MSLS
MEDICAL SCIENCE LIAISON SOCIETY

MSL Salary & Compensation

Russia Results

2021

www.themsls.org

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

MSLS
MEDICAL SCIENCE LIAISON SOCIETY

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

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

MSLS
MEDICAL SCIENCE LIAISON SOCIETY

INTERESTED?

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

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

ACCREDITED IACET PROVIDER

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**

ALEXION, IPSEN Innovation for patient care, ThermoFisher SCIENTIFIC, SANOFI GENZYME, TAIHO ONCOLOGY, CSL Behring Biotherapies for Life, FERRING PHARMACEUTICALS, TEVA PHARMACEUTICALS USA, SERVIER, GALT PHARMACEUTICALS, Myriad genetics, ALK, Celgene, valeritas, Daiichi-Sankyo, amag PHARMACEUTICALS, 3M, KCI, ucb, flexion Transformative Medicine... Where it Matters, rti surgical, Puma Biotechnology, GILEAD, Instrumentation Laboratory A Werfen Company, Seqirus A CSL COMPANY, Takeda, VERICEL, FOUNDATION MEDICINE, PTx PARTNER THERAPEUTICS, SHIONOGI INC.

Survey Methodology

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

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

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

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

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

Report Structure

Data is segmented by role:

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

For each role, salary data sub-segmented by:

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

For each role, data includes:

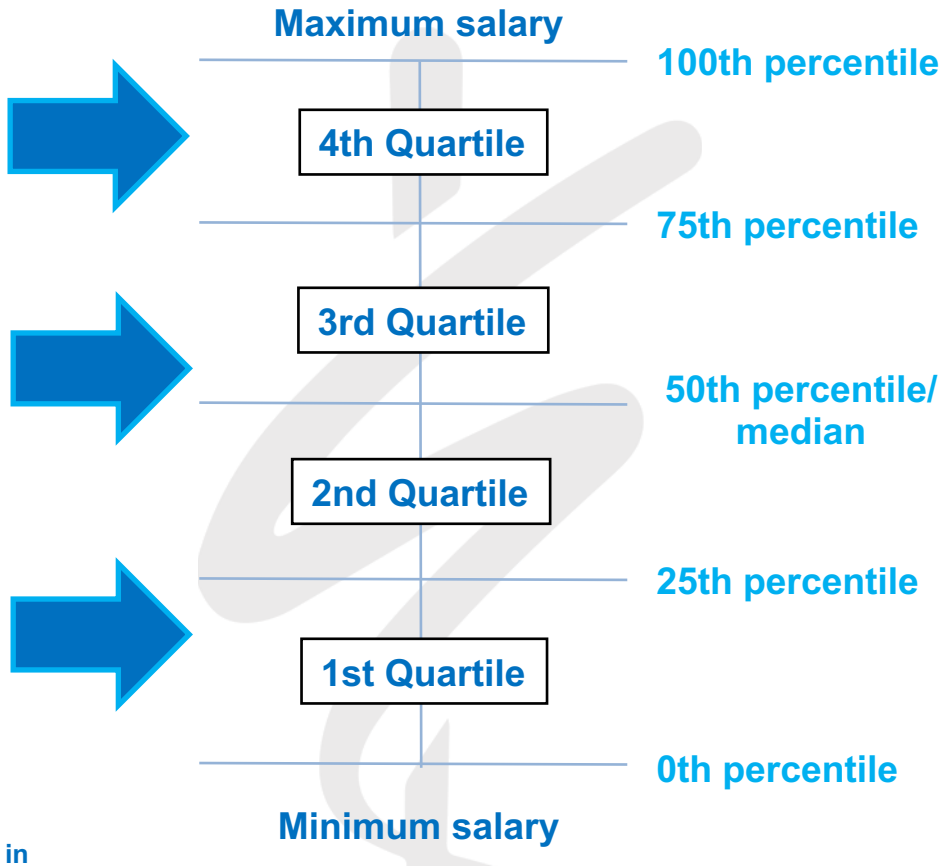
- Salary
- Salary Negotiation
- Sign-on Bonus
- Salary Increase
- Bonus Received
- Bonus Eligibility
- Company Stock
- Paid Days Off
- Benefits Received
- Benefits Desired
- Salary Satisfaction
- Age Range
- Reasons for leaving
- & Multiple role-specific questions

Salary data is reported by quartile for each role

“75th Percentile and above” - Market maximum range
(Indicates the value that separates the sample in such a way that 25% of the reported salaries are greater and 75% are lesser.)

