



MSL Salary & Compensation

France 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

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	18	58%
Female	13	42%
Other	0	0%

Role	Number	% of Sample
MSL/Sr. MSL	27	79%
Manager / Director of MSLs	5	15%
Executive Management / Vice President of Medical Affairs	1	3%
MSL Excellence / Operations	0	0%
Other	1	3%

Participant Demographics - Ethnicity



Ethnicity	Total	MSL/Sr. MSL	Manager / Director of MSLs	Executive Management / VP Medical Affairs	MSL Excellence / Operations	Other
Asian	0%	0%	0%	0%	-	0%
Black or African American	0%	0%	0%	0%	-	0%
Hispanic or Latino	0%	0%	0%	0%	-	0%
Native American or American Indian	3%	4%	0%	0%	-	0%
Native Hawaiian or Other Pacific Islander	0%	0%	0%	0%	-	0%
Other / I choose not to disclose	24%	26%	0%	0%	-	100%
White	68%	67%	80%	100%	-	0%

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%	0%	-	0%
25-34 years old	29%	33%	0%	0%	-	0%
35-44 years old	35%	30%	20%	100%	-	100%
45-54 years old	35%	30%	60%	0%	-	0%
55-64 years old	0%	0%	0%	0%	-	0%
65-74 years old	0%	0%	0%	0%	-	0%
Not Answered	-	7%	20%	0%	-	0%

Participant Demographics – Years of Experience

Experience	Number	% of Sample
Less than 1 year	3	9%
1-2 years	8	24%
3-4 years	5	15%
5-6 years	9	26%
7-8 years	2	6%
9-10 years	2	6%
11-15 years	4	12%
More than 15 Years	1	3%

Participant Demographics – Company Type

Company Type	Number	% of Sample
Large Pharmaceutical / Biotechnology	19	56%
Medium Pharmaceutical / Biotechnology	6	18%
Small Pharmaceutical / Biotechnology	6	18%
Medical Devices	0	0%
Contract Research Organization (CRO)	0	0%
Diagnostic Company	0	0%
Contract MSL Organization	2	6%
Other	1	3%

Note:

Large Pharmaceutical:
€10+ Billion.

Medium Pharmaceutical:
€1-10 Billion.

Small Pharmaceutical:
<€1 Billion

Participant Demographics – Education

Education	Number	% of Sample
PharmD	12	35%
PhD	13	38%
MD / MBBS (or equivalent)	2	6%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	0	0%
Master's Degree (i.e. MS, MSN, etc.)	6	18%
Bachelor's Degree (BSN, BS, etc.)	0	0%
Other Degree (please specify)	1	3%

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



MSL levels (Sr. MSL, Level 1 etc.)	Number	% of Sample
1	15	44%
2	7	21%
3	7	21%
4+	5	15%

Note:

Large Pharmaceutical:

€10+ Billion.

Medium Pharmaceutical:

€1-10 Billion.

Small Pharmaceutical:

<€1 Billion

Company Size	1	2	3	4+
Large Pharmaceutical	21%	15%	15%	6%
Medium Pharmaceutical	9%	3%	3%	3%
Small Pharmaceutical / Biotechnology	12%	3%	0%	3%
Medical Devices	0%	0%	0%	0%
CRO	0%	0%	0%	0%
Diagnostic Company	0%	0%	0%	0%
Contract MSL Organization	3%	0%	0%	3%
Other	0%	0%	3%	0%

Participant Demographics – Therapeutic Areas

Therapeutic Area	Number	% of Sample	Therapeutic Area	Number	% of Sample
Addiction	1	3%	Nephrology	2	6%
Allergy	1	3%	Neurology / CNS/ Neuroscience	2	6%
Autoimmune Diseases	1	3%	Nutrition	1	3%
Cardiovascular / Thrombosis	7	21%	Oncology	11	32%
Dentistry / Oral Medicine	0	0%	Ophthalmology	1	3%
Dermatology	7	21%	Otolaryngology	0	0%
Diabetes / Metabolic Disorders / Endocrinology	6	18%	Pain	2	6%
Gastroenterology	1	3%	Pediatrics	0	0%
Genetic Diseases	0	0%	Podiatry	0	0%
Hematology	7	21%	Radiology	0	0%
HEOR	0	0%	Rare Diseases / Orphan Diseases	1	3%
Hepatology	1	3%	Reproductive Health	0	0%
HIV	0	0%	Respiratory / Pulmonary	1	3%
Immunology	4	12%	Rheumatology / Arthritis / Musculoskeletal / Orthopedics	1	3%
Infectious Diseases	1	3%	Surgery	1	3%
Managed Care	1	3%	Transplantation	0	0%
Medical Devices / Diagnostics	0	0%	Urology	1	3%
Mental Health	0	0%	Vaccines	3	9%
Movement Disorders	1	3%	Virology (excluding HIV)	0	0%
Multiple Sclerosis	0	0%	Women's Health	1	3%
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	93%
No	7%
Number	27

