



2017 SALARY SURVEY SALES & MARKETING

ON *Q*
RECRUITMENT
Scientific Technical Medical

REMARKS

N: number of observations recorded for each category.

Page 3:

Total Remuneration – includes base salary, superannuation, car/car allowance and any other benefits, but excludes bonus and commission.

Summary of Total Remuneration by Job Title: a summary of the total salary package for each job title.

Bonus by Job Title: the average reported bonus by contributor.

Median – In instances where there are less than 3 data points, only the median has been used.

Calculations

- The data has been presented 1st Quartile, Median and 3rd Quartile, using Microsoft Excel Quartile.exc formula.
- In instances where there are less than 3 data points, only the median has been shown.

Page 4–5:

Summary of Total Remuneration by Industry: a summary of the total salary package by individual industry sector, for each job title.

Reference Key:

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

Address

Level 4, 69 Christie Street
St Leonards, NSW 2065

Contact us

onq@onqrecruitment.com.au

Phone number

+61 2 9431 2555

SALES & MARKETING SECTOR (n = 231)

Total Remuneration (excludes Bonus)

		All Industry 2017	Average Bonuses 2017	All Industry 2016
Sales Representative	n	19	11	17
	1st quartile	\$61,500		\$55,250
	Median	\$90,000	\$15,073	\$80,000
	3rd quartile	\$120,000		\$91,750
Senior Sales Representative	n	17	15	11
	1st quartile	\$118,000		\$79,000
	Median	\$132,000	\$28,533	\$115,000
	3rd quartile	\$141,500		\$140,000
Account Manager	n	13	10	18
	1st quartile	\$102,000		\$88,625
	Median	\$120,000	\$27,600	\$110,000
	3rd quartile	\$161,000		\$120,000
Territory Manager	n	14	11	15
	1st quartile	\$93,250		\$100,000
	Median	\$106,500	\$10,355	\$115,000
	3rd quartile	\$136,250		\$123,000
Business Development Manager / Consultant	n	31	23	22
	1st quartile	\$110,000		\$94,000
	Median	\$123,000	\$16,174	\$120,500
	3rd quartile	\$170,000		\$144,250
State Sales Manager / Regional Sales Manager	n	12