

# Salary Guide

Pharmaceuticals

# Who Are We?

Helping Businesses Grow Globally

Polyglot Group is a **globally recognised** business with **in country local expertise** in the Pharmaceuticals industries in several countries over 3 continents – providing Talent Acquisition, HR Services (including HR Consulting & Outsourcing as well as immigration support), Payroll Outsourcing, Business Setup and Language Solutions.

Over the past **10 years** our well connected & experienced retail experts have been working with all types of businesses from pharmaceutical companies to small retailers, on the various stages of their development.

With this **comprehensive expertise** in these Pharmaceuticals and Healthcare industries, the team is well equipped to compare the development of salaries year on year.



External HR



Executive Recruitment



International HR Solutions



Business Set-Up



Talent Acquisition



Payroll Outsourcing

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| Salaries in K AUD / Year               |     |      |         |
|--|-----|------|---------|
| Pharmaceuticals – Executive Management | Low | High | Average |
| Chief Executive Officer                | 270 | 400+ | 350     |
| Chief Operating Officer                | 190 | 300  | 245     |
| General Manager Group                  | 180 | 250  | 215     |
| Head of Sales / Sales Director         | 170 | 280  | 225     |
| Head of Marketing / Marketing Director | 170 | 230  | 200     |
| Chief Financial Officer                | 160 | 260  | 210     |
| HR Director Group                      | 150 | 250  | 200     |
| Business Unit Manager / Director       | 150 | 240  | 195     |
| Supply Chain Director                  | 150 | 200  | 175     |

Remuneration indicated in the above table is in '000 for taxable income, which includes base.

\*Please note that salary figures are only estimates, and can fluctuate greatly depending on company size (Top tier = 15 to 25% higher than small and medium sized companies), specialisation of the candidate and years of experience.

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|  | Salaries in K AUD / Year |      |         |
|--|--------------------------|------|---------|
| Pharmaceuticals – Sales Roles                      | Low                      | High | Average |
| National Controller / National Key Account Manager | 120                      | 160  | 140     |
| Key Account Manager                                | 90                       | 115  | 103     |
| Account Manager / Executive                        | 80                       | 100  | 90      |
| Business Development Manager                       | 100                      | 140  | 120     |
| Technical Sales Representative                     | 80                       | 150  | 115     |
| Sales Representative                               | 60                       | 90   | 75      |
| Sales Coordinator / Assistant                      | 65                       | 85   | 75      |

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| Salaries in K AUD / Year                    |     |      |         |
|---|-----|------|---------|
| Pharmaceuticals – Marketing & Merchandising | Low | High | Average |
| Marketing Manager                           | 120 | 150  | 135     |
| Brand / Product Manager                     | 90  | 130  | 110     |
| Marketing Assistant                         | 50  | 65   | 58      |
| Merchandise Planner                         | 90  | 140  | 115     |
| Merchandiser                                | 75  | 100  | 88      |
| Merchandise Assistant                       | 55  | 65   | 60      |
| State Visual Merchandiser                   | 70  | 110  | 90      |
| Area Visual Merchandiser                    | 55  | 80   | 68      |
| Visual Merchandising Coordinator            | 50  | 65   | 58      |

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|  | Salaries in K AUD / Year |      |         |
|--|--------------------------|------|---------|
| Pharmaceuticals – Procurement & Supply Chain | Low                      | High | Average |
| Buyer / Procurement Manager                  | 80                       | 130  | 105     |
| Buying Assistant                             | 60                       | 70   | 65      |
| Assistant Buyer                              | 70                       | 80   | 75      |
| Procurement Officer                          | 70                       | 80   | 75      |
| Purchasing Analyst                           | 75                       | 90   | 83      |
| Category Manager                             | 110                      | 140  | 125     |
| Distribution Operations Manager              | 110                      | 130  | 120     |
| Warehouse Manager                            | 90                       | 120  | 105     |
| Transport Operations Manager                 | 115                      | 150  | 133     |
| Supply Chain Manager                         | 125                      | 160  | 143     |
| Supply Chain Analyst                         | 75                       | 90   | 83      |