Previous Experience	Manager / Director of MSLS
Yes	100%
No	0%
Number	5

Previous Experience	Executive Management / Vice President of Medical Affairs
Yes	0%
No	100%
Number	1

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	0%
No	75%
I have no knowledge of this	25%
Number	4

MSL Salary Survey Use	Executive Management / Vice President of Medical Affairs
Yes	0%
No	100%
I have no knowledge of this	0%
Number	1

Currency

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



All monetary values reported in **Euro**



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
France - MSL/Sr. MSL	€ 76,926	-	€ 52,000	€ 67,500	€ 74,000	€ 84,500	€ 120,000	27	100%
Male	€ 75,154	98%	€ 52,000	€ 69,000	€ 73,000	€ 85,000	€ 90,000	13	52%
Female	€ 77,167	100%	€ 55,000	€ 63,000	€ 73,000	€ 80,250	€ 120,000	12	48%
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
France - MSL/Sr. MSL	€ 76,926	-	€ 52,000	€ 67,500	€ 74,000	€ 84,500	€ 120,000	27	100%
Asian	-	-	-	-	-	-	-	0	0%
Black or African American	-	-	-	-	-	-	-	0	0%
Hispanic or Latino	-	-	-	-	-	-	-	0	0%
Native American or American Indian	€ 90,000	117%	€ 90,000	€ 90,000	€ 90,000	€ 90,000	€ 90,000	1	4%
Native Hawaiian / Pacific Islander	-	-	-	-	-	-	-	0	0%
Other/I choose note to disclose	€ 88,000	114%	€ 52,000	€ 78,500	€ 83,000	€ 102,000	€ 120,000	7	27%
White	€ 73,111	95%	€ 55,000	€ 64,500	€ 70,500	€ 78,500	€ 119,000	18	69%

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
France - MSL/Sr. MSL	€ 76,926	-	€ 52,000	€ 67,500	€ 74,000	€ 84,500	€ 120,000	27	100%
PharmD	€ 79,625	104%	€ 55,000	€ 69,000	€ 74,500	€ 86,250	€ 120,000	8	30%
PhD	€ 75,364	98%	€ 60,000	€ 69,000	€ 74,000	€ 84,000	€ 90,000	11	41%
MD / MBBS (or equivalent)	€ 100,000	130%	€ 81,000	€ 90,500	€ 100,000	€ 109,500	€ 119,000	2	7%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	-	-	-	-	-	-	-	0	0%
Master's Degree (i.e. MS, MSN, etc.)	€ 65,800	86%	€ 52,000	€ 60,000	€ 60,000	€ 73,000	€ 84,000	5	19%
Bachelor's Degree (i.e. BSN, BS, etc.)	-	-	-	-	-	-	-	0	0%
Other Degree (please specify)	€ 82,000	107%	€ 82,000	€ 82,000	€ 82,000	€ 82,000	€ 82,000	1	4%

