



# MSL Salary & Compensation

Portugal 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



1<sup>st</sup>



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

1<sup>st</sup>



Publication  
focused  
exclusively on  
the global MSL  
profession



200+

MSL careers launched as a  
result of our training programs



1<sup>st</sup>

Guidelines written  
for MSL activities



40+  
Hours

Webinar Recordings



170

Presentations by  
MSL Leaders



1<sup>st</sup>

Online social community  
built and dedicated to  
global MSL community



20

Original MSL Focused  
Research Posters



1<sup>st</sup>

Only job board  
dedicated  
exclusively to  
MSLs and MSL  
managers



1<sup>st</sup>

Global directory  
specifically for MSL  
community

2021

| MSL Salary & Compensation Survey – USA Results

[www.themsls.org](http://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<sup>®</sup>

## 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](http://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](http://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](http://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 24<sup>th</sup> to November 26<sup>th</sup>. 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.)



4th Quartile

Maximum salary

100th percentile

### “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.)



3rd Quartile

75th percentile

50th percentile/  
median

2nd Quartile

### “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.)



1st Quartile

25th percentile

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	5	25%
Female	15	75%
Other	0	0%

Role	Number	% of Sample
MSL/Sr. MSL	19	90%
Manager / Director of MSLs	2	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	0%	0%	0%	-	-	-
Black or African American	0%	0%	0%	-	-	-
Hispanic or Latino	14%	16%	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%	16%	0%	-	-	-
White	71%	68%	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	60%	58%	50%	-	-	-
35-44 years old	15%	16%	0%	-	-	-
45-54 years old	20%	16%	50%	-	-	-
55-64 years old	5%	5%	0%	-	-	-
65-74 years old	0%	0%	0%	-	-	-
Not Answered	-	5%	0%	-	-	-

# Participant Demographics – Years of Experience

Experience	Number	% of Sample
Less than 1 year	1	5%
1-2 years	7	33%
3-4 years	6	29%
5-6 years	1	5%
7-8 years	2	10%
9-10 years	1	5%
11-15 years	3	14%
More than 15 Years	0	0%



# Participant Demographics – Company Type

Company Type	Number	% of Sample
Large Pharmaceutical / Biotechnology	12	57%
Medium Pharmaceutical / Biotechnology	6	29%
Small Pharmaceutical / Biotechnology	1	5%
Medical Devices	1	5%
Contract Research Organization (CRO)	0	0%
Diagnostic Company	1	5%
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	5	24%
PhD	2	10%
MD / MBBS (or equivalent)	2	10%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	0	0%
Master's Degree (i.e. MS, MSN, etc.)	9	43%
Bachelor's Degree (BSN, BS, etc.)	2	10%
Other Degree (please specify)	1	5%

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

MSL levels (Sr. MSL, Level 1 etc.)	Number	% of Sample
1	9	43%
2	7	33%
3	3	14%
4+	2	10%

Note:

**Large Pharmaceutical:**

€10+ Billion.

**Medium Pharmaceutical:**

€1-10 Billion.

**Small Pharmaceutical:**

<€1 Billion

Company Size	1	2	3	4+
Large Pharmaceutical	19%	19%	14%	5%
Medium Pharmaceutical	14%	10%	0%	5%
Small Pharmaceutical / Biotechnology	5%	0%	0%	0%
Medical Devices	0%	5%	0%	0%
CRO	0%	0%	0%	0%
Diagnostic Company	5%	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	14%
Allergy	1	5%	Neurology / CNS/ Neuroscience	1	5%
Autoimmune Diseases	0	0%	Nutrition	1	5%
Cardiovascular / Thrombosis	7	33%	Oncology	3	14%
Dentistry / Oral Medicine	0	0%	Ophthalmology	2	10%
Dermatology	2	10%	Otolaryngology	0	0%
Diabetes / Metabolic Disorders / Endocrinology	2	10%	Pain	0	0%
Gastroenterology	0	0%	Pediatrics	1	5%
Genetic Diseases	1	5%	Podiatry	0	0%
Hematology	0	0%	Radiology	0	0%
HEOR	0	0%	Rare Diseases / Orphan Diseases	0	0%
Hepatology	0	0%	Reproductive Health	0	0%
HIV	1	5%	Respiratory / Pulmonary	5	24%
Immunology	4	19%	Rheumatology / Arthritis / Musculoskeletal / Orthopedics	2	10%
Infectious Diseases	2	10%	Surgery	0	0%
Managed Care	0	0%	Transplantation	0	0%
Medical Devices / Diagnostics	1	5%	Urology	0	0%
Mental Health	0	0%	Vaccines	0	0%
Movement Disorders	0	0%	Virology (excluding HIV)	0	0%
Multiple Sclerosis	1	5%	Women's Health	2	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	95%
No	5%
Number	19

