

QUALIO SURVEY SERIES

Life science quality professional salary report 2023

Overview

At the end of 2022, we asked hundreds of life science quality professionals across North America, Europe and Australia to talk salaries with us. We started with the obvious question: 'are you happy with what you're being paid?' Almost half said they weren't, and only a quarter said they were.

A comment from a participant, echoed by many others, could sum up why:

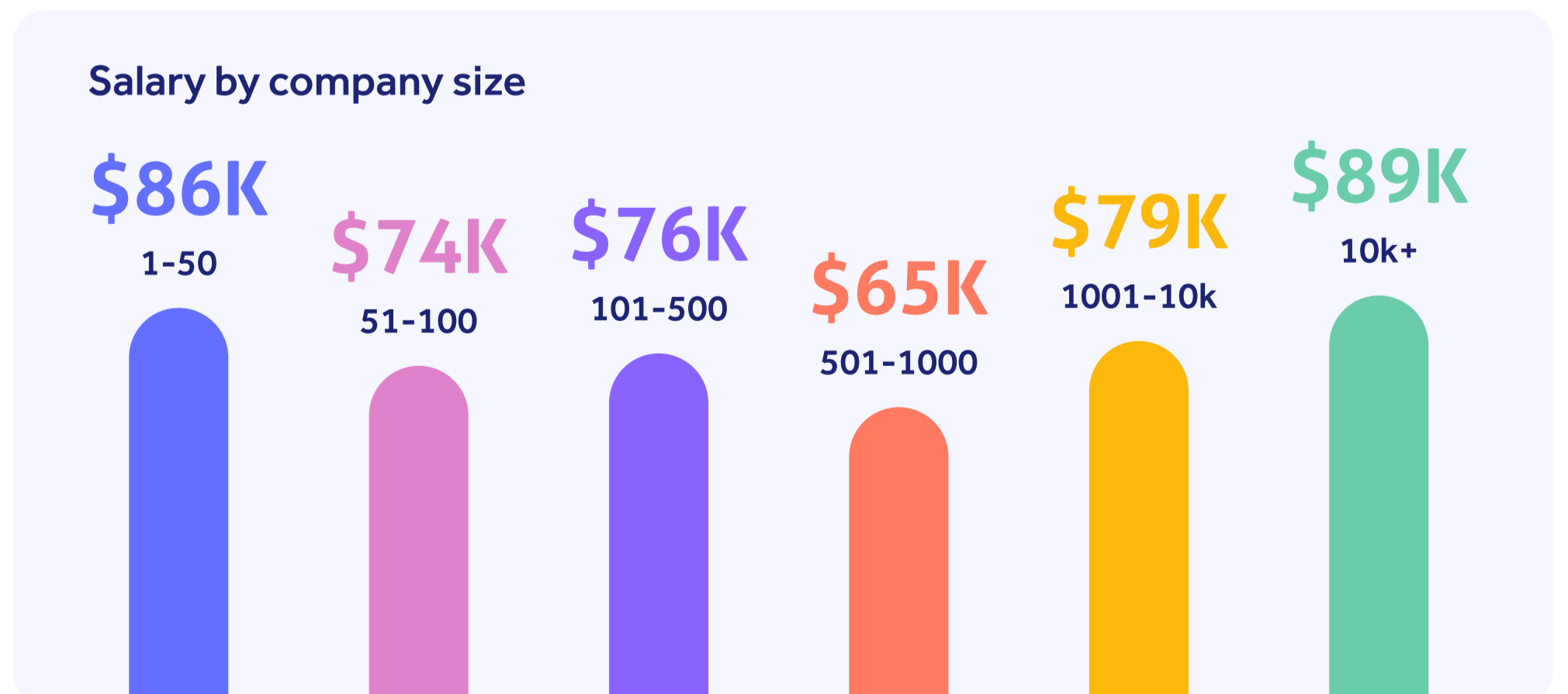
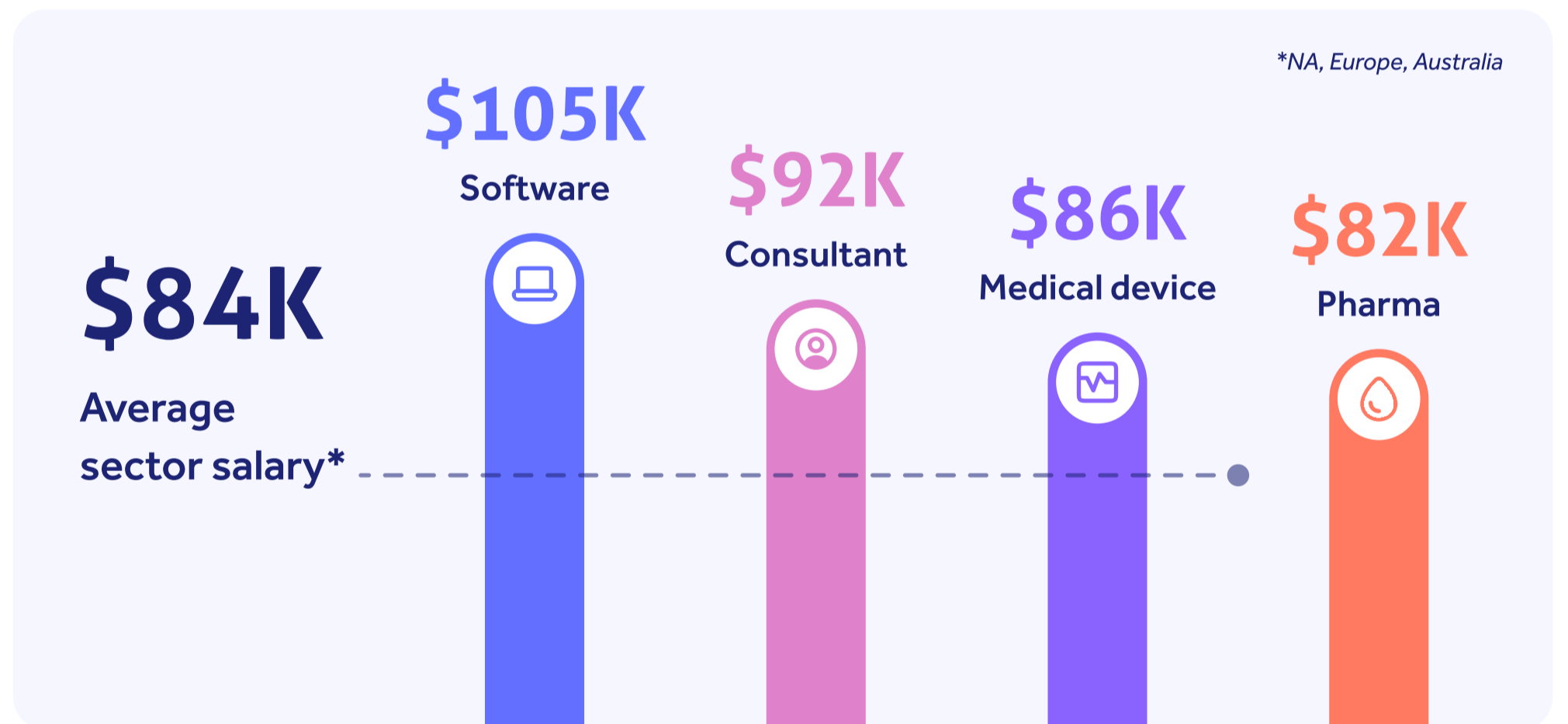
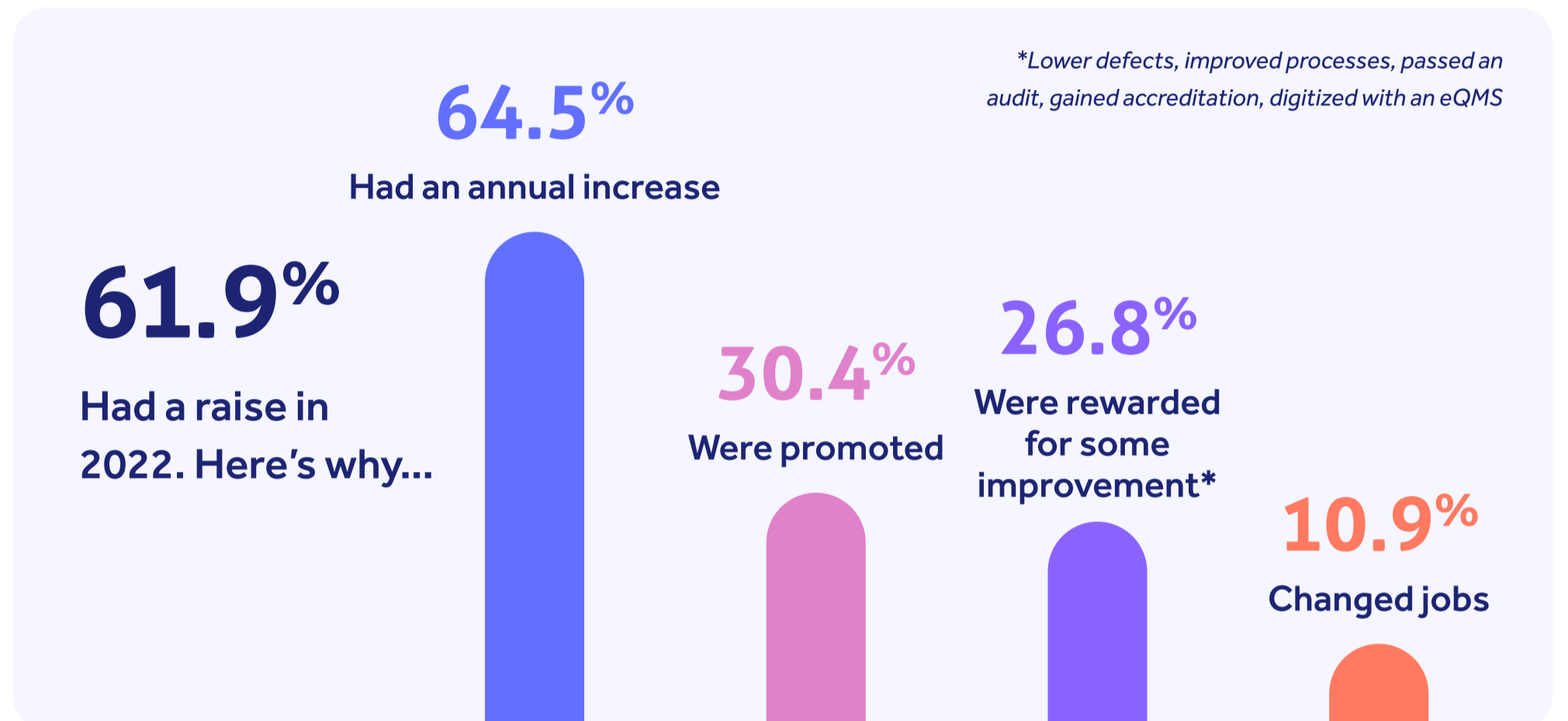
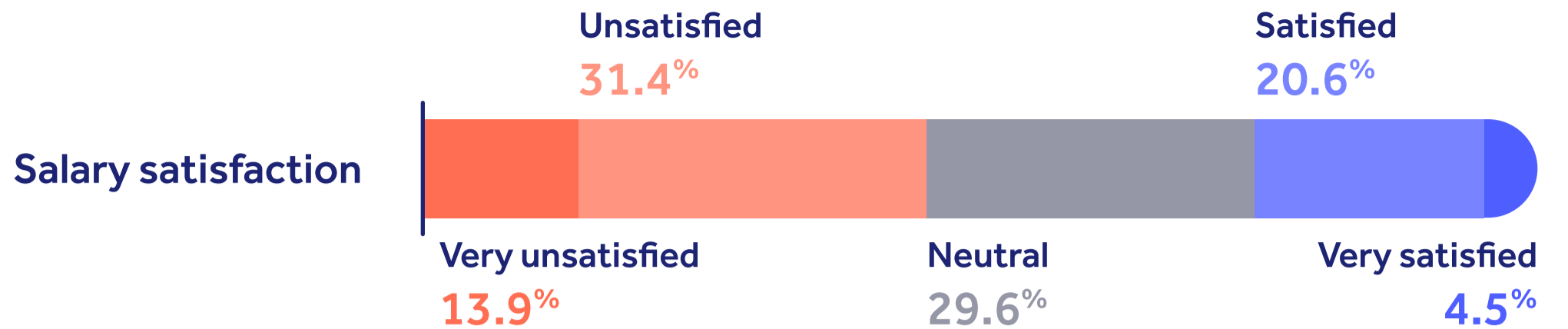
Quality professionals are vastly underappreciated and, therefore, undercompensated.

