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Prepared By:

TSP, a Syneos Health® company

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POPSIGHTS

LABOR MARKET & INDUSTRY TRENDS REPORT 2025

POPSIGHTS REPORT HIGHLIGHTS

The labor market is ever-evolving, and 2025 brings both challenges and opportunities for those navigating the life sciences industry. At TSP, we've built our reputation on connecting talent and companies in ways that drive innovation and solve pressing business challenges. True to our mission of putting people at the heart of everything we do, we've curated this report with you—our clients, partners, and industry peers—in mind.

This collective insight into the 2025 labor market reflects third-party data, carefully selected and analyzed to provide clarity on the market's current conditions. From the ongoing impact of technological advancements to shifting workforce dynamics, the report serves as a tool to empower decision-making in these transformative times.

At TSP, we understand that knowledge is power, but actionable insights make the real difference. By distilling vast datasets into what we deem most useful, we aim to help you navigate today's complexities with confidence. Whether you're looking to refine your workforce strategies, explore emerging talent markets, or stay ahead of compensation trends, this report is your guide to shaping a successful future.

POPSIGHTS

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WELCOME
TSP POPSIGHTS LABOR MARKET REPORT

EXPERIENCE THE POWER OF PERSONAL

The life sciences sector is a landscape of rapid innovation and intense competition for skilled talent. The regions known for their rich ecosystems of academia, industry, and investment are expanding their horizons, incorporating emerging markets brimming with potential.

Welcome to our comprehensive white paper, where we delve into the strategic imperatives for growth and talent acquisition within the life sciences sector. As President of TSP, I'm thrilled to present insights that encapsulate the transformative landscape of life sciences in 2024 and beyond. Our analysis hinges on the geographic distribution of talent pools, key market developments, and the shifts in hiring dynamics that are shaping the future of the industry.

Our report provides a roadmap for life sciences firms looking to navigate the complexities of an evolving job market, financial constraints, and regulatory landscapes and serves to our dedication to empowering life sciences companies with the foresight and strategic planning needed to thrive in a competitive global marketplace.

Mike Gamble
President of TSP

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EXECUTIVE SUMMARY

LIFE SCIENCES LABOR MARKET OUTLOOK FOR 2025

As we move into 2025, the life sciences labor market presents a unique paradox: while organizations face acute shortages of specialized talent in critical areas like clinical research, biomanufacturing, and AI-driven drug discovery, many job seekers contend with limited opportunities amid broader economic caution. This duality underscores the complexities of an industry navigating economic pressures, technological advancements, and shifting workforce dynamics.

Key Drivers of the 2024 Labor Market Trends

Economic Pressures and Financial Caution

Throughout 2024, persistently high interest rates and tighter financial conditions have driven borrowing costs upward. This has forced companies, particularly startups and early-stage firms, to scale back hiring efforts, focus on essential roles, and, in some cases, implement layoffs. Declining venture capital (VC) investment further exacerbated these challenges, with many organizations prioritizing fiscal caution. [1]

[1] CBRE. (2024). 2024 U.S. life sciences outlook.
[2] Deloitte. (2025). 2025 life sciences executive outlook.
[3] GlobeSt. (2024, December 9). Tackling life sciences oversupply and the next hot markets.
[4] Life Science Leader. (n.d.). Optimism for life sciences growth amid policy shifts.

Technological Disruption: AI and Automation

Artificial intelligence (AI) and automation continue to reshape the industry. Roles tied to data-driven drug discovery, gene therapy, and AI-driven analytics have surged in demand, requiring highly specialized skills that remain scarce. Simultaneously, automation has reduced reliance on traditional roles, leaving parts of the workforce unprepared for this digital transformation. [2]

Geographic Shifts in Talent Markets

Traditional life sciences hubs like Boston-Cambridge and the San Francisco Bay Area continue to lead the industry but face challenges such as oversupply in lab space, rising operational costs, and talent saturation. In response, secondary markets like Pittsburgh, Raleigh-Durham, and Columbus are emerging as viable alternatives, offering lower costs, untapped talent pools, and increasing industry investment. [3]

Diversity, Equity, and Inclusion (DEI) Remain Priorities

While economic constraints have tightened budgets, organizations remain focused on achieving meaningful DEI outcomes to enhance innovation and resilience. Companies recognize that fostering diverse teams improves performance and adaptability, yet sustained progress requires ongoing investment, particularly in a constrained hiring environment. [4]

2025 Outlook: Renewed Optimism and Key Opportunities

Resurgence in Venture Capital and IPO Activity

After a challenging 2024, VC investment is showing signs of recovery. By the end of the year, life sciences funding is expected to exceed $34 billion, up from $30 billion in 2023, driven by strong investor interest in companies innovating with AI and emerging therapies. Similarly, a revitalized IPO market saw 18 life sciences companies go public in late 2024, signaling growing confidence in the sector's future. [1]

The Workforce Imperative

Addressing talent shortages remains critical. Organizations are increasingly investing in workforce development programs and educational pipelines to build future-ready talent. Upskilling initiatives are expected to accelerate as employers strive to close skill gaps in AI, biomanufacturing, and specialized clinical roles. [3]

Life sciences funding expected to exceed

$34 billion

up from the $30 billion in 2023

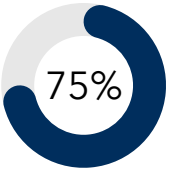
Revitalized IPO market saw

18 life sciences companies

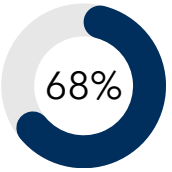
go public in late 2024

Executive Optimism About Growth

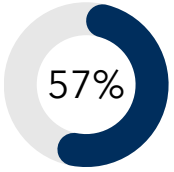
Surveys indicate that:



of global life sciences executives are optimistic about 2025



anticipating revenue growth



forecasting improved margins

This optimism is rooted in advancements in science, technology, and a renewed focus on innovation. [2]

[1] JD Supra. (n.d.). Five hot trends in life sciences for 2025.
[2] Deloitte. (2025). 2025 life sciences executive outlook.
[3] ZS. (2025). Survey data: Digital and AI in 2025.

