



REGULATORY
AFFAIRS
PROFESSIONALS
SOCIETY



2024

**Global Compensation and
Scope of Practice Report for
the Regulatory Profession**

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About This Report

The Regulatory Affairs Professionals Society (RAPS) has researched the work and compensation of regulatory professionals in the healthcare products sector for nearly 30 years. Conducted every two years, the Global Compensation and Scope of Practice Survey is the most extensive, most comprehensive study of these professionals. This results in original data and findings that are unavailable from any other source. This 2024 report presents an analysis of nearly 2,000 responses from individuals around the world.

The compensation data provide individual regulatory professionals, employers, recruiters, and other stakeholders insight into the market value of regulatory work and expertise and allow comparison of differences in compensation based on variables such as job level, experience, and education. The findings related to the work of regulatory professionals — the scope of practice — help us better understand their priorities and responsibilities and have helped RAPS track the profession's evolution over time.

This year's survey questions were broadly consistent with past years. A review of past responses provided an opportunity to remove question options that were rarely selected. We also took the opportunity to rework or reword several questions to make them easier for respondents to complete or to be more relevant to the current profession. For the first time, we asked survey respondents about their participation in RAPS chapters and local networking groups (LNG) around the world. Results by chapter/LNG will be shared via separate reports.

This report contains complete and accurate compensation data on individuals working in the regulatory profession. It is designed to equip organizations and individuals with the necessary information to compare their compensation levels and scope of practice to their peers, empowering them to make informed decisions.

This report provides compensation information for US, Canadian, and European respondents. There was not enough data to show detailed results for other regions. Sixty percent of responses came from those working in the United States, allowing the most detailed aggregation of compensation data for US-based respondents. These aggregations include:

- All US respondents
- Product most involved with
- Regulatory Affairs Certification (RAC)
- Years of regulatory experience
- Number of global full-time employees at organization
- Highest level of education completed
- Primary employer
- US Census division

As organizations and individuals compare their compensation information to peers, it is important to remember that the statistics published in this report should be regarded as guidelines rather than absolute standards. Since organizations will differ depending on their location, size, and other factors, any two organizations may offer their employees a reasonably attractive compensation package yet be very different. For example, the duration of employment and the nature of prior experience will influence the compensation offered to a particular individual. Thus, a deviation between one organization's figures and a number appearing on a table in this report is not necessarily good or bad. It is merely an indication that additional scrutiny may be warranted.

This study was conducted for RAPS by Industry Insights Inc., an independent professional survey research firm in Dublin, OH. The company specializes in conducting industry operating surveys, compensation and benefits studies, and member attitude surveys for professional and trade associations.

RAPS is proud to present the enclosed insights into the compensation levels in the regulatory profession. We wish to thank the professionals who submitted data for the study. Your support was essential in making this research a success.

Survey Methodology

In March 2024, email invitations were sent to more than 54,000 regulatory professionals. By late April, 1,961 completed online submissions had been received, representing a response rate of 3.6%. Submissions received after the final deadline and those with incomplete information were not included.

Upon receipt, all submissions were assigned a confidential identification number. All data were checked both manually and using a specially designed computer editing procedure. Strict confidence in survey responses was maintained throughout the project.

Five responses were required to show data for any given category.

Final results were tabulated by Industry Insights Inc., and the report was completed in July 2024

Definitions

Average (mean): The arithmetic average obtained by adding the individual values for all responses to a particular question and dividing by the total number answering; a measure of central value that can be distorted by extreme high or low values.

Median: A measure of central value that is not affected by extreme values; calculated by arranging all responses in numerical order and selecting the value that falls exactly in the middle, with half higher and half lower.

25th Percentile: When responses are ordered from lowest to highest, the lower quartile is the response 25% from the bottom. In other words, 75% of the responses are higher than this measure.

75th Percentile: When responses are ordered from the lowest to highest, the upper quartile is the response 25% from the top. In other words, 25% of the responses are higher than this measure.





