

2015 Salary and Job Satisfaction Survey



Sales & Marketing Sector (n = 232)

Summary of Total Remuneration by Industry

		All Industry 2015	All Industry 2014	Clinical Research Organisation	Pharmaceuticals - Ethical (prescription)	Medical Devices	Diagnostics, Life Sciences & Biotechnology	Consulting Services	Pharmaceuticals - OTC & Consumer Healthcare	FMCG, Food Beverage	Manufacturing	Research Institute/NFP/Hospital/Academia	Animal Health	Complementary Medicines	Laboratory Services
Sales Representative	n	20	23		7	4	3	1	1		2		1		1
	1st quartile	\$55,000	\$55,000		\$72,000	\$68,125	\$55,000								
	Median	\$67,500	\$72,000		\$104,000	\$87,250	\$55,000	\$55,000	\$56,500		\$55,000		\$55,000		\$55,000
	3rd quartile	\$104,750	\$120,000		\$131,000	\$115,000	\$119,000								
Senior Sales Representative	n	17	15		9	4	1	0	2				1		
	1st quartile	\$100,000	\$100,000		\$114,000	\$90,625									
	Median	\$118,000	\$110,000		\$120,000	\$100,000	\$110,000	#NUM!	\$115,500				\$70,000		
	3rd quartile	\$131,000	\$120,000		\$140,000	\$122,500									
Pharmacy Sales Manager	n	3			2				1						
	1st quartile	\$55,000													
	Median	\$56,000			\$70,000				\$56,000						
	3rd quartile	\$85,000													
Account Manager	n	27	22		4	5	4	5		4	2			2	1
	1st quartile	\$80,000	\$95,625		\$90,750	\$69,000	\$72,000	\$55,000		\$87,250					
	Median	\$111,000	\$109,000		\$127,500	\$111,000	\$116,000	\$80,000		\$137,500	\$137,500			\$100,000	\$115,000
	3rd quartile	\$125,000	\$125,500		\$140,250	\$115,500	\$141,250	\$103,500		\$167,500					
Territory Manager	n	12	27		5	6	1								
	1st quartile	\$105,250	\$107,000		\$106,000	\$105,750									
	Median	\$118,000	\$115,000		\$130,000	\$111,500	\$80,000								
	3rd quartile	\$143,500	\$135,000		\$158,000	\$130,750									
Business Development Manager / Consultant	n	23	26	2	2	1	5	2	4	2	1	2			2
	1st quartile	\$99,000	\$93,875				\$83,500		\$113,750						
	Median	\$125,000	\$136,500	\$172,500	\$172,500	\$139,000	\$100,000	\$89,500	\$140,500	\$99,000	\$110,000	\$89,500			\$132,000
	3rd quartile	\$156,000	\$169,500				\$122,500		\$166,500						
State Sales Manager / Regional Sales Manager	n	10	12		1	2		2	1	3		1			
	1st quartile	\$118,750	\$117,000							\$75,000					
	Median	\$146,000	\$144,500		\$183,000	\$166,500		\$129,500	\$187,000	\$142,000	\$100,000				
	3rd quartile	\$180,750	\$176,500							\$150,000					
National Field Sales Manager	n	10	8		2	2	3		1				2		
	1st quartile	\$138,750	\$130,000				\$119,000								
	Median	\$140,000	\$160,500		\$170,000	\$171,000	\$135,000		\$140,000				\$142,500		
	3rd quartile	\$160,500	\$191,500				\$140,000								
Sales Analyst	n	9	6		2		1	3	2		1				
	1st quartile	\$72,500	\$79,375					\$55,000							
	Median	\$114,000	\$109,500		\$134,500		\$163,000	\$101,000	\$98,000		\$65,000				
	3rd quartile	\$142,500	\$149,250					\$130,000							
Sales Director	n	5	7		1	1			2					1	
	1st quartile	\$104,500	\$146,000												
	Median	\$185,000	\$188,000		\$240,000	\$185,000			\$148,500					\$132,000	
	3rd quartile	\$230,000	\$200,000												

- n = The number of observations recorded for each category
 - Total Remuneration = Includes base salary, superannuation, car/car allowance and any other benefits + FBT (excludes bonus and commission)
 - Please refer to the All Industry data whenever there are less than 3 data points for a specific industry

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Assistant / Associate Brand / Product Manager	n	8	19		3		1	3			1				
	1st quartile	\$55,000	\$58,000		\$70,000			\$55,000							
	Median	\$57,750	\$82,000		\$73,500		\$55,000	\$55,000			\$55,000				
	3rd quartile	\$72,625	\$100,000		\$110,000		\$60,500	\$60,500							
Brand / Product Manager	n	11	20		3	1	2		1	2	2				
	1st quartile	\$101,000	\$111,000		\$100,000										
	Median	\$123,000	\$129,500		\$123,000	\$112,000	\$128,500		\$130,000	\$137,000	\$90,250				
	3rd quartile	\$133,000	\$148,750		\$180,000										
Senior Brand / Product Manager	n	15	16		9	5					1				
	1st quartile	\$130,000	\$127,500		\$142,500	\$103,500									
	Median	\$146,000	\$147,500		\$154,000	\$132,000					\$130,000				
	3rd quartile	\$210,000	\$167,750		\$215,000	\$169,000									
Marketing Manager	n	11	18		3	1		1	2		1	1	1	1	
	1st quartile	\$95,500	\$140,750		\$190,000										
	Median	\$118,000	\$162,500		\$230,000	\$113,000		\$108,000	\$114,250		\$95,500	\$80,000	\$175,000	\$118,000	
	3rd quartile	\$190,000	\$194,750		\$230,000										
Marketing Director	n	5	9		1	1				1	1	1			
	1st quartile	\$175,500	\$220,000												
	Median	\$230,000	\$280,000		\$360,000	\$230,000				\$240,000	\$220,000	\$131,000			
	3rd quartile	\$300,000	\$310,000												
Sales & Marketing Manager	n	15	15		1	4	2		2	3				2	1
	1st quartile	\$84,000	\$135,000			\$138,250				\$55,000					
	Median	\$150,000	\$175,000		\$210,000	\$198,500	\$152,500		\$145,500	\$63,000				\$99,500	\$84,000
	3rd quartile	\$210,000	\$210,000			\$262,500				\$300,000					
Business Unit Manager / Head of Division	n	34	18		9	5	3	3	1	1	1	4	4	2	1
	1st quartile	\$118,750	\$160,000		\$117,500	\$151,500	\$134,000	\$67,000				\$79,500			
	Median	\$157,500	\$220,000		\$160,000	\$160,000	\$140,000	\$120,000	\$240,000	\$190,000	\$200,000	\$106,000	\$200,000	\$134,500	\$131,000
	3rd quartile	\$200,000	\$270,000		\$270,000	\$235,000	\$165,000	\$130,000				\$110,000			

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