Quality roles often fail to attract the same internal attention and visibility as the traditional heavyweights of sales, marketing, HR, finance, and so on. This appears to be reflected in pay.

It's not all bad, however. Most did see their pay increase in 2022. While the majority of the increase was driven by a simple annual raise, the path to meritocracy is still visible, with nearly a third of those getting a raise being promoted, and over a quarter being rewarded for a particular quality management initiative, such as cutting defects or digitizing.

The two primary life science sectors of medical devices and pharma offer broadly similar salaries. Medical software companies offer the highest, almost \$20K above the average. A U-shaped pattern is evident when salary is compared to company size, with small and large companies paying the best.

And for quality professionals with marketable experience and expertise, our data suggests you could enjoy around a 10% pay rise by turning to consultancy work.



Average American life science quality professional salary

The bulk of our survey respondents were based in the USA. American life science quality professionals are the highest paid in the world.

Men earned significantly more than women, on average.

And a comment from a participant's personal experience was borne out in our data:

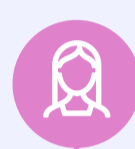
There seems to be a major gap between entry level QA specialists, senior QA specialists, and QA managers.

Hierarchy salaries were the most uneven of any territory in our survey, with VPs of Quality earning more than twice as much as individual contributors.

Therefore, while American life science quality professionals may find it difficult to attract satisfactory pay, the potential for considerable pay upgrade does exist if they are promoted.

 **\$108K** 

 Average salary **\$132K**

 Average salary **\$91K**


Compared to the male quality professionals in the United States, women earn on average

31% less

 **VP of Quality \$165K**

 **Director \$150K**

 **C-suite \$147.5K**

 **Manager \$105K**

 **Individual contributor \$79K**

Average Canadian life science quality professional salary

 **\$67K**

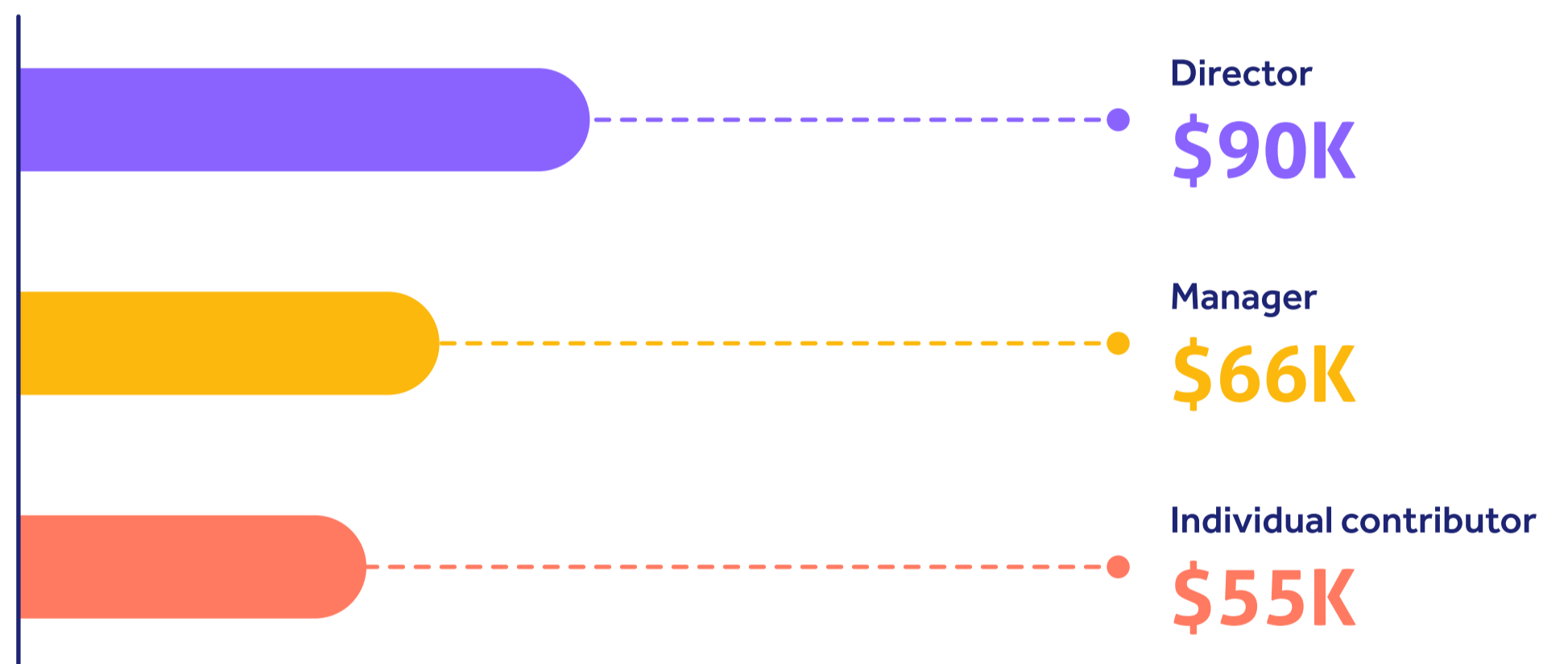
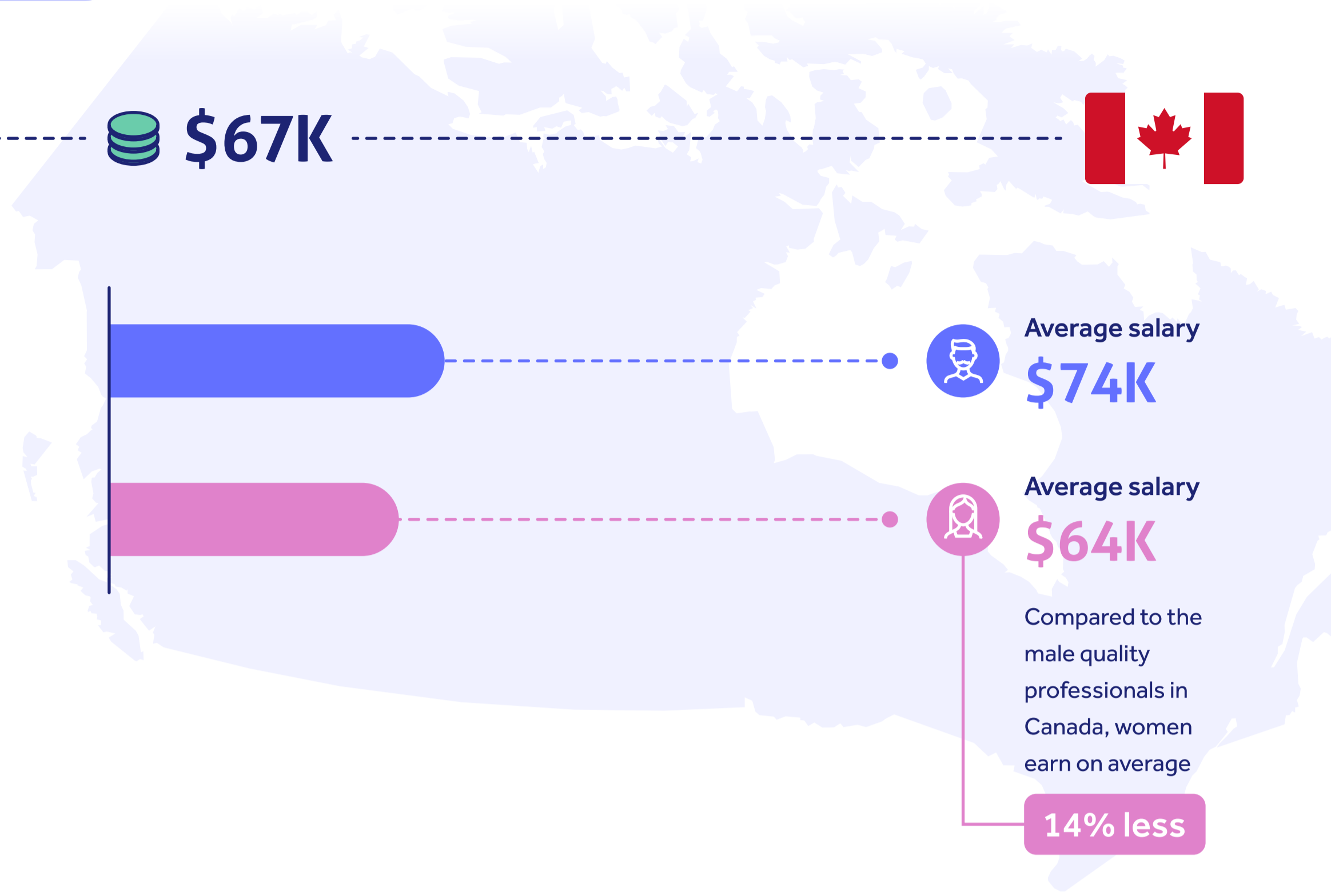


