

“In a candidate short market, pharma companies will pay a premium for good candidates.”

Singapore

Singapore has traditionally been a trading hub for the Asian region and more recently has established itself as a prime location for biomedical and Pharma operations. Singapore is attractive for candidates as it meets key criteria: high standard of living, political and economic stability, government-led commitment to the sector, strong life sciences and logistical infrastructure & low taxes.

The Pharma sector has been relatively resilient during a lengthy period of uncertainty and a demand for talented candidates remains high. Employee motivation and retention are seen as the most critical people-related issues to be addressed in the near future. Attraction of the right talent, particularly in a candidate-short market, requires a detailed knowledge of the client's organisation, the specific roles for which they are seeking the talent, and of course, access to the best candidates to fill those roles.

Demand for life science experts ranges across all dug cycle but there is a higher demand for Scientific and Engineering jobs. This is due to the notable multinational investments that have been made by GSK, Lonza, Genentech (Roche), Schering-Plough and others, who have chosen Singapore as their global manufacturing base.

For more senior level positions, employers will find it difficult to source local talent with the skills and experience they need. Therefore they are focused on talent development, reviewing compensation and benefits in order to retain employees. In a candidate short market, pharma companies will pay a premium for good candidates. This has seen candidates obtaining an increase of 30 – 40 per cent on their base salaries. Experience and specialist skills are the principal reasons for employing candidates from other Asian countries as well as hiring candidates who have not worked for a long time.

Candidates should research prospective employers carefully and ensure they take a long term perspective to their career. In this market, skilled workers know they have a choice so many will favour recognised industry leaders, or may simply aspire to the financial benefits. Still others may be drawn to the excitement and agility of a biotech or a smaller pharmaceutical company over the traditional big players.

China

Most companies in this sector experienced steady growth during 2009, while some big pharmaceutical companies established regional headquarters in China. In addition, an increasing number of companies centralised their regional projects or businesses to improve their overall efficiency.

Meanwhile, several world leading pharmaceutical companies and Contract Research Organisations (CRO) have merged with other big companies. For example Pfizer has acquired Wyeth worldwide; MSD has absorbed Schering Plough on a global scale whilst PPD has taken over Excel PharmaStudies and BioDuro.

For many this situation is creating a feeling of uncertainty about their future with the company. Consequently they are looking for other opportunities. Some senior staff on the other hand believe they will have

a more promising future if they remain with this employer.

The candidates most sought after by employers include those in Sales & Marketing, Regulatory Affairs, Medical Affairs, Clinical Operations, Biostatistics and Clinical Data Management. Demand also exists within early development areas including pre-formulation, formulation, chemical research, biological research and pre-clinical.

For senior management roles, employers in most cases prefer to recruit an overseas returnee or a candidate with an international background in a specialist sector.

Salary levels rose slightly at the mid-level during 2009. For senior or regional roles, salaries were, in some cases, open to negotiation.

Those looking for new opportunities this year should consider that employers value candidates with long-term work histories over those with a record of short-term tenure. Therefore it is important they remain focused on their specialisation, rather than over-diversifying work experience.

Japan

During the past year a steady stream of job opportunities were available in comparison to many other sectors. Mergers and acquisitions led to some hiring freezes in key high profile pharma, but generally a steady flow of opportunities existed in both commercial and R&D.

There are still major shortages in Japan for highly qualified bilingual candidates. Agents who are able to source such candidates will become key partners for the life science industry.

A number of key launches saw demand for Medical Representatives grow exponentially. Clinical Development and CRA candidates remained in high demand. Oncology has become an active area and specialists with this background have solid opportunities available. Regulatory Affairs and Quality Assurance remain sort-after skills, in both device and pharma. For Regulatory Affairs and Quality Assurance, proven relationships with regulators and experience with NDA approvals will prove indispensable to employers.

