

The background of the image is a close-up, textured pattern of teal-colored feathers. The feathers are layered and overlapping, creating a rich, organic texture. The color is a vibrant, slightly dark teal. The lighting highlights the fine details of the feather barbs.

ADLIB

BioScience Permanent Salary Guide
(London, Cambridge and Oxford)



The purpose of this guide is to provide a snapshot of salary bandings across different seniority levels within BioScience.

The following rates are predominantly based on our work with businesses across the London, Cambridge and Oxford regions. Please note that with the recent surge in “working from home” being the norm, local averages need to be considered in the context of uk-wide averages to remain competitive.

Although we do our best to remain close to market trends, there are always a number of factors to consider when assigning a salary to a role, such as the skill demand, industry, level of responsibility, & other benefits.

Furthermore, pay scales may fluctuate between start-ups, scale-ups, agencies, software houses, larger organisations and corporates.

It's also worth noting that the “number of years” of experience is not an ideal measure of technical proficiency.

However, as a general guide, it should offer a good benchmark.

Salary Benchmarks

Scientists within BioScience

(Molecular Biology, Biochemistry, Cellular Biology, Synthetic Biology, Protein Science)

Permanent Roles

Junior/Associate Scientists (BSc or MSc)

Up to 2 years commercial experience

£27K - £35K

Post grad (PhD) Scientists

With research or 3-5 years experience

£35K - £50K

Mid level to Senior Scientist

5-10 years experience

£45K - £60K

Senior to Principal/Lead Scientists

£50K - £80K

Team Leaders / Group Leaders

At Principal or higher level

£65K - £110K

Contact us

If you'd like market specific information please feel free to get in touch with the ADLIB team.



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