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
France - MSL/Sr. MSL	€ 76,926	-	€ 52,000	€ 67,500	€ 74,000	€ 84,500	€ 120,000	27	100%
Less than 1 year	€ 74,667	97%	€ 60,000	€ 67,000	€ 74,000	€ 82,000	€ 90,000	3	11%
1-2 years	€ 64,000	83%	€ 52,000	€ 61,000	€ 65,000	€ 68,250	€ 73,000	6	22%
3-4 years	€ 80,250	104%	€ 60,000	€ 66,750	€ 70,500	€ 84,000	€ 120,000	4	15%
5-6 years	€ 76,429	99%	€ 55,000	€ 74,000	€ 80,000	€ 83,500	€ 85,000	7	26%
7-8 years	€ 77,000	100%	€ 69,000	€ 73,000	€ 77,000	€ 81,000	€ 85,000	2	7%
9-10 years	€ 119,000	155%	€ 119,000	€ 119,000	€ 119,000	€ 119,000	€ 119,000	1	4%
11-15 years	€ 86,000	112%	€ 81,000	€ 84,000	€ 87,000	€ 88,500	€ 90,000	3	11%
More than 15 Years	€ 82,000	107%	€ 82,000	€ 82,000	€ 82,000	€ 82,000	€ 82,000	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
France - MSL/Sr. MSL	€ 76,926	-	€ 52,000	€ 67,500	€ 74,000	€ 84,500	€ 120,000	27	100%
Large Pharmaceutical / Biotechnology	€ 72,800	95%	€ 55,000	€ 66,500	€ 73,000	€ 80,500	€ 90,000	15	56%
Medium Pharmaceutical / Biotechnology	€ 67,200	87%	€ 52,000	€ 60,000	€ 66,000	€ 73,000	€ 85,000	5	19%
Small Pharmaceutical / Biotechnology	€ 93,167	121%	€ 69,000	€ 82,500	€ 84,500	€ 110,500	€ 120,000	6	22%
Medical Devices	-	-	-	-	-	-	-	0	0%
Contract Research Organization (CRO)	-	-	-	-	-	-	-	0	0%
Diagnostic Company	-	-	-	-	-	-	-	0	0%
Contract MSL Organization	€ 90,000	117%	€ 90,000	€ 90,000	€ 90,000	€ 90,000	€ 90,000	1	4%
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
France - MSL/Sr. MSL	€ 76,926	-	€ 52,000	€ 67,500	€ 74,000	€ 84,500	€ 120,000	27	100%
Addiction	€ 69,000	90%	€ 69,000	€ 69,000	€ 69,000	€ 69,000	€ 69,000	1	4%
Allergy	€ 85,000	110%	€ 85,000	€ 85,000	€ 85,000	€ 85,000	€ 85,000	1	4%
Autoimmune Diseases	-	-	€ -	-	-	-	-	0	0%
Cardiovascular / Thrombosis	€ 75,750	98%	€ 64,000	€ 71,500	€ 77,000	€ 81,250	€ 85,000	4	15%
Dentistry / Oral Medicine	-	-	€ -	-	-	-	-	0	0%
Dermatology	€ 70,500	92%	€ 55,000	€ 61,500	€ 69,500	€ 81,250	€ 85,000	6	22%
Diabetes / Metabolic Disorders / Endocrinology	€ 72,500	94%	€ 64,000	€ 70,000	€ 73,000	€ 75,500	€ 80,000	4	15%
Gastroenterology	€ 52,000	68%	€ 52,000	€ 52,000	€ 52,000	€ 52,000	€ 52,000	1	4%
Genetic Diseases	-	-	€ -	-	-	-	-	0	0%
Hematology	€ 83,500	109%	€ 69,000	€ 70,000	€ 77,000	€ 87,750	€ 119,000	6	22%
HEOR	-	-	€ -	-	-	-	-	0	0%
Hepatology	-	-	€ -	-	-	-	-	0	0%
HIV	-	-	€ -	-	-	-	-	0	0%
Immunology	€ 66,500	86%	€ 55,000	€ 58,750	€ 63,000	€ 70,750	€ 85,000	4	15%
Infectious Diseases	€ 60,000	78%	€ 60,000	€ 60,000	€ 60,000	€ 60,000	€ 60,000	1	4%
Managed Care	-	-	€ -	-	-	-	-	0	0%
Medical Devices / Diagnostics	-	-	€ -	-	-	-	-	0	0%
Mental Health	-	-	€ -	-	-	-	-	0	0%
Movement Disorders	€ 73,000	95%	€ 73,000	€ 73,000	€ 73,000	€ 73,000	€ 73,000	1	4%
Multiple Sclerosis	-	-	€ -	-	-	-	-	0	0%
Neonatology	-	-	€ -	-	-	-	-	0	0%
Nephrology	€ 72,000	94%	€ 64,000	€ 68,000	€ 72,000	€ 76,000	€ 80,000	2	7%
Neurology / CNS/ Neuroscience	€ 79,000	103%	€ 73,000	€ 76,000	€ 79,000	€ 82,000	€ 85,000	2	7%
Nutrition	-	-	€ -	-	-	-	-	0	0%
Oncology	€ 84,900	110%	€ 52,000	€ 73,500	€ 82,000	€ 89,250	€ 120,000	10	37%
Ophthalmology	€ 82,000	107%	€ 82,000	€ 82,000	€ 82,000	€ 82,000	€ 82,000	1	4%
Otolaryngology	-	-	€ -	-	-	-	-	0	0%
Pain	€ 73,000	95%	€ 73,000	€ 73,000	€ 73,000	€ 73,000	€ 73,000	1	4%
Pediatrics	-	-	€ -	-	-	-	-	0	0%
Podiatry	-	-	€ -	-	-	-	-	0	0%
Radiology	-	-	€ -	-	-	-	-	0	0%
Rare Diseases / Orphan Diseases	-	-	€ -	-	-	-	-	0	0%
Reproductive Health	-	-	€ -	-	-	-	-	0	0%
Respiratory / Pulmonary	€ 81,000	105%	€ 81,000	€ 81,000	€ 81,000	€ 81,000	€ 81,000	1	4%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	€ 69,000	90%	€ 69,000	€ 69,000	€ 69,000	€ 69,000	€ 69,000	1	4%
Surgery	€ 60,000	78%	€ 60,000	€ 60,000	€ 60,000	€ 60,000	€ 60,000	1	4%
Transplantation	-	-	€ -	-	-	-	-	0	0%
Urology	-	-	€ -	-	-	-	-	0	0%
Vaccines	€ 64,500	84%	€ 60,000	€ 62,250	€ 64,500	€ 66,750	€ 69,000	2	7%
Virology (excluding HIV)	-	-	€ -	-	-	-	-	0	0%
Women's Health	€ 81,000	105%	€ 81,000	€ 81,000	€ 81,000	€ 81,000	€ 81,000	1	4%
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	30%	8
No	70%	19