“50th percentile” – Market midpoint range
(The value that separates the sample in such a way that 50% of the reported salaries are greater and 50% are lesser.)

“25th Percentile and below “ – Market minimum range
(The value that separates the sample in such a way that 75% of the reported salaries are greater and 25% are lesser.)



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.)

MSLS
MEDICAL SCIENCE LIAISON SOCIETY

Participant Demographics

Participant Demographics - Gender and Role

Gender	Number	% of Sample
Male	6	67%
Female	3	33%
Other	0	0%

Role	Number	% of Sample
MSL/Sr. MSL	6	60%
Manager / Director of MSLs	4	40%
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%	-	-	0%
Black or African American	0%	0%	0%	-	-	0%
Hispanic or Latino	0%	0%	0%	0%	-	0%
Native American or American Indian	0%	0%	0%	0%	-	0%
Native Hawaiian or Other Pacific Islander	0%	0%	0%	0%	-	0%
Other / I choose not to disclose	0%	0%	0%	0%	-	0%
White	90%	100%	75%	0%	-	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%	-	-	-
25-34 years old	0%	0%	0%	-	-	-
35-44 years old	56%	67%	25%	-	-	-
45-54 years old	44%	33%	50%	-	-	-
55-64 years old	0%	0%	0%	-	-	-
65-74 years old	0%	0%	0%	-	-	-
Not Answered	-	0%	25%	-	-	-

Participant Demographics – Years of Experience

Experience	Number	% of Sample
Less than 1 year	0	0%
1-2 years	4	40%
3-4 years	1	10%
5-6 years	4	40%
7-8 years	0	0%
9-10 years	1	10%
11-15 years	0	0%
More than 15 Years	0	0%

Participant Demographics – Company Type

Company Type	Number	% of Sample
Large Pharmaceutical / Biotechnology	6	60%
Medium Pharmaceutical / Biotechnology	2	20%
Small Pharmaceutical / Biotechnology	2	20%
Medical Devices	0	0%
Contract Research Organization (CRO)	0	0%
Diagnostic Company	0	0%
Contract MSL Organization	0	0%
Other	0	0%

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

Participant Demographics – Education

Education	Number	% of Sample
PharmD	0	0%
PhD	5	50%
MD / MBBS (or equivalent)	3	30%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	2	20%
Master's Degree (i.e. MS, MSN, etc.)	0	0%
Bachelor's Degree (BSN, BS, etc.)	0	0%
Other Degree (please specify)	0	0%

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

MSL levels (Sr. MSL, Level 1 etc.)	Number	% of Sample
1	4	40%
2	2	20%
3	2	20%
4+	2	20%

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

Company Size	1	2	3	4+
Large Pharmaceutical	40%	0%	20%	0%
Medium Pharmaceutical	0%	10%	0%	10%
Small Pharmaceutical / Biotechnology	0%	10%	0%	10%
Medical Devices	0%	0%	0%	0%
CRO	0%	0%	0%	0%
Diagnostic Company	0%	0%	0%	0%
Contract MSL Organization	0%	0%	0%	0%
Other	0%	0%	0%	0%