Previous Experience	Manager / Director of MSLS
Yes	50%
No	50%
Number	2

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	0%
No	50%
I have no knowledge of this	50%
Number	2

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 **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
Canada - MSL/Sr. MSL	€ 44,026	-	€ 26,000	€ 38,250	€ 42,000	€ 51,500	€ 63,000	19	100%
Male	€ 50,525	115%	€ 35,100	€ 47,775	€ 52,000	€ 54,750	€ 63,000	4	22%
Female	€ 42,600	97%	€ 26,000	€ 38,575	€ 41,550	€ 47,600	€ 61,000	14	78%
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
Canada - MSL/Sr. MSL	€ 44,026	-	€ 26,000	€ 38,250	€ 42,000	€ 51,500	€ 63,000	19	100%
Asian	-	-	-	-	-	-	-	0	0%
Black or African American	-	-	-	-	-	-	-	0	0%
Hispanic or Latino	€ 50,933	116%	€ 42,000	€ 44,900	€ 47,800	€ 55,400	€ 63,000	3	16%
Native American or American Indian	-	-	-	-	-	-	-	0	0%
Native Hawaiian / Pacific Islander	-	-	-	-	-	-	-	0	0%
Other/I choose note to disclose	€ 49,367	112%	€ 35,100	€ 43,550	€ 52,000	€ 56,500	€ 61,000	3	16%
White	€ 43,123	98%	€ 26,000	€ 38,500	€ 41,100	€ 51,000	€ 63,000	13	68%

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
Canada - MSL/Sr. MSL	€ 44,026	-	€ 26,000	€ 38,250	€ 42,000	€ 51,500	€ 63,000	19	100%
PharmD	€ 35,280	80%	€ 26,000	€ 35,100	€ 38,000	€ 38,500	€ 38,800	5	26%
PhD	€ 47,050	107%	€ 41,100	€ 44,075	€ 47,050	€ 50,025	€ 53,000	2	11%
MD / MBBS (or equivalent)	€ 33,100	75%	€ 33,100	€ 33,100	€ 33,100	€ 33,100	€ 33,100	1	5%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	-	-	-	-	-	-	-	0	0%
Master's Degree (i.e. MS, MSN, etc.)	€ 47,363	108%	€ 35,100	€ 41,500	€ 47,400	€ 52,000	€ 63,000	8	42%
Bachelor's Degree (i.e. BSN, BS, etc.)	€ 51,500	117%	€ 42,000	€ 46,750	€ 51,500	€ 56,250	€ 61,000	2	11%
Other Degree (please specify)	€ 51,000	116%	€ 51,000	€ 51,000	€ 51,000	€ 51,000	€ 51,000	1	5%

# 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
Canada - MSL/Sr. MSL	€ 44,026	-	€ 26,000	€ 38,250	€ 42,000	€ 51,500	€ 63,000	19	100%
Less than 1 year	€ 40,000	91%	€ 40,000	€ 40,000	€ 40,000	€ 40,000	€ 40,000	1	5%
1-2 years	€ 35,900	82%	€ 26,000	€ 34,100	€ 35,100	€ 40,000	€ 42,000	7	37%
3-4 years	€ 44,480	101%	€ 38,500	€ 38,800	€ 41,100	€ 52,000	€ 52,000	5	26%
5-6 years	€ 51,000	116%	€ 51,000	€ 51,000	€ 51,000	€ 51,000	€ 51,000	1	5%
7-8 years	€ 54,000	123%	€ 47,000	€ 50,500	€ 54,000	€ 57,500	€ 61,000	2	11%
9-10 years	€ 47,800	109%	€ 47,800	€ 47,800	€ 47,800	€ 47,800	€ 47,800	1	5%
11-15 years	€ 58,000	132%	€ 53,000	€ 55,500	€ 58,000	€ 60,500	€ 63,000	2	11%
More than 15 Years	-	-	-	-	-	-	-	0	0%



