

2016 Salary and Job Satisfaction Survey



Sales & Marketing Sector (n = 241)

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Summary of Total Remuneration by Industry

		All Industry 2016	All Industry 2015	Pharmaceuticals - Ethical (prescription)	Medical Devices	Consulting Services	Diagnostics, Life Sciences & Biotechnology	Pharmaceuticals - OTC & Consumer Healthcare	Manufacturing	Research Institute/NFP/Hospital/Academia	Complementary Medicines	FMCG, Food & Beverage	Animal Health	Aged Care	Clinical Research Organisation	Laboratory Services
Sales Representative	n	17	21	2	4	3		4			2	1				1
	1st quartile	\$55,250	\$55,000		\$62,500	\$60,000		\$61,250								
	Median	\$80,000	\$63,000	\$102,500	\$87,500	\$80,000		\$82,000			\$55,250	\$55,000				\$57,000
	3rd quartile	\$91,750	\$104,500		\$95,250	\$93,500		\$99,000								
Senior Sales Representative	n	11	18	5	1		1	1	1			2				
	1st quartile	\$79,000	\$96,875	\$80,500												
	Median	\$115,000	\$114,500	\$135,000	\$79,000		\$115,000	\$116,000	\$150,000			\$69,250				
	3rd quartile	\$140,000	\$130,500	\$144,000												
GP/Pharmacy Sales Representative	n	5		4				1								
	1st quartile	\$80,000		\$82,875												
	Median	\$97,500		\$99,250				\$82,000								
	3rd quartile	\$109,500		\$113,750												
Hospital Sales Representative	n	16		15	1											
	1st quartile	\$111,750		\$114,000												
	Median	\$124,000		\$126,000	\$110,000											
	3rd quartile	\$135,000		\$135,000												
Account Manager	n	18	28	3	4	3	6	1	1							
	1st quartile	\$88,625	\$80,000	\$107,000	\$72,875	\$56,000	\$104,000									
	Median	\$110,000	\$111,000	\$114,000	\$98,750	\$80,000	\$114,500	\$191,000	\$114,000							
	3rd quartile	\$120,000	\$125,000	\$130,000	\$117,500	\$92,000	\$127,750									
Territory Manager	n	15	12	1	11		1						1	1		
	1st quartile	\$100,000	\$105,250		\$100,000											
	Median	\$115,000	\$118,000	\$128,000	\$115,000		\$100,000						\$140,000	\$69,000		
	3rd quartile	\$123,000	\$143,500	\$121,000												
Product Specialist	n	23	8	6	10	4	2			1						
	1st quartile	\$85,500	\$55,000			\$55,875										
	Median	\$110,000	\$57,750	\$118,500	\$98,000	\$59,750	\$122,000			\$111,000						
	3rd quartile	\$120,000	\$72,625			\$131,500										
Business Development Manager	n	22	23	3	3	5	2		1	3	1			1	3	
	1st quartile	\$94,000	\$99,000	\$118,000	\$120,000	\$55,000				\$86,500					\$96,500	
	Median	\$120,500	\$125,000	\$132,000	\$140,000	\$110,000	\$130,000		\$64,000	\$121,000	\$120,000			\$82,500	\$160,000	
	3rd quartile	\$144,250	\$156,000	\$210,000	\$157,000	\$195,000				\$130,000					\$185,000	
State Sales Manager / Regional Sales Manager	n	10	10	4	3			1			1					1
	1st quartile	\$144,500	\$118,750	\$147,000	\$155,000											
	Median	\$162,500	\$146,000	\$162,000	\$170,000			\$194,000			\$85,000					\$140,000
	3rd quartile	\$183,500	\$180,750	\$216,000	\$180,000											
National Sales Manager	n	9	10		3		2		3				1			
	1st quartile	\$141,500	\$138,750		\$156,000				\$92,500							
	Median	\$150,000	\$140,000		\$188,000		\$141,500		\$188,000				\$165,000			
	3rd quartile	\$176,500	\$160,500		\$191,000				\$150,000							
Sales Director	n	5	5		4						1					
	1st quartile	\$124,000	\$104,500		\$135,250											
	Median	\$187,000	\$185,000		\$193,500						\$130,000					
	3rd quartile	\$215,000	\$230,000		\$222,500											

- 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

We listen. We deliver. You succeed.

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		All Industry 2016	All Industry 2015	Pharmaceuticals - Ethical (prescription)	Medical Devices	Consulting Services	Diagnostics, Life Sciences & Biotechnology	Pharmaceuticals - OTC & Consumer Healthcare	Manufacturing	Research Institute/NFP/Hospital/Academia	Complementary Medicines	FMCG, Food & Beverage	Animal Health	Aged Care	Clinical Research Organisation	Laboratory Services
Assistant / Associate Brand / Product Manager	n	8	8	1	1		2	2				1	1			
	1st quartile	\$60,375	\$55,000													
	Median	\$83,250	\$57,750	\$120,000	\$80,500		\$82,250	\$56,500				\$86,000	\$89,000			
	3rd quartile	\$95,000	\$72,625													
Brand / Product Manager	n	12	11	2	2	1	1	2	1	1		1	1			
	1st quartile	\$73,500	\$101,000													
	Median	\$121,000	\$123,000	\$161,000	\$142,500	\$55,000	\$70,500	\$157,000	\$117,000	\$62,000		\$125,000	\$82,500			
	3rd quartile	\$161,500	\$133,000													
Senior Brand / Product Manager	n	13	15	5	3		1	1	1			1	1			
	1st quartile	\$128,500	\$130,000	\$166,500	\$115,000											
	Median	\$160,000	\$146,000	\$173,000	\$135,000		\$127,000	\$180,000	\$108,000			\$130,000	\$140,000			
	3rd quartile	\$175,000	\$210,000	\$182,500	\$160,000											
Market Research/ Business Analyst	n	12		2	1	6				3						
	1st quartile	\$67,750				\$64,000										
	Median	\$83,250		\$102,250	\$120,000	\$80,000				\$70,000						
	3rd quartile	\$106,750				\$91,500										
Marketing Manager	n	16	11	6	3	3		1		1	1			1		
	1st quartile	\$95,250	\$95,500	\$127,500	\$96,000	\$80,000										
	Median	\$125,000	\$118,000	\$215,000	\$195,000	\$113,000		\$145,000		\$73,000	\$76,000			\$95,000		
	3rd quartile	\$217,500	\$190,000	\$220,000	\$250,000	\$120,000										
Marketing Director	n	4	5			2			1		1					
	1st quartile	\$105,000	\$175,500													
	Median	\$157,500	\$230,000			\$185,000			\$135,000		\$95,000					
	3rd quartile	\$187,500	\$300,000													
Sales & Marketing Manager	n	7	15	3	1	1	1					1				
	1st quartile	\$145,000	\$84,000	\$145,000												
	Median	\$154,000	\$150,000	\$150,000	\$330,000	\$154,000	\$230,000					\$100,000				
	3rd quartile	\$230,000	\$210,000	\$210,000												
Commercial Manager	n	5		2		1	1							1		
	1st quartile	\$136,500														
	Median	\$194,000		\$186,500		\$150,000	\$194,000							\$194,000		
	3rd quartile	\$222,000														
Business Unit Manager / Head of Division	n	13	13	5	3	3		2								
	1st quartile	\$137,500	\$160,000	\$170,000	\$150,000	\$88,000										
	Median	\$180,000	\$220,000	\$240,000	\$250,000	\$125,000		\$158,000								
	3rd quartile	\$250,000	\$310,000	\$260,000	\$400,000	\$150,000										

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