Canadian respondents formed the second-largest group in our survey.

Salaries are lower than the US, and flatter: the gender gap is less than half as large, while directors earned around 50%-80% more than managers and individual contributors.

A Canadian survey respondent theorized that the perceived 'value' of the quality role was holding back pay:

Often quality personnel are underpaid as they are not seen as value-adding in a manufacturing environment.



Average British life science quality professional salary

UK professionals were the next largest group of respondents, and their answers revealed that the UK offered the lowest and flattest salaries of the three main territories in our survey.

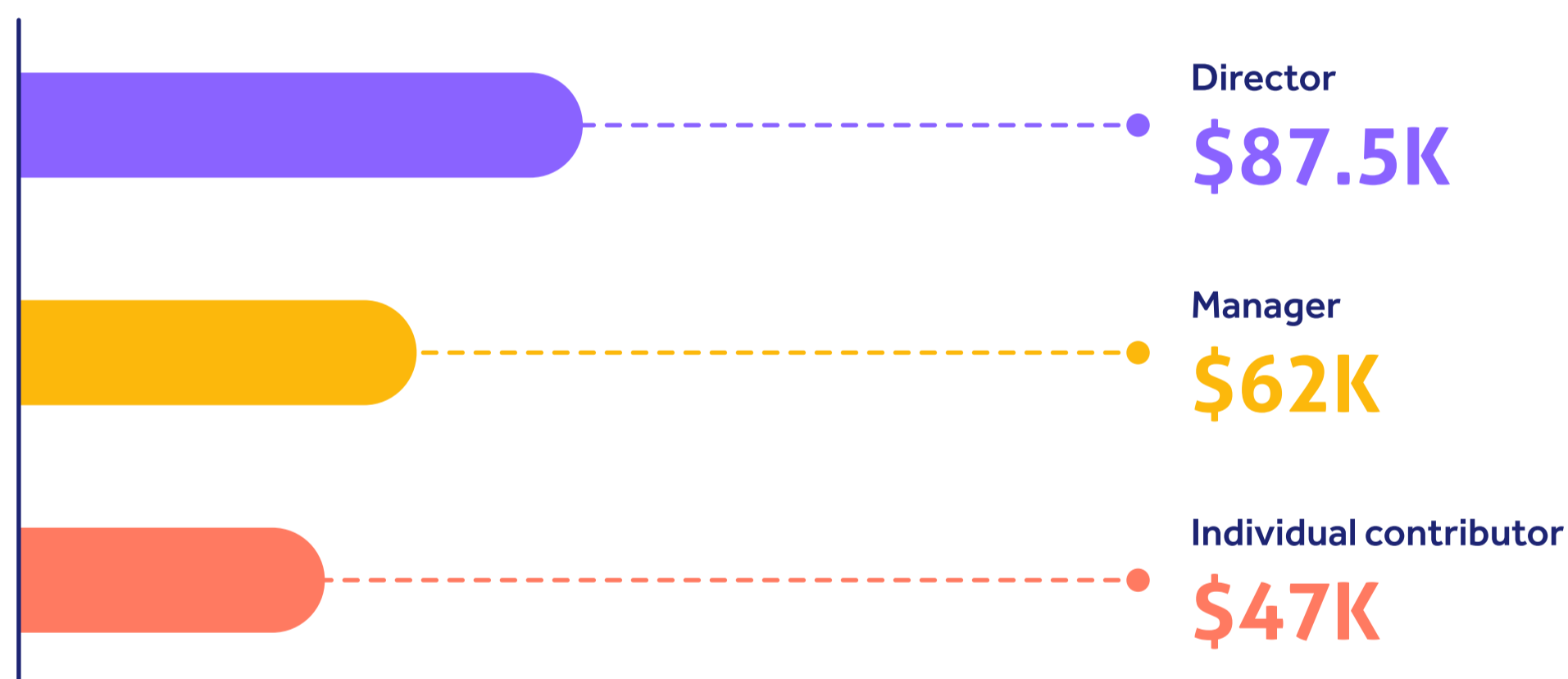
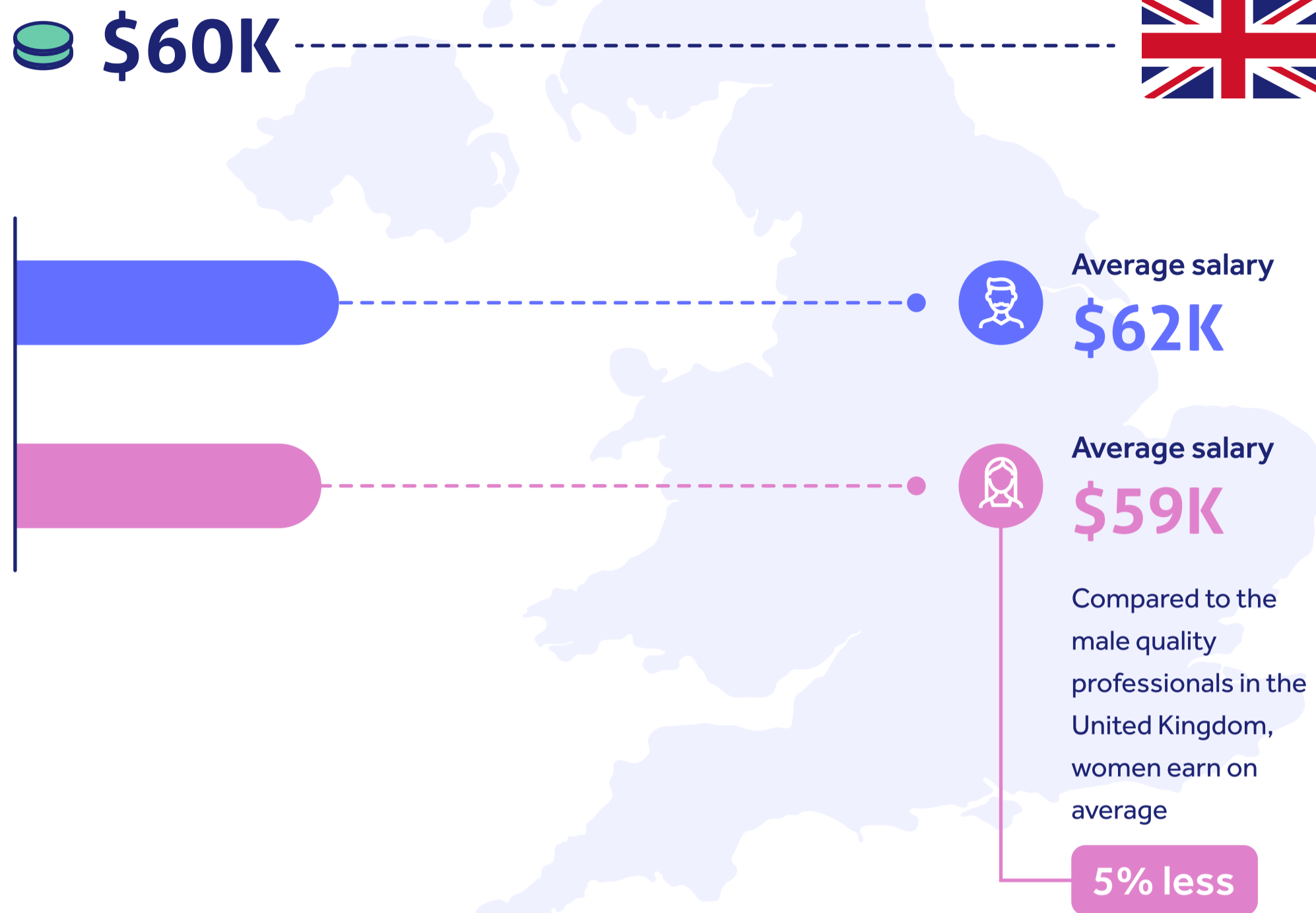
British life science quality professionals earn around 44% less than their American counterparts, though the gender pay gap is much tighter and organizational levels are more closely aligned, too. A UK survey participant had this to say:

Quality professionals are being hired out of compulsion. Their companies do not want to pay them much.

Can a more widespread perception of quality as compulsory tickbox, rather than value-adding asset, account for the lower pay on this side of the Atlantic? The average American salary is higher than in the UK, but only by around 52%.

National variations alone can't account for the 80% difference revealed in our data.

It's possible, then, that the quality role and its value is more widely recognised and compensated for in the US. Perhaps this isn't surprising – Deming and Juran were both American and their work took root in the US. Nevertheless, it falls to quality workers in other countries like the UK to reinforce and prove the value of the role if they are to enjoy the same proportionate levels of pay.



6 key things we learned from our survey



Quality professionals feel generally overlooked and underpaid across all surveyed countries



The quality role is most highly recognised and compensated in the United States

Professionals in other countries need to strive for a similar profile



Want a raise?

Try a medical software company, or a business with fewer than 50 heads (or more than 10,000!)



Bringing defects down, sharpening processes, reaching a standard and digitizing with an eQMS...

...are all ways to raise your profile and increase your salary



Lots of our respondents felt the 'value' of quality wasn't being fully recognized

Try our helpful resources on the next page to start changing things



The potential for significant financial reward is there for quality professionals who make an impact and get promoted

Unhappy with your paycheck? Want to stamp your mark on your business and get quality noticed?

Here are some helpful resources to get you started:



Why your business doesn't care about quality – and how to change that

Watch our webinar recording for tips, tricks and tactics to get quality noticed, get promoted and get a raise.

[Watch recording ▶](#)



Why cloud-powered quality is the future

Learn how new quality technology is opening a new chapter for life science businesses and their employees — making quality faster, stronger and more valuable than ever before.

[Download guide ▶](#)