# 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
Canada - MSL/Sr. MSL	€ 44,026	-	€ 26,000	€ 38,250	€ 42,000	€ 51,500	€ 63,000	19	100%
Large Pharmaceutical / Biotechnology	€ 43,608	99%	€ 26,000	€ 38,725	€ 41,550	€ 48,850	€ 63,000	12	63%
Medium Pharmaceutical / Biotechnology	€ 48,420	110%	€ 35,100	€ 42,000	€ 51,000	€ 53,000	€ 61,000	5	26%
Small Pharmaceutical / Biotechnology	€ 38,000	86%	€ 38,000	€ 38,000	€ 38,000	€ 38,000	€ 38,000	1	5%
Medical Devices	€ 33,100	75%	€ 33,100	€ 33,100	€ 33,100	€ 33,100	€ 33,100	1	5%
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
Portugal - MSL/Sr. MSL	€ 44,026	-	€ 26,000	€ 38,250	€ 42,000	€ 51,500	€ 63,000	19	100%
Addiction	-	-	€ -	-	-	-	-	0	0%
Allergy	€ 33,100	75%	€ 33,100	€ 33,100	€ 33,100	€ 33,100	€ 33,100	1	5%
Autoimmune Diseases	-	-	€ -	-	-	-	-	0	0%
Cardiovascular / Thrombosis	€ 42,417	96%	€ 35,100	€ 35,950	€ 42,750	€ 47,600	€ 51,000	6	32%
Dentistry / Oral Medicine	-	-	€ -	-	-	-	-	0	0%
Dermatology	€ 44,900	102%	€ 42,000	€ 43,450	€ 44,900	€ 46,350	€ 47,800	2	11%
Diabetes / Metabolic Disorders / Endocrinology	€ 38,500	87%	€ 38,500	€ 38,500	€ 38,500	€ 38,500	€ 38,500	1	5%
Gastroenterology	-	-	€ -	-	-	-	-	0	0%
Genetic Diseases	-	-	€ -	-	-	-	-	0	0%
Hematology	-	-	€ -	-	-	-	-	0	0%
HEOR	-	-	€ -	-	-	-	-	0	0%
Hepatology	-	-	€ -	-	-	-	-	0	0%
HIV	-	-	€ -	-	-	-	-	0	0%
Immunology	€ 51,933	118%	€ 47,000	€ 47,400	€ 47,800	€ 54,400	€ 61,000	3	16%
Infectious Diseases	-	-	€ -	-	-	-	-	0	0%
Managed Care	-	-	€ -	-	-	-	-	0	0%
Medical Devices / Diagnostics	-	-	€ -	-	-	-	-	0	0%
Mental Health	-	-	€ -	-	-	-	-	0	0%
Movement Disorders	-	-	€ -	-	-	-	-	0	0%
Multiple Sclerosis	€ 41,100	93%	€ 41,100	€ 41,100	€ 41,100	€ 41,100	€ 41,100	1	5%
Neonatology	-	-	€ -	-	-	-	-	0	0%
Nephrology	€ 41,533	94%	€ 35,100	€ 36,800	€ 38,500	€ 44,750	€ 51,000	3	16%
Neurology / CNS/ Neuroscience	€ 41,100	93%	€ 41,100	€ 41,100	€ 41,100	€ 41,100	€ 41,100	1	5%
Nutrition	€ 33,100	75%	€ 33,100	€ 33,100	€ 33,100	€ 33,100	€ 33,100	1	5%
Oncology	€ 51,500	117%	€ 40,000	€ 45,750	€ 51,500	€ 57,250	€ 63,000	2	11%
Ophthalmology	€ 50,400	114%	€ 47,800	€ 49,100	€ 50,400	€ 51,700	€ 53,000	2	11%
Otolaryngology	-	-	€ -	-	-	-	-	0	0%
Pain	-	-	€ -	-	-	-	-	0	0%
Pediatrics	€ 33,100	75%	€ 33,100	€ 33,100	€ 33,100	€ 33,100	€ 33,100	1	5%
Podiatry	-	-	€ -	-	-	-	-	0	0%
Radiology	-	-	€ -	-	-	-	-	0	0%
Rare Diseases / Orphan Diseases	-	-	€ -	-	-	-	-	0	0%
Reproductive Health	-	-	€ -	-	-	-	-	0	0%
Respiratory / Pulmonary	€ 39,500	90%	€ 26,000	€ 35,000	€ 40,000	€ 44,500	€ 52,000	4	21%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	€ 52,000	118%	€ 52,000	€ 52,000	€ 52,000	€ 52,000	€ 52,000	2	11%
Surgery	-	-	€ -	-	-	-	-	0	0%
Transplantation	-	-	€ -	-	-	-	-	0	0%
Urology	-	-	€ -	-	-	-	-	0	0%
Vaccines	-	-	€ -	-	-	-	-	0	0%
Virology (excluding HIV)	-	-	€ -	-	-	-	-	0	0%
Women's Health	€ 45,400	103%	€ 38,800	€ 42,100	€ 45,400	€ 48,700	€ 52,000	2	11%
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	26%	5
No	74%	14

