

2025

HAYS IRELAND **SALARY & RECRUITING** TRENDS

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LIFE SCIENCES



ABOUT HAYS

To help you meet ever-changing customer demands, we bring the people, the technology and the partnership you need to achieve your goals, now and in the future.

The ongoing integration of AI, use of bioinformatics and computer modelling, and the possibilities afforded by advanced therapeutics (ATMPs) to meet unmet medical needs are just a few trends revolutionising the life sciences industry, but to deliver on these promises of life-changing innovation, you need the right people. Whether you’re looking to shift to a more data driven approach, revamp clinical trial models or speed up drug development and distribution, we have the knowledge and expertise to help you build a strategic and flexible workforce strategy.

Using a customer-first and insight-led approach to meet your business needs, we make it easy for you to deliver against the complex talent and recruitment landscape you are navigating.







At Hays we’re **working for your tomorrow** to help your business succeed.

It’s not just people we provide – whatever your hiring needs, we’re always challenging the status quo, so our suite of services delivers the right outcomes for your organisation.

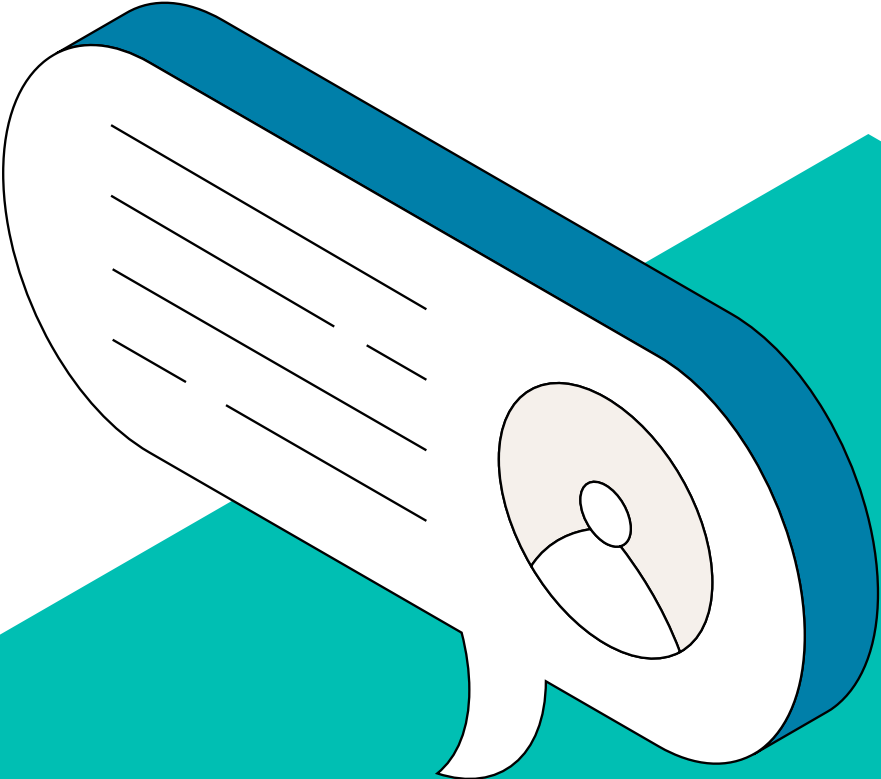
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Methodology
This guide is taken from the Hays Ireland Salary & Recruiting Trends 2025 guide. The salary data has been compiled using information gathered during 2024 from Hays offices across Ireland. It is based on job listings, job offers and candidate registrations.



RECRUITING TRENDS

Hiring intentions in the life sciences industry are increasing, driven by significant investments and expansions. However, widespread talent shortages persist, and relocation challenges add to the complexity. Hybrid working, career progression, comprehensive benefits packages and a strong employee value proposition (EVP) are crucial for attracting talent against the high competition.

Employment outlook

Despite a slower start to the year, the future outlook for employment opportunities is positive, with continuous investment coming into the industry, resulting in significant expansions, new medication, large-scale projects and job creation.

Hiring intentions have increased and there has been considerable employee movement, which is expected to continue on an upward trajectory. Employees are generally open to opportunities, with a high interest in both permanent and temporary roles, but lengthy processes mean that many organisations are missing out on top talent to closer-to-home offers.

The biggest challenge for medium enterprises is that they struggle to compete with larger organisations that can offer higher salaries, and while hiring international candidates could solve their talent shortages, they are often reluctant to do so.

It's an extremely competitive market, and organisations are struggling to fill vacancies due to rigid requirements and an influx of applications, resulting in longer recruitment processes. As a solution, organisations often turn to upskilling internal hires.

Skills in demand

There are talent shortages across the whole industry, but particularly in lab roles due to a reluctance to work shift patterns. Skills gaps are also rife in research and development as a result of high educational requirements and challenges with bridging the gap between academia and industry. Within clinical trials and regulatory affairs, many employers are competing for a small talent pool, with supply not meeting demand.