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	8%	8

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	15%	4
No, I did not receive a salary increase, and I did NOT have a salary review	7%	2
No, I did not receive a salary increase, but I did have a salary review	4%	1
Yes, 1% - 2% increase	30%	8
Yes, 3% - 4% increase	22%	6
Yes, 5% - 6% increase	15%	4
Yes, 7% - 8% increase	0%	0
Yes, 9% - 10% increase	7%	2
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	€11,480
Min	€5,000
25th percentile	€8,000
50th percentile (median)	€9,000
75th percentile	€11,000
Max	€60,000
Number	25

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%	0%	0
5-9%	22%	6
10-14%	41%	11
15-19%	30%	8
20-24%	0%	0
25-29%	4%	1
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	4%	1

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	32%	8
No, not this year	16%	4
No, I am not eligible or they are not awarded at my level	40%	10
No, the company does not offer them to any employee	12%	3
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	€ 19,625	8

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	100%	25
Flextime	0%	0
Unlimited Days	0%	0

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	31
25th percentile	25
50th percentile (median)	25
75th percentile	39
Number	25

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	85%	23	Subsidized fitness program or gym membership	19%	5
Health insurance	81%	22	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	19%	5
Paid time off (holiday or vacation time)	78%	21	Airline travel lounge membership(s)	15%	4
Company car	70%	19	Pension	7%	2
Paid sick days	56%	15	Professional memberships (associations/societies)	7%	2
Dental insurance	56%	15	Professional certification(s) fees covered	4%	1
Paid Internet service at home	52%	14	Subsidized childcare	0%	0
Retirement plan contribution	48%	13	TSA Pre-Check	0%	0
Parental leave	44%	12	Global Entry	0%	0
Car allowance	33%	9	Other (please specify)	0%	0
Medical or Industry Journal subscription(s)	33%	9	None of the above	0%	0
Professional development funds/budget	22%	6			

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)	33%	9	Retirement plan contribution	11%	3
Professional certification(s) fees covered	26%	7	Professional development funds/budget	7%	2
Professional memberships (associations/societies)	22%	6	Paid time off (holiday or vacation time)	4%	1
TSA Pre-Check	19%	5	Paid sick days	4%	1
Paid Internet service at home	15%	4	Health insurance	4%	1
Subsidized fitness program or gym membership	15%	4	Parental leave	4%	1
Subsidized childcare	15%	4	Car allowance	0%	0
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	15%	4	Company car	0%	0
Medical or Industry Journal subscription(s)	15%	4	Paid mobile phone service	0%	0
Global Entry	15%	4	Other (please specify)	0%	0
Dental insurance	11%	3	None of the above	0%	0
Pension	11%	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	16%	4
Satisfied	56%	14
Dissatisfied	20%	5
Very Dissatisfied	8%	2

How satisfied are you with your overall annual compensation?

Overall Annual Compensation	Percentage	Number
Very Satisfied	12%	3
Satisfied	40%	10
Dissatisfied	48%	12
Very Dissatisfied	0%	0

How satisfied are you with the benefits your employer provides?

Benefits Provided	Percentage	Number
Very Satisfied	20%	5
Satisfied	60%	15
Dissatisfied	20%	5
Very Dissatisfied	0%	0

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	38	1	30	30	50	75
Large Pharmaceutical / Biotechnology	44	1	30	50	58	75
Medium Pharmaceutical / Biotechnology	24	15	19	25	30	30
Small Pharmaceutical / Biotechnology	31	15	23	30	38	50
Medical Devices	-	-	-	-	-	-
Contract Research Organization (CRO)	-	-	-	-	-	-
Diagnostic Company	-	-	-	-	-	-
Contract MSL Organization	40	40	40	40	40	40
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	5
Min	1
25th percentile	3
50th percentile (median)	4
75th percentile	5
Max	10
Number	23

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	1
50th percentile (median)	3
75th percentile	3
Max	6
Number	26