*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%	4

# 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	11%	2
No, I did not receive a salary increase, and I did NOT have a salary review	11%	2
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	42%	8
Yes, 3% - 4% increase	16%	3
Yes, 5% - 6% increase	5%	1
Yes, 7% - 8% increase	5%	1
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	11%	2

# 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	€9,533
Min	€1,000
25th percentile	€4,500
50th percentile (median)	€7,000
75th percentile	€11,500
Max	€31,000
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%	5%	1
5-9%	26%	5
10-14%	21%	4
15-19%	21%	4
20-24%	5%	1
25-29%	0%	0
30-34%	0%	0
35-39%	0%	0
40-49%	0%	0
50-59%	0%	0
60+%	5%	1
Other - my company calculates bonus based on other variables	16%	3

*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	17%	3
No, not this year	17%	3
No, I am not eligible or they are not awarded at my level	33%	6
No, the company does not offer them to any employee	33%	6
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	€ 1,667	3

# 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%	18
Flextime	0%	0
Unlimited Days	0%	0

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	24
25th percentile	22
50th percentile (median)	24
75th percentile	25
Number	18

# 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
Company car	95%	18	Pension	16%	3
Paid mobile phone service	95%	18	Professional development funds/budget	16%	3
Paid time off (holiday or vacation time)	89%	17	Medical or Industry Journal subscription(s)	11%	2
Health insurance	89%	17	Professional certification(s) fees covered	5%	1
Retirement plan contribution	74%	14	Subsidized childcare	0%	0
Paid sick days	58%	11	Professional memberships (associations/societies)	0%	0
Parental leave	53%	10	Airline travel lounge membership(s)	0%	0
Paid Internet service at home	32%	6	TSA Pre-Check	0%	0
Subsidized fitness program or gym membership	32%	6	Global Entry	0%	0
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	26%	5	Other (please specify)	0%	0
Car allowance	21%	4	None of the above	0%	0
Dental insurance	21%	4			

# 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
Paid Internet service at home	42%	8	TSA Pre-Check	11%	2
Professional certification(s) fees covered	42%	8	Global Entry	11%	2
Professional development funds/budget	37%	7	Car allowance	5%	1
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	37%	7	Company car	0%	0
Dental insurance	32%	6	Paid mobile phone service	0%	0
Subsidized childcare	32%	6	Paid time off (holiday or vacation time)	0%	0
Professional memberships (associations/societies)	32%	6	Paid sick days	0%	0
Medical or Industry Journal subscription(s)	32%	6	Health insurance	0%	0
Subsidized fitness program or gym membership	26%	5	Parental leave	0%	0
Airline travel lounge membership(s)	21%	4	Other (please specify)	0%	0
Pension	11%	2	None of the above	0%	0
Retirement plan contribution	11%	2			