A Market at an Inflection Point

The life sciences labor market heading into 2025 demands a holistic approach. Organizations must:

- Embrace technological transformation to remain competitive.
- Leverage emerging talent markets to mitigate costs and access new talent pools.
- Invest in workforce development and DEI initiatives to build resilience.

By balancing innovation with strategic workforce planning, life sciences companies can turn today's challenges into opportunities–driving long-term growth and industry leadership in an increasingly complex landscape.

REVIEW OF 2024

THE CURRENT STATE OF THE LIFE SCIENCES LABOR MARKET

As 2024 drew to a close, the life sciences labor market found itself at a critical juncture. Shaped by macroeconomic forces, shifting investor preferences, and technological advancements, the sector experienced a year marked by both cautious recalibration and opportunities for targeted growth.

Economic Forces: Interest Rates and Venture Capital Funding

High interest rates dominated much of the economic conversation in 2024, increasing borrowing costs for life sciences companies across the board. For firms aiming to scale operations or sustain innovation, the financial strain led to deliberate and strategic hiring decisions. Companies prioritized essential roles—those tied directly to commercialization efforts or revenue growth—while delaying non-critical hiring to conserve resources. With markets eyeing potential interest rate cuts in 2025, firms took a measured, forward-looking approach to workforce planning. [1]

Venture capital (VC) funding also experienced a nuanced shift. While 2021's investment boom was long past, 2024 saw signs of stabilization. By Q3, total VC funding in the life sciences sector reached $5.6 billion—an 18% year-over-year increase. However, the lion's share of this funding flowed into later-stage companies. Investors leaned toward businesses with proven track records and clear paths to profitability, demonstrating increased caution when it came to riskier, early-stage ventures. [2]

This selective funding environment amplified disparities across the industry: companies with stable capital proceeded with calculated hiring, while those in limbo implemented freezes or scaled-back ambitions.

Regional Labor Market Dynamics: A Tale of Two Markets

The impact of these economic factors was not uniform across regions. Traditional life sciences powerhouses like Boston-Cambridge and the San Francisco Bay Area, long celebrated for their talent pools and robust infrastructure, faced unique headwinds. Overexpansion in lab space and R&D facilities during previous boom years led to oversupply, which, when combined with tight capital markets, caused hiring activity to plateau. [3]

[1] BioSpace. (2024). 2024 Q3 job market report: Biopharma professionals face heavy competition for fewer jobs.
[2] Pharma Financial Advisor. (2024). The state of pharma hiring in 2024.
[3] LinkedIn Economic Graph. (2024). LinkedIn workforce report: October 2024.

In contrast, emerging hubs like Salt Lake City and Pittsburgh seized the moment. These markets offered a compelling mix of affordability, access to talent, and balanced supply-demand dynamics. For companies looking to stretch budgets without compromising on quality, these regions emerged as attractive options for expansion. [1]

The life sciences sector's growing willingness to explore alternative markets reflects a broader trend: organizations seeking stability in an uncertain hiring environment.

Technology's Role in Shaping the Workforce

Parallel to economic shifts, technological advancement—particularly in artificial intelligence (AI) and automation—reshaped workforce needs. AI-powered tools enabled faster drug discovery, enhanced precision in R&D processes, and streamlined clinical trials. However, this technological leap created demand for new skill sets. Companies increasingly sought candidates proficient in AI applications, bioinformatics, and data science to harness these innovations effectively. [2]

To bridge the gap, many firms doubled down on upskilling initiatives, training existing employees to adapt to evolving technological landscapes. This shift influenced recruitment strategies, with an emphasis placed on hiring agile, adaptable talent capable of navigating a rapidly modernizing industry.

Navigating Talent Challenges: Supply, Demand, and Competition

The life sciences sector continued to grapple with an enduring challenge: the war for talent. In fields requiring specialized clinical or technical expertise—such as biotech, oncology, and rare disease research—demand far outstripped supply. Roles like Chief Medical Officers (CMOs), Medical Science Liaisons (MSLs), and other highly specialized positions remained difficult to fill, exacerbating hiring bottlenecks. [3]

[1] CBRE. (2024). U.S. life sciences talent trends 2024
[2] Deloitte. (2025). 2025 life sciences executive outlook.
[3] BioSpace. (2024). 2024 Q3 job market report: Biopharma professionals face heavy competition for fewer jobs.

Firms turned to innovative workforce strategies to alleviate these pressures. Partnerships with trusted hiring firms, proactive talent pipelines, and consultative approaches emerged as key solutions. This was particularly critical for senior leaders and medical executives tasked with scaling operations, managing lean budgets, and identifying candidates with the right mix of expertise and cultural alignment.

Looking Ahead to 2025: Opportunities Amid Uncertainty

As the industry looks toward 2025, the lessons from late 2024 are clear. Economic pressures have underscored the importance of strategic, data-driven workforce decisions. Companies must strike a delicate balance: maintaining agility to respond to market shifts while investing in the people and technologies that will drive long-term success.

Emerging markets, technological proficiency, and evolving venture capital landscapes will continue to shape the life sciences labor market. For organizations and leaders alike, the ability to adapt—whether through exploring alternative hubs, investing in upskilling, or leveraging external hiring partners—will define success in the year ahead.

TALENT SUPPLY AND DEMAND
DYNAMICS IN THE LIFE SCIENCES SECTOR

In the evolving life sciences industry, talent supply and demand have become critical points of focus. Companies face a challenging landscape characterized by workforce shortages in some areas and surpluses in others, coupled with an educational pipeline that struggles to align with the sector's rapid technological advancements. Employers are now forced to adopt innovative strategies to attract, retain, and future-proof their talent base to ensure continued innovation and growth.

Workforce Shortages and Surpluses: Specialization Gaps

The life sciences sector is experiencing significant workforce shortages in critical roles such as clinical research, biomanufacturing, and bioinformatics. As biopharma companies expand and technological advancements like AI and automation accelerate, the need for specialized skills continues to outpace supply. A report by Deloitte highlights that these gaps are exacerbated by the growing adoption of digital processes, creating demand for candidates with both technical expertise and industry-specific experience.

Conversely, some traditional roles, such as laboratory technicians, are witnessing a talent surplus. This imbalance stems from increasing automation and digital transformation initiatives, which streamline manual processes and reduce the need for certain job functions.