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	4%	15%	11%	4%	0%	0%	0%	0%
35-44 years old	4%	7%	4%	7%	4%	0%	4%	0%
45-54 years old	0%	0%	0%	11%	4%	4%	7%	4%
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	7%							

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
Company culture (not a good fit)	32%	6	Lack of recognition	5%	1
Didn't like my manager	16%	3	Didn't get along with MSL(s) on my team	0%	0
Was offered a higher salary elsewhere	16%	3	Lack of Job security	0%	0
I did not get the raise I was expecting or deserved	11%	2	Lack of professional development opportunities	0%	0
Excessive travel/lack of work-life balance	5%	1	Lack of training	0%	0
I was terminated/laid off	5%	1	Other	0%	0
Lack of interest in Therapeutic Area/Product	5%	1	Relocated to another city or geographical area	0%	0
Lack of or no opportunities for career advancement/promotion	5%	1	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	76%	19
Insufficient	24%	6
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%	27	Competitive intelligence gathering	70%	19
Delivering scientific presentations	100%	27	Providing input for Medical Strategy	70%	19
Attending medical conferences (and other conference support)	96%	26	Mentoring/Training new MSLs	67%	18
Educating KOLs & other Healthcare Professionals	93%	25	Material Review (publications, educational materials, slides, etc.)	67%	18
Supporting Advisory Boards	93%	25	Supporting and coordinating company sponsored research/trials	63%	17
Training and supporting sales force	89%	24	Continuing Medical Education (CME) activities	33%	9
Tools Development (slides, training materials, etc)	81%	22	Medical publications	22%	6
Identify and training speakers	78%	21	Managed Care Activities	7%	2
Supporting investigator led research (IITs ISTs etc.)	74%	20	HEOR presentations or research	7%	2
Gathering Insights	74%	20	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
France - Manager / Director of MSLs	€ 80,200	-	€ 69,000	€ 70,000	€ 79,000	€ 79,000	€ 104,000	5	100%
Male	€ 74,250	93%	€ 69,000	€ 69,750	€ 74,500	€ 79,000	€ 79,000	4	100%
Female	-	-	-	-	-	-	-	0	0%
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
France – Manager/Director of MSLs	€ 80,200	-	€ 69,000	€ 70,000	€ 79,000	€ 79,000	€ 104,000	5	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 not to disclose	-	-	-	-	-	-	-	0	0%
White	€ 74,250	93%	€ 69,000	€ 69,750	€ 74,500	€ 79,000	€ 79,000	4	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
France - Manager / Director of MSLs	€ 80,200	-	€ 69,000	€ 70,000	€ 79,000	€ 79,000	€ 104,000	5	100%
PharmD	€ 76,000	95%	€ 70,000	€ 74,500	€ 79,000	€ 79,000	€ 79,000	3	60%
PhD	€ 104,000	130%	€ 104,000	€ 104,000	€ 104,000	€ 104,000	€ 104,000	1	20%
MD / MBBS (or equivalent)	-	-	-	-	-	-	-	0	0%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	-	-	-	-	-	-	-	0	0%
Master's Degree (i.e. MS, MSN, etc.)	€ 69,000	86%	€ 69,000	€ 69,000	€ 69,000	€ 69,000	€ 69,000	1	20%
Bachelor's Degree (i.e. BSN, BS, etc.)	-	-	-	-	-	-	-	0	0%
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
France - Manager / Director of MSLs	€ 80,200	-	€ 69,000	€ 70,000	€ 79,000	€ 79,000	€ 104,000	5	100%
Less than 1 year	-	-	-	-	-	-	-	0	0%
1-2 years	€ 79,000	99%	€ 79,000	€ 79,000	€ 79,000	€ 79,000	€ 79,000	1	20%
3-4 years	€ 104,000	130%	€ 104,000	€ 104,000	€ 104,000	€ 104,000	€ 104,000	1	20%
5-6 years	€ 74,500	93%	€ 70,000	€ 72,250	€ 74,500	€ 76,750	€ 79,000	2	40%
7-8 years	-	-	-	-	-	-	-	0	0%
9-10 years	€ 69,000	86%	€ 69,000	€ 69,000	€ 69,000	€ 69,000	€ 69,000	1	20%
11-15 years	-	-	-	-	-	-	-	0	0%
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
France - Manager / Director of MSLs	€ 80,200	-	€ 69,000	€ 70,000	€ 79,000	€ 79,000	€ 104,000	5	100%
Large Pharmaceutical / Biotechnology	€ 76,000	95%	€ 70,000	€ 74,500	€ 79,000	€ 79,000	€ 79,000	3	60%
Medium Pharmaceutical / Biotechnology	€ 104,000	130%	€ 104,000	€ 104,000	€ 104,000	€ 104,000	€ 104,000	1	20%
Small Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Medical Devices	-	-	-	-	-	-	-	0	0%
Contract Research Organization (CRO)	-	-	-	-	-	-	-	0	0%
Diagnostic Company	-	-	-	-	-	-	-	0	0%
Contract MSL Organization	-	-	-	-	-	-	-	0	0%
Other	€ 69,000	86%	€ 69,000	€ 69,000	€ 69,000	€ 69,000	€ 69,000	1	20%

