

# SCIENCE

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## 2024 SALARY GUIDE

L  VE

WHAT

YOU

DO.



# INVESTING IN A POSITIVE CULTURE



*"Happy employees are crucial as you navigate changes and strive for growth. Neglecting their needs undermines your agility in an uncertain economy, while prioritizing their well-being keeps your team strong. When you invest in talent, you build a positive culture."*

*Rebecca*

**ATRIUM CEO & FOUNDER**

REBECCA CENNI-LEVENTHAL

2024 SALARY GUIDE

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# LET'S GET TO WORK.

*Building the workforce of tomorrow by putting **people first**.*

Founded in 1995, Atrium is a WBENC-certified leader in Talent Solutions and Extended Workforce Management. We help the world's largest brands optimize workforce programs with our **Total Talent Management model** and data insights, resulting in informed decisions, program optimization, and cost savings.

## TALENT SOLUTIONS

ADMINISTRATIVE SUPPORT

CREATIVE & MARKETING

CUSTOMER EXPERIENCE

FASHION & RETAIL

FINANCE & ACCOUNTING

HEALTHCARE

HUMAN RESOURCES

INFORMATION TECHNOLOGY

REAL ESTATE

SCIENTIFIC

SUPPLY CHAIN, OPERATIONS & LOGISTICS

## EXTENDED WORKFORCE SOLUTIONS

MANAGED SERVICE PROVIDER (MSP)

DIRECT SOURCING

EOR PAYROLLING SERVICES - US/CANADA

INTERN PROGRAM DESIGN

INDEPENDENT CONTRACTOR COMPLIANCE

STATEMENT OF WORK (SOW) + SERVICES PROCUREMENT

CHECK OUT ALL OF OUR SALARY GUIDES



# ABOUT THIS SALARY GUIDE

*Our annual Salary Guides are an invaluable resource for anyone looking to stay informed about the latest job trends and salary ranges.*

Based on input from candidates, clients, and our expert recruiters, this guide provides up-to-date information on competitive compensation for contract, temporary-to-hire, and direct hire job placements. Whether you are looking to hire top talent or secure your dream job, the Atrium Salary Guide is an essential tool that will help you make informed decisions.

## WHY USE A SALARY GUIDE?

01

Equip yourself with the knowledge and confidence you need to negotiate salaries.

02

Get the salary info you need to hire and retain top talent.

03

Prepare your staffing budget and financial strategy for 2024 and beyond.

04

Study the latest Administrative Support trends and labor market insights.

## 2024 SCIENCE POSITIONS

EPIDEMIOLOGIST

MICROBIOLOGIST

LAB TECHNICIAN

BIOCHEMIST

BIOLOGICAL TECHNICIAN

REGULATORY AFFAIRS

SCIENTIST

CLINICAL RESEARCH ASSOCIATE

RESEARCH ASSISTANT

CHEMIST

QUALITY ASSURANCE

CLINICAL LABORATORY TECHNOLOGIST

# MOST IN-DEMAND POSITIONS 2024

Our team of expert recruiters and data analysts has carefully curated a list of what they expect to be the most sought-after positions in 2024. **These positions are those with the greatest hiring need, high job satisfaction, low unemployment and turnover rates, and ample room for growth.** Backed by robust data from the U.S. Bureau of Labor Statistics and our recruiters' real life market insight, we present the Most In-Demand Positions for 2024.



# SALARY INFO

## SCIENCE

POSITION	ENTRY	ASSOCIATE	MID	SENIOR
<b>CLINICAL</b>				
Biological Technician	\$45,218	\$57,213	\$69,949	\$82,181
Clinical Data Manager	\$108,588	\$119,063	\$131,748	\$143,297
Clinical Laboratory Technologist	\$57,846	\$75,751	\$93,429	\$106,551
Clinical Laboratory Scientist	\$78,826	\$106,695	\$142,237	\$175,451
Clinical Research Associate	\$66,693	\$75,906	\$86,000.00	\$130,000.00
Clinical Research Specialist	\$78,826	\$106,695	\$142,237	\$175,451
Clinical Research Manager	\$112,852	\$127,598	\$147,173	\$164,995
Clinical Study Manager	\$129,637	\$154,262	\$190,848	\$253,412
Clinical Trials Associate	\$78,300	\$89,900	\$102,900	\$114,736
Clinical Trials Manager	\$108,000	\$129,637	\$190,848	\$253,412
Clinical Trials Specialist	\$76,000	\$95,000	\$150,359	\$182,647
Drug Safety Associate	\$79,832	\$88,923	\$98,740	\$107,678
Infection Control Researcher/Investigator	\$90,430	\$105,450	\$126,320	\$145,321
Laboratory Microbiologist	\$53,665	\$60,387	\$68,754	\$76,372
Medical Writer	\$87,068	\$93,342	\$122,585	\$140,467
Microbiology Clinical Lab Technologist	\$77,700	\$84,300	\$92,400	\$99,775
Pharmacovigilance Associate	\$107,940	\$145,935	\$149,566	\$172,787
Epidemiologist	\$96,493	\$112,525	\$134,791	\$155,062
Research Scientist	\$95,468	\$112,662	\$135,764	\$156,797