Companies now face the dual challenge of addressing shortages in critical specializations while managing oversupply in others, underscoring the need for strategic workforce planning. [1][2]

[1] CBRE. (2024). U.S. life sciences talent trends 2024
[2] Deloitte. (2025). 2025 life sciences executive outlook.

The Educational Pipeline: Misalignment with Industry Needs

The educational pipeline is a vital component in bridging the life sciences talent gap.

Between 2011 and 2022, the U.S. saw a 54% increase in biological and biomedical sciences degrees.[1]

While this growth is promising, it has not been evenly distributed across specializations, resulting in mismatches between graduate qualifications and industry needs. Fields requiring expertise in clinical trials, data analytics, and automation continue to face shortages despite the increasing number of graduates.

Moreover, the rise of AI and automation in life sciences has amplified the need for graduates with digital skills and technical fluency. Although educational institutions are starting to adapt their curricula to address these gaps, the pace of change often lags behind industry requirements. Programs emphasizing bioinformatics, AI-driven research, and automation remain underdeveloped in comparison to market demand, leaving many graduates without the full set of skills needed to thrive in today's workforce. [1][2]

[1] CBRE. (2024). U.S. life sciences talent trends 2024
[2] Deloitte. (2025). 2025 life sciences executive outlook.

Strategies for Attracting and Retaining Top Talent

To combat talent shortages and ensure access to skilled professionals, life sciences organizations are employing targeted strategies aimed at both attracting and retaining employees. These approaches reflect a deeper understanding of workforce expectations and the competitive nature of the industry.

1

Upskilling and Reskilling Programs

Many companies are investing in continuous learning opportunities to enhance the capabilities of their existing workforce. Upskilling programs focus on areas like AI applications, automation processes, and data analytics to meet the sector's evolving needs. Such initiatives ensure that employees remain competitive and adaptable in a tech-driven environment.

Flexible Work Arrangements

Flexible and hybrid work options have emerged as a powerful recruitment and retention tool. Life sciences employers are increasingly offering remote work opportunities and adaptable schedules, recognizing their value in appealing to a broader, more diverse talent pool. These arrangements also address the growing demand for work-life balance among professionals.

Competitive Compensation and Benefits

To remain attractive in a tight labor market, organizations are reevaluating their compensation strategies. In addition to competitive salaries, companies are expanding their benefits to include mental health support, wellness programs, and career development opportunities. These holistic offerings reflect a commitment to employee well-being and long-term professional growth, which is essential for retention.

The talent supply and demand dynamics in the life sciences sector reflect a rapidly evolving landscape shaped by technological progress, workforce specialization gaps, and changing employee expectations. While workforce shortages persist in critical areas such as biomanufacturing and clinical research, strategic initiatives—ranging from educational pipeline reform to upskilling programs and flexible work arrangements—are helping companies address these challenges.

By aligning talent acquisition and retention strategies with industry needs, life sciences organizations can build a skilled, resilient workforce capable of driving innovation and growth well into the future.

TECHNOLOGY ADVANCEMENTS AND **WORKFORCE IMPLICATIONS IN THE LIFE SCIENCES**

The life sciences sector is in the midst of a profound transformation fueled by technological advancements, particularly the integration of artificial intelligence (AI) and automation. These innovations are reshaping traditional job roles, driving the emergence of new positions, and prompting organizations to invest heavily in training and development initiatives to equip the workforce with the necessary skills.

The Role of Artificial Intelligence and Automation in Shaping Job Roles and Skill Requirements

Artificial intelligence and automation are fundamentally redefining how work is performed in the life sciences industry. Key processes such as pharmaceutical manufacturing and diagnostics are now leveraging tools like autonomous mobile robots (AMRs) and advanced motion control systems, which deliver greater efficiency and precision. However, this shift also demands a corresponding transformation in workforce skill sets. Employees must now develop technical competencies to manage and operate these advanced systems, ensuring seamless integration into existing workflows.

In addition, AI is playing an increasingly central role in research and development (R&D), particularly in areas like drug discovery and clinical trials. Professionals in these fields are now expected to possess expertise in data analysis, machine learning, and AI tools to maximize the benefits of these advancements. This transformation underscores the growing importance of digital literacy and analytical skills within the sector. [1]

Emergence of New Positions and Evolution of Existing Roles

The integration of AI and other digital technologies is giving rise to entirely new job roles within the life sciences sector.

Titles such as AI Drug Discovery Scientist, Genomics Data Scientist, and Computational Biologist have emerged as organizations seek to harness the full potential of technological innovation. These specialized positions reflect a shift toward data-driven decision-making and automation-driven workflows. [2]

Simultaneously, existing roles are undergoing significant evolution. Traditional laboratory technicians, for instance, are now expected to operate automated systems and interpret complex datasets generated by AI-powered tools. These changes highlight the need for professionals across all levels to adapt continuously to the demands of a rapidly advancing technological landscape.

[1] MRL Consulting Group. (n.d.). Machine learning for drug discovery
[2] SRG Talent. (n.d.). AI in life sciences.

Training and Development: Preparing the Workforce for the Future

To address the skill gaps introduced by these advancements, life sciences companies are prioritizing upskilling and reskilling initiatives. Leading organizations such as Sanofi and Pfizer have launched comprehensive training programs aimed at enhancing employees' capabilities in digital technologies and data analytics. These programs not only prepare workers for the challenges of an AI-driven environment but also ensure that businesses maintain a competitive edge in a fast-evolving industry. [1]

Beyond corporate training, partnerships between the industry and educational institutions are also playing a pivotal role in workforce preparation. For instance, the National Institute of General Medical Sciences (NIGMS) supports initiatives designed to train a robust biomedical research workforce. These programs emphasize the integration of modern technological skills into academic curricula, bridging the gap between education and real-world industry demands.

Technological advancements in AI and automation are reshaping the life sciences workforce in unprecedented ways. From the emergence of new specialized roles to the evolution of traditional positions, the sector is navigating a paradigm shift that prioritizes digital literacy, technical expertise, and adaptability. Through robust training programs and strategic partnerships with educational institutions, life sciences organizations are taking proactive steps to prepare their workforce for a technology-driven future.