To cut costs, some organisations have set up operations in remote areas, but finding professionals who are open to relocating can be difficult. Employers generally value soft skills such as attention to detail, teamwork, communication and accountability, and they're open to hiring professionals without all the required skills if they're based locally and don't require a work permit.

Top three areas in demand:

- 1 Projects
- 2 Quality
- 3 Manufacturing and production

AI in the workplace

AI tools are now widely used across the life sciences industry, particularly when it comes to gathering data and data analytics, and there have been some cuts in documentation roles, such as regulatory affairs and technical writing, with these jobs often being replaced by AI. The use of these tools is expected to continue rising, but there are skills shortages in AI-related roles, such as developers and software engineers, leading organisations to often outsource these roles to consultancies. Some employers may consider incorporating AI elements into their upskilling plans, but this is not yet common.

Salaries

In the last 12 months, employers have increased salaries in a bid to attract and retain talent, though this is a marginal rise compared to previous years. Despite budget constraints, employers remain open to offering higher salaries to secure the right talent, albeit not as significantly as before. Additionally, counter offers are common, with employers more willing to negotiate and increase offers to retain valuable employees.

Attracting and retaining talent

Employees are motivated to move jobs for reasons such as being closer to better education opportunities for their children, a positive and sociable company culture, management that encourages learning and development, good access to training, and flexibility to attend events. Those who are relocating from a different country also tend to value a diverse and inclusive workplace.

When applying for roles, life sciences professionals want to see a strong EVP, which is a combination of location, salary, culture fit, career progression opportunities and a hybrid working model. Clear and streamlined hiring processes are also important, as candidates appreciate when their time is respected.

Employee movement in the year ahead will be driven by a desire for career progression opportunities and involvement in exciting new projects, fuelled by industry investment.

Benefits and ways of working

Hybrid working is commonplace, but there are far fewer fully remote roles than there were a few years ago, as office time can be seen to facilitate team interaction and knowledge sharing. However, organisations that are still offering remote working are benefitting from a widened talent pool as there is large appetite for this working pattern.

When considering a new role, hybrid working is generally considered to be the most important factor, followed by career progression opportunities and a generous overall benefits package, including above-average annual leave, pension, medical insurance and dental cover. Offering stock options would be recommended for smaller organisations that want to attract talent but may not be able to compete with the salaries of larger companies.

Top three factors most important to employees other than salaries:

- 1 Hybrid working
- 2 Career progression/upskilling
- 3 Wider benefits package





Quality

NATIONWIDE	€ Range	€ Typical
Quality Assurance Specialist 3-5 years' experience	48,000-70,000	65,000
Quality Technician	35,000-40,000	37,000
Quality Engineer 3-5 years' experience	48,000-58,000	55,000
Quality Systems Specialist	50,000-60,000	52,000
Quality Assurance Manager	80,000-100,000	90,000
QC Analyst 3-5 years' experience	45,000-58,000	52,000
QC Analyst 1-3 years' experience	35,000-45,000	37,500
Quality Control Manager	75,000-95,000	87,500
Qualified Person 1-5 years' experience	80,000-100,000	95,000
Validation Specialist 3-5 years' experience	50,000-75,000	65,000

Laboratory

NATIONWIDE	€ Range	€ Typical
Laboratory Technician	32,000-36,500	36,500
Laboratory Manager	75,000-95,000	85,000
Microbiologist/Microbiology Analyst 3-5 years' experience	40,000-55,000	48,000
LIMS Specialist	45,000-60,000	48,000
Laboratory Equipment Analyst	38,000-45,000	42,000
QC Chemist 1-2 years' experience	42,000-50,000	45,000
QC Chemist 3-5 years' experience	50,000-70,000	60,000
QC Team Leader	60,000-75,000	65,000
Microbiologist/Microbiology Analyst 1-3 years' experience	35,000-42,000	38,000
Chemistry Method and Analytical Validation Specialist	50,000-70,000	58,000
R&D Engineer 3-5 years' experience	50,000-75,000	60,000
R&D Engineer 1-2 years' experience	40,000-55,000	45,000
R&D Scientist 3-5 years' experience	50,000-70,000	65,000

Regulatory affairs and pharmacovigilance

NATIONWIDE	€ Range	€ Typical
Regulatory Affairs Officer 1-3 years' experience	35,000-55,000	45,000
Regulatory Affairs Specialist 3-5 years' experience	50,000-70,000	58,000
Regulatory Affairs Manager	65,000-90,000	75,000
Pharmacovigilance Specialist 3-5 years' experience	50,000-70,000	60,000

Clinical

NATIONWIDE	€ Range	€ Typical
Clinical Research Associate	40,000-50,000	45,000
Clinical Trial Associate	45,000-55,000	50,000
Clinical Trial Manager	70,000-90,000	82,500
Clinical Trial PMO	85,000-120,000	100,000