Participant Demographics – Therapeutic Areas

Therapeutic Area	Number	% of Sample	Therapeutic Area	Number	% of Sample
Addiction	0	0%	Nephrology	0	0%
Allergy	1	10%	Neurology / CNS/ Neuroscience	0	0%
Autoimmune Diseases	1	10%	Nutrition	0	0%
Cardiovascular / Thrombosis	1	10%	Oncology	5	50%
Dentistry / Oral Medicine	0	0%	Ophthalmology	0	0%
Dermatology	1	10%	Otolaryngology	0	0%
Diabetes / Metabolic Disorders / Endocrinology	0	0%	Pain	2	20%
Gastroenterology	2	20%	Pediatrics	1	10%
Genetic Diseases	1	10%	Podiatry	0	0%
Hematology	1	10%	Radiology	2	20%
HEOR	0	0%	Rare Diseases / Orphan Diseases	1	10%
Hepatology	0	0%	Reproductive Health	1	10%
HIV	0	0%	Respiratory / Pulmonary	0	0%
Immunology	0	0%	Rheumatology / Arthritis / Musculoskeletal / Orthopedics	0	0%
Infectious Diseases	0	0%	Surgery	1	10%
Managed Care	0	0%	Transplantation	0	0%
Medical Devices / Diagnostics	0	0%	Urology	0	0%
Mental Health	0	0%	Vaccines	1	10%
Movement Disorders	0	0%	Virology (excluding HIV)	0	0%
Multiple Sclerosis	0	0%	Women's Health	2	20%
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	100%
No	0%
Number	6

Previous Experience	Manager / Director of MSLs
Yes	75%
No	25%
Number	4

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
-	-
No	100%
I have no knowledge of this	0%
Number	3

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

Currency

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

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

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

All other values are reported in **Russian Rubles**

MSLS
MEDICAL SCIENCE LIAISON SOCIETY

Questions & Results

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

MSL/Sr. MSL – Base Salary Negotiation

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

Salary Negotiation	Percentage	Number
Yes	17%	1
No	83%	5

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

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	0%	0
No, I did not receive a salary increase, and I did NOT have a salary review	17%	1
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	0%	0
Yes, 3% - 4% increase	33%	2
Yes, 5% - 6% increase	33%	2
Yes, 7% - 8% increase	17%	1
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	0%	0

MSL/Sr. MSL – Bonus Eligibility

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

Bonus Eligibility	Percentage	Number
0%	17%	1
1-4%	17%	1
5-9%	17%	1
10-14%	0%	0
15-19%	33%	2
20-24%	0%	0
25-29%	17%	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

MSL/Sr. MSL – Company Stock

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

Stock or Stock Options Received	Percentage	Number
Yes	0%	0
No, not this year	0%	0
No, I am not eligible or they are not awarded at my level	67%	4
No, the company does not offer them to any employee	33%	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

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%	6
Flextime	0%	0
Unlimited Days	0%	0

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	28
25th percentile	28
50th percentile (median)	29
75th percentile	31
Number	6

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	100%	6	Subsidized childcare	0%	0
Company car	83%	5	Retirement plan contribution	0%	0
Health insurance	83%	5	Professional development funds/budget	0%	0
Paid sick days	67%	4	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Paid Internet service at home	50%	3	Professional memberships (associations/societies)	0%	0
Paid time off (holiday or vacation time)	50%	3	Medical or Industry Journal subscription(s)	0%	0
Car allowance	33%	2	Airline travel lounge membership(s)	0%	0
Subsidized fitness program or gym membership	33%	2	TSA Pre-Check	0%	0
Parental leave	33%	2	Global Entry	0%	0
Dental insurance	17%	1	Other (please specify)	0%	0
Pension	17%	1	None of the above	0%	0
Professional certification(s) fees covered	17%	1			

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
Dental insurance	83%	5	Medical or Industry Journal subscription(s)	33%	2
Subsidized fitness program or gym membership	67%	4	Global Entry	33%	2
Subsidized childcare	67%	4	Paid Internet service at home	17%	1
Professional development funds/budget	67%	4	Paid sick days	17%	1
Airline travel lounge membership(s)	67%	4	Health insurance	17%	1
Retirement plan contribution	50%	3	Parental leave	17%	1
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	50%	3	Car allowance	0%	0
Professional memberships (associations/societies)	50%	3	Company car	0%	0
TSA Pre-Check	50%	3	Paid mobile phone service	0%	0
Paid time off (holiday or vacation time)	33%	2	Other (please specify)	0%	0
Pension	33%	2	None of the above	0%	0
Professional certification(s) fees covered	33%	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	0%	0
Satisfied	50%	3
Dissatisfied	50%	3
Very Dissatisfied	0%	0

How satisfied are you with your overall annual compensation?