By embracing these changes, the life sciences industry can ensure its ability to sustain innovation, improve productivity, and remain at the forefront of global healthcare advancements.

[1] Chudleigh, H. (2022, July 13). Sanofi, Pfizer and more use upskilling to solve the life science talent shortage. BioSpace.

REGULATORY AND POLICY

INFLUENCES ON THE LIFE SCIENCES WORKFORCE

The life sciences sector is intricately tied to evolving regulatory landscapes and government policies, which play a pivotal role in shaping workforce dynamics. In 2024, significant regulatory changes, targeted funding programs, and international trade policies emerged as key drivers of employment trends within the industry. These factors are influencing job creation, workforce skill requirements, and organizational hiring strategies.

Regulatory Changes Driving Demand for Specialized Roles

In 2024, the U.S. Food and Drug Administration (FDA) implemented new regulations requiring lab-developed tests (LDTs) to secure FDA authorization. Designed to enhance test accuracy and improve patient safety, this policy also brought increased compliance demands for organizations. As a result, companies are ramping up hiring for regulatory affairs professionals, quality assurance experts, and clinical validation specialists. These roles are now critical for navigating the heightened regulatory framework, creating a surge in demand and competition for top talent. [1]

[1] Loftus, P. (2024, January 10). Lab-testing startups brace for FDA rule change. The Wall Street Journal.

Government Funding Fuels Workforce Development

Government funding and tax incentives continue to play a crucial role in stimulating growth within the life sciences sector, particularly in workforce development. In Massachusetts, the Life Sciences Tax Incentive Program allocated $21.4 million in 2024 to 19 companies, with the expectation of generating 1,155 new jobs. This funding directly supports recruitment in high-demand areas such as research, biomanufacturing, and operational support, exemplifying how public incentives can drive job market growth. [1]

Similarly, the Workforce Development Capital Grant Program, also in Massachusetts, provides up to $750,000 per project for educational institutions to purchase state-of-the-art life sciences equipment. This initiative equips schools with the tools necessary to train students for high-demand roles, creating a steady pipeline of job-ready talent for the industry. Such programs are critical for addressing the persistent skills gap in life sciences, enabling organizations to meet their workforce needs effectively. [2]

Life Sciences Tax Incentive Program allocated

$21.4 million

in 2024 to

19 companies

expected to generate

1,155 new jobs

[1] Massachusetts Life Sciences Center. (2024, January 15). Healey-Driscoll administration announces more than $21 million in tax incentives for 19 Massachusetts life sciences companies.
[2] Massachusetts Life Sciences Center. (n.d.). Workforce capital program.

Regulatory shifts, government incentives, and international trade policies are reshaping the life sciences workforce in profound ways. As organizations navigate increased compliance requirements and seize opportunities from public funding, they are creating new roles while driving demand for advanced skills. Concurrently, global economic pressures are encouraging innovation and pushing companies toward higher-value roles.

These dynamics highlight the importance of strategic workforce planning and the need for continuous adaptation to regulatory and policy changes. By aligning their hiring and training strategies with these trends, life sciences organizations can remain resilient and competitive in an ever-changing landscape.

Anticipated Changes in 2025

As the new administration takes office, early policy indicators reveal a roadmap of potential regulatory and legislative changes that could significantly impact biotech, pharmaceutical, and medical device companies. These shifts are expected to influence innovation, compliance, and workforce strategies across the sector.

Streamlined Regulatory Approvals

A renewed focus on expediting regulatory processes, particularly at the Food and Drug Administration (FDA), aims to reduce bureaucratic delays and accelerate patient access to novel treatments. This aligns with the administration's stated goal of "making America healthy again," emphasizing holistic health approaches and innovation. However, this streamlining may heighten the need for companies to balance speed with adherence to rigorous safety standards.

Antitrust Recalibration

Antitrust policy under the Federal Trade Commission (FTC) is expected to return to a more traditional framework, emphasizing remedies over outright deal blocks. Companies pursuing mergers or acquisitions should prepare for increased procedural requirements, including enhanced pre-merger documentation.

Biosecurity and Global Collaboration

The anticipated reintroduction of the BIOSECURE Act underscores a heightened focus on domestic manufacturing and international partnership scrutiny. Life sciences companies must reassess supply chains and global collaborations to align with evolving biosecurity priorities and legislative expectations. [1]

Opportunities in Legislative Engagement

Recent Supreme Court rulings require clearer congressional authorization for regulatory agency decisions, potentially lengthening legislative processes but offering companies opportunities to influence regulatory frameworks. This dynamic fosters greater industry involvement in shaping policies on emerging technologies and healthcare delivery models.

Focus on Healthcare Access

Efforts to streamline Medicare coverage processes for new technologies, coupled with a push to modernize benefit categories for advanced medical devices, highlight the administration's focus on improving healthcare accessibility. Key priorities include enhancing telehealth services and protecting physician autonomy in treatment decisions.

Outlook for Drug Pricing and Supply Chains

While drug pricing reforms initiated under prior administrations are likely to continue, increased transparency and oversight of pharmacy benefit managers (PBMs) are expected. The administration's focus on reducing intermediary costs may reshape drug supply chain dynamics and influence pricing strategies. [1]

[1] Goodwin Law. (2025, January). How the Trump administration could reshape the life sciences industry.

DIVERSITY, EQUITY, AND INCLUSION (DEI) IN THE WORKFORCE

Editor's Note:

Shifts in federal administration often bring new policies and priorities that influence corporate strategies, and the current landscape is no exception. As regulatory changes and evolving public expectations take shape, companies may reevaluate their approaches to Diversity, Equity, and Inclusion (DEI). This curated insight was gathered prior to any recent executive order becoming effective.

In the life sciences sector, Diversity, Equity, and Inclusion (DEI) have emerged as critical components of organizational strategy, shaping corporate culture, fostering innovation, and improving overall business performance. This section explores the current state of DEI initiatives within life sciences organizations, highlights the benefits of diverse workforces, examines successful case studies, and provides projections for the future of DEI.

