

Healthcare & Life Sciences

APAC

**Industry
Insights &
Salary
Guide
2025 &
2026**



BTI Executive Search

by  PERSOL

BTI Executive Search, previously known as BTI Consultants, has been a market leader in Executive Search since 1982. As we believe every leader must make a difference to drive positive change and optimal results to achieve organisational business goals, we adopt a holistic approach in sourcing and searching for quality leaders from acquisition to assimilation to engagement. Our offerings include talent mapping, succession planning, board consulting, and global and regional executive hiring.

Our borderless search operations and established network, spanning 8 markets, include Singapore, Malaysia, Indonesia, India, Thailand, Australia, China and Hong Kong SAR.

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Creating Opportunity, Realising Future Potential

At BTI Executive Search, this is more than a statement - it's our mission.

We create opportunity by connecting organisations with exceptional leaders, and we help realise future potential by building leadership strategies that drive long-term growth.

With deep market knowledge and industry expertise, our tailored executive search and talent advisory solutions help organisations:

Attract top
talent

Gain market
intelligence

Drive sustainable
business growth

*With a presence in 8 markets
across APAC, BTI delivers
impactful leadership solutions
that blend regional expertise
with global reach.*

Foreword from Managing Director & Regional Head, Jonathan Guilfoile

I am pleased to introduce our Regional Healthcare and Life Sciences Industry Insights and Salary Guide Report. This report is designed for everyone shaping the future of this sector—whether you are an organisation seeking to attract and retain top talent or a professional planning your next career move.

Healthcare and life sciences remain among the most dynamic industries, driven by innovation, regulatory shifts, and evolving patient needs. In this guide, you will find:

- Industry Trends & Market Outlook – Understand the forces transforming the sector.
- Salary Benchmarks – Gain clarity on compensation standards across roles and markets.

For employers, this guide offers actionable intelligence to build competitive strategies. For candidates, it provides transparency and direction to help you make informed career decisions.

We hope this resource empowers you to navigate the challenges and opportunities ahead with confidence. Thank you for allowing us to be part of your journey in this vital industry.

Jonathan Guilfoile
*Managing Director & Regional Head
Executive Search Business*



About This Report

The BTI Executive Search Healthcare & Life Sciences Insight & Salary Guide 2025 & 2026 provides a straightforward overview of hiring trends, talent movements, and salary benchmarks across the pharmaceutical, medtech, biotech and clinical settings sectors in Asia Pacific.

This report brings together insights from our search assignments, market discussions, and BTI's experience supporting global and regional organisations across these three key segments. We aim to give readers a clear, practical view of how roles, skills, and compensation are shifting as the industry continues to evolve.

This guide is designed to support:

- Business leaders & HR teams planning for talent needs
- Hiring managers looking for updated role and salary expectations
- Professionals and candidates seeking a simple snapshot of the current market

As the pharmaceutical, medtech, biotech and clinical settings sectors continue to grow and innovate, BTI Executive Search remains committed to providing accessible, relevant insights that help organisations make stronger talent decisions.

Industry Insights

PHARMACEUTICAL | MEDTECH |
BIOTECHNOLOGY | CLINICAL SETTINGS





Pharmaceutical



2026 Outlook

The industry is expected to see modest growth globally, supported by continued investment, R&D advancements, and expansion particularly in high-growth regions.

Growth Drivers

1. Rise of Biologics, Specialty Drugs & Targeted Therapies

- Specialty therapeutic area pharmaceuticals — such as treatments for oncology, autoimmune disorders, rare diseases, neurology — now represent a major slice of global pharma value.
- Biologics as such monoclonal antibodies, cell-/gene-therapies, RNA-based medicines are projected to dominate new drug approvals through 2030, driving both innovation and high-value returns.
- For companies, this shift often means higher margins than traditional small-molecule generics — but also higher complexity particularly in manufacturing, regulation and supply chain.

2. Surge in R&D Productivity via AI & Digital Technologies

- The integration of advanced data analytics, AI-driven drug discovery, and digital health tools is transforming how drugs are developed.
- Analyses estimate significant reductions in time-to-candidate or early-stage drug development, which historically have been slow and costly.
- Digital health, precision medicine, personalised therapies, and connected-care ecosystems, for example, telemedicine combined with tailored drug regimens, are increasingly seen as the future of patient-centric pharma.

3. Growing Demand from Demographics & Chronic/Lifestyle Diseases

- The global population aging, the rising prevalence of chronic diseases (such as cardiovascular, metabolic, and cancer-related conditions), and the expanding middle class in emerging markets are driving increased demand for both preventive and long-term therapies.



- In many emerging economies across Asia-Pacific, expanding healthcare access, infrastructure development, and rising per-capita medicine consumption continue to drive growth.

Structural & Strategic Shifts

- Firms are investing in “next-generation pharma” capabilities — harnessing AI, big data, automation, and advanced manufacturing.
- Regulatory and reimbursement environments continue to evolve: pricing pressures, biosimilar competition (post-patent), and demand for cost-effective drugs may push firms to innovate not only scientifically but commercially (such as delivery methods, drug formulations, patient-centric models).

Challenges & Risks

Growth is neither guaranteed or uniform. Several headwinds could shape or slow parts of the market:

- Patent expiries (the “patent cliff”) mean many blockbuster small-molecule drugs will face generic competition — putting pressure on revenues and forcing companies to rely on new launches or biologics.
- Rising R&D and manufacturing costs: advanced therapies tend to require more complex, expensive development and production.
- Regulatory, pricing and reimbursement challenges — especially in markets under financial strain or with strict pricing controls — may limit adoption of high-cost therapies, slowing returns on innovation.
- Inequalities in global health access: while emerging markets offer growth opportunities, many lower-income regions still lag in accessibility, insurance coverage, regulatory infrastructure, which can limit penetration of innovative and high-cost therapies.



What to Watch in 2026

Based on current trends and recent data, 2026 is likely to see:

- Continued strong growth in specialty drugs and biologics, particularly in oncology, rare diseases, and chronic conditions.
- Accelerated adoption of AI and data-driven drug development and manufacturing, including increased public-private partnerships and cross-sector collaborations (tech + biotech).
- Expansion of pharmaceutical innovation and production capacity in Asia-Pacific and other emerging markets, contributing a growing share of global output and revenue.
- Increased development and market penetration of personalised medicine, precision therapies, and digital health-complemented treatment models.
- Strategic M&A, licensing deals, and investments — as companies attempt to offset patent losses, acquire promising pipelines, or build capacity in biologics or complex therapies.

KEY TAKEAWAYS



Specialty-driven growth



Rising cost pressures



Emerging market expansion

Australia

Australia's pharmaceutical market ranks among the most advanced in the Asia-Pacific region, supported by a robust regulatory framework, high healthcare standards, and a strong focus on research and innovation. The Pharmaceutical Benefits Scheme (PBS) continues to play a central role in ensuring access to medicines, balancing affordability with incentives for innovative treatments. While challenges persist—such as lengthy regulatory timelines and global competition—favorable demographic trends and supportive policies provide a solid foundation for continued growth.

Employment & Workforce Trends

Commercial roles—such as sales representatives, brand managers, and marketing professionals—continue to expand alongside scientific and medical positions, including Research & Development (R&D), regulatory affairs, clinical trials, and Medical Science Liaison (MSL) roles.

This reflects the current market landscape. There is increasing demand for Medical Science Liaisons (MSLs), market

access specialists, health economics and outcomes research (HEOR) professionals, and regulatory affairs experts. As PBS negotiations and health technology assessment (HTA) requirements become more complex, companies are prioritising talent with the expertise to navigate evolving reimbursement frameworks.

Innovation & R&D

Australia is prioritising innovative medicines, with incentives for clinical trials, biotech startups, and partnerships with universities and research institutes. Key therapeutic areas include oncology, rare diseases, vaccines, and advanced biologics.

Policy & Government Focus

Ahead of the 2026–27 Federal Budget, Medicines Australia recommends reforms to PBS, Health Technology Assessment (HTA), comparator and discount rates, and the creation of a National Life Sciences Council. Policies are designed to accelerate access to innovative medicines, enhance domestic R&D capabilities, and strengthen Australia's life sciences ecosystem.

Australia

Market Outlook & Long-term Prediction

Increasing emphasis on digital health, real-world evidence, and precision medicine will shape recruitment and investment priorities.

While Australia is well positioned within the regional life sciences landscape, other markets in the region are also making significant progress.

