No	-
I have no knowledge of this	-
Number	0

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?



In our effort to provide ever-increasing value to our global MSL community, this year we utilized, for the first time, local-currency reporting instead of requiring currency conversions to U.S. Dollar values. Unfortunately, we overlooked the possibility that our reporting scale would be unable to capture values greater than 750,000, which would be necessary for several local currencies. For this reason, we are unable to report salary data for this country.

We sincerely apologize for this oversight and will have this fixed for the 2022 reporting year.

All other values are reported in **Chilean Peso**



Questions & Results





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

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	17%	2
No	83%	10

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	3%	2

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	-	0

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	25%	3
No, I did not receive a salary increase, and I did NOT have a salary review	25%	3
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	33%	4
Yes, 3% - 4% increase	8%	1
Yes, 5% - 6% increase	8%	1
Yes, 7% - 8% increase	0%	0
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	0%	0

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%	25%	3
5-9%	8%	1
10-14%	8%	1
15-19%	17%	2
20-24%	8%	1
25-29%	8%	1
30-34%	0%	0
35-39%	0%	0
40-49%	0%	0
50-59%	0%	0
60+%	8%	1
Other - my company calculates bonus based on other variables	17%	2

MSL/Sr. MSL – 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	10%	1
No, not this year	40%	4
No, I am not eligible or they are not awarded at my level	30%	3
No, the company does not offer them to any employee	10%	1
Other - my company calculates this based on other variables	10%	1

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	90%	9
Flextime	10%	1
Unlimited Days	0%	0

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	16
25th percentile	11
50th percentile (median)	15
75th percentile	15
Number	9

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 mobile phone service	83%	10	Medical or Industry Journal subscription(s)	25%	3
Health insurance	83%	10	Company car	17%	2
Paid time off (holiday or vacation time)	58%	7	Retirement plan contribution	17%	2
Car allowance	50%	6	Professional memberships (associations/societies)	8%	1
Paid sick days	50%	6	Subsidized childcare	0%	0
Subsidized fitness program or gym membership	50%	6	Pension	0%	0
Parental leave	50%	6	Airline travel lounge membership(s)	0%	0
Dental insurance	42%	5	TSA Pre-Check	0%	0
Paid Internet service at home	33%	4	Global Entry	0%	0
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	33%	4	Other (please specify)	0%	0
Professional development funds/budget	25%	3	None of the above	0%	0
Professional certification(s) fees covered	25%	3			

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
Professional development funds/budget	50%	6	Subsidized fitness program or gym membership	25%	3
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	50%	6	Car allowance	17%	2
Professional certification(s) fees covered	42%	5	Paid time off (holiday or vacation time)	17%	2
Airline travel lounge membership(s)	42%	5	Paid sick days	17%	2
TSA Pre-Check	42%	5	Parental leave	17%	2
Global Entry	42%	5	Subsidized childcare	17%	2
Paid Internet service at home	33%	4	Pension	17%	2
Retirement plan contribution	33%	4	Paid mobile phone service	8%	1
Professional memberships (associations/societies)	33%	4	Health insurance	8%	1
Medical or Industry Journal subscription(s)	33%	4	Other (please specify)	0%	0
Company car	25%	3	None of the above	0%	0
Dental insurance	25%	3			

MSL/Sr. MSL – Satisfaction

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

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	0%	0
Satisfied	60%	6
Dissatisfied	30%	3
Very Dissatisfied	10%	1

How satisfied are you with your overall annual compensation?

Overall Annual Compensation	Percentage	Number
Very Satisfied	0%	0
Satisfied	70%	7
Dissatisfied	20%	2
Very Dissatisfied	10%	1

How satisfied are you with the benefits your employer provides?

Benefits Provided	Percentage	Number
Very Satisfied	20%	2
Satisfied	50%	5
Dissatisfied	20%	2
Very Dissatisfied	10%	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	67	22	60	75	78	90
Large Pharmaceutical / Biotechnology	71	50	60	75	81	90
Medium Pharmaceutical / Biotechnology	73	65	70	75	78	80
Small Pharmaceutical / Biotechnology	22	22	22	22	22	22
Medical Devices	-	-	-	-	-	-
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	1
25th percentile	2
50th percentile (median)	4
75th percentile	8
Max	8
Number	5

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	6
Min	3
25th percentile	4
50th percentile (median)	5
75th percentile	8
Max	10
Number	10

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%	17%	8%	0%	0%	0%	0%	0%
35-44 years old	8%	0%	8%	17%	0%	0%	0%	0%
45-54 years old	0%	8%	0%	0%	0%	0%	8%	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	17%							

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	67%	2	Lack of Job security	0%	0
Didn't like my manager	33%	1	Lack of professional development opportunities	0%	0
Company culture (not a good fit)	0%	0	Lack of recognition	0%	0
Didn't get along with MSL(s) on my team	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

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	58%	7
Insufficient	42%	5
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
Attending medical conferences (and other conference support)	100%	12	Providing input for Medical Strategy	67%	8
Delivering scientific presentations	100%	12	Mentoring/Training new MSLs	58%	7
Educating KOLs & other Healthcare Professionals	100%	12	Supporting investigator led research (IITs ISTs etc.)	50%	6
Supporting Advisory Boards	100%	12	Material Review (publications, educational materials, slides, etc.)	50%	6
Continuing Medical Education (CME) activities	100%	12	Competitive intelligence gathering	33%	4
KOL relationship management	92%	11	Supporting and coordinating company sponsored research/trials	33%	4
Training and supporting sales force	92%	11	Medical publications	25%	3
Identify and training speakers	83%	10	Managed Care Activities	0%	0
Gathering Insights	75%	9	HEOR presentations or research	0%	0
Tools Development (slides, training materials, etc)	67%	8	Other (please specify)	0%	0



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