

Radford Global Life Sciences Survey

The market for life sciences talent is global. Your compensation survey should be too. Whether you're a pre-commercial biotech or a leading pharmaceutical, you'll benefit from a global survey platform spanning thousands of executive, scientific and business roles in 52 countries.

The Radford Global Life Sciences Survey provides human resources and compensation professionals with access to rewards insights covering more companies, incumbents and countries on a single survey platform than any other data provider. Today, our survey spans:

- 927 Participating Organizations
- 644 Thousand Incumbents (in executive, scientific & business roles)
- 1,400+ Unique Jobs
- 52 Countries with Reported Results

Complete Compensation Intelligence

All Radford surveys are designed to help decision-makers set pay with confidence across numerous rewards elements. Key compensation details available in all countries include:

- Base Salary
- Allowances (Cars, Housing, etc.)
- Fixed Compensation
- Actual Bonus Payouts
- Target Bonus Percentage/Value
- Total Cash Compensation
- Annual/Ongoing Equity Value
- Annual/Ongoing Equity Eligibility
- New-Hire Equity Value
- New-Hire Equity Eligibility
- Equity Vehicle Mix
- Total Direct Compensation

Thousands of Available Jobs

The Radford Global Life Sciences Survey provides granular benchmarking information for more than 1,400 jobs across all business functions, including roles in:

- Accounting & Finance
- Biological Sciences
- Business Development
- Business Planning/Strategy
- Chemical Sciences
- Customer Service/Support
- Data Science/Bio Statistics
- Facilities & Security
- Human Resources
- Information Technology
- Legal
- Marketing & Product Marketing
- Manufacturing & Production
- Materials & Procurement
- Quality Assurance/Regulatory

We're here to empower results

Contact our team today to learn more about Radford's rewards surveys.

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For more information, visit radford.aon.com or write to sales@radford.com.

In-Depth Industry Expertise

Our team is exclusively focused on supporting innovation-based companies operating in highly-competitive markets for talent. Within the life sciences sector, our survey database covers the following key industries:

- Alternative Energy Fuels
- Biotechnology (Commercial)
- Biotechnology (Pre-Commercial)
- Clinical Research Orgs.
- Contract Manufacturing Orgs.
- Diagnostics
- Institutions & Foundations
- Medical Devices
- Medical Equipment & Supplies
- Pharmaceuticals
- Other Life Sciences

Beyond Pay: Practices & Trends

In addition to compensation benchmarking, participation in the Radford Global Life Sciences Survey includes complimentary access to Radford's Pay Practices and Workforce Trends Reports (contingent upon the timely submission of supplemental data). These global reports include information on:

- Salary Structure Policies
- Bonus/Incentive Plan Types
- Bonus Plan Eligibility
- Bonus Plan Participation
- Bonus Plan Funding/Governance
- Equity Plan Types
- Equity Plan Eligibility
- Equity Receipt Rates
- Merit/Overall Salary Budgets
- Overall Turnover
- Voluntary Turnover
- Hiring Plans/Sentiment

Survey Pricing, Access and Support

Fees for the Radford Global Life Sciences Survey vary based on your benchmarking goals. The key factors impacting price are the number of countries where you operate, the number of countries where you plan to utilize data, and your overall employee headcount. Discounted pricing is available for multi-product packages (e.g., purchasing the Radford Global Life Sciences Survey and the Radford Global Sales Survey).

All subscriptions to the Radford Global Life Sciences Survey include 24/7 access to the Radford Network®, our online survey reporting environment. This puts survey results, input resources, and market insights in reach at all times for an unlimited number of company-employed staff. Additionally, all survey clients are assigned a dedicated Survey Consultant to support them during the survey input and data review process. This consultant remains your contact for training and custom reporting questions.

About Radford

Radford partners with technology and life sciences companies to reimagine their approach to rewards, empowering them to achieve superior levels of people and business performance. Radford is part of Aon plc (NYSE: AON). For more information, please visit radford.aon.com.