The Current State of DEI in Life Sciences Organizations

Life sciences companies are taking deliberate steps to embed DEI principles into their operations. For instance, organizations like MassBio have launched DEI resource centers aimed at equipping member companies with the tools and guidance necessary to implement effective DEI strategies. These resource centers focus on creating inclusive workplace cultures and supporting underrepresented groups in the life sciences field.

In addition to internal efforts, companies are forming partnerships with community organizations to expand their reach and impact. Collaborations with groups such as Life Science Cares are designed to address racial inequities and foster broader community engagement. These partnerships reflect a growing commitment among life sciences organizations to align DEI goals with social responsibility.

Why DEI is Critical and Valuable for Life Sciences Organizations

The importance of DEI extends far beyond compliance and optics—it is a strategic imperative in the life sciences industry. Research demonstrates that companies in the top quartile for ethnic and cultural diversity on executive teams are 35% more likely to outperform their peers on profitability. [1]

[1] Forbes Business Council. (2024, October 9). DEI supports capitalism: Inclusion as a driver of profitability and innovation. Forbes.

DEI also helps address persistent health disparities. For example, only 4% of clinical trials involve racially and ethnically diverse populations, which can limit the effectiveness of treatments across demographics. Inclusive research teams are better positioned to design studies that account for diverse patient populations, ultimately improving health outcomes. [1]

Case Studies of Successful DEI Programs

Several life sciences companies have implemented DEI programs with measurable success:

Boehringer Ingelheim

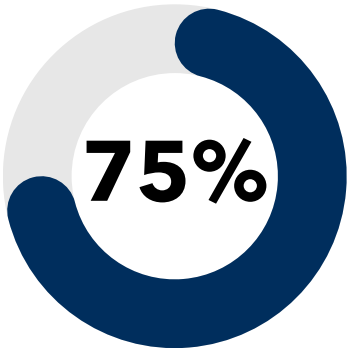
This global pharmaceutical company developed a comprehensive DEI strategy that included leadership training and the creation of a DEI Center of Excellence. These initiatives led to increased leadership engagement and a more inclusive corporate culture, setting a strong example for the industry.

MassBio Programs Supporting Equity

In Massachusetts, the MassBio DEI Resource Center serves as a model for empowering life sciences companies to develop equitable hiring practices, mentorship opportunities, and leadership pathways for underrepresented talent. These efforts have demonstrated measurable improvements in employee satisfaction and diversity in leadership roles.

Projections and Trends for DEI in 2025

Looking ahead, DEI efforts in the life sciences sector are expected to gain momentum as organizations adopt more strategic and data-driven approaches. [2]



This year, 75% of organizations are expected to have embedded formal DEI frameworks within their corporate governance structures,

This reflects the growing recognition of diversity as a driver of innovation and performance.

[1] Annals of Oncology. (2023).
[2] PATH. (n.d.). PATH 2025 DEI strategy.

Technological advancements will also play a pivotal role. The integration of AI and machine learning in hiring processes is projected to help reduce unconscious bias, enabling more equitable recruitment practices. However, careful monitoring will be essential to ensure these technologies do not perpetuate existing biases.

In addition, investment in DEI initiatives is expected to grow significantly. [1]

By 2026, companies are forecasted to spend $15.4 billion annually on DEI-related programs, emphasizing the critical role of inclusivity in organizational growth.

DEI initiatives are no longer optional—they are essential for fostering innovation, driving business performance, and fulfilling social responsibility commitments in the life sciences industry. A diverse workforce ensures varied perspectives, improves decision-making, and contributes to financial success. Successful case studies demonstrate how effective DEI programs can transform organizational culture and deliver measurable outcomes. As organizations look to the future, embracing DEI trends, leveraging technology, and investing in inclusion will be vital to sustaining growth and maintaining a competitive edge.

[1] AIHR. (n.d.). Diversity, equity, inclusion, and belonging (DEIB): A comprehensive guide.

LIFE SCIENCES TALENT
COMPENSATION AND BENEFITS TRENDS: 2024-2025

Analysis of Salary Trends Across Roles and Regions

The demand for life sciences professionals has driven steady increases in compensation, shaped by global competition for talent, innovation demands, and a limited pool of skilled professionals.

Top-tier executives such as Chief Medical Officers (CMOs)	**$350K - $500K** [1]
Chief Commercial Officers (CCOs)	**$275K - $400K**

For mid-level professionals, including Medical Science Liaisons (MSLs), salaries have risen by 8–10% over the past three years to average around $150,000 annually. [2]

+ 8-10%

$150K

Entry-level roles, such as clinical research associates, offer $75,000 to $90,000 annually, with geographic variations driving differences. [3]

$75K - $90K

[1] Vennture. (2024). Catalyst 2024 salary guide – U.S.
[2] SHRM. (n.d.). Mercer: 2025 salary projections consistent with 2024.
[3] Stahle, C. (2024, October 31). October 2024 Employment Cost Index: The Right Kind of Cooling. Indeed Hiring Lab.

National Salaries by Roles

Clinical Trial Management and Operations	Entry	Mid	Senior
Clinical Research Associate	$67,398 - $77,930	$82,596 - $103,136	$108,293 - $145,778
Clinical Trial Associate	$56,896 - $60,416	$72,358 - $76,834	$115,225 - $122,353
Clinical Trial Manager	$98,830 - $124,064	$130,267 - $175,904	$184,699 - $218,098
Medical Director	$232,532 - $414,102	$434,807 - $514,033	$539,735 - $582,790

Formulations and Drug Development	Entry	Mid	Senior
Analytical Chemist	$70,296 - $77,352	$81,220 - $90,608	$95,138 - $103,877
Cell Biologist	$46,974 - $49,880	$70,517 - $74,879	$101,800 - $108,096
Molecular Biologist	$55,328 - $65,488	$68,762 - $93,441	$95,209 - $131,455
Research Scienctist	$61,234 - $65,022	$82,613 - $87,723	$149,993 - $159,271

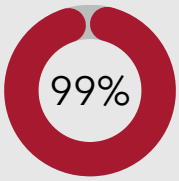
Quality, Process, and Validation	Entry	Mid	Senior
Process Development Engineer	$76,030 - $89,952	$94,450 - $104,544	$109,771 - $114,677
Quality Assurance Specialist	$68,311 - $78,703	$79,315 - $91,384	$95,560 - $116,953
Quality Control Analyst	$48,229 - $53,644	$56,326 - $80,578	$84,607 - $98,747
Quality Engineer	$72,816 - $85,977	$90,276 - $100,423	$105,444 - $110,816