Salaries rose for Medical Representatives in response to both increased demand and competition among life science organisations. Demand for bilingual CRA's led to a slight increase in salary ranges for those with more than two years experience. As always, salaries remain highly competitive for strong QA/RA candidates.

Given Japan's conservative Life Science Industry, we have not seen any real difference to recruitment process thus far. However as competition intensifies for strong candidates, organisations will need to adjust their hiring practices to ensure they secure the best talent.

There are numerous opportunities available for skilled candidates, so those seeking their next role are advised to attend interviews with more than one company. Do not be afraid to enter the market.

Commercial

	Country Manager	Sales Director	Medical Rep	Account Manager	Area Sales Manager
Singapore	100 - 150	80 - 100	25 - 35	50 - 70	65 - 90
China	1.5 - 2.5	600 - 1,000	80 - 140	120 - 200	200 - 350
Japan	20 - 40	15 - 30	6 - 12	8 - 15	12 - 18

	Regional Sales Manager	Product Manager	Marketing Associate	Marketing Manager	Marketing Director
Singapore	70 - 100	50 - 70	25 - 40	45 - 70	70 - 100
China	350 - 600	150 - 300	N/A	300 - 600	600 - 1,200
Japan	16 - 30	10 - 17	7 - 12	14 - 22	16 - 30

	Business Development Manager	Business Development Director	PR/Corp Comm
Singapore	50 - 70	130 - 150	25 - 40
China	300 - 600	600 - 1,000	N/A
Japan	10 - 16	16 - 25	8 - 14

Technical

	Good Clinical Practice Manager	Good Manufacturing Practice Manager	Project Leaders	Drug Safety Manager	Drug Safety Senior Specialist
Singapore	70 - 80	60 - 90	60 - 80	45 - 55	35 - 45
China	N/A	N/A	N/A	250 - 400	150 - 250
Japan	10 - 16	10 - 16	12 - 16	10 - 15	8 - 11

	Medical Affairs Officer	Medical Affairs Manager	Medical Affairs Director	Research & Development Director	Regulatory Affairs Director
Singapore	60 - 90	125 - 155	175 - 225	200 +	650 - 1,000
China	120 - 200	200 - 450	450 - 900	800 - 1,500	650 - 1,000
Japan	8 - 14	16 - 25	18 - 40	18 - 30	16 - 22

Notes

- Typical Salary Range in '000 (excluding Japan which is stated in millions)
- All Salaries are represented in local currencies

Pharma

Technical

	Regulatory Affairs Manager	Regulatory Affairs Staff	Quality Assurance Manager	Corporate Affairs Manager	Corporate Affairs Director
Singapore	50 - 60	35 - 45	70 - 80	N/A	N/A
China	300 - 600	150 - 250	250 - 400	250 - 400	700 - 1,000
Japan	8 - 14	7 - 10	8 - 12	N/A	N/A

	Clinical Research Associate	Senior Clinical Research Associate	Clinical Research Manager	Clinical Research Director	Data Management Specialist
Singapore	25 - 40	40 - 60	770 - 90	150 - 200	25 - 40
China	50 - 150	150 - 200	200 - 450	450 - 700	80 - 150
Japan	8 - 12	12 - 16	12 - 16	14 - 24	6 - 10

	Data Manager	SAS Programmer	BioStatistic Manager	Information Services Specialist	Scientist
Singapore	45 - 60	35 - 50	60 - 85	N/A	25 - 35
China	250 - 450	80 - 200	250 - 450	N/A	100 - 250
Japan	10 - 12	6 - 10	7 - 10	7 - 10	6 - 12

	Scientist Leader	Head Scientist	Study Monitor	Physician	Medical Writer
Singapore	50 - 70	100 - 150	30 - 45	150 - 250	35 - 45
China	250 - 500	600 - 1,300	150 - 300	400 - 800	N/A
Japan	8 - 14	12 - 18	N/A	8 - 16	8 - 12

Notes

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