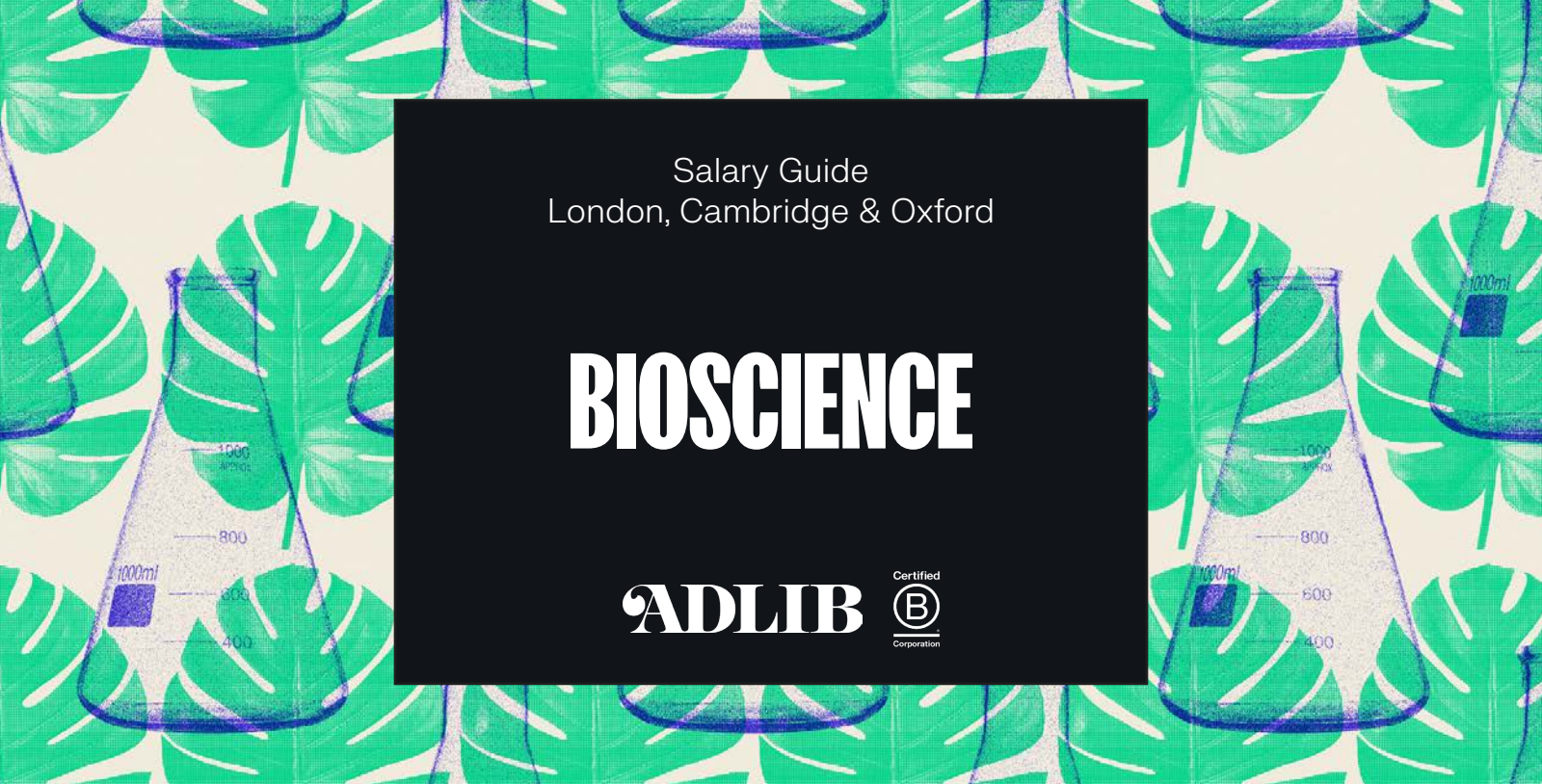


Salary Guide  
London, Cambridge & Oxford

# BIOSCIENCE

**ADLIB**

Certified  
**(B)**  
Corporation



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

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

## How do we benchmark BioScience 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.

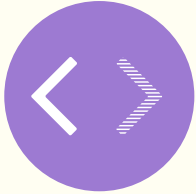
# BIOSCEINCE SALARY BENCHMARKS

## Scientists within BioScience

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

Permanent Roles	Experience Required	Salary Range
BSc/MSc fresh graduate	-	Up to £30K
BSc/MSc + 1-2 years experience	1-2 years experience	Up to £34K
BSc/MSc + 3-4 years experience	3-4 years experience	Up to £38K
PhD graduates	n/a	£37K - £42K
PhD graduates	1-2 years commercial (no post doc)	£42K - £48K
PhD graduates	1-2 years commercial (post doc)	£43K - £50K
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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