KEY TAKEAWAYS



Rising specialist demand



Innovation-driven growth



Evolving policy landscape

India

India's pharmaceutical sector has seen growing demand for mid-to-senior supply chain and logistics leaders with expertise in cold chain management, regulatory compliance and multi-modal distribution. This surge is driven by domestic manufacturing expansion, export ambitions and government support for cold chain infrastructure. Roles tied to digital supply chain transformation, such as ERP-led planning and AI-driven optimisation, are also in high demand, yet remain hard to fill due to a lack of upskilling.

Demand for Cold Chain and Digital Supply Chain Specialists

Candidate Power has grown significantly, with professionals seeking better pay, work-life balance and learning opportunities. Companies are responding with stronger compensation packages and flexible hiring models, but many still lag in offering clear growth paths or tech training. The gap is most visible in regulatory and vendor management roles, where niche skills are critical but scarce.

Growing Candidate Power Amid Persistent Skill Gaps

Looking ahead, the most in-demand roles will include senior cold chain leaders, digital transformation managers and demand planners with operational excellence expertise. External factors such as AI adoption, trade shifts and regulatory reforms will further shape hiring trends.

Looking Ahead: Senior Leaders and Digital Transformation Expertise

A key nuance often overlooked is the rapid rise of pharma logistics demand in Tier 2 and 3 cities - areas with limited experienced talent. India also differs from other APAC markets in its regional complexity and salary expectations, with candidates often negotiating 30%+ increases.

India

Regional Complexities and the Urgent Need for Workforce Planning

While cold chain talent mobilisation for national vaccine drives shows success, a continued lack of formal training for warehouse and compliance roles highlights an urgent need for long-term workforce planning across the sector.

KEY TAKEAWAYS



Cold chain expertise



Digital supply demand



Regional talent gaps

Local Market Dynamics & Shifts

- **Hiring Trends:** Over the past 12 months, there has been an increase in clinical roles (clinical trials, R&D) and more regional roles based in Malaysia.
- **Drivers:** Expansion of R&D teams within companies in Malaysia and the setup of regional shared service centers for cost efficiency (as opposed to Singapore).
- **Talent Availability:** Clinical trial specialists and R&D professionals are hard to find locally, as most experienced talent has historically been based in Singapore.
- **Employer-Candidate Balance:** Candidates now hold greater bargaining power, requesting higher salaries and flexible work arrangements, particularly when adhering to strict SOPs onsite.

Sector-Specific Changes & Emerging Needs

- **Client Requests:** Role types and skill requirements remain largely consistent.

- **Candidate Priorities:** Flexibility and salary are key motivators due to work-life balance expectations and rising living costs.
- **Market Gaps:** Top-tier candidates largely conform to traditional norms, so there is limited divergence in expectations from standard offerings.

Outlook & Predictions

- **High-Demand Roles:** Expect more regional commercial and technical roles to be based in Malaysia as companies shift hubs from Singapore for cost reasons.
- **External Impacts:** Country and trade relations (particularly with Europe and the US) will influence client operations, financial stability, and hiring.
- **Talent Shortages:** Digital and process automation candidates are scarce; companies that are late adopters of digital transformation face hiring challenges.

Malaysia

Unique Perspectives & Differentiators

As the nation pushes toward its goal of becoming an AI-driven economy by 2030, we are seeing a noticeable shift in hiring trends. From entry-level roles to mid-senior positions, employers are placing greater emphasis on technical skills—especially in areas such as data analytics, automation, and AI applications—rather than relying solely on years of experience.

This transition means organisations will need to rethink their talent strategies. Candidates who can combine industry knowledge with strong technological capabilities will become increasingly valuable. As a result, competition for digital and AI-skilled professionals is expected to intensify within the sector.

KEY TAKEAWAYS



Clinical & regional growth



Candidate bargaining power



Ready-tech workforce

Singapore



Singapore's pharmaceutical segment is operating under a strategy of market polarisation.

Strategic Focus

Top-tier organisations in Singapore are increasingly concentrating on rare diseases, aligning with a strategy to capture highly specialised, innovative market segments. The rest of the market tends to focus primarily on generics.

Talent Scarcity

Two roles are proving surprisingly difficult to fill in Singapore, highlighting a persistent talent supply gap: In-country Medical Science Liaisons and core Scientists.

Forward Skills

The highest-demand roles will require exceptional skills in Project Management and Problem Solving and critical thinking to navigate ever-changing regulatory challenges and complex regional structures.

KEY TAKEAWAYS



Market segment polarisation



Talent supply gap



Advanced skills imperative



MedTech



Implication for 2026

The industry is set for moderate to strong global growth, driven by rising demand for advanced devices, diagnostics, and digital health solutions amid aging populations and increasing chronic diseases.

Key Growth Drivers & Trends

Several structural trends are shaping medtech growth in 2026 and beyond:

1. Digital Health, AI, Remote & Home-based Care

- Digital health adoption is accelerating, with rapid growth in telemedicine, remote monitoring, and connected-health solutions.
- AI-driven diagnostics and predictive analytics are becoming mainstream, increasing demand for smart diagnostic equipment, imaging, and decision-support tools.
- Home-based and outpatient care are expanding, supported by wearables, portable devices, and remote-monitoring technologies as systems shift from hospital-centric models.

2. Minimally Invasive Procedures, Robotics & Advanced Therapeutic Devices

- Minimally invasive devices, implantables, and therapeutic technologies remain key growth drivers, supported by demand for better outcomes, shorter hospital stays, and high-precision care.
- Robotics, smart surgery systems, and automation are accelerating adoption of complex procedures with lower risk, as medtech companies increasingly integrate robotics and AI into surgical and therapeutic solutions.

3. Demographic & Epidemiological Pressure, Rising Health Spending & Access Expansion

- Aging populations, rising chronic diseases (e.g., cardiovascular disease, diabetes), and increasing global demand for quality care are key tailwinds supporting medtech growth.
- In emerging and developing Asia-Pacific markets, rising healthcare-infrastructure investment, broader care access, and growing middle-class demand are set to accelerate medtech adoption.



4. Consolidation, Strategic M&A & Focused Innovation Pipelines

- According to a 2025 report by Ernst & Young (EY), the MedTech sector has shifted toward fewer but larger deals, with average M&A deal sizes increasing significantly.
- Companies are increasingly prioritising strategic acquisitions and R&D investments in high-growth niches—such as structural heart devices, robotics, diabetes care, and diagnostics—to build differentiated portfolios.

Challenges & Risks

Growth is not guaranteed and uneven — several headwinds could affect how 2026 plays out:

- **Regulatory & Compliance Burden:** Medical technologies require rigorous regulation. As devices become more complex (e.g., AI diagnostics, implantables), regulatory hurdles may slow approvals, raising development costs and timelines.

- **Cost & Reimbursement Pressure:** Advanced devices and digital health solutions often carry higher costs; adoption depends on reimbursement models, particularly in lower-income or budget-constrained markets.
- **Supply-chain & Global Trade Uncertainty:** Geopolitical tensions, trade restrictions, or supply-chain bottlenecks may pose risks, especially for complex components or devices.
- **Uneven Global Access & Infrastructure Gaps:** In many low and middle-income countries, limited healthcare infrastructure may slow uptake of high-end medtech devices, skewing growth toward developed or emerging markets with stronger healthcare systems.

What to Watch By 2026 — Key Themes & Opportunity Zones

Based on current data and trends, here are some likely “hot zones” and strategic angles within medtech by 2026:

APAC



- Growth in digital health, remote monitoring, and home-based care devices (wearables, IoT health devices, telemedicine tools) — especially in markets with aging populations or limited access to hospital care.
- Rising adoption of minimally invasive surgical devices, robotics-assisted therapies, diagnostics, and precision therapeutics, particularly cardiovascular devices, orthopaedics, implantables, and chronic-disease management tools.
- Expansion of medtech market in Asia-Pacific and other emerging markets, driven by infrastructure investments, increasing healthcare demand, and rising per-capita health expenditure.
- Consolidation and strategic M&A among medtech firms — expect larger acquisitions targeting niche innovation, such as AI-powered diagnostics, specialised devices, digital therapeutics, rather than high-volume, low-margin devices.
- A shift toward value-based care and integrated care models — medtech companies that can provide cost-effective, outcome-driven solutions (rather than just devices) may gain competitive advantage.

KEY TAKEAWAYS



Digital health
growth



Minimally invasive
adoption



Strategic
M&A

Australia



Innovation, industry growth, healthcare demand, government support, and export opportunities are the key drivers of Australia's MedTech sector.

