

# Radford Global Life Sciences Survey

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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 49 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:

- 955 Participating Organizations
- 616 Thousand Incumbents (in executive, scientific & business roles)
- 1,600+ Unique Jobs
- 49 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 1,600 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](http://radford.aon.com) or write to [sales@radford.com](mailto: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: Market Practices Studies

In addition to compensation benchmarking, participation in the Radford Global Life Sciences Survey includes complimentary access to Radford's Market Practice Studies (contingent upon the timely submission of supplemental data). Comprised of 5 separate studies, the full market practices suite covers:

- Salary Increase and Turnover Study
- Short- and Long-Term Incentive Design Study
- Intern, New Graduate and Pay Administration Study
- Allowances and Paid Leave Study
- Employee Experience Study

## 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

The Radford Data & Analytics platform, a product of Aon's rewards practice, delivers compensation insights to the world's most innovative companies, including life sciences, manufacturing, media and gaming, retail and e-commerce, technology, and transportation and mobility firms. To learn more, visit [radford.aon.com](https://radford.aon.com).