

Salary Guide
London, Cambridge & Oxford

BIOTECH

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WHAT IS THE AVERAGE BIOTECH SALARY IN THE LONDON, CAMBRIDGE & OXFORD REGIONS?

The purpose of this guide is to provide a snapshot of salary bandings for scientific roles across different seniority levels within the biotechnology industry.

How do we benchmark BioTech salaries?

The following is based on information collated through working in this industry day in, day out, client briefs taken and placements made by ADLIB.

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, level of responsibility, and other benefits.

What to consider when assigning a salary to a role

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.

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

BIOTECH SALARY BENCHMARKS

Scientists within Biotech

(Molecular Biology, Biochemistry, Cellular Biology, Synthetic Biology, Protein Science, Biotechnology, Bio-informatics, Biomedical Science/engineering etc.)

Permanent Roles	Experience Required	Salary Range
BSc/MSc fresh graduate	-	£27K - £30k
BSc/MSc + 1-2 years experience	1-2 years experience	Up to £35K
BSc/MSc + 3-4 years experience	3-4 years experience	Up to £45K
PhD graduates	n/a	£32K - £45K
PhD graduates	1-2 years commercial (no post doc)	£40K - £45K
PhD graduates	1-2 years commercial (post doc)	£45K - £55K
Senior Scientist	3+ years in the field with a PhD or someone who has a BSc/Msc with 4-6 years' experience.	£50K - £62.5K
Principal Scientist	Normally someone who is a team leader with extensive experience in the field.	£60K - £80K
Team Leader/Group Leader	Those who are leaders in the field and market and have experience building teams and would be able to lead the company.	£70K - £110K

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