2024 GLOBAL COMPENSATION AND
SCOPE OF PRACTICE REPORT FOR THE
REGULATORY PROFESSION

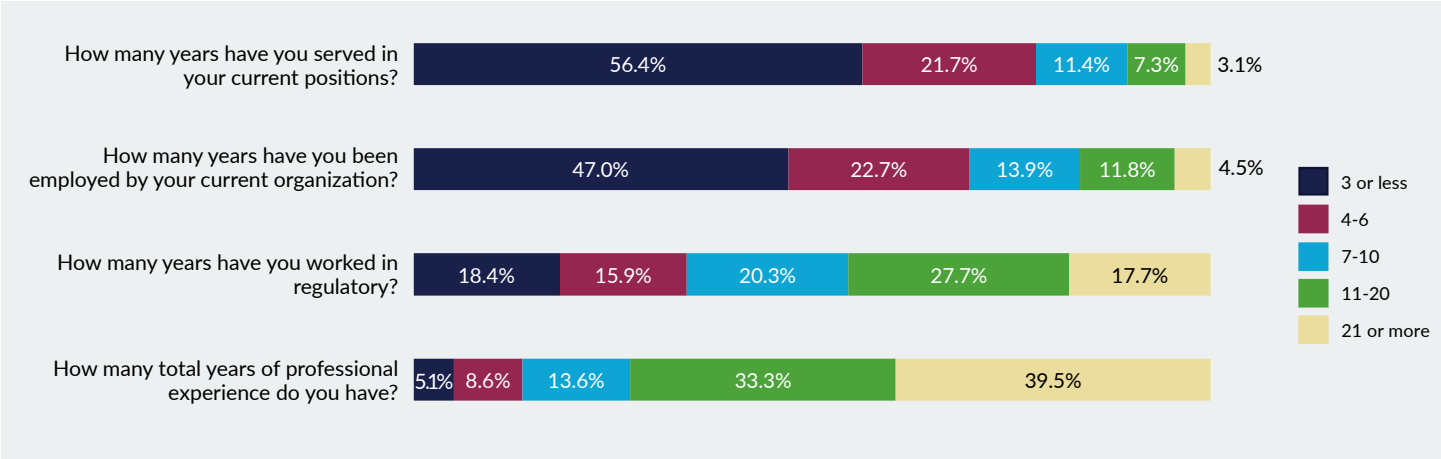
Executive Summary

Executive Summary

EXPERIENCE

The typical respondent has approximately 17 years of professional experience, 9 of which are in regulatory. They have been with their current employer for four years and in their current position for three years.