Regulatory Affairs	Entry	Mid	Senior
Reg Affairs CMC Associate	$88,722 - $96,596	$114,104 - $125,492	$131,767 - $143,339
Reg Affairs Operations Assoc.	$47,523 - $60,840	$63,882 - $84,157	$88,365 - $101,491
Reg Affairs Publishing Assoc.	$46,238 - $55,734	$58,521 - $72,374	$75,993 - $86,050
Reg Affairs Strategy Assoc.	$72,455 - $87,816	$92,207 - $110,910	$116,456 - $128,580

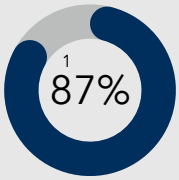
Randstad. (2025). 2025 Salary guide. Randstad.

Examination of Benefits Packaged

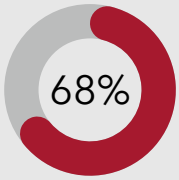
Benefits have become pivotal in attracting and retaining talent in the life sciences field, with organizations refining offerings to meet employee expectations.



99% of employers in life sciences offer comprehensive health insurance [1]



87% providing vision and dental coverage [1]



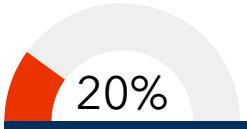
68% of companies incorporating initiatives like therapy stipends, meditation apps, or wellness group [2]

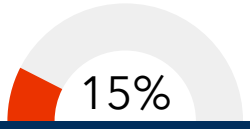
56% of organizations now offer remote or hybrid roles [2]

Companies with flexible schedules report a 27% higher retention rate over three years compared to firms mandating full-time in-office work [2]

Comparison of Compensation Strategies: Corporations vs. Startups

The divide between compensation strategies at large corporations and startups highlights their contrasting approaches to attracting and retaining talent.





20% of employers now provide fertility treatments, and 15% offer student loan repayment assistance, targeting younger employees. [2]

Equity and stock options dominate startups' benefit offerings, with over 70% of biotech startups leveraging equity compensation. [1]

Large Corporations

Large life sciences firms prioritize stability, offering comprehensive salary packages paired with extensive benefits such as bonuses equating to 20–35% of annual salaries, paid parental leave (95%), and tuition reimbursement (82%). [2]

Start Ups

Startups rely heavily on equity compensation, with 20–30% of total executive pay typically tied to equity offerings. Over 70% of biotech startups use this strategy to align employee incentives with company performance.

While startups may lack the financial resources of larger organizations, 80% of life sciences startups have embraced remote-friendly roles, providing additional flexibility to attract talent. [1]

[1] SHRM. (n.d.). Mercer: 2025 salary projections consistent with 2024.
[2] Vennture. (2024). Catalyst 2024 salary guide – U.S.

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FUTURE OUTLOOK AND STRATEGIC **RECOMMENDATIONS FOR 2025**

As the U.S. life sciences sector approaches 2025, it stands at the forefront of transformative change, driven by technological innovation, evolving regulatory landscapes, and shifting workforce expectations. These changes are shaping hiring patterns and workforce demands, requiring organizations to adapt swiftly to remain competitive.

Technological Integration and AI Adoption

Advanced technologies, particularly artificial intelligence (AI) and automation, are reshaping every aspect of life sciences, from drug discovery to clinical trials and diagnostics. AI-driven platforms are accelerating processes, enabling faster decision-making and enhanced precision in research and development. For example, AI applications in bioinformatics and computational biology are streamlining complex tasks like genome sequencing and molecular modeling.

These advancements have far-reaching implications for the labor market. By 2025, companies will need to prioritize hiring data scientists, bioinformaticians, and machine learning specialists who can bridge the gap between biology and technology. Upskilling existing employees will also be critical, ensuring the current workforce remains equipped to work with these sophisticated tools. [1]

Increased Mergers and Acquisitions (M&A) Activity

With the Federal Reserve expected to cut interest rates, mergers and acquisitions in the life sciences sector are anticipated to accelerate. Companies are consolidating to diversify their product pipelines, access new technologies, and expand into untapped markets. For instance, pharmaceutical giants are acquiring smaller biotech firms specializing in breakthrough therapies.

This trend will heighten the need for talent experienced in managing corporate integrations, particularly HR professionals skilled in restructuring and maintaining workforce stability. Interim leadership roles will also grow in demand to navigate the post-M&A transition. Regulatory compliance experts and change management specialists will be key hires as organizations seek to ensure seamless integrations. [1]

[1] JD Supra. (n.d.). Five hot trends in life sciences for 2025.

Patient-Centric Models and Personalized Medicine

The industry is moving toward a more patient-centric approach, emphasizing personalized medicine and tailored treatment options. Advances in genomics and precision medicine are empowering companies to develop therapies that cater to individual patient profiles. This focus requires greater collaboration between researchers, healthcare providers, and patients.

To support these efforts, life sciences companies will seek professionals with cross-disciplinary expertise in clinical trials, patient experience management, and outcomes research. Regulatory affairs specialists adept at navigating the evolving landscape of personalized medicine, will also be in high demand. These roles are critical to ensuring that patient-focused innovations comply with stringent FDA guidelines while addressing the unique needs of diverse populations. [2]

Regulatory Compliance and Global Harmonization

As companies expand their global reach, navigating the complex web of international regulatory requirements has become a top priority. Regulatory harmonization efforts are streamlining processes for product approvals, particularly in areas like medical devices and biologics. U.S. companies collaborating with international agencies such as the European Medicines Agency will benefit from simplified regulatory pathways.

This trend will drive demand for professionals skilled in regulatory science, compliance, and quality assurance. Experts who can manage regulatory submissions across multiple jurisdictions will be essential. Companies will increasingly hire talent familiar with both U.S. FDA requirements and global standards to ensure timely market access and avoid costly delays. [2]

[2] RegAsk. (n.d.). Top 5 life sciences trends for 2025.

