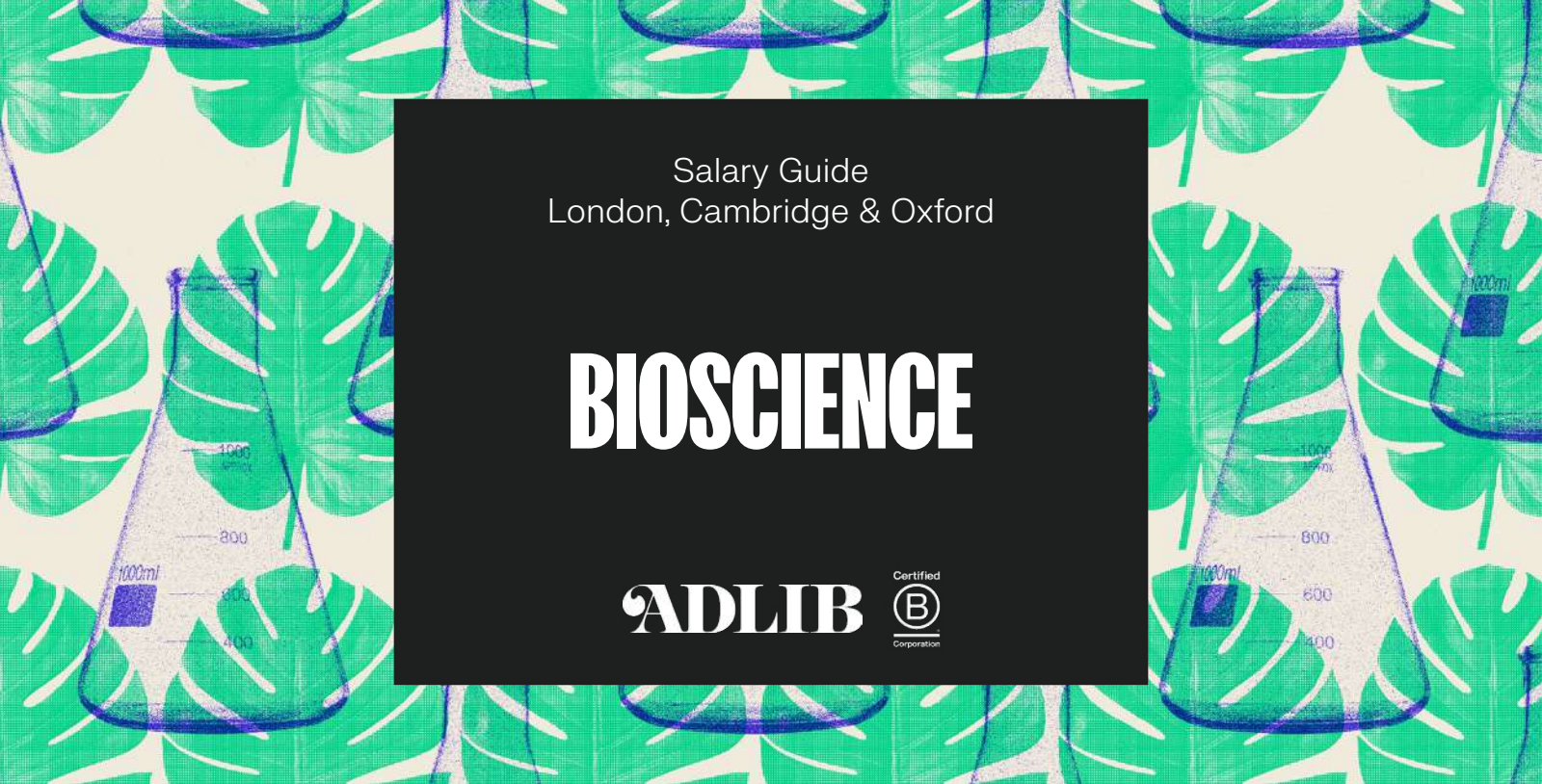


Salary Guide
London, Cambridge & Oxford

BIOSCIENCE

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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.

BIOSCIENCE 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 £25K
BSc/MSc + 1-2 years experience	1-2 years experience	Up to £28K
BSc/MSc + 3-4 years experience	3-4 years experience	Up to £35K
PhD graduates	n/a	£32K - £40K
PhD graduates	1-2 years commercial (no post doc)	£40K - £45K
PhD graduates	1-2 years commercial (post doc)	£40K - £50K
Senior Scientist	3+ years in the field with a PhD or someone who has a BSc/Msc with 4-6 years' experience.	£45,000 - £60,000
Principal Scientist	Normally someone who is a team leader with extensive experience in the field.	£60,000 - £80,000
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.	£70,000 - £110,000

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