Growth Drivers

Demand for MedTech positions in Australia has increased significantly. This is supported by a general rise in operational roles, including manufacturing and supply chain, expanding to support increased local production.

Niche Shortage

Most sales representatives in highly specialised fields such as cardiology, neurology, surgical robotics, and capital equipment sales don't last beyond a few years.

Furthermore, there is a notable supply gap in MedTech Software & Data Specialists, including hybrid tech-science roles such as bioinformatics.

Medtech's Roadmap

Overall, the future of MedTech roles in Australia is promising, with strong growth expected in clinical specialist positions, digital health and IT roles, and capital equipment sales. Roles that combine technical expertise with clinical knowledge will be particularly in demand, while regulatory and support positions will continue to provide steady opportunities.

KEY TAKEAWAYS



Rising demand



Niche shortage



Regulatory focus

India's MedTech sector is accelerating with digital health adoption, robotics-assisted surgery, and AI-driven diagnostics. Post-pandemic recovery in elective procedures continues to boost demand for advanced imaging and minimally invasive systems.

Demand for Technical and Hybrid Skillsets

Hiring is strongest for service engineers, clinical application specialists, and technical sales professionals who can manage complex capital equipment. Employers increasingly seek hybrid profiles combining technical expertise and digital fluency.

Emerging Needs

- Market access specialists to navigate pricing and reimbursement systems.
- AI literacy for roles in diagnostics and surgical planning.
- After-sales service capabilities as a differentiator in hospital procurement.

KEY TAKEAWAYS



Digital adoption



Hybrid skillsets



Service focus

Malaysia

Hiring Demand

Recruitment is rising for commercial roles in minimally invasive surgery, diagnostic imaging, and digital health-enabled devices. Regulatory and Quality Assurance hiring remains strong as compliance standards tighten, while R&D recruitment has slowed in mature markets. Market Access activity has moderated, and organisations now favour hybrid talent with technical, commercial, and digital capabilities.

Compliance Imperative

AI and digital technologies are rapidly advancing in diagnostics and surgical planning, increasing the need for strong regulatory strategies and consistent compliance. Companies must balance

innovation with rigorous oversight, navigating complex approval pathways while managing risk to ensure safe and effective operations.

Forward Outlook

Demand over the next year will be strongest for Regulatory & Quality Assurance talent and Service Engineers, supporting manufacturers as they scale operations and meet localisation requirements across Southeast Asia. Malaysia's rising prominence—driven by projected triple-digit growth in healthcare tourism and increased FDI in MedTech manufacturing—will further reinforce its position as a regional production and innovation hub.

KEY TAKEAWAYS



Hybrid
skillsets



Regulatory
focus



Regional
growth

Singapore

Growth Drivers

The MedTech sector in Singapore is influenced by changing consumer needs and increased focus on accessibility post-pandemic. Growth is noted in remote monitoring and consumable medical products, reflecting the adoption of solutions that can be used with minimal in-person support.

Core Challenge

Roles in transformation leadership are in demand and can be challenging to fill, affecting organisations aiming to implement large-scale strategic initiatives.

Talent Considerations

Candidates with application expertise or hybrid technical-commercial skills remain highly sought after in this market.

KEY TAKEAWAYS



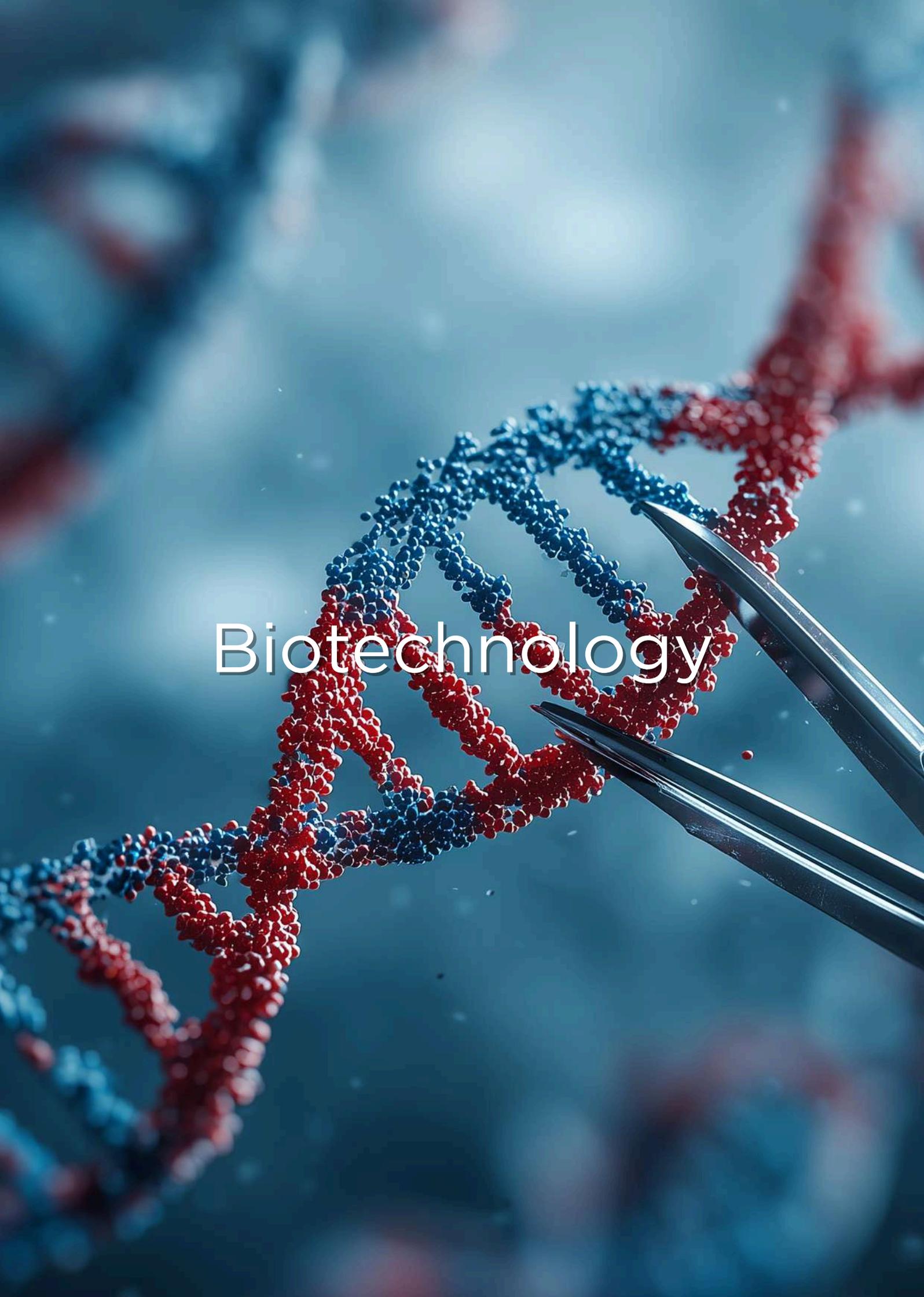
Remote monitoring growth



Transformation roles



Candidate demand

A 3D rendering of a DNA double helix structure. The two strands are colored red and blue, and are composed of small, spherical beads. A pair of tweezers is positioned on the right side of the image, with its tips pointing towards the DNA strands, suggesting a process of genetic editing or manipulation. The background is a soft, out-of-focus blue.

Biotechnology

Implication for 2026

The biotech sector is poised for strong global growth, driven by rising investment, accelerated development, and broader adoption of biotech applications across multiple domains.

Key Growth Drivers & Trends

1. Expansion of Biologics, Cell/Gene Therapies & Precision Medicine

- Rising demand for biologics — including monoclonal antibodies, cell and gene therapies, and advanced treatments for chronic, rare, and oncological diseases — is driving significant revenue growth and innovation.
- Progress in genomics, molecular biology, and bioinformatics is enabling more personalised medicine, improving efficacy and reducing side effects.
- As healthcare systems face aging populations globally, rising chronic diseases, and growing demand for advanced therapies, the biotech therapeutic segment is expected to sustain steady growth.

2. Diversification Beyond Therapeutics: Agriculture, Industrial & Environmental Biotech

- Biotechnology isn't just transforming medicine — applications in agriculture (e.g., improved crops, sustainable farming), industrial biotechnology (bio-manufacturing, bio-based materials), and environmental biotech are growing.
- As global attention increases on sustainability — food security, climate change, bio-based economy — biotech-driven solutions may see rising demand not just in developed markets, but especially in emerging markets.