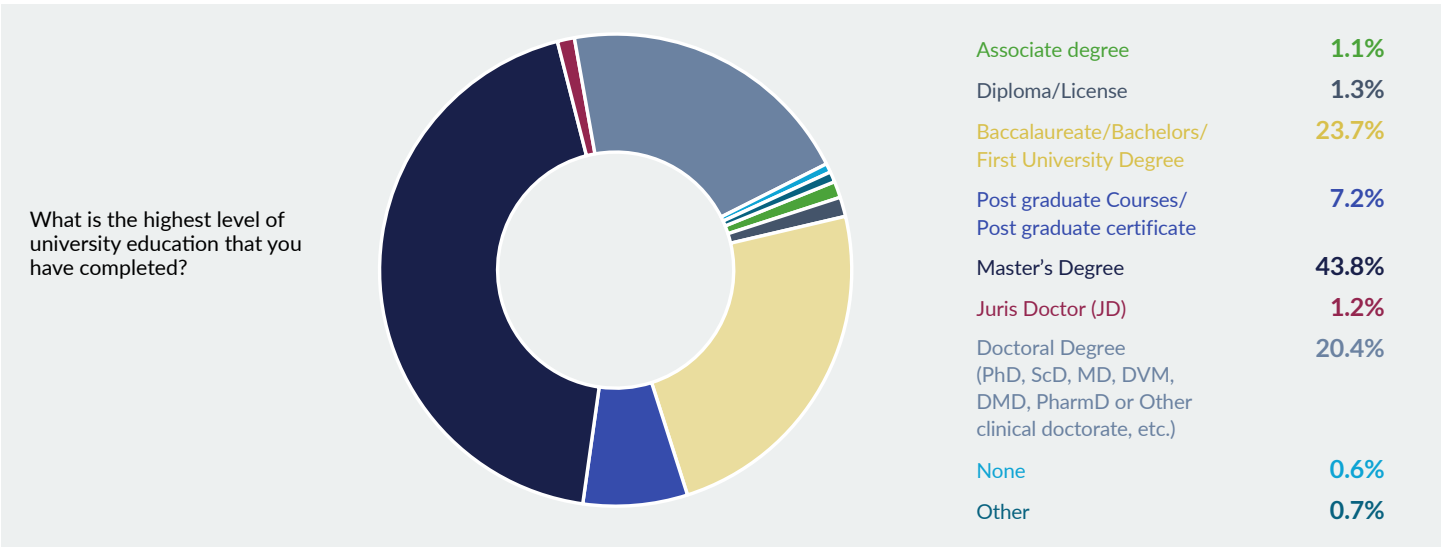
AVERAGE YEARS



Most respondents worked in another profession or field before entering the regulatory profession. Common feeder fields include quality assurance/quality control (16.6%), research and development/product development (9.8%), engineering (7.0%), and drug development/chemistry/biochemistry (6.3%). In addition, 11.1% were students before entering the regulatory profession. Common feeder fields in 2024 were very similar to those reported in 2022.

EDUCATION

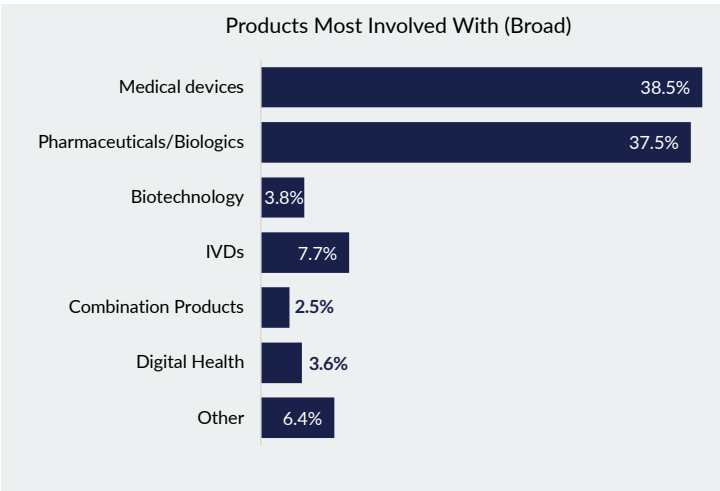
Regulatory professionals are a highly educated group. Nearly two-thirds (65.4%) of the respondents have a postgraduate degree, including 20% with a doctorate. Typical areas of concentration include life/natural sciences (42%), clinical science (18%), engineering (17%), regulatory affairs (16%), and business/finance/economics (13%).



SCOPE OF PRACTICE

Respondents were asked to identify the product category they were most involved with from a detailed list. These detailed categories were collapsed into seven broad categories for analysis:

- Medical Devices
- Pharmaceuticals/Biologics – includes advanced therapies/cell and gene therapy, APIs, biologics/biosimilars/vaccines, generics, and pharmaceuticals
- Biotechnology
- Diagnostics/IVDs
- Combination Products – includes combination products/companion diagnostics
- Digital Health – includes Digital health/SAMD/AI
- Other – includes cosmetics, nutritional/natural health/OTC



MOST COMMON REGULATORY FUNCTIONS PERFORMED

Respondents were asked to choose the regulatory functions that comprise their typical week. Below are the top 5 regulatory functions. Please see page 15 for a detailed list of regulatory functions performed by job title.

Top 5 Regulatory Functions Performed in a Typical Week	
1	Regulatory Strategy
2	Submission (registration/review)
3	Project Management
4	Compliance
5	Regulatory Information Management

VALUE AND RECOGNITION

Two-thirds (69%) of the respondents report that senior management and executives are very aware or somewhat aware of their regulatory work. Most (75%) also report that senior management and executives see regulatory professionals as very important/valuable or somewhat important/valuable, down from 80% in 2022.

CAREER AND JOB MOTIVATIONS

Opportunity for career advancement was the most important factor in respondents' decisions to enter the regulatory profession, with 82% indicating it was very important or somewhat important. Other important factors include the diverse work of regulatory professionals (80%), ensuring the safety and effectiveness of healthcare products (80%), and the need and demand for regulatory professionals (76%).

Professional Profiles

Below are summary results for the most common job titles in this year's survey.



