CRO Industry Global Compensation & Turnover Survey Overview

The CRO Industry Global Compensation & Turnover Survey focuses on the clinical research outsourcing industry and provides comprehensive compensation and employee turnover data for over 200 jobs in the U.S. and in over 50 countries around the world. It includes an extensive policy and practice section covering compensation plan design, benefits, allowances, and perquisites. The survey is designed by industry-leading human resources professionals and continues to be updated to meet the ever changing needs of this dynamic and global industry.

The CRO Industry Global Compensation and Turnover Survey is entering its twenty-first consecutive year. It continues to have excellent participation with over 25 CROs from around the world participating annually.

PAST PARTICIPANTS
- Acurian, Inc.
- Atlantic Research Group
- BioClinica, Inc.
- Celerion
- Chiltern (now owned by Covance)
- Clinipace
- Covance
- CTI Clinical Trials and Consulting Service
- Duke Clinical Research Institute (DCRI)
- Harvard Clinical Research
- ICON
- INC Research (now Syneos Health)
- inVentiv Health / PharmaNet (now Syneos Health)
- MCRA
- Medpace
- MPI Research
- NAMSA
- NEOMED-LABS
- Novotech
- Ora Clinical Research
- Parexel
- Path NGO
- PPD Inc
- PRA Health Sciences
- ProTrials Research, Inc.
- PSI CRO
- Quanticate
- Quintiles (now IQVIA)
- ResearchPoint Global
- Rho, Inc.
- Robarts Clinical Trials
- Sarah Cannon Research
- Synteract Inc.
- Syneos Health
- Theorem Clinical Research (bought by Chiltern)
- TKL Research
- United Biosource – Express Scripts
- UHG – Ingenix (now Optum360)
- Westat
- Worldwide Clinical Trials
SURVEY DETAILS & TOPICS

Comprehensive Compensation Intelligence
- Actual base salary
- Annual incentive eligibility
- Annual incentive type (including corporate and sales incentives)
- Target incentive
- Actual incentive paid
- Total cash compensation (target and actual)
- Long-term incentive eligibility and projected value
- Total direct compensation

Employee Turnover Rates
- By key job families
- U.S. and globally
- Voluntary and involuntary

Special Analysis
- U.S. geographical pay differentials
- Early stage and late stage

Pay, Benefits, & Perks
- Annual incentive plan design
- Long-term incentive plan design
- Business development/sales compensation plan design
- Talent attraction and retention bonuses
- Benefit plan design and prevalence
- Perquisite prevalence
- Allowance prevalence
- Prevalence of other compensation arrangements such as deferred compensation, employment contracts, change-in-control, and severance agreements

Jobs Covered
- 217 benchmark job titles
- Technical, Managerial and Executive jobs in 18 job families - Biostatistics, Business Development, Clinical Pharmacy, Clinical Research, Database Management, Medical Affairs, Medical Writing, Nursing, Pathology, Patient Recruitment, Quality Assurance (Clinical), Regulatory, Safety/Pharmacovigilance, Site Start-up, Site Operations, Site/Study Contract Management, Technicians, and Toxicology

SURVEY COST & HOW TO PARTICIPATE

To participate, complete and return the survey registration form. Cost is $3,500 for the United States plus one additional country. Global results are available at a cost of $395 per country, to a max of $3,250 for data reported on all countries. Results are only available to participants. Contact Judy Canavan, Compensation & Benefits Managing Director, Global Employer Services, at 215-636-5635 or via email at jcanavan@bdo.com with any questions.

SURVEY TIMEFRAME

- Questionnaires Distributed: March 15
- Completed Questionnaires Due: April 30
- Report Publication: September/October
- Talent Management Round Table: December

“The CRO Industry Global Compensation & Turnover Survey provides thoughtful, unique and highly credible information, covering a niche in healthcare and the life sciences industries that is simply not captured effectively through another survey resource. Participating in this survey allowed us to equip our management team with timely information to support fair and competitive pay practices as part of a critical talent retention strategy. Participating in a forum that welcomes creative thinking, is open to new ideas, and is highly responsive in the competitive CRO Labor market has been invaluable in managing the firm's compensation and retention strategies.”

KIM M FUCHS
Formerly Senior Director, Corporate Human Resources, TKL Research Inc.
COUNTRIES COVERED

- Argentina
- Australia
- Austria
- Belgium
- Brazil
- Bulgaria
- Canada
- Chile
- China
- Colombia
- Costa Rica
- Croatia
- Czech Republic
- Denmark
- Egypt
- Finland
- France
- Germany
- Greece
- Hong Kong
- Hungary
- India
- Indonesia
- Ireland
- Israel
- Italy
- Japan
- Jordan
- Kenya
- Lebanon
- Malaysia
- Mexico
- Netherlands
- New Zealand
- Norway
- Peru
- Philippines
- Poland
- Portugal
- Romania
- Russia
- Serbia
- Singapore
- Slovakia
- South Africa
- South Korea
- Spain
- Sweden
- Switzerland
- Taiwan
- Thailand
- Turkey
- Ukraine
- United Kingdom
- Vietnam