3. Rapid Innovation Enabled by Technology — Genomics, DNA Sequencing, Synthetic Biology, Bioinformatics, and AI Integration

- Advances in technologies such as DNA sequencing, bioinformatics, nanobiotechnology, tissue engineering, and related biotech tools are expanding the scope and capability of biotech firms. In 2024, tissue engineering & regeneration was

APAC

among the largest sub-segments by share.

- On the frontier, the sub-sector of Synthetic Biology (SynBio) is experiencing especially rapid growth: one market analysis projects the synthetic biology market (2026-2036) to grow at a CAGR of 20.6–28.6%, reflecting rising demand for programmable biology — for medicine, agriculture, industrial biotech, and environmental applications.
- These enabling technologies — combined with falling costs for sequencing/synthesis and rising computational power — are lowering barriers to entry and accelerating innovation cycles, which should boost overall biotech growth by 2026.

4. Geographic & Regional Expansion — Asia-Pacific and Emerging Markets Gaining Momentum

- While historically North America has led biotech in terms of share and innovation infrastructure, many reports expect the Asia-Pacific region to witness the fastest growth rate over the coming years, driven by increasing biopharma and healthcare investments, rising demand, and emerging-market adoption.
- This geographic diversification may help distribute biotech growth more evenly across global markets, opening opportunities in less mature but rapidly developing economies

KEY TAKEAWAYS



Biologics
growth



Tech-driven
innovation



APAC
expansion

Australia

Australia's biotech sector encompasses medical biotechnology, agricultural biotech, and environmental biotech, reflecting a diverse and innovative landscape.

The industry includes drug development, vaccines, diagnostics, regenerative medicine, genomics, and molecular biology, supported by universities, research institutes and startups.

Career Prospects

Professionals can explore a broad spectrum of roles across the sector's key functions:

- Research & Development: Scientists, lab technicians, molecular biologists.
- Clinical & Regulatory: Clinical trial coordinators, regulatory affairs specialists.
- Sales & Commercial: Biotech sales representatives, product managers, marketing specialists.
- Manufacturing & Quality: Bioprocess engineers, quality assurance, validation specialists.

KEY TAKEAWAYS



Diverse biotech landscape



Strong research ecosystem



Broad career opportunities

India's biotech industry is expanding under government-backed initiatives like Biotechnology Industry Research Assistance Council (BIRAC) programs, focusing on gene therapy, molecular diagnostics, and biomanufacturing.

Demand for Specialised Skills

There is strong demand for bioinformatics scientists, genomic data analysts, and bioprocess engineers. Skills in CRISPR, protein engineering, and computational biology are increasingly valued.

Talent Gaps

Shortages persist in digital and data-driven roles, leading to higher salaries and flexible work arrangements. Limited investment in upskilling programs is widening the skills gap.

KEY TAKEAWAYS



Specialised
skills



Digital
shortage



Upskilling
gap

Malaysia

Malaysia's biotechnology sector is advancing under the National Biotechnology Policy 2.0 (DBN 2.0), focusing on therapeutics, diagnostics, biomanufacturing, and research innovation. The sector continues to attract investment and is expanding across multiple biotech subfields, creating diverse opportunities for skilled professionals.

Talent Implications

- **Specialist Roles:** Strong demand for bioinformatics scientists, genomic analysts, bioprocess engineers, and regulatory affairs professionals.
- **Recruitment Focus:** Talent is sought for R&D, regulatory compliance, commercialisation, and operational leadership roles.

- **Skill Requirements:** Deep technical expertise and experience in biotech applications remain critical.

Market Implications

Malaysia's biotech sector is growing steadily, supported by innovation programs, investment incentives, and talent development initiatives. Companies need to secure skilled professionals to drive research, regulatory adherence, and commercialisation efforts.

KEY TAKEAWAYS



Specialist talent demand



Technical expertise



Sector growth

Singapore



Singapore continues to position itself as a hub for advanced medical science, driven by cutting-edge innovation and strategic investments in biotech. A key area of growth is cell and gene therapy, reflecting both global trends and local R&D expansion.

Hiring Demand & Market Trends

Over the past 12 months, the most noticeable changes in hiring have been:

- Increased recruitment for cell and gene therapy specialists and related R&D roles.
- Rising demand for skilled manufacturing professionals to support scaling of biotech products.
- Persistent challenges in filling scientist positions, especially in highly specialised research domains.

Talent Implications

- High technical expertise and specialised knowledge in emerging therapies remain critical.
- The shortage of R&D and manufacturing talent is shaping employer strategies, with companies increasingly focusing on retention and targeted talent acquisition.

KEY TAKEAWAYS



Cell & gene therapy



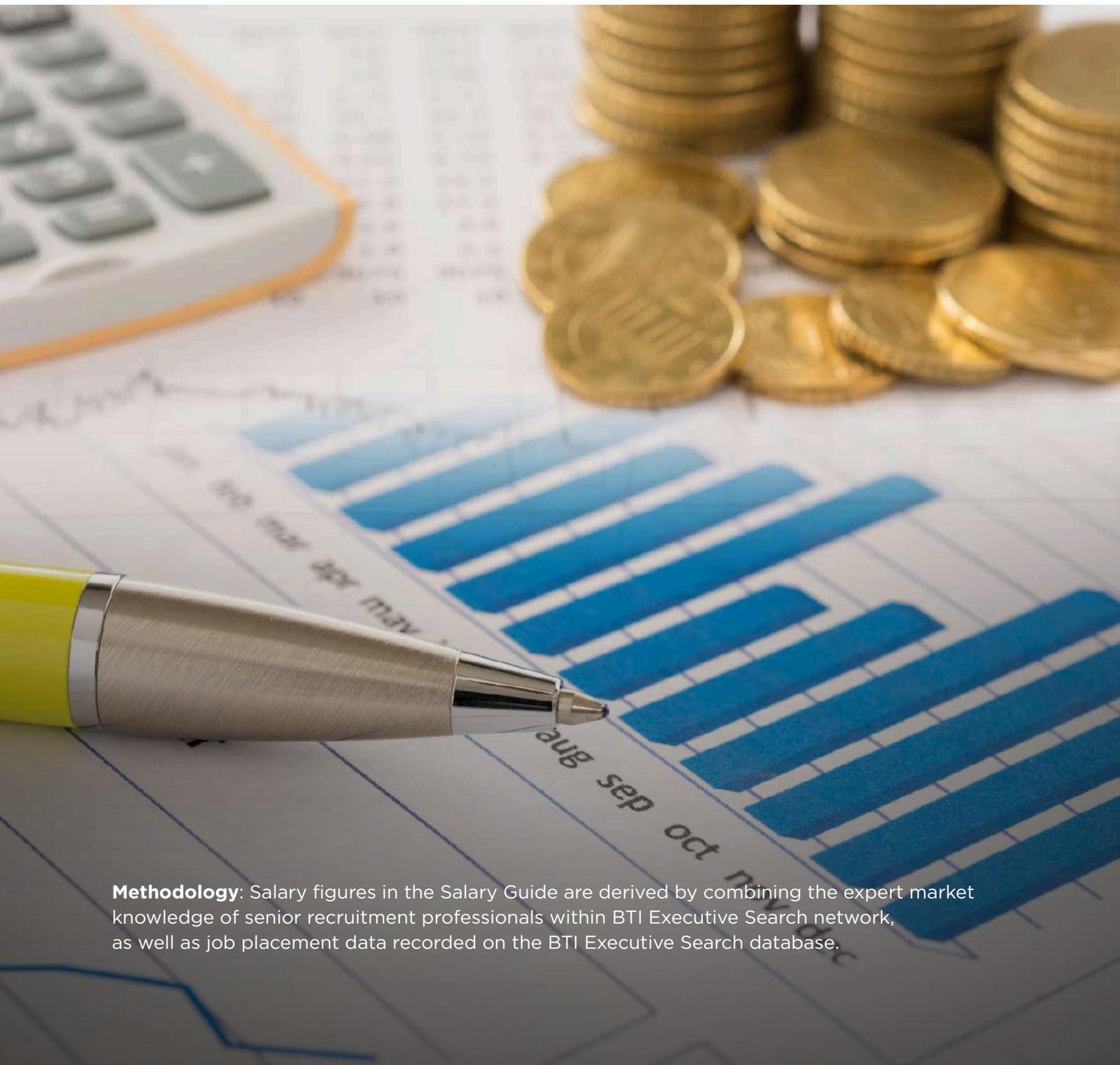
R&D talent shortage



Specialist scientists

Salary Guide

PHARMACEUTICAL | MEDTECH |
BIOTECHNOLOGY | CLINICAL SETTINGS



Methodology: Salary figures in the Salary Guide are derived by combining the expert market knowledge of senior recruitment professionals within BTI Executive Search network, as well as job placement data recorded on the BTI Executive Search database.