Overall Annual Compensation	Percentage	Number
Very Satisfied	0%	0
Satisfied	50%	3
Dissatisfied	50%	3
Very Dissatisfied	0%	0

How satisfied are you with the benefits your employer provides?

Benefits Provided	Percentage	Number
Very Satisfied	0%	0
Satisfied	67%	4
Dissatisfied	33%	2
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	54	31	46	51	65	75
Large Pharmaceutical / Biotechnology	54	31	46	51	65	75
Medium Pharmaceutical / Biotechnology	-	-	-	-	-	-
Small Pharmaceutical / Biotechnology	-	-	-	-	-	-
Medical Devices	-	-	-	-	-	-
Contract Research Organization (CRO)	-	-	-	-	-	-
Diagnostic Company	-	-	-	-	-	-
Contract MSL Organization	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

MSL/Sr. MSL – KOL Relationships

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

Metrics	KOL Relationships
Average	8
Min	2
25th percentile	7
50th percentile (median)	9
75th percentile	10
Max	10
Number	6

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	5
Min	0
25th percentile	4
50th percentile (median)	5
75th percentile	7
Max	8
Number	4

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	0%	0%	0%	0%	0%	0%	0%	0%
35-44 years old	0%	17%	0%	33%	0%	17%	0%	0%
45-54 years old	0%	33%	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%							

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
I was terminated/laid off	50%	2	**Lack of Job security**	0%	0
Lack of or no opportunities for career advancement/promotion	50%	2	**Lack of professional development opportunities**	0%	0
Company culture (not a good fit)	0%	0	**Lack of recognition**	0%	0
Didn't get along with MSL(s) on my team	0%	0	**Lack of training**	0%	0
Didn't like my manager	0%	0	**Other**	0%	0
Excessive travel/lack of work-life balance	0%	0	**Relocated to another city or geographical area**	0%	0
I did not get the raise I was expecting or deserved	0%	0	**Was offered a higher salary elsewhere**	0%	0
Lack of interest in Therapeutic Area/Product	0%	0	**Wrong people were promoted or fired**	0%	0

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

MSL/Sr. MSL – Salary Perception

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

Benefits Provided	Percentage	Number
Very Excessive	0%	0
Excessive	0%	0
Fair	50%	3
Insufficient	50%	3
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%	6	Mentoring/Training new MSLs	67%	4
Attending medical conferences (and other conference support)	100%	6	Competitive intelligence gathering	50%	3
Delivering scientific presentations	100%	6	Continuing Medical Education (CME) activities	50%	3
Educating KOLs & other Healthcare Professionals	100%	6	Providing input for Medical Strategy	50%	3
Material Review (publications, educational materials, slides, etc.)	100%	6	Supporting and coordinating company sponsored research/trials	33%	2
Training and supporting sales force	83%	5	Medical publications	33%	2
Supporting Advisory Boards	83%	5	Other (please specify)	17%	1
Identify and training speakers	83%	5	Supporting investigator led research (IITs ISTs etc.)	0%	0
Gathering Insights	83%	5	Managed Care Activities	0%	0
Tools Development (slides, training materials, etc)	83%	5	HEOR presentations or research	0%	0

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

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	6	0	5	6	6	7	4
Large Pharmaceutical / Biotechnology	-	-	-	-	-	-	0
Medium Pharmaceutical / Biotechnology	6	6	6	6	6	6	2
Small Pharmaceutical / Biotechnology	7	0	2	4	5	7	2
Medical Devices	-	-	-	-	-	-	0
Contract Research Organization (CRO)	-	-	-	-	-	-	0
Diagnostic Company	-	-	-	-	-	-	0
Contract MSL Organization	-	-	-	-	-	-	0
Other	-	-	-	-	-	-	0

Manager/Director of MSLs – Base Salary Negotiation

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

Salary Negotiation	Percentage	Number
Yes	25%	1
No	75%	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	10%	1

Manager/Director of MSLs – Sign-on Bonus

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

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

Manager/Director of MSLs – Salary Increase

Q. Have you had a base salary increase in the past 12 months?
If yes, please select the closest percentage (%) range to your actual salary increase.

Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	0%	0
No, I did not receive a salary increase, and I did NOT have a salary review	0%	0
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	0%	0
Yes, 3% - 4% increase	50%	2
Yes, 5% - 6% increase	50%	2
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 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%	25%	1
15-19%	25%	1
20-24%	0%	0
25-29%	0%	0
30-34%	0%	0
35-39%	0%	0
40-49%	25%	1
50-59%	0%	0
60+%	25%	1
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	33%	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	33%	1
Other - my company calculates this based on other variables	33%	1

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

Stock Options	Stock Option Value	Number
Average	-	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	67%	2
Flextime	33%	1
Unlimited Days	0%	0

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	30
25th percentile	0
50th percentile (median)	14
75th percentile	29
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	75%	3	Subsidized childcare	0%	0
Paid mobile phone service	75%	3	Professional development funds/budget	0%	0
Health insurance	75%	3	Professional certification(s) fees covered	0%	0
Paid time off (holiday or vacation time)	50%	2	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Paid sick days	50%	2	Professional memberships (associations/societies)	0%	0
Dental insurance	50%	2	Medical or Industry Journal subscription(s)	0%	0
Pension	25%	1	Airline travel lounge membership(s)	0%	0
Retirement plan contribution	25%	1	TSA Pre-Check	0%	0
Car allowance	0%	0	Global Entry	0%	0
Paid Internet service at home	0%	0	Other (please specify)	0%	0
Subsidized fitness program or gym membership	0%	0	None of the above	0%	0
Parental leave	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 memberships (associations/societies)	75%	3	Paid time off (holiday or vacation time)	0%	0
Retirement plan contribution	50%	2	Paid sick days	0%	0
Professional certification(s) fees covered	50%	2	Health insurance	0%	0
Subsidized childcare	25%	1	Dental insurance	0%	0
Professional development funds/budget	25%	1	Subsidized fitness program or gym membership	0%	0
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	25%	1	Parental leave	0%	0
Medical or Industry Journal subscription(s)	25%	1	Pension	0%	0
Global Entry	25%	1	Airline travel lounge membership(s)	0%	0
Car allowance	0%	0	TSA Pre-Check	0%	0
Company car	0%	0	Other (please specify)	0%	0
Paid mobile phone service	0%	0	None of the above	0%	0
Paid Internet service at home	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%	3
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%	3
Dissatisfied	0%	0
Very Dissatisfied	0%	0

How satisfied are you with the benefits your employer provides?

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

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

Age Range	Less than 1 year	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	0%	0%	0%	0%	0%	0%	0%	0%
35-44 years old	0%	0%	0%	25%	0%	0%	0%	0%
45-54 years old	0%	25%	0%	25%	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	25%							

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
Didn't like my manager	50%	1	**Lack of or no opportunities for career advancement/promotion**	0%	0
I did not get the raise I was expecting or deserved	50%	1	**Lack of professional development opportunities**	0%	0
Company culture (not a good fit)	0%	0	**Lack of recognition**	0%	0
Didn't get along with MSL(s) on my team	0%	0	**Lack of training**	0%	0
Excessive travel/lack of work-life balance	0%	0	**Other**	0%	0
I 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
Lack of Job security	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	33%	1
Fair	67%	2
Insufficient	0%	0
Very Insufficient	0%	0

Manager/Director of MSLs – Team Expansion

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

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

Manager/Director of MSLs – Budgets

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

Company Type	Average
Large Pharmaceutical / Biotechnology	-
Medium Pharmaceutical / Biotechnology	₽ 4,000,000
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	₽ 50,400
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	₽ 500,000
Small Pharmaceutical / Biotechnology	-
Medical Devices	-
Contract Research Organization (CRO)	-
Diagnostic Company	-
Contract MSL Organization	-

MSLS
MEDICAL SCIENCE LIAISON SOCIETY

Reach Us

facebook.com/MedicalScienceLiaisonSociety

MSLSociety

@MSLSociety

"Medical Science Liaison & Medical Affairs Networkers"

admin@themsls.org

www.themsls.org