Growth in Life Sciences Hubs

U.S. cities such as Boston, San Francisco, and Raleigh are witnessing rapid growth as life sciences hubs. These regions attract major pharmaceutical companies, innovative biotech startups, and top-tier research institutions.

State and local governments are incentivizing this expansion with tax breaks, infrastructure investments, and funding for biotech parks.

The growth of these hubs is reshaping hiring patterns, with companies focusing on recruiting locally to fill roles in research, development, and operations. Specialized positions in biotech, lab management, and clinical trials are particularly in demand. Relocation services and support for setting up operations in new hubs will also see an uptick, as organizations expand their geographical footprints. [3]

Advancements in Biotechnology and Genomics

Breakthroughs in biotechnology and genomics continue to revolutionize healthcare. Technologies like CRISPR and gene therapies are enabling the development of treatments for conditions previously considered untreatable. This surge in innovation is creating new opportunities across the sector.

As a result, hiring will shift to focus on professionals skilled in advanced research areas such as gene editing, molecular diagnostics, and personalized therapeutics. Additionally, project managers and commercialization specialists will play vital roles in bringing these groundbreaking therapies to market. Companies will need to build teams that combine scientific expertise with the ability to navigate regulatory challenges and market demands. [1]

[3] Cushman & Wakefield. (n.d.). Life sciences report.

Focus on Health Equity and Access

Health equity is emerging as a central theme in life sciences, with organizations striving to reduce disparities in healthcare outcomes. This involves ensuring access to treatments for underserved populations and increasing diversity in clinical trials.

To achieve these goals, companies are prioritizing roles focused on community health engagement, patient advocacy, and diversity in trial recruitment. Hiring strategies will also emphasize creating diverse and inclusive teams, ensuring that workforce demographics reflect the populations being served. These efforts will not only improve health outcomes but also enhance organizational reputation and competitiveness. [4]

Expansion of Life Sciences Real Estate

The demand for state-of-the-art laboratories, R&D centers, and manufacturing facilities is driving significant investments in life sciences real estate. New facilities are being built in established hubs and emerging regions, creating jobs and fostering innovation.

This expansion will increase the need for engineers, facility managers, and operational staff to support these new infrastructures. Roles in site selection, compliance, and construction management will also grow. As companies invest in modernizing their facilities, they will seek professionals skilled in creating efficient, sustainable spaces that meet industry standards.

[1] JD Supra. (n.d.). Five hot trends in life sciences for 2025.
[2] Deloitte. (2025). 2025 life sciences executive outlook.

STRATEGIC RECOMMENDATIONS **FOR HIRING LIFE SCIENCES TALENT IN 2025**

According to the collected data and insights, the life sciences labor market continues to evolve, organizations must adopt forward-thinking strategies to attract, develop, and retain top talent. Based upon current information as stated in this report, the following recommendations can guide hiring efforts in this competitive and fast-changing landscape:

Invest in Workforce Reskilling and Upskilling

The rapid adoption of AI, automation, and other advanced technologies requires a workforce with new skill sets. Companies should prioritize workforce development programs that equip employees with critical skills in computational biology, bioinformatics, and data analysis. Collaborating with universities and offering certification programs can also build pipelines of qualified candidates.

Why It Matters:
Employees with the right skills can accelerate innovation and improve productivity. Companies that invest in reskilling initiatives may also see increased employee loyalty and reduced turnover.

Build a Strong Employer Brand

In a highly competitive talent market, a compelling employer brand can differentiate life sciences companies from competitors. Highlighting the organization's mission, cutting-edge projects, and opportunities for professional growth can attract top-tier candidates.

Tactical Approach:
Showcase success stories, employee testimonials, and the organization's commitment to advancing health equity. Platforms like LinkedIn and Glassdoor can amplify these efforts, improving visibility and appeal to prospective hires.

Leverage AI and Data-Driven Recruitment Tools

The hiring process itself is being transformed by technology. AI-powered tools can identify ideal candidates by analyzing resumes, predicting cultural fit, and even managing initial outreach. Additionally, data analytics can help refine hiring strategies by identifying patterns in successful hires.

Implementation Example:
Tools like predictive analytics can identify trends in candidate success, allowing organizations to focus on hiring individuals who meet both technical and cultural needs. This efficiency reduces time-to-fill and improves the quality of hires.

Expand Remote and Hybrid Work Models

The shift toward remote and hybrid work is no longer optional; it is an expectation for many candidates. Flexible work arrangements widen the talent pool by making roles accessible to candidates outside traditional biotech hubs, such as Boston or San Francisco.

Focus on Diversity, Equity, and Inclusion (DE&I)

DE&I is not just a corporate responsibility but a competitive advantage. Organizations that prioritize building diverse teams see better decision-making, innovation, and financial performance. Additionally, diversity in clinical trials requires diverse hiring practices.

Partner with Universities and Research Institutions

Academic partnerships are critical for developing pipelines of specialized talent. Collaborating with universities can also help organizations stay at the forefront of emerging science and technologies.

Tailor Benefits Packages to Meet Evolving Needs

The competition for talent is not just about salary. Comprehensive benefits packages that address health, wellness, and work-life balance are essential to attract and retain employees. Leading companies are now offering fertility benefits, student loan repayment plans, and generous parental leave policies.

Key Outcomes:

A Nature study of 1,600 employees found hybrid work boosts productivity and reduces resignations by 33%, saving millions. Researcher Nicholas Bloom calls it a "win-win-win" for performance, retention, and productivity. [1]

Action Steps:

Create recruitment pipelines targeting underrepresented groups in STEM, establish partnerships with historically Black colleges and universities (HBCUs) and women-focused networks, and ensure equitable hiring practices across all levels.

Execution:

Offer internships, research grants, and co-op programs to attract students with skills in cutting-edge fields like CRISPR or molecular diagnostics. Establishing a presence at academic conferences can further boost visibility among prospective hires.

Why It Works:

Studies show that 68% of employees are more likely to stay with an employer offering competitive benefits tailored to their needs. Flexible benefits are particularly appealing to younger generations entering the workforce. [2]

[1] Stanford News. (2024, June 1). Hybrid work is a win-win-win for companies and workers. Stanford University.
[2] Human Interest Team. (2024, January 25). Offering a competitive compensation and benefits package. Human Interest.