Australia

Pharmaceutical

Australia

COMMERCIAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
Market Access/HEOR			
Vice President	15+	250,000	400,000
Director	12 - 15	190,000	230,000
Manager	8 - 10	120,000	150,000
Non-management	3 - 8	90,000	120,000

Sales & Marketing/Business Development			
Vice President	15+	230,000	350,000
Director/General Manager	12 - 15	180,000	250,000
Manager	8 - 10	130,000	150,000
Brand Manager (Consumer Health)	8 - 10	100,000	150,000
Non-management	3 - 8	100,000	130,000

Australia

OPERATIONS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
Supply Chain			
Director	15+	190,000	260,000
Manager	8 - 15	110,000	190,000
Non-management	3 - 8	80,000	105,000

Engineering			
Head of Manufacturing	15+	175,000	270,000
Manager	8 - 15	110,000	190,000
Non-management	3 - 5	75,000	95,000

Australia

CORPORATE SERVICES

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
Human Resources			
Director	12 - 15	190,000	250,000
Manager	8 - 10	140,000	175,000
Non-management	3 - 8	85,000	120,000

Talent Acquisition			
Director	12 - 15	160,000	200,000
Manager	8 - 10	130,000	150,000
Non-management	3 - 8	80,000	100,000

Financial & Accounting			
Director	12 - 15	205,000	255,000
Manager	8 - 10	130,000	185,000
Non-management	3 - 8	85,000	115,000

Legal & Compliance			
General Counsel	20+	250,000	350,000
Director	12 - 15	230,000	280,000
Manager	8 - 10	150,000	200,000
Non-management	3 - 8	85,000	130,000

Australia

TECHNICAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
R&D			
Director	12+	180,000	220,000
Manager	8 - 12	120,000	180,000
Non-management	3 - 8	78,000	120,000

Medical			
Director	12+	200,000	400,000
Manager	8 - 12	150,000	200,000
Non-management	3 - 8	105,000	150,000

Quality Assurance			
Director	12+	180,000	260,000
Manager	8 - 12	90,000	180,000
Non-management	3 - 8	78,000	100,000

Regulatory Affairs			
Director	12+	185,000	325,000
Manager	8 - 12	100,000	182,000
Non-management	3 - 8	78,000	100,000

Australia

SUPPORT

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
Information Technology			
Director	12+	170,000	265,000
Manager	8 - 12	120,000	160,000
Non-management	3 - 8	80,000	115,000

MedTech

Australia

COMMERCIAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
Sales & Marketing/Business Development			
Vice President	15+	250,000	282,000
Director/General Manager	12 - 15	200,000	250,000
Manager	8 - 10	130,000	150,000
Non-management	3 - 8	90,000	125,000

Australia

OPERATIONS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
Supply Chain			
Vice President/Director	15+	190,000	260,000
Manager	8 - 15	110,000	190,000
Non-management	3 - 8	80,000	105,000

Engineering			
Head of Manufacturing	15+	175,000	270,000
Manager	8 - 15	110,000	190,000
Non-management	3 - 8	75,000	95,000

Australia

CORPORATE SERVICES

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
Human Resources			
Director	12 - 15	190,000	250,000
Manager	8 - 10	140,000	175,000
Non-management	3 - 8	85,000	120,000

Talent Acquisition			
Director	12 - 15	160,000	200,000
Manager	8 - 10	130,000	150,000
Non-management	3 - 8	80,000	100,000

Financial & Accounting			
Director	12 - 15	205,000	255,000
Manager	8 - 10	130,000	185,000
Non-management	3 - 8	85,000	115,000

Legal & Compliance			
General Counsel	20+	250,000	350,000
Director	12 - 15	230,000	280,000
Manager	8 - 10	150,000	200,000
Non-management	3 - 8	85,000	130,000

Australia

TECHNICAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
R&D			
Director	12+	180,000	220,000
Manager	8 - 12	120,000	180,000
Non-management	3 - 8	78,000	120,000

Medical			
Director	12+	200,000	400,000
Manager	8 - 12	150,000	200,000
Non-management	3 - 8	105,000	150,000

Quality Assurance			
Director	12+	180,000	260,000
Manager	8 - 12	90,000	180,000
Non-management	3 - 8	78,000	100,000

Regulatory Affairs			
Director	12+	185,000	325,000
Manager	8 - 12	100,000	182,000
Non-management	3 - 8	78,000	100,000

Australia

SUPPORT

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
Information Technology			
Director	12+	170,000	265,000
Manager	8 - 12	120,000	160,000
Non-management	3 - 8	80,000	115,000

Biotechnology

Australia

COMMERCIAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
Market Access/HEOR			
Vice President	15+	220,000	400,000
Director	12 - 15	190,000	230,000
Manager	8 - 10	130,000	150,000
Non-management	3 - 8	90,000	120,000

Sales & Marketing/Business Development			
Vice President	15+	230,000	350,000
Director/General Manager	12 - 15	180,000	250,000
Manager	8 - 10	130,000	150,000
Non-management	3 - 8	100,000	130,000

Australia

OPERATIONS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
Supply Chain			
Director	15+	190,000	260,000
Manager	8 - 15	110,000	190,000
Non-management	3 - 8	80,000	105,000

Engineering			
Head of Manufacturing	15+	175,000	270,000
Manager	8 - 15	110,000	190,000
Non-management	3 - 8	75,000	95,000

Australia

CORPORATE SERVICES

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
Human Resources			
Director	12 - 15	190,000	250,000
Manager	8 - 10	140,000	175,000
Non-management	3 - 8	85,000	120,000

Talent Acquisition			
Director	12 - 15	160,000	200,000
Manager	8 - 10	130,000	150,000
Non-management	3 - 8	80,000	100,000

Financial & Accounting			
Director	12 - 15	205,000	255,000
Manager	8 - 10	130,000	185,000
Non-management	3 - 8	85,000	115,000

Legal & Compliance			
General Counsel	20+	250,000	350,000
Director	12 - 15	230,000	280,000
Manager	8 - 10	150,000	200,000
Non-management	3 - 8	85,000	130,000

Australia

TECHNICAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
R&D			
Director	12+	180,000	220,000
Manager	8 - 12	120,000	180,000
Non-management	3 - 8	78,000	120,000

Medical			
Director	12+	200,000	400,000
Manager	8 - 12	150,000	200,000
Non-management	3 - 8	105,000	150,000

Quality Assurance			
Director	12+	180,000	260,000
Manager	8 - 12	90,000	180,000
Non-management	3 - 8	78,000	100,000

Regulatory Affairs			
Director	12+	185,000	325,000
Manager	8 - 12	100,000	182,000
Non-management	3 - 8	78,000	100,000

Australia

SUPPORT

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
Information Technology			
Director	12+	170,000	265,000
Manager	8 - 12	120,000	160,000
Non-management	3 - 8	80,000	115,000

Clinical Settings

Australia

OPERATIONS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (AUD)	MAX (AUD)
HCP (GP Medicine)			
Medical Director	15+	210,000	400,000
Practice Manager	8 - 15	85,000	110,000

HCP (Nursing)			
Director Nursing	15+	140,000	250,000
Assistant Director of Nursing	8 - 10	120,000	140,000
Nurse Manager/Clinician/Educator	3 - 8	100,000	130,000

HCP (GP Pharmacy)			
Principal Pharmacist	15+	80,000	120,000
Senior Pharmacist	8 - 15	120,000	180,000

Aged Care			
General Manager	15+	150,000	210,000
Clinical Nurse Manager	8 - 15	100,000	145,000



India

Pharmaceutical

India

COMMERCIAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
Market Access/HEOR			
Vice President	15+	11,000,000	15,000,000
Director	12 - 15	4,500,000	6,000,000
Manager	8 - 10	3,500,000	4,000,000
Non-management	3 - 8	2,000,000	3,000,000

Sales & Marketing/Business Development			
Vice President	15+	8,000,000	15,000,000
Director/General Manager	12 - 15	5,000,000	8,000,000
Manager	8 - 10	1,000,000	1,500,000
Non-management	3 - 8	800,000	1,000,000