# SALARY INFO

## SCIENCE

POSITION	ENTRY	ASSOCIATE	MID	SENIOR
<b>ENGINEERING</b>				
Biomedical Engineer	\$77,024	\$103,006	\$137,321	\$176,326
Calibration Instrumentation Tech	\$54,591	\$61,959	\$71,071	\$79,366
Chemical Engineer	\$75,201	\$95,050	\$119,316	\$143,627
Engineering Technician	\$51,843	\$67,612	\$80,701	\$88,914
Environmental Engineer	\$65,050	\$80,095	\$102,219	\$130,875
Manufacturing Engineer	\$82,000	\$102,000	\$117,000	\$125,221
Mechanical Engineer	\$82,000	\$100,000	\$120,000	\$123,982
Packaging Engineer	\$79,000	\$94,000	\$114,000	\$128,198
Process Engineer	\$83,000	\$106,000	\$119,000	\$126,442
Project Engineer	\$88,000	\$106,000	\$130,000	\$117,994
Quality Engineer	\$79,000	\$93,000	\$110,000	\$125,874
Validation Engineer	\$74,000	\$103,000	\$119,000	\$125,874
<b>REGULATORY</b>				
Regulatory Affairs Associate	\$62,250	\$78,375	\$98,104	\$120,384
Regulatory Affairs Specialist	\$80,150	\$86,451	\$95,879	\$115,741
Regulatory Affairs Manager	\$126,755	\$165,054	\$193,320	\$245,061
Regulatory Affairs Director	\$180,150	\$205,200	\$226,895	\$266,451
Regulatory Affairs VP	\$204,000	\$235,660	\$251,000	\$301,000

# SALARY INFO

## SCIENCE

POSITION	ENTRY	ASSOCIATE	MID	SENIOR
<b>MANUFACTURING</b>				
Compounder (Compound Tech)	\$45,095	\$57,432	\$72,000	\$84,000
Operator	\$42,500	\$43,250	\$47,300	\$53,000
Packaging Technician	\$42,500	\$43,250	\$47,300	\$53,000
Pre-Weigh Technician	\$43,400	\$49,000	\$56,000	\$63,000
Quality Assurance Compliance Manager	\$129,701	\$168,705	\$202,260	\$238,049
Director of Quality	\$87,103	\$103,551	\$131,724	\$169,270
Operations Director	\$59,545	\$91,207	\$138,521	\$218,661
<b>QUALITY</b>				
IQ Technologist	\$45,250	\$46,420	\$53,800	\$58,240
QA/QC Inspector	\$39,500	\$42,200	\$46,300	\$56,850
QA/QC Supervisor	\$72,000	\$88,000	\$102,000	\$120,000
Quality Assurance Specialist	\$66,335	\$86,124	\$115,575	\$144,883
Quality Assurance Associate	\$55,710	\$66,000	\$75,000	\$83,000
Quality Assurance Manager	\$115,250	\$136,800	\$152,200	\$178,841
Quality Control Associate	\$55,710	\$61,250	\$65,800	\$73,970
Quality Control Manager	\$85,426	\$110,710	\$128,518	\$147,768
Quality Control Specialist	\$70,120	\$78,450	\$87,952	\$110,250