# MSL/Sr. MSL – Satisfaction

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

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	6%	1
Satisfied	61%	11
Dissatisfied	28%	5
Very Dissatisfied	6%	1

*How satisfied are you with your overall annual compensation?*

Overall Annual Compensation	Percentage	Number
Very Satisfied	0%	0
Satisfied	67%	12
Dissatisfied	28%	5
Very Dissatisfied	6%	1

*How satisfied are you with the benefits your employer provides?*

Benefits Provided	Percentage	Number
Very Satisfied	22%	4
Satisfied	61%	11
Dissatisfied	17%	3
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	45	20	35	40	58	67
Large Pharmaceutical / Biotechnology	47	20	35	46	59	67
Medium Pharmaceutical / Biotechnology	46	34	35	50	50	60
Small Pharmaceutical / Biotechnology	40	40	40	40	40	40
Medical Devices	35	35	35	35	35	35
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	3
25th percentile	4
50th percentile (median)	5
75th percentile	8
Max	9
Number	15

*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	4
Max	6
Number	19

# 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	5%	26%	16%	0%	5%	5%	0%	0%
35-44 years old	0%	0%	5%	5%	0%	0%	5%	0%
45-54 years old	0%	0%	5%	0%	5%	0%	5%	0%
55-64 years old	0%	5%	0%	0%	0%	0%	0%	0%
65-74 years old	0%	0%	0%	0%	0%	0%	0%	0%
No Response	5%							

# 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 interest in Therapeutic Area/Product	25%	2	Didn't get along with MSL(s) on my team	0%	0
Excessive travel/lack of work-life balance	13%	1	Didn't like my manager	0%	0
I did not get the raise I was expecting or deserved	13%	1	I was terminated/laid off	0%	0
Lack of Job security	13%	1	Lack of training	0%	0
Lack of or no opportunities for career advancement/promotion	13%	1	Other	0%	0
Lack of professional development opportunities	13%	1	Relocated to another city or geographical area	0%	0
Lack of recognition	13%	1	Was offered a higher salary elsewhere	0%	0
Company culture (not a good fit)	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	37%	7
Insufficient	63%	12
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%	19	Competitive intelligence gathering	74%	14
Attending medical conferences (and other conference support)	100%	19	Material Review (publications, educational materials, slides, etc.)	74%	14
Delivering scientific presentations	100%	19	Providing input for Medical Strategy	68%	13
Training and supporting sales force	100%	19	Supporting investigator led research (IITs ISTs etc.)	58%	11
Educating KOLs & other Healthcare Professionals	95%	18	Supporting and coordinating company sponsored research/trials	53%	10
Supporting Advisory Boards	95%	18	Medical publications	53%	10
Tools Development (slides, training materials, etc)	95%	18	Mentoring/Training new MSLs	47%	9
Identify and training speakers	79%	15	HEOR presentations or research	32%	6
Continuing Medical Education (CME) activities	79%	15	Managed Care Activities	11%	2
Gathering Insights	79%	15	Other (please specify)	0%	0