India

OPERATIONS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
Supply Chain			
Director	15+	8,000,000	9,500,000
Manager	8 - 15	2,500,000	8,000,000
Non-management	3 - 8	1,000,000	2,500,000

Engineering			
Head of Manufacturing	15+	5,000,000	15,000,000
Manager	8 - 15	2,000,000	5,000,000
Non-management	3 - 8	600,000	2,000,000

India

CORPORATE SERVICES

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
Human Resources			
Director	12 - 15	5,000,000	8,000,000
Manager	8 - 10	3,500,000	5,000,000
Non-management	3 - 8	1,500,000	3,500,000

Talent Acquisition			
Director	12 - 15	4,000,000	8,000,000
Manager	8 - 10	1,500,000	2,000,000
Non-management	3 - 8	400,000	1,500,000

Financial & Accounting			
Director	12 - 15	7,000,000	9,000,000
Manager	8 - 10	3,000,000	5,000,000
Non-management	3 - 8	1,000,000	2,500,000

Legal & Compliance			
General Counsel	20+	9,000,000	13,000,000
Director	12 - 15	7,000,000	10,000,000
Manager	8 - 10	1,500,000	2,000,000
Non-management	3 - 8	800,000	1,500,000

India

TECHNICAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
R&D			
Director	12+	7,000,000	15,000,000
Manager	8 - 12	1,500,000	3,000,000
Non-management	3 - 8	800,000	2,000,000

Medical			
Director	12+	7,000,000	15,000,000
Manager	8 - 12	3,500,000	5,000,000
Non-management	3 - 8	1,000,000	2,500,000

Quality Assurance			
Director	12+	7,000,000	20,000,000
Manager	8 - 12	3,000,000	5,000,000
Non-management	3 - 8	400,000	2,000,000

Regulatory Affairs			
Director	12+	8,000,000	12,000,000
Manager	8 - 12	3,000,000	5,000,000
Non-management	3 - 8	500,000	3,000,000

India

SUPPORT

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
Information Technology			
Director	12+	7,000,000	12,000,000
Manager	8 - 12	2,500,000	5,000,000
Non-management	3 - 8	500,000	1,500,000

C-Suites			
CEO	20+	10,000,000	40,000,000
COO	20+	8,000,000	10,000,000

MedTech

India

COMMERCIAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
Market Access/HEOR			
Vice President	15+	4,000,000	12,000,000
Director	12 - 15	2,500,000	5,000,000
Manager	8 - 10	1,000,000	2,000,000
Non-management	3 - 8	500,000	1,000,000

Sales & Marketing/Business Development			
Vice President	15+	4,000,000	10,000,000
Director/General Manager	12 - 15	3,000,000	4,000,000
Manager	8 - 10	2,000,000	3,000,000
Non-management	3 - 8	800,000	2,000,000

India

OPERATIONS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
Supply Chain			
Director	15+	5,000,000	7,000,000
Manager	8 - 15	2,000,000	5,000,000
Non-management	3 - 8	500,000	2,000,000

Engineering			
Head of Manufacturing	15+	5,000,000	8,000,000
Manager	8 - 15	3,000,000	5,000,000
Non-management	3 - 8	800,000	3,000,000

India

CORPORATE SERVICES

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
Human Resources			
Director	12 - 15	5,000,000	7,000,000
Manager	8 - 10	3,000,000	5,000,000
Non-management	3 - 8	1,500,000	3,000,000

Talent Acquisition			
Director	12 - 15	4,000,000	5,000,000
Manager	8 - 10	2,000,000	3,000,000
Non-management	3 - 8	500,000	2,000,000

Financial & Accounting			
Director	12 - 15	7,000,000	9,000,000
Manager	8 - 10	3,000,000	5,000,000
Non-management	3 - 8	1,000,000	2,500,000

Legal & Compliance			
General Counsel	20+	5,000,000	8,000,000
Director	12 - 15	3,000,000	4,500,000
Manager	8 - 10	2,000,000	2,500,000
Non-management	3 - 8	1,000,000	2,000,000

India

TECHNICAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
R&D			
Director	12+	3,000,000	9,000,000
Manager	8 - 12	1,000,000	3,000,000
Non-management	3 - 8	5,000,000	1,000,000

Medical			
Director	12+	3,000,000	15,000,000
Manager	8 - 12	2,000,000	3,000,000
Non-management	3 - 8	500,000	2,000,000

Quality Assurance			
Director	12+	5,000,000	10,000,000
Manager	8 - 12	2,000,000	5,000,000
Non-management	3 - 8	500,000	2,000,000

Regulatory Affairs			
Director	12+	50,000,000	12,000,000
Manager	8 - 12	2,500,000	5,000,000
Non-management	3 - 8	800,000	2,500,000

India

SUPPORT

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
Information Technology			
Director	12+	7,000,000	12,000,000
Manager	8 - 12	2,500,000	5,000,000
Non-management	3 - 8	500,000	1,500,000

C-Suites			
CEO	20+	10,000,000	40,000,000
CXO	20+	10,000,000	40,000,000
COO	20+	7,000,000	10,000,000
CMO	20+	7,000,000	12,000,000
CTO	20+	8,000,000	25,000,000

Biotechnology

India

COMMERCIAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
Market Access/HEOR			
Vice President	15+	7,000,000	20,000,000
Director	12 - 15	5,000,000	15,000,000
Manager	8 - 10	2,500,000	4,000,000
Non-management	3 - 8	800,000	2,500,000

Sales & Marketing/Business Development			
Vice President	15+	6,000,000	15,000,000
Director/General Manager	12 - 15	4,500,000	6,000,000
Manager	8 - 10	2,500,000	4,000,000
Non-management	3 - 8	1,000,000	2,500,000

India

OPERATIONS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
Supply Chain			
Director	15+	5,000,000	10,000,000
Manager	8 - 15	2,500,000	5,000,000
Non-management	3 - 8	1,000,000	2,500,000

Engineering			
Head of Manufacturing	15+	6,000,000	16,000,000
Manager	8 - 15	2,500,000	6,000,000
Non-management	3 - 8	800,000	2,500,000

India

CORPORATE SERVICES

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
Human Resources			
Director	12 - 15	5,000,000	8,000,000
Manager	8 - 10	3,500,000	5,000,000
Non-management	3 - 8	1,500,000	3,500,000

Talent Acquisition			
Director	12 - 15	4,000,000	8,000,000
Manager	8 - 10	1,500,000	2,000,000
Non-management	3 - 8	400,000	1,500,000

Financial & Accounting			
Director	12 - 15	7,000,000	9,000,000
Manager	8 - 10	3,000,000	5,000,000
Non-management	3 - 8	1,000,000	2,500,000

Legal & Compliance			
General Counsel	20+	9,000,000	13,000,000
Director	12 - 15	7,000,000	10,000,000
Manager	8 - 10	1,500,000	2,000,000
Non-management	3 - 8	800,000	1,500,000

India

TECHNICAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
R&D			
Director	12+	5,000,000	20,000,000
Manager	8 - 12	1,500,000	5,000,000
Non-management	3 - 8	800,000	1,500,000

Medical			
Director	12+	7,000,000	15,000,000
Manager	8 - 12	3,500,000	5,000,000
Non-management	3 - 8	1,000,000	2,500,000

Quality Assurance			
Director	12+	7,000,000	20,000,000
Manager	8 - 12	3,000,000	5,000,000
Non-management	3 - 8	400,000	2,000,000

Regulatory Affairs			
Director	12+	8,000,000	12,000,000
Manager	8 - 12	3,000,000	5,000,000
Non-management	3 - 8	500,000	3,000,000

India

SUPPORT

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
Information Technology			
Director	12+	7,000,000	12,000,000
Manager	8 - 12	2,500,000	5,000,000
Non-management	3 - 8	500,000	1,500,000

C-Suites			
CEO	20+	10,000,000	40,000,000
CXO	20+	10,000,000	40,000,000
COO	20+	8,000,000	10,000,000
CMO	20+	8,000,000	12,000,000
CTO	20+	8,000,000	25,000,000

Clinical Settings

India

CLINICAL SETTINGS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (INR)	MAX (INR)
HCP (GP Medicine)			
Consultant	12 - 15	2,000,000	16,000,000
Medical Director	12 - 15	2,000,000	15,000,000
Medical Doctor	5 - 12	1,000,000	2,000,000
House Officer/Medical Officer	1 - 5	300,000	1,000,000

HCP (Nursing)			
Director of Nursing	15 - 20	1,500,000	2,000,000
Assistant Director of Nursing	10 - 15	1,000,000	1,500,000
Nurse Manager/Clinician/Educator	8 - 10	800,000	1,000,000
Senior Staff Nurse	5 - 8	500,000	800,000