VICE PRESIDENT/ SENIOR DIRECTOR/ DIRECTOR/ASSOCIATE DIRECTOR

- More than half (59%) have 21 or more years of professional experience
- Nearly three-quarters have a postgraduate degree, including 26% with a doctorate
- Nearly half (46%) hold the Regulatory Affairs Certification (RAC) credential
- Directly supervises three people
- Works 47 hours per week
- 19% were promoted in 2023



SENIOR MANAGER/ MANAGER

- Approximately one-third have 21 or more years of professional experience
- Nearly two-thirds have a postgraduate degree, including 17% with a doctorate
- One-third hold the Regulatory Affairs Certification (RAC) credential
- Directly supervises one to two people
- Works 45 hours per week
- 24% were promoted in 2023



CONSULTANT

- More than half (55%) have 21 or more years of professional experience
- Two-thirds have a postgraduate degree, including 22% with a doctorate
- 39% hold the Regulatory Affairs Certification (RAC) credential
- No direct reports
- Works 38 hours per week
- 8% were promoted in 2023



SPECIALIST/ ASSOCIATE/ COORDINATOR

- More than half (53%) have 11 or more years of professional experience
- More than half (55%) have a postgraduate degree, including 11% with a doctorate
- 27% hold the Regulatory Affairs Certification (RAC) credential
- No direct reports
- Works 42 hours per week
- 23% were promoted in 2023



PROJECT MANAGER

- More than half (55%) have 11 or more years of professional experience
- More than half (59%) have a postgraduate degree, including 16% with a doctorate
- 10% hold the Regulatory Affairs Certification (RAC) credential
- Directly supervises one person
- Works 41 hours per week
- 25% were promoted in 2023



REGULATORY INFORMATION SPECIALIST/ANALYST

- More than half (52%) have ten or less years of professional experience
- 57% have a postgraduate degree, including 10% with a doctorate
- Only 6% hold the Regulatory Affairs Certification (RAC) credential
- No direct reports
- Works 41 hours per week
- 20% were promoted in 2023



QUALITY/ COMPLIANCE OFFICER

- More than half (61%) have 11 or more years of professional experience
- 57% have a postgraduate degree, including 15% with a doctorate
- 13% hold the Regulatory Affairs Certification (RAC) credential
- No direct reports
- Works 44 hours per week
- 17% were promoted in 2023

Compensation Summary

COMPENSATION SUMMARY BY JOB TITLE

Total compensation ranged from \$293,251 for Vice Presidents/Senior Directors/Directors/Associate Directors to \$114,963 for Specialists/Associates/Coordinators. The Compensation by Job Title section of the report contains detailed compensation tables for each job title.

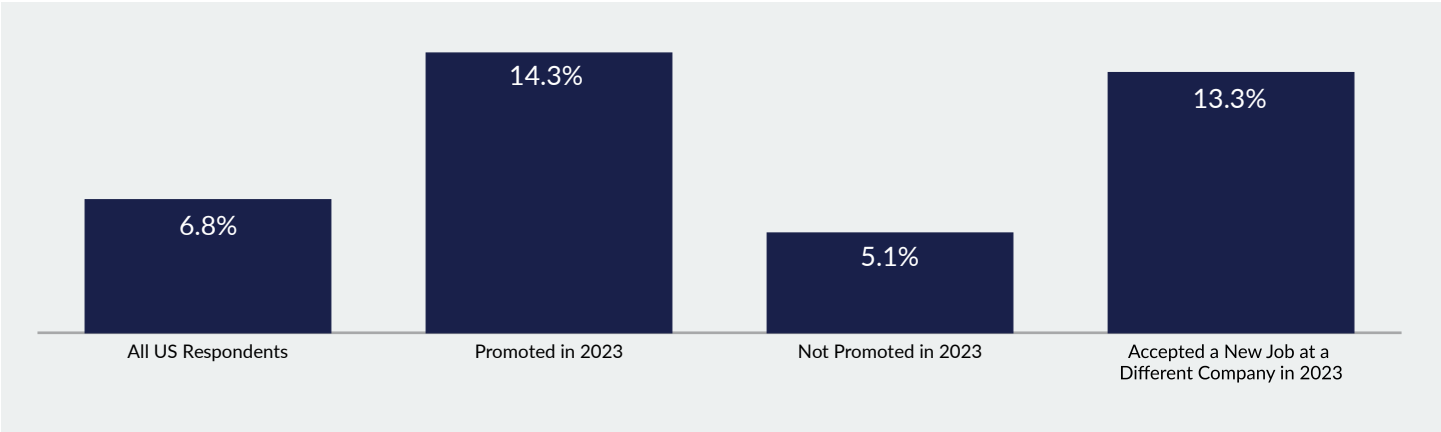
	Vice President/Senior Director/ Director/Associate Director	Senior Manager/ Manager	Specialist/Associate/ Coordinator	Project Manager	Consultant	Regulatory Information Specialist/Analyst
Base Salary	\$218,941	\$145,766	\$105,025	\$132,091	\$180,112	\$111,138
Total Compensation	\$293,251	\$168,328	\$114,963	\$146,897	\$199,385	\$123,410