Adopt Agile Workforce Planning

Agile workforce planning helps organizations stay prepared for rapid changes in the labor market. By identifying critical skills and anticipating future needs, companies can proactively address talent shortages.

How to Execute:

Use workforce planning tools to forecast demand for specific roles based on projected business growth. Align hiring strategies with organizational goals, focusing on building, buying, or borrowing talent as needed.

Increase Focus on Contract and Project-Based Hiring

The life sciences sector is seeing a rise in demand for contract and project-based roles, especially for highly specialized positions in R&D and clinical trials. Offering flexible hiring solutions can attract talent seeking short-term or part-time work.

Benefits:

Contract hiring can reduce overhead costs while providing access to specialized expertise for time-sensitive projects. This approach is particularly effective for startups and mid-sized firms that need agility.

Prioritize Candidate Experience

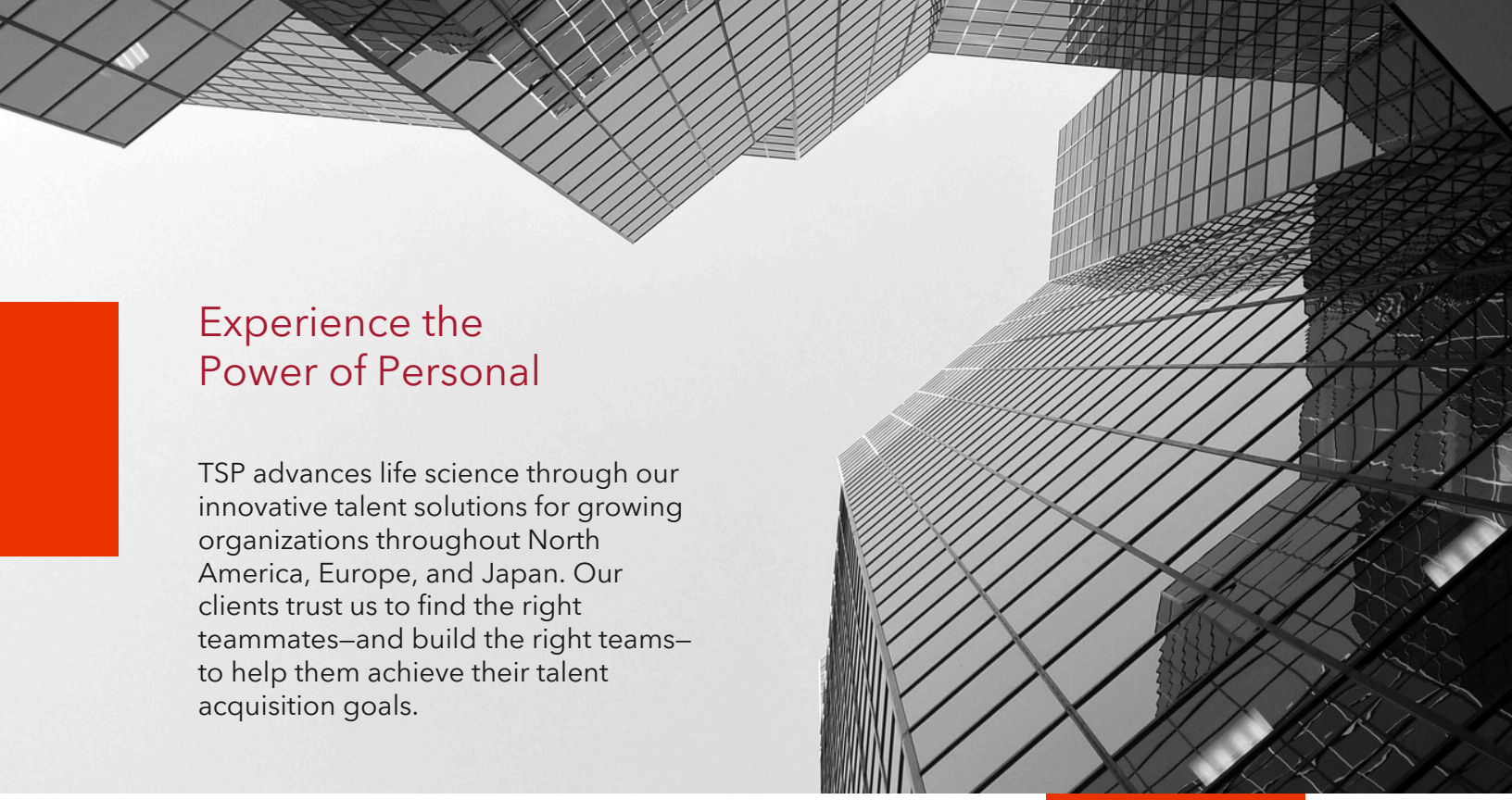
A positive candidate experience can significantly impact an organization's ability to attract top talent. Streamlined application processes, clear communication, and personalized interactions help leave a lasting impression on candidates.

Execution:

Offer a seamless and transparent hiring journey, leveraging technology to provide updates and feedback promptly. Provide a preview of the organization's culture and work environment during the interview process to help candidates feel engaged and informed.

As life sciences companies head into 2025, these strategic hiring recommendations will be vital to navigating a competitive labor market.

By focusing on technology, diversity, flexibility, and innovation, organizations can attract and retain the talent needed to drive breakthroughs in healthcare and scientific discovery.



Experience the Power of Personal

TSP advances life science through our innovative talent solutions for growing organizations throughout North America, Europe, and Japan. Our clients trust us to find the right teammates—and build the right teams—to help them achieve their talent acquisition goals.

MORE ABOUT US

TSP's talent solutions are driven by recruiting and talent consulting leaders who utilize life science industry knowledge and people expertise to grow and develop Clinical and Commercial organizations. We are team architects and growth advisors who build and grow organizations alongside our clients. From attraction and selection to onboarding and development, we are right there with you, considering your needs and perspective to get the right people in the right roles.

From C-level leaders to teams of individual contributors, we help our partners identify, attract, assess, develop, and retain the talent that will drive both emerging and established companies forward. We support your aspirations, structure, and desired vision, and we develop a customized solution that will attract and retain the right people for your unique culture.

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