# SALARY INFO

## SCIENCE

POSITION	ENTRY	ASSOCIATE	MID	SENIOR
RESEARCH + DEVELOPMENT				
Analytical Chemist	\$60,325	\$71,929	\$86,959	\$114,584
Associate Chemist	\$60,077	\$73,784	\$93,084	\$122,767
Biochemist	\$71,651	\$81,470	\$98,028	\$128,254
Biostatistician	\$109,000	\$119,000	\$146,000	\$183,919
Biologist	\$63,000	\$82,000	\$100,000	\$115,000
Chemist	\$60,077	\$73,784	\$93,084	\$122,767
Documentation Coordination	\$55,710	\$60,250	\$65,410	\$74,580
EHS Manager	\$106,887	\$128,627	\$143,477	\$167,280
Food Scientist	\$66,019	\$74,817	\$90,517	\$118,739
Food Technologist	\$58,750	\$61,250	\$66,700	\$75,770
Formulation Chemist	\$60,077	\$73,784	\$93,084	\$122,767
Fragrance Compounder	\$48,520	\$52,852	\$62,451	\$68,452
Lab Coordinator	\$52,300	\$64,846	\$78,751	\$93,429
Lab Technician	\$45,218	\$57,213	\$69,949	\$78,181
Medical Reviewer	\$71,507	\$89,000	\$107,000	\$135,000
Microbiologist	\$52,127	\$59,139	\$77,499	\$100,800
Perfumer Assistant	\$48,100	\$52,239	\$67,500	\$72,233
Process Development	\$73,864	\$82,287	\$105,528	\$130,259
Product Safety Specialist	\$50,525	\$64,152	\$83,972	\$98,225

# SALARY INFO

## SCIENCE

POSITION	ENTRY	ASSOCIATE	MID	SENIOR
RESEARCH + DEVELOPMENT CONTINUED				
Research Associate	\$62,100	\$77,841	\$83,462	\$92,133
Sample Technician	\$48,300	\$51,023	\$62,224	\$70,010
Scientist	\$72,250	\$95,874	\$116,842	\$138,477
Sensory Panelist	\$39,550	\$43,300	\$46,451	\$56,650
Technical Writer	\$75,850	\$82,560	\$95,450	\$105,230
Toxicologist	\$74,841	\$98,562	\$118,474	\$142,565



# BENEFITS

*When it comes to finding a job, benefits are almost as important as the salary.*

That's why **companies need to offer competitive salaries and sought-after benefits to strengthen their reputation as an employer.**

To help both employers and job seekers make smart choices, we've gathered a few key insights from the 2023 Society for Human Resource Management (SHRM) Employee Benefits Survey. The report is one of the longest-running annual surveys of employee benefits in the U.S. and represents data from HR professionals nationwide. The findings provide valuable information on the latest trends in employer-sponsored benefits.

## HEALTHCARE & HEALTH SERVICES

### PREFERRED HEALTH PLANS

- 82% (Preferred Provider Organization)
- 64% (High-deductible Health Plans)

### FLEXIBLE SPENDING ACCOUNTS

- 62% of employers currently offer

### RETIREMENT & SAVINGS

- 94% offer a traditional defined contribution plan (84% of those match)

## PROFESSIONAL DEVELOPMENT

- 48% offer tuition assistance
- 79% offer formal training or education for upskilling/reskilling employees

## FAMILY & WELLNESS

- 33% offer paid leave to care for immediate family members
- 8% offer paid open or unlimited leave
- 19% offer pet insurance
- 62% offer hybrid work opportunities
- 59% subsidize the cost of at-home office equipment



# NEED MORE RESOURCES?

## THE IMPORTANCE OF EMOTIONAL INTELLIGENCE IN YOUR JOB SEARCH



CAREER COLUMN

Emotional Intelligence  
in Your Job Search

[CAREER COLUMN BLOG](#)

Delivering resources you can use in  
your job search and beyond.

## MEASURING THE EFFECTIVENESS OF YOUR INTERNSHIP PROGRAM

WORKFORCE & TALENT SOLUTIONS

Measuring the Effectiveness of  
Your Internship Program

[ATRIUMGLOBAL.COM BLOG](#)

Providing expert insight into hiring trends,  
compliance and workforce management.



# OUR COMMITMENT TO DIVERSITY & INCLUSION

*You belong here. Each of our personal experiences contribute unique perspectives to our community. We embrace all as individuals by listening, valuing, respecting and putting people first.*

01

## DIVERSITY

Recruiting individuals from diverse populations and advocating for their success.

02

## INCLUSION

Championing and maintaining a community that values, welcomes and respects all.

03

## BELONGING

Embodying an inclusive culture that embraces differences and allows all voices to be heard.

04

## EQUITY

Advocating for fair treatment, opportunity and advancement, by identifying and removing barriers.

FORWARD *together*



# 2024 SALARY GUIDE



[ATRIUMGLOBAL.COM](https://atriumglobal.com) | [ATRIUMSTAFF.COM](https://atriumstaff.com)

L<sup>o</sup>VE  
WHAT  
YOU  
DO.