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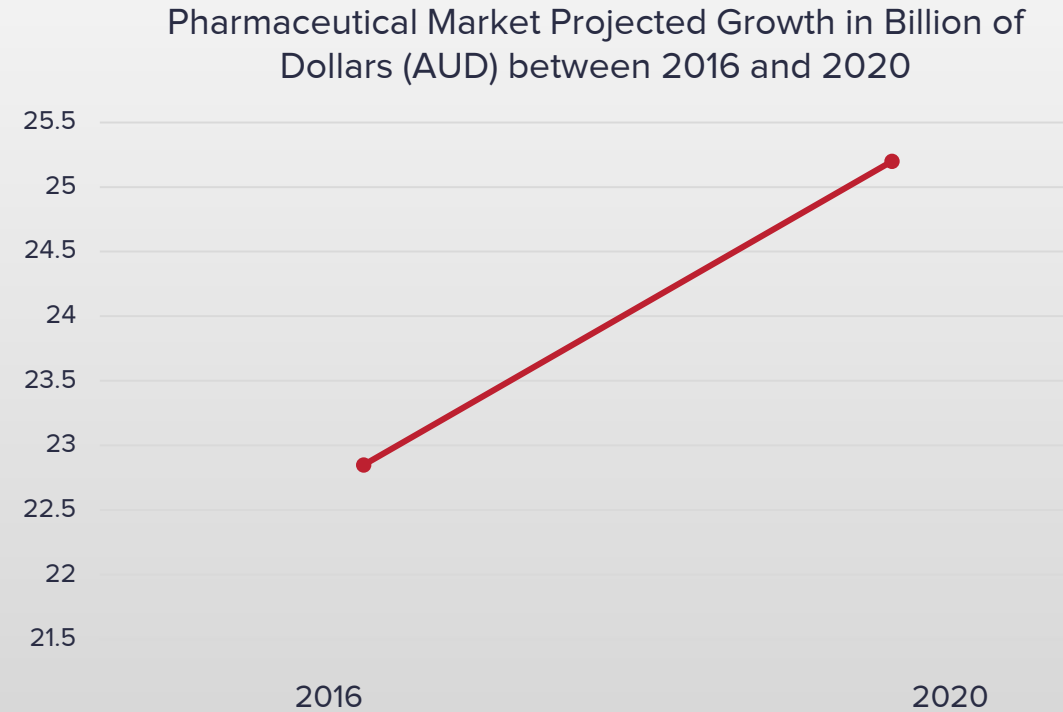
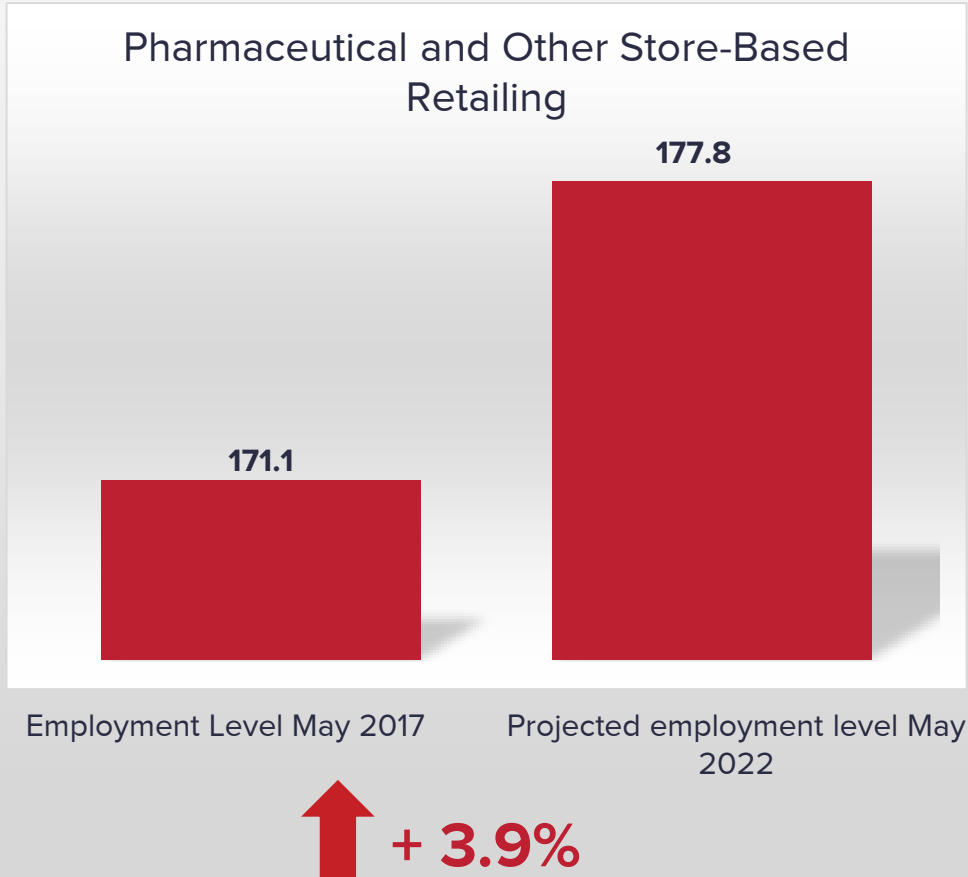
|                                | Salaries in K AUD / Year |      |         |
|--------------------------------|--------------------------|------|---------|
| Pharmaceuticals – Support & HR | Low                      | High | Average |
| HR Manager                     | 150                      | 200  | 175     |
| HR Advisor                     | 80                       | 100  | 90      |
| HR Coordinator                 | 55                       | 70   | 63      |
| Customer Service Management    | 85                       | 95   | 90      |
| Sales Support                  | 60                       | 80   | 70      |
| Executive Assistant            | 75                       | 120  | 98      |

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# Projected Employment Growth

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# Meet Your Contact

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## Valérie Baudens

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## About Valérie

Valérie's extensive portfolio as a recruitment specialist has seen her in expert roles across the pharmaceutical, FMCG, health and science sectors and brings a wealth of expertise as the Polyglot Group's FMCG and Retail Consultant where she leads recruitment operations in the Asia-Pacific for these industries.

Her unique professional background and expertise gives Valérie an exceptional edge in business development and ability to place the right talent to the right roles within the health, science and FMCG industries.

Equipped with a Master of Nutrition and Health Science majoring in Marketing, together with an Agricultural and Food Process Engineering degree, Valérie has a true appreciation of the industries she assists her clients in. She has held executive and management roles including General Manager, Brand Manager and Managing Director across the food, pharmaceutical and consultancy sectors.

Valérie is also a passionate and driven entrepreneur, having founded her own interior design agency which reflects her business know-how and aptitude for brand success.

## Expertise

### Account Management



### Recruitment Process Optimisation



### Talent Acquisition



### Digital Marketing & Media



### Human Resources







## Helping Businesses Grow Globally

 SYDNEY - GLOBAL HQ

 MELBOURNE

 PERTH

 BARCELONA - EUROPEAN HQ

 CAPE TOWN - AFRICA HQ

 SAN FRANCISCO - AMERICAS HQ