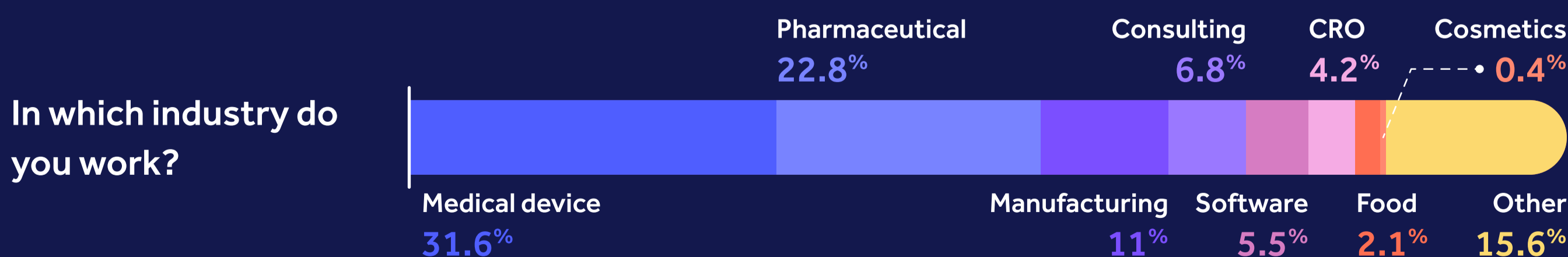
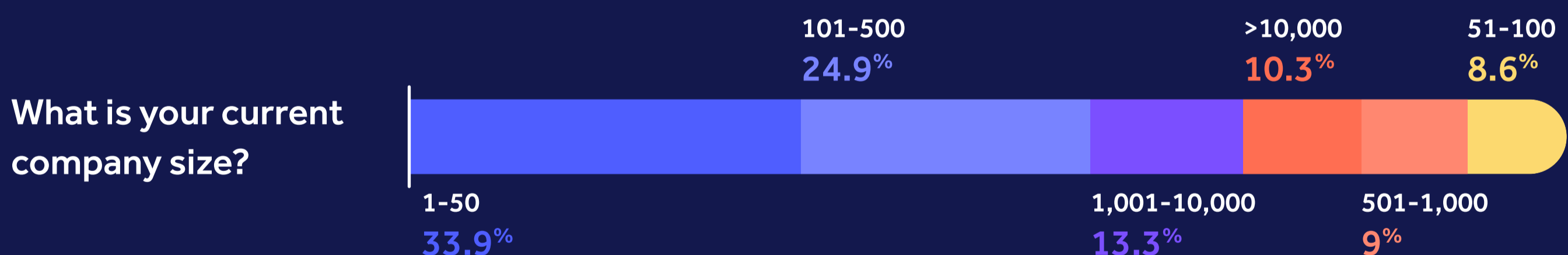
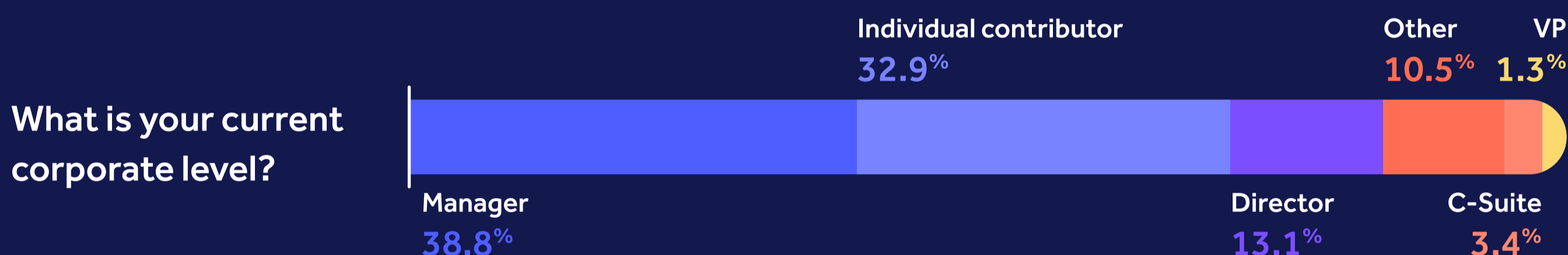
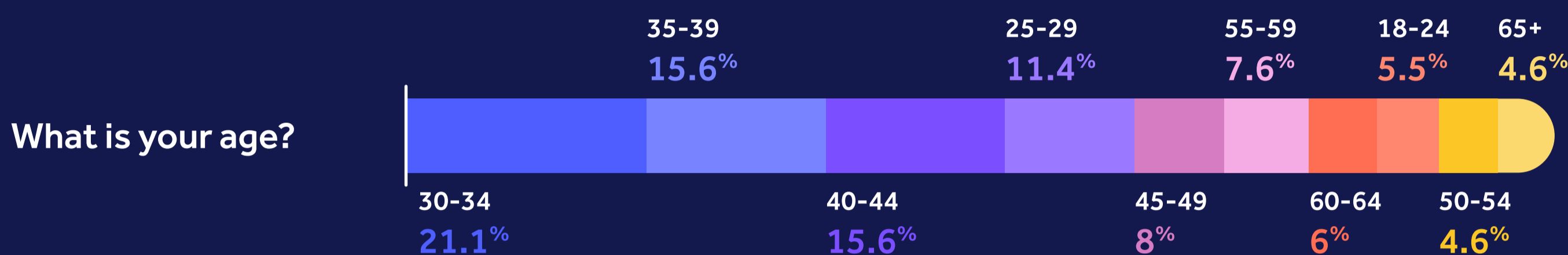
Boosting your competitive advantage with an eQMS

Beating competition, marketing your product and sharpening your processes will get your boss' attention.

[Download guide ▶](#)

Methodology

The Qualio life science quality professional salary survey was distributed to over 1000 participants in October 2022. American, Canadian and British life science quality professionals formed the bulk of the responses, with some respondents also situated in Western Europe and Australia.



Quality managers who implement our software get promoted

[Learn why](#)