US COMPENSATION TRENDS

	Vice President	Director	Manager	Specialist	Associate
AVERAGE BASE COMPENSATION: US-BASED PROFESSIONALS					
2001	\$152,814	\$111,951	\$84,245	\$61,681	\$60,717
2003	\$166,777	\$122,470	\$84,868	\$57,792	\$66,505
2005	\$190,419	\$132,605	\$95,372	\$72,612	\$62,553
2007	\$201,694	\$136,835	\$99,179	\$75,899	\$68,560
2009	\$209,773	\$144,705	\$102,625	\$77,722	\$68,206
2011	\$207,881	\$152,213	\$106,229	\$79,345	\$69,157
2013	\$226,042	\$158,195	\$110,787	\$83,046	\$70,519
2015	\$223,760	\$156,020	\$107,544	\$86,529	\$77,709
2017	\$218,500	\$161,768	\$133,625	\$116,387	\$92,219
2019	\$238,692	\$171,445	\$121,618	\$99,211	\$96,394
2021	\$257,189	\$181,048	\$133,380	\$105,741	\$88,961
AVERAGE TOTAL COMPENSATION: US-BASED PROFESSIONALS					
2001	\$219,312	\$131,327	\$93,802	\$65,918	\$66,070
2003	\$257,738	\$154,224	\$102,680	\$73,873	\$62,089
2005	\$278,474	\$167,176	\$107,503	\$78,401	\$67,328
2007	\$304,638	\$175,646	\$114,383	\$82,853	\$73,340
2009	\$281,941	\$183,023	\$116,015	\$83,098	\$73,702
2011	\$286,602	\$189,813	\$120,504	\$84,342	\$73,204
2013	\$308,341	\$202,983	\$126,406	\$88,461	\$74,695
2015	\$310,906	\$203,119	\$134,019	\$93,376	\$83,386
2017	\$259,966	\$195,650	\$153,379	\$126,044	\$100,327
2019	\$292,625	\$213,306	\$138,172	\$108,627	\$108,887
2021	\$355,575	\$233,574	\$155,873	\$117,615	\$101,294

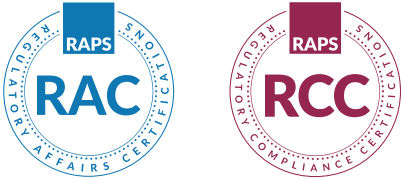
BASE SALARY INCREASE (2022 TO 2023)

On average, US respondents reported base salary increases of 6.8% from 2022 to 2023. Twenty percent of the respondents were promoted in 2023. As expected, promoted professionals experienced higher base salary increases (14.3%) than those not promoted (5.1%). Respondents accepting a new job in 2023 received an increase in base salary of 13.3%.



CERTIFICATION

For US-based respondents, professionals with a Regulatory Affairs Certification (RAC) credential earned 12% more than their peers without one. The impact was most pronounced for Specialist/Associate/Coordinator, where RAC holders earned 30% more.



RAPS introduced a new credential in 2023 – the Regulatory Compliance Certification (RCC) credential. These voluntary designations offer third-party validation indicating that the holder understands European regulations related to in vitro diagnostics (IVDs) or medical devices. When surveyed in the spring of 2024, 3.6% of the respondents had earned an RCC credential.

GLOBAL FULL-TIME EMPLOYEES AT ORGANIZATION (US RESPONDENTS)

Compensation tended to be higher for US respondents at large organizations, although the results were inconsistent. Senior Managers/Managers at organizations with 10 to 49 employees earned an average total compensation of \$146,082 compared to those working at organizations with 10,000 or more employees who earned \$180,200.