HCP (Allied Health)			
Principal Therapist/ Principal Social Worker	6 - 12	500,000	700,000
Senior Therapist/Senior Social Worker	3 - 6	300,000	500,000

HCP (Pharmacy)			
Principal Pharmacist	6 - 12	400,000	700,000
Senior Pharmacist	3 - 6	300,000	500,000



Malaysia

Pharmaceutical

Malaysia

COMMERCIAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (MYR)	MAX (MYR)
Market Access/HEOR			
Vice President	15+	200,000	250,000
Director	12 - 15	120,000	200,000
Manager	8 - 10	90,000	120,000
Non-management	3 - 8	72,000	90,000

Sales & Marketing/Business Development			
Vice President	15+	250,000	250,000
Director/General Manager	12 - 15	200,000	200,000
Manager	8 - 10	96,000	120,000
Non-management	3 - 8	54,000	90,000

Malaysia

OPERATIONS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (MYR)	MAX (MYR)
Supply Chain			
Director	15+	200,000	360,000
Manager	8 - 15	120,000	220,000
Non-management	3 - 8	36,000	120,000

Engineering			
Head of Manufacturing	15+	200,000	310,000
Manager	8 - 15	120,000	240,000
Non-management	3 - 8	36,000	72,000

Malaysia

CORPORATE SERVICES

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (MYR)	MAX (MYR)
Human Resources			
Director	12 - 15	200,000	250,000
Manager	8 - 10	100,000	150,000
Non-management	3 - 8	36,000	60,000

Talent Acquisition			
Director	12 - 15	120,000	200,000
Manager	8 - 10	100,000	120,000
Non-management	3 - 8	60,000	90,000

Financial & Accounting			
Director	12 - 15	200,000	300,000
Manager	8 - 10	100,000	180,000
Non-management	3 - 8	60,000	100,000

Legal & Compliance			
General Counsel	20+	250,000	350,000
Director	12 - 15	180,000	250,000
Manager	8 - 10	96,000	180,000
Non-management	3 - 8	50,000	100,000

Malaysia

TECHNICAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (MYR)	MAX (MYR)
R&D			
Director	12+	168,000	276,000
Manager	8 - 12	90,000	156,000
Non-management	3 - 8	54,000	90,000

Medical			
Director	12+	240,000	480,000
Manager	8 - 12	120,000	204,000
Non-management	3 - 8	60,000	102,000

Quality Assurance			
Director	12+	144,000	264,000
Manager	8 - 12	72,000	132,000
Non-management	3 - 8	46,800	78,000

Regulatory Affairs			
Director	12+	180,000	300,000
Manager	8 - 12	96,000	180,000
Non-management	3 - 8	54,000	90,000

Malaysia

SUPPORT

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (MYR)	MAX (MYR)
Information Technology			
Director	12+	210,000	380,000
Manager	8 - 12	110,000	220,000
Non-management	3 - 8	60,000	120,000

MedTech

Malaysia

COMMERCIAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (MYR)	MAX (MYR)
Market Access/HEOR			
Vice President	15+	300,000	360,000
Director	12 - 15	240,000	280,000
Manager	8 - 10	144,000	192,000
Non-management	3 - 8	72,000	96,000

Sales & Marketing/Business Development			
Vice President	15+	264,000	288,000
Director/General Manager	12 - 15	240,000	264,000
Manager	8 - 10	144,000	192,000
Non-management	3 - 8	36,000	96,000

Malaysia

OPERATIONS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (MYR)	MAX (MYR)
Supply Chain			
Director	15+	216,000	400,000
Manager	8 - 15	100,000	190,000
Non-management	3 - 8	50,000	96,000

Engineering			
Head of Manufacturing	15+	190,000	320,000
Manager	8 - 15	90,000	180,000
Non-management	3 - 8	55,000	105,000

Malaysia

CORPORATE SERVICES

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (MYR)	MAX (MYR)
Human Resources			
Director	12 - 15	200,000	250,000
Manager	8 - 10	100,000	150,000
Non-management	3 - 8	36,000	60,000

Talent Acquisition			
Director	12 - 15	120,000	200,000
Manager	8 - 10	100,000	120,000
Non-management	3 - 8	60,000	90,000

Financial & Accounting			
Director	12 - 15	200,000	300,000
Manager	8 - 10	100,000	180,000
Non-management	3 - 8	60,000	100,000

Legal & Compliance			
General Counsel	20+	250,000	350,000
Director	12 - 15	180,000	250,000
Manager	8 - 10	96,000	180,000
Non-management	3 - 8	50,000	100,000

Malaysia

TECHNICAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (MYR)	MAX (MYR)
R&D			
Director	12+	156,000	252,000
Manager	8 - 12	84,000	144,000
Non-management	3 - 8	48,000	84,000

Medical			
Director	12+	168,000	300,000
Manager	8 - 12	84,000	144,000
Non-management	3 - 8	48,000	78,000

Quality Assurance			
Director	12+	192,000	300,000
Manager	8 - 12	96,000	180,000
Non-management	3 - 8	54,000	96,000

Regulatory Affairs			
Director	12+	180,000	288,000
Manager	8 - 12	93,600	174,000
Non-management	3 - 8	51,600	93,600

Malaysia

SUPPORT

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (MYR)	MAX (MYR)
Information Technology			
Director	12+	220,000	400,000
Manager	8 - 12	120,000	246,000
Non-management	3 - 8	60,000	120,000

Biotechnology

Malaysia

COMMERCIAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (MYR)	MAX (MYR)
Market Access/HEOR			
Vice President	15+	200,000	250,000
Director	12 - 15	120,000	200,000
Manager	8 - 10	90,000	120,000
Non-management	3 - 8	72,000	90,000

Sales & Marketing/Business Development			
Vice President	15+	250,000	250,000
Director/General Manager	12 - 15	200,000	200,000
Manager	8 - 10	96,000	120,000
Non-management	3 - 8	54,000	90,000

Malaysia

OPERATIONS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (MYR)	MAX (MYR)
Supply Chain			
Director	15+	168,000	300,000
Manager	8 - 15	84,000	156,000
Non-management	3 - 8	45,000	78,000

Engineering			
Head of Manufacturing	15+	140,000	250,000
Manager	8 - 15	80,000	145,000
Non-management	3 - 8	48,000	90,000

Malaysia

CORPORATE SERVICES

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (MYR)	MAX (MYR)
Human Resources			
Director	12 - 15	200,000	250,000
Manager	8 - 10	100,000	150,000
Non-management	3 - 8	36,000	60,000

Talent Acquisition			
Director	12 - 15	120,000	200,000
Manager	8 - 10	100,000	120,000
Non-management	3 - 8	60,000	90,000

Financial & Accounting			
Director	12 - 15	200,000	300,000
Manager	8 - 10	100,000	180,000
Non-management	3 - 8	60,000	100,000

Legal & Compliance			
General Counsel	20+	250,000	350,000
Director	12 - 15	180,000	250,000
Manager	8 - 10	96,000	180,000
Non-management	3 - 8	50,000	100,000

Malaysia

TECHNICAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (MYR)	MAX (MYR)
R&D			
Director	12+	180,000	324,000
Manager	8 - 12	108,000	180,000
Non-management	3 - 8	60,000	108,000

Medical			
Director	12+	216,000	360,000
Manager	8 - 12	108,000	168,000
Non-management	3 - 8	60,000	96,000

Quality Assurance			
Director	12+	156,000	276,000
Manager	8 - 12	78,000	144,000
Non-management	3 - 8	48,000	84,000

Regulatory Affairs			
Director	12+	168,000	276,000
Manager	8 - 12	90,000	168,000
Non-management	3 - 8	48,000	84,000

Malaysia

SUPPORT

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (MYR)	MAX (MYR)
Information Technology			
Director	12+	190,000	350,000
Manager	8 - 12	100,000	200,000
Non-management	3 - 8	55,000	100,000

Clinical Settings

Malaysia

CLINICAL SETTINGS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
HCP (GP Medicine)			
Medical Director	12 - 15	150,000	200,000
Medical Doctor	5 - 12	108,000	150,000
House Officer Medical Officer	1 - 5	60,000	70,000

HCP (Nursing)			
Director of Nursing	15 - 20	120,000	180,000
Assistant Director of Nursing	10 - 15	102,000	150,000
Nurse Manager/Clinician/Educator	8 - 10	72,000	100,000
Senior Staff Nurse	5 - 8	48,000	60,000

HCP (Allied Health)			
Principal Therapist/ Principal Social Worker	6 - 12	78,000	120,000
Senior Therapist/Senior Social Worker	3 - 6	54,000	60,000

HCP (Pharmacy)			
Principal Pharmacist	6 - 12	60,000	120,000
Senior Pharmacist	3 - 6	48,000	72,000



Singapore

Pharmaceutical

Singapore

COMMERCIAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
Market Access/HEOR			
Vice President	15+	200,000	300,000
Director	12 - 15	120,000	300,000
Manager	8 - 10	80,000	120,000
Non-management	3 - 8	65,000	90,000

Sales & Marketing/Business Development			
Vice President	15+	200,000	300,000
Director/General Manager	12 - 15	180,000	220,000
Manager	8 - 10	96,000	160,000
Non-management	3 - 8	66,000	84,000

Singapore

OPERATIONS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
Supply Chain			
Director	15+	180,000	260,000
Manager	8 - 15	96,000	180,000
Non-management	3 - 8	78,000	102,000

Engineering			
Head of Manufacturing	15+	180,000	264,000
Manager	8 - 15	96,000	144,000
Non-management	3 - 8	60,000	78,000

Singapore

CORPORATE SERVICES

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
Human Resources			
Director	12 - 15	200,000	260,000
Manager	8 - 10	140,000	180,000
Non-management	3 - 8	80,000	120,000

Talent Acquisition			
Director	12 - 15	150,000	200,000
Manager	8 - 10	120,000	150,000
Non-management	3 - 8	70,000	100,000

Financial & Accounting			
Director	12 - 15	200,000	300,000
Manager	8 - 10	90,000	140,000
Non-management	3 - 8	60,000	90,000

Legal & Compliance			
General Counsel	20+	250,000	300,000
Director	12 - 15	230,000	250,000
Manager	8 - 10	160,000	200,000
Non-management	3 - 8	80,000	140,000

Singapore

TECHNICAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
R&D			
Director	12+	180,000	220,000
Manager	8 - 12	120,000	180,000
Non-management	3 - 8	78,000	120,000

Medical			
Director	12+	200,000	400,000
Manager	8 - 12	150,000	200,000
Non-management	3 - 8	105,000	150,000

Quality Assurance			
Director	12+	180,000	260,000
Manager	8 - 12	90,000	180,000
Non-management	3 - 8	78,000	100,000

Regulatory Affairs			
Director	12+	185,000	325,000
Manager	8 - 12	100,000	182,000
Non-management	3 - 8	78,000	100,000

Singapore

SUPPORT

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
Information Technology			
Director	12 - 15	130,000	180,000
Manager	8 - 10	90,000	130,000
Non-management	3 - 5	70,000	90,000

C-Suites			
CEO	20+	260,000	520,000
COO	20+	225,000	400,000

MedTech

Singapore

COMMERCIAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
Sales & Marketing/Business Development			
Vice President	15+	234,000	390,000
Director	12 - 15	208,000	260,000
Manager	8 - 10	91,000	200,000
Non-management	3 - 8	71,000	91,000

Singapore

OPERATIONS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
Supply Chain			
Director	15+	190,000	390,000
Manager	8 - 15	100,000	195,000
Non-management	3 - 8	65,000	105,000

Engineering			
Head of Manufacturing	15+	234,000	325,000
Manager	8 - 15	90,000	182,000
Non-management	3 - 8	65,000	91,000

Singapore

CORPORATE SERVICES

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
Human Resources			
Director	12 15	180,000	240,000
Manager	8 - 10	120,000	160,000
Non-management	3 - 8	70,000	100,000

Talent Acquisition			
Director	12 15	120,000	150,000
Manager	8 - 10	100,000	120,000
Non-management	3 - 8	60,000	80,000

Financial & Accounting			
Director	12 - 15	200,000	300,000
Manager	8 - 10	120,000	140,000
Non-management	3 - 8	80,000	100,000

Legal & Compliance			
General Counsel	20+	220,000	280,000
Director	12 - 15	210,000	250,000
Manager	8 - 10	150,000	200,000
Non-management	3 - 8	100,000	140,000

Singapore

TECHNICAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
R&D			
Director	12+	180,000	220,000
Manager	8 - 12	120,000	180,000
Non-management	3 - 8	78,000	120,000

Medical			
Director	12+	200,000	400,000
Manager	8 - 12	150,000	200,000
Non-management	3 - 8	105,000	150,000

Quality Assurance			
Director	12+	180,000	260,000
Manager	8 - 12	90,000	180,000
Non-management	3 - 8	78,000	100,000

Regulatory Affairs			
Director	12+	185,000	325,000
Manager	8 - 12	100,000	182,000
Non-management	3 - 8	78,000	100,000

Singapore

SUPPORT

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
Information Technology			
Director	12 - 15	130,000	180,000
Manager	8 - 10	90,000	130,000
Non-management	3 - 5	70,000	90,000

C-Suites			
CEO	20+	260,000	520,000
COO	20+	225,000	400,000

Biotechnology

Singapore

COMMERCIAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
Market Access/HEOR			
Vice President	15+	200,000	300,000
Director	12 - 15	120,000	300,000
Manager	8 - 10	80,000	120,000
Non-management	3 - 8	65,000	90,000

Sales & Marketing/Business Development			
Vice President	15+	200,000	300,000
Director/General Manager	12 - 15	180,000	220,000
Manager	8 - 10	96,000	160,000
Non-management	3 - 8	66,000	84,000

Singapore

OPERATIONS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
Supply Chain			
Director	15+	180,000	260,000
Manager	8 - 15	96,000	180,000
Non-management	3 - 8	78,000	102,000

Engineering			
Head of Manufacturing	15+	180,000	264,000
Manager	8 - 15	96,000	144,000
Non-management	3 - 8	60,000	78,000

Singapore

CORPORATE SERVICES

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
Human Resources			
Director	12 - 15	160,000	200,000
Manager	8 - 10	110,000	150,000
Non-management	3 - 8	60,000	80,000

Talent Acquisition			
Director	12 - 15	120,000	150,000
Manager	8 - 10	80,000	100,000
Non-management	3 - 8	50,000	80,000

Financial & Accounting			
Director	12 - 15	200,000	300,000
Manager	8 - 10	120,000	140,000
Non-management	3 - 8	80,000	100,000

Legal & Compliance			
General Counsel	20+	230,000	260,000
Director	12 - 15	180,000	230,000
Manager	8 - 10	150,000	200,000
Non-management	3 - 8	80,000	120,000

Singapore

TECHNICAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
R&D			
Director	12+	180,000	220,000
Manager	8 - 12	120,000	180,000
Non-management	3 - 8	78,000	120,000

Medical			
Director	12+	200,000	400,000
Manager	8 - 12	150,000	200,000
Non-management	3 - 8	105,000	150,000

Quality Assurance			
Director	12+	180,000	260,000
Manager	8 - 12	90,000	180,000
Non-management	3 - 8	78,000	100,000

Regulatory Affairs			
Director	12+	185,000	325,000
Manager	8 - 12	100,000	182,000
Non-management	3 - 8	78,000	100,000

Singapore

TECHNICAL

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
Information Technology			
Director	12 - 15	130,000	200,000
Manager	8 - 10	90,000	150,000
Non-management	3 - 5	70,000	100,000

C-Suites			
CEO	20+	260,000	520,000
COO	20+	225,000	400,000

Clinical Settings

Singapore

CLINICAL SETTINGS

Annual Basic Salary (not including allowance, stock, bonus etc.)

	EXPERIENCE	MIN (SGD)	MAX (SGD)
HCP (GP Medicine)			
Consultant	12 - 15	264,000	336,000
Medical Director	12 - 15	264,000	312,000
Medical Doctor	5 - 12	144,000	210,000
House Officer Medical Officer	1 - 5	72,000	96,000

HCP (Nursing)			
Director of Nursing	15 - 20	144,000	190,000
Assistant Director of Nursing	10 - 15	108,000	144,000
Nurse Manager/Clinician/Educator	8 - 10	78,000	108,000
Senior Staff Nurse	5 - 8	60,000	84,000

HCP (Allied Health)			
Principal Therapist/ Principal Social Worker	6 - 12	90,000	114,000
Senior Therapist/Senior Social Worker	3 - 6	60,000	84,000

HCP (Pharmacy)			
Principal Pharmacist	6 - 12	90,000	114,000
Senior Pharmacist	3 - 6	60,000	84,000

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