**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
Canada - Manager / Director of MSLs	€ 59,500	-	€ 58,000	€ 58,750	€ 59,500	€ 60,250	€ 61,000	2	100%
Male	€ 58,000	97%	€ 58,000	€ 58,000	€ 58,000	€ 58,000	€ 58,000	1	50%
Female	€ 61,000	103%	€ 61,000	€ 61,000	€ 61,000	€ 61,000	€ 61,000	1	50%
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
Canada – Manager/Director of MSLs	€ 59,500	-	€ 58,000	€ 58,750	€ 59,500	€ 60,250	€ 61,000	2	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	€ 59,500	100%	€ 58,000	€ 58,750	€ 59,500	€ 60,250	€ 61,000	2	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
Canada - Manager / Director of MSLs	€ 59,500	-	€ 58,000	€ 58,750	€ 59,500	€ 60,250	€ 61,000	2	100%
PharmD	-	-	-	-	-	-	-	0	0%
PhD	-	-	-	-	-	-	-	0	0%
MD / MBBS (or equivalent)	€ 61,000	103%	€ 61,000	€ 61,000	€ 61,000	€ 61,000	€ 61,000	1	50%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	-	-	-	-	-	-	-	0	0%
Master's Degree (i.e. MS, MSN, etc.)	€ 58,000	97%	€ 58,000	€ 58,000	€ 58,000	€ 58,000	€ 58,000	1	50%
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
<b>Canada - Manager / Director of MSLs</b>	€ 59,500	-	€ 58,000	€ 58,750	€ 59,500	€ 60,250	€ 61,000	2	100%
<b>Less than 1 year</b>	-	-	-	-	-	-	-	0	0%
<b>1-2 years</b>	-	-	-	-	-	-	-	0	0%
<b>3-4 years</b>	€ 61,000	103%	€ 61,000	€ 61,000	€ 61,000	€ 61,000	€ 61,000	1	50%
<b>5-6 years</b>	-	-	-	-	-	-	-	0	0%
<b>7-8 years</b>	-	-	-	-	-	-	-	0	0%
<b>9-10 years</b>	-	-	-	-	-	-	-	0	0%
<b>11-15 years</b>	€ 58,000	97%	€ 58,000	€ 58,000	€ 58,000	€ 58,000	€ 58,000	1	50%
<b>More than 15 Years</b>	-	-	-	-	-	-	-	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
Canada - Manager / Director of MSLs	€ 59,500	-	€ 58,000	€ 58,750	€ 59,500	€ 60,250	€ 61,000	2	100%
Large Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Medium Pharmaceutical / Biotechnology	€ 58,000	97%	€ 58,000	€ 58,000	€ 58,000	€ 58,000	€ 58,000	1	50%
Small Pharmaceutical / Biotechnology	-	-	-	-	-	-	-	0	0%
Medical Devices	-	-	-	-	-	-	-	0	0%
Contract Research Organization (CRO)	-	-	-	-	-	-	-	0	0%
Diagnostic Company	€ 61,000	103%	€ 61,000	€ 61,000	€ 61,000	€ 61,000	€ 61,000	1	50%
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
Portugal - Manager / Director of MSLs	€ 59,500	-	€ 58,000	€ 58,750	€ 59,500	€ 60,250	€ 61,000	2	100%
Addiction	-	-	€ -	-	-	-	-	0	0%
Allergy	-	-	€ -	-	-	-	-	0	0%
Autoimmune Diseases	-	-	€ -	-	-	-	-	0	0%
Cardiovascular / Thrombosis	€ 61,000	103%	€ 61,000	€ 61,000	€ 61,000	€ 61,000	€ 61,000	1	50%
Dentistry / Oral Medicine	-	-	€ -	-	-	-	-	0	0%
Dermatology	-	-	€ -	-	-	-	-	0	0%
Diabetes / Metabolic Disorders / Endocrinology	€ 61,000	103%	€ 61,000	€ 61,000	€ 61,000	€ 61,000	€ 61,000	1	50%
Gastroenterology	-	-	€ -	-	-	-	-	0	0%
Genetic Diseases	€ 61,000	103%	€ 61,000	€ 61,000	€ 61,000	€ 61,000	€ 61,000	1	50%
Hematology	-	-	€ -	-	-	-	-	0	0%
HEOR	-	-	€ -	-	-	-	-	0	0%
Hepatology	-	-	€ -	-	-	-	-	0	0%
HIV	€ 58,000	97%	€ 58,000	€ 58,000	€ 58,000	€ 58,000	€ 58,000	1	50%
Immunology	€ 61,000	103%	€ 61,000	€ 61,000	€ 61,000	€ 61,000	€ 61,000	1	50%
Infectious Diseases	€ 59,500	100%	€ 58,000	€ 58,750	€ 59,500	€ 60,250	€ 61,000	2	100%
Managed Care	-	-	€ -	-	-	-	-	0	0%
Medical Devices / Diagnostics	€ 61,000	103%	€ 61,000	€ 61,000	€ 61,000	€ 61,000	€ 61,000	1	50%
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	€ 61,000	103%	€ 61,000	€ 61,000	€ 61,000	€ 61,000	€ 61,000	1	50%
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	€ 61,000	103%	€ 61,000	€ 61,000	€ 61,000	€ 61,000	€ 61,000	1	50%
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	0	1	2	2	3	2
Large Pharmaceutical / Biotechnology	-	-	-	-	-	-	0
Medium Pharmaceutical / Biotechnology	-	0	0	0	0	0	1
Small Pharmaceutical / Biotechnology	-	-	-	-	-	-	0
Medical Devices	-	-	-	-	-	-	0
Contract Research Organization (CRO)	-	-	-	-	-	-	0
Diagnostic Company	3	3	3	3	3	3	1
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%	2