	Vice President/Senior Director/ Director/Associate Director	Senior Manager/ Manager	Specialist/Associate/ Coordinator	Project Manager	Consultant	Regulatory Information Specialist/Analyst
1 to 9	\$223,364	*	*	*	\$216,347	*
10 to 49	\$246,425	\$146,082	*	*	\$113,669	\$93,667
50 to 99	\$237,936	\$142,432	\$80,491	*	\$191,017	\$116,160
100 to 999	\$285,457	\$152,692	\$113,760	\$153,137	\$177,412	\$123,951
1,000 to 4,999	\$336,107	\$172,374	\$114,094	*	*	\$160,700
5,000 to 9,999	\$297,502	\$193,911	\$112,398	*	*	\$123,875
10,000 or more	\$331,939	\$180,200	\$125,532	\$153,346	\$148,400	\$124,123

HIGHEST LEVEL OF EDUCATION (US RESPONDENTS)

Educational achievement showed a correlation with compensation, especially among those in management.

	Vice President/Senior Director/ Director/Associate Director	Senior Manager/ Manager	Specialist/Associate/ Coordinator	Project Manager	Consultant	Regulatory Information Specialist/Analyst
Bachelor's degree	\$268,347	\$161,640	\$110,725	\$133,145	\$184,172	\$126,962
Postgraduate courses	\$298,011	\$177,460	\$104,859	*	\$120,667	\$158,791
Master's degree	\$271,465	\$169,509	\$119,380	\$159,905	\$209,835	\$120,322
Doctorate degree	\$358,544	\$179,318	\$126,920	\$130,290	\$232,250	\$109,434

US CENSUS DIVISIONS

Regulatory professionals living in the Pacific region often earned the highest compensation. No other clear correlation existed.

	Vice President/Senior Director/ Director/Associate Director	Senior Manager/ Manager	Specialist/Associate/ Coordinator	Project Manager	Consultant	Regulatory Information Specialist/Analyst
New England	\$302,696	\$167,156	\$122,094	\$150,286	\$218,230	\$113,215
Mid-Atlantic	\$330,971	\$167,746	\$106,590	*	\$221,214	\$124,262
South Atlantic	\$275,557	\$161,965	\$123,500	\$140,443	\$288,852	\$110,080
East North Central	\$237,189	\$170,867	\$98,329	*	\$131,925	*
East South Central	*	\$160,911	*	*	*	*
West North Central	\$243,129	\$169,933	\$116,739	*	*	*
West South Central	\$198,175	\$145,610	\$86,060	*	*	\$142,707
Mountain	\$229,103	\$160,375	\$98,223	*	\$204,560	\$127,534
Pacific	\$348,654	\$176,522	\$135,693	*	\$188,036	*

COMPENSATION, EUROPE-BASED RESPONDENTS

The average total compensation ranged from €189,714 for Vice Presidents/Senior Directors/Directors/Associate Directors to €79,441 for Regulatory Information Specialists/Analysts. The European Compensation by Job Title section of this report contains detailed compensation tables for each job title.

	Vice President/Senior Director/ Director/Associate Director	Senior Manager/ Manager	Specialist/Associate/ Coordinator	Project Manager	Consultant	Regulatory Information Specialist/Analyst
Base Salary	€ 157,252	€ 85,437	€ 78,912	€ 104,242	€ 75,328	\$113,215
Total Compensation	€ 189,714	€ 95,427	€ 84,128	€ 108,001	€ 79,441	\$124,262

COMPENSATION, CANADA-BASED RESPONDENTS

The average total compensation ranged from \$226,829 for Vice Presidents/Senior Directors/Directors/Associate Directors to \$104,059 for Specialists/Associates/Coordinators.

	Vice President/Senior Director/ Director/Associate Director	Senior Manager/ Manager	Specialist/Associate/ Coordinator	Project Manager	Consultant	Regulatory Information Specialist/Analyst
Base Salary	\$173,303	\$118,405	\$95,359	\$144,818	\$99,733	\$113,215
Total Compensation	\$226,829	\$127,423	\$104,059	\$158,127	\$106,233	\$124,262



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