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
France - Manager / Director of MSLs	€ 80,200	-	€ 69,000	€ 70,000	€ 79,000	€ 79,000	€ 104,000	5	100%
Addiction	-	-	€ -	-	-	-	-	0	0%
Allergy	-	-	€ -	-	-	-	-	0	0%
Autoimmune Diseases	€ 104,000	130%	€ 104,000	€ 104,000	€ 104,000	€ 104,000	€ 104,000	1	20%
Cardiovascular / Thrombosis	€ 79,000	99%	€ 79,000	€ 79,000	€ 79,000	€ 79,000	€ 79,000	2	40%
Dentistry / Oral Medicine	-	-	€ -	-	-	-	-	0	0%
Dermatology	-	-	€ -	-	-	-	-	0	0%
Diabetes / Metabolic Disorders / Endocrinology	€ 79,000	99%	€ 79,000	€ 79,000	€ 79,000	€ 79,000	€ 79,000	2	40%
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	-	-	€ -	-	-	-	-	0	0%
Nutrition	€ 69,000	86%	€ 69,000	€ 69,000	€ 69,000	€ 69,000	€ 69,000	1	20%
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	€ 70,000	87%	€ 70,000	€ 70,000	€ 70,000	€ 70,000	€ 70,000	1	20%
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	5	0	2	4	6	6	5
Large Pharmaceutical / Biotechnology	5	4	5	6	6	6	3
Medium Pharmaceutical / Biotechnology	-	0	0	0	0	0	1
Small Pharmaceutical / Biotechnology	-	-	-	-	-	-	0
Medical Devices	-	-	-	-	-	-	0
Contract Research Organization (CRO)	-	-	-	-	-	-	0
Diagnostic Company	-	-	-	-	-	-	0
Contract MSL Organization	-	-	-	-	-	-	0
Other	2	2	2	2	2	2	1

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	40%	2
No	60%	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	6%	2

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	60%	3
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	40%	2
Yes, 3% - 4% increase	0%	0
Yes, 5% - 6% increase	0%	0
Yes, 7% - 8% increase	0%	0
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	0%	0

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	€17,000
Min	€9,000
25th percentile	€15,000
50th percentile (median)	€15,000
75th percentile	€16,000
Max	€30,000
Number	5

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%	80%	4
20-24%	0%	0
25-29%	20%	1
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	0%	0

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	0%	0
No, not this year	20%	1
No, I am not eligible or they are not awarded at my level	40%	2
No, the company does not offer them to any employee	40%	2
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	-	0

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%	5
Flextime	0%	0
Unlimited Days	0%	0

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	36
25th percentile	28
50th percentile (median)	41
75th percentile	44
Number	5

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%	5	Pension	20%	1
Paid sick days	100%	5	Subsidized childcare	0%	0
Health insurance	100%	5	Professional certification(s) fees covered	0%	0
Paid time off (holiday or vacation time)	80%	4	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Dental insurance	80%	4	Professional memberships (associations/societies)	0%	0
Retirement plan contribution	80%	4	Medical or Industry Journal subscription(s)	0%	0
Company car	60%	3	Airline travel lounge membership(s)	0%	0
Car allowance	40%	2	TSA Pre-Check	0%	0
Parental leave	40%	2	Global Entry	0%	0
Professional development funds/budget	40%	2	Other (please specify)	0%	0
Paid Internet service at home	20%	1	None of the above	0%	0
Subsidized fitness program or gym membership	20%	1			

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
Paid Internet service at home	40%	2	Paid sick days	0%	0
Airline travel lounge membership(s)	40%	2	Health insurance	0%	0
Dental insurance	20%	1	Subsidized fitness program or gym membership	0%	0
Parental leave	20%	1	Professional development funds/budget	0%	0
Subsidized childcare	20%	1	Professional certification(s) fees covered	0%	0
Pension	20%	1	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Retirement plan contribution	20%	1	Medical or Industry Journal subscription(s)	0%	0
Professional memberships (associations/societies)	20%	1	TSA Pre-Check	0%	0
Car allowance	0%	0	Global Entry	0%	0
Company car	0%	0	Other (please specify)	0%	0
Paid mobile phone service	0%	0	None of the above	0%	0
Paid time off (holiday or vacation time)	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	0%	0
Dissatisfied	60%	3
Very Dissatisfied	40%	2

How satisfied are you with your overall annual compensation?