*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	50%	1
Yes, 1% - 2% increase	50%	1
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	€10,500
Min	€9,000
25th percentile	€9,750
50th percentile (median)	€10,500
75th percentile	€11,250
Max	€12,000
Number	2

# 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%	50%	1
15-19%	0%	0
20-24%	50%	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	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	50%	1
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	50%	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

# 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%	2
Flextime	0%	0
Unlimited Days	0%	0

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	25
25th percentile	24
50th percentile (median)	25
75th percentile	25
Number	2

# 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
Company car	100%	2	Paid Internet service at home	0%	0
Paid mobile phone service	100%	2	Paid sick days	0%	0
Paid time off (holiday or vacation time)	100%	2	Subsidized childcare	0%	0
Health insurance	100%	2	Pension	0%	0
Dental insurance	100%	2	Professional certification(s) fees covered	0%	0
Retirement plan contribution	100%	2	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Subsidized fitness program or gym membership	50%	1	Airline travel lounge membership(s)	0%	0
Parental leave	50%	1	TSA Pre-Check	0%	0
Professional development funds/budget	50%	1	Global Entry	0%	0
Professional memberships (associations/societies)	50%	1	Other (please specify)	0%	0
Medical or Industry Journal subscription(s)	50%	1	None of the above	0%	0
Car allowance	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
Professional development funds/budget	100%	2	Paid time off (holiday or vacation time)	0%	0
Airline travel lounge membership(s)	100%	2	Paid sick days	0%	0
Paid Internet service at home	50%	1	Health insurance	0%	0
Subsidized childcare	50%	1	Dental insurance	0%	0
Retirement plan contribution	50%	1	Subsidized fitness program or gym membership	0%	0
Professional certification(s) fees covered	50%	1	Parental leave	0%	0
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	50%	1	Pension	0%	0
Professional memberships (associations/societies)	50%	1	TSA Pre-Check	0%	0
Medical or Industry Journal subscription(s)	50%	1	Global Entry	0%	0
Car allowance	0%	0	Other (please specify)	0%	0
Company car	0%	0	None of the above	0%	0
Paid mobile phone service	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	100%	2
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	50%	1
Dissatisfied	50%	1
Very Dissatisfied	0%	0

*How satisfied are you with the benefits your employer provides?*

Benefits Provided	Percentage	Number
Very Satisfied	0%	0
Satisfied	100%	2
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%	50%	0%	0%	0%	0%	0%
35-44 years old	0%	0%	0%	0%	0%	0%	0%	0%
45-54 years old	0%	0%	0%	0%	0%	0%	50%	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
Company culture (not a good fit)	50%	1	Lack of Job security	0%	0
Lack of or no opportunities for career advancement/promotion	50%	1	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



# 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	50%	1
Insufficient	50%	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	0%	0
No	100%	2

*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	0%	0
No	100%	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	-
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	-
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	-
Medium Pharmaceutical / Biotechnology	-
Small Pharmaceutical / Biotechnology	-
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-

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