Overall Annual Compensation	Percentage	Number
Very Satisfied	0%	0
Satisfied	40%	2
Dissatisfied	40%	2
Very Dissatisfied	20%	1

How satisfied are you with the benefits your employer provides?

Benefits Provided	Percentage	Number
Very Satisfied	20%	1
Satisfied	80%	4
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%	20%	0%	0%	0%	0%
45-54 years old	0%	20%	0%	20%	0%	20%	0%	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	20%							

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
Company culture (not a good fit)	50%	1	Lack of Job security	0%	0
Lack of recognition	50%	1	Lack of or no opportunities for career advancement/promotion	0%	0
Didn't get along with MSL(s) on my team	0%	0	Lack of professional development opportunities	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	75%	3
Insufficient	25%	1
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	25%	1
No	75%	3

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	25%	1
No	75%	3
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	€ 86,667
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	-
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	€ 3,000
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	-
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	€ 3,000
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	-
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-



The data is segmented for participants that selected “Executive Management/VP of Medical Affairs” as their current role

Executive Management/VP of Medical Affairs 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
France - Executive Management / Vice President of Medical Affairs	€ 65,000	-	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
Male	€ 65,000	100%	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
Female	-	-	-	-	-	-	-	0	0%
Other	-	-	-	-	-	-	-	0	0%

Executive Management/VP of Medical Affairs 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
France – Executive Management/VP of Medical Affairs	€ 65,000	-	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	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 not to disclose	-	-	-	-	-	-	-	0	0%
White	€ 65,000	100%	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%

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

Executive Management/VP of Medical Affairs 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
France - Executive Management / Vice President of Medical Affairs	€ 65,000	-	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
PharmD	€ 65,000	100%	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
PhD	-	-	-	-	-	-	-	0	0%
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.)	-	-	-	-	-	-	-	0	0%
Other Degree (please specify)	-	-	-	-	-	-	-	0	0%

Executive Management/VP of Medical Affairs

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
France - Executive Management / Vice President of Medical Affairs	€ 65,000	-	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
Less than 1 year	-	-	-	-	-	-	-	0	0%
1-2 years	-	-	-	-	-	-	-	0	0%
3-4 years	-	-	-	-	-	-	-	0	0%
5-6 years	-	-	-	-	-	-	-	0	0%
7-8 years	-	-	-	-	-	-	-	0	0%
9-10 years	-	-	-	-	-	-	-	0	0%
11-15 years	€ 65,000	100%	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
More than 15 Years	-	-	-	-	-	-	-	0	0%

Executive Management/VP of Medical Affairs 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
France - Executive Management / Vice President of Medical Affairs	€ 65,000	-	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
Large Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Medium Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Small Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Medical Devices	-	-	-	-	-	-	-	0	0%
Contract Research Organization (CRO)	-	-	-	-	-	-	-	0	0%
Diagnostic Company	-	-	-	-	-	-	-	0	0%
Contract MSL Organization	€ 65,000	100%	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
Other	-	-	-	-	-	-	-	0	0%

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

Executive Management/VP of Medical Affairs 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
France - Executive Management / Vice President of Medical Affairs	€ 65,000	-	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
Addiction	-	-	€ -	-	-	-	-	0	0%
Allergy	-	-	€ -	-	-	-	-	0	0%
Autoimmune Diseases	-	-	€ -	-	-	-	-	0	0%
Cardiovascular / Thrombosis	€ 65,000	100%	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
Dentistry / Oral Medicine	-	-	€ -	-	-	-	-	0	0%
Dermatology	-	-	€ -	-	-	-	-	0	0%
Diabetes / Metabolic Disorders / Endocrinology	-	-	€ -	-	-	-	-	0	0%
Gastroenterology	-	-	€ -	-	-	-	-	0	0%
Genetic Diseases	-	-	€ -	-	-	-	-	0	0%
Hematology	€ 65,000	100%	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
HEOR	-	-	€ -	-	-	-	-	0	0%
Hepatology	€ 65,000	100%	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
HIV	-	-	€ -	-	-	-	-	0	0%
Immunology	-	-	€ -	-	-	-	-	0	0%
Infectious Diseases	-	-	€ -	-	-	-	-	0	0%
Managed Care	€ 65,000	100%	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
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	-	-	€ -	-	-	-	-	0	0%
Nutrition	-	-	€ -	-	-	-	-	0	0%
Oncology	€ 65,000	100%	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
Ophthalmology	-	-	€ -	-	-	-	-	0	0%
Otolaryngology	-	-	€ -	-	-	-	-	0	0%
Pain	€ 65,000	100%	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
Pediatrics	-	-	€ -	-	-	-	-	0	0%
Podiatry	-	-	€ -	-	-	-	-	0	0%
Radiology	-	-	€ -	-	-	-	-	0	0%
Rare Diseases / Orphan Diseases	€ 65,000	100%	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
Reproductive Health	-	-	€ -	-	-	-	-	0	0%
Respiratory / Pulmonary	-	-	€ -	-	-	-	-	0	0%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	-	-	€ -	-	-	-	-	0	0%
Surgery	-	-	€ -	-	-	-	-	0	0%
Transplantation	-	-	€ -	-	-	-	-	0	0%
Urology	€ 65,000	100%	€ 65,000	€ 65,000	€ 65,000	€ 65,000	€ 65,000	1	100%
Vaccines	-	-	€ -	-	-	-	-	0	0%
Virology (excluding HIV)	-	-	€ -	-	-	-	-	0	0%
Women's Health	-	-	€ -	-	-	-	-	0	0%
Other (please specify)	-	-	€ -	-	-	-	-	0	0%

Executive Management/VP of Medical Affairs – 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%	1

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

Executive Management/VP of Medical Affairs – 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

Executive Management/VP of Medical Affairs – 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	100%	1
Yes, 1% - 2% increase	0%	0
Yes, 3% - 4% increase	0%	0
Yes, 5% - 6% increase	0%	0
Yes, 7% - 8% increase	0%	0
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	0%	0

Executive Management/VP of Medical Affairs – 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	-
Min	-
25th percentile	-
50th percentile (median)	-
75th percentile	-
Max	-
Number	0

Executive Management/VP of Medical Affairs – 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%	0%	0
20-24%	0%	0
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	100%	1

Executive Management/VP of Medical Affairs – 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	0%	0
No, not this year	0%	0
No, I am not eligible or they are not awarded at my level	0%	0
No, the company does not offer them to any employee	100%	1
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	-	0

Executive Management/VP of Medical Affairs – 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%	1
Flextime	0%	0
Unlimited Days	0%	0

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	40
25th percentile	40
50th percentile (median)	40
75th percentile	40
Number	1

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

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

Executive Management/VP of Medical Affairs – MSLs on team

Q. How many MSLs (FTEs) are there on your team?

Company Size	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number
Overall	20	20	20	20	20	20	1
Large Pharmaceutical / Biotechnology	-	-	-	-	-	-	0
Medium Pharmaceutical / Biotechnology	-	-	-	-	-	-	0
Small Pharmaceutical / Biotechnology	-	-	-	-	-	-	0
Medical Devices	-	-	-	-	-	-	0
Contract Research Organization (CRO)	-	-	-	-	-	-	0
Diagnostic Company	-	-	-	-	-	-	0
Contract MSL Organization	20	20	20	20	20	20	1
Other	-	-	-	-	-	-	0

Executive Management/VP of Medical Affairs – Satisfaction

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

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	0%	0
Satisfied	100%	1
Dissatisfied	0%	0
Very Dissatisfied	0%	0

How satisfied are you with your overall annual compensation?

Overall Annual Compensation	Percentage	Number
Very Satisfied	0%	0
Satisfied	100%	1
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%	1
Dissatisfied	0%	0
Very Dissatisfied	0%	0

Executive Management/VP of Medical Affairs – 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%	100%	0%
45-54 years old	0%	0%	0%	0%	0%	0%	0%	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%							

Executive Management/VP of Medical Affairs – 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	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	Not Applicable / I am still in my first MSL/MSL leader position	0%	0
I did not get the raise I was expecting or deserved	0%	0	Other	0%	0
I was terminated/laid off	0%	0	Relocated to another city or geographical area	0%	0
Lack of interest in Therapeutic Area/Product	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

Executive Management/VP of Medical Affairs – 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%	1
Insufficient	0%	0
Very Insufficient	0%	0

Executive Management/VP of Medical Affairs – Team Expansion

Q. Was the size of the MSL team at your company expanded (i.e. an increase in the number of FTEs) during the last 12 months?

Previous Team Expansion	Percentage	Number
Yes	100%	1
No	0%	0

Q. Is the company planning to expand the size (i.e. increase the number of FTEs) of your MSL team within the next 12 months?

Future Team Expansion	Percentage	Number
Yes	100%	1
No	0%	0
I have no knowledge of this	0%	0

Executive Management/VP of Medical Affairs – 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	-
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	-
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	€ 200,000

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	-
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	-
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	€ 5,000

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	-
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	-
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	€ 10,000



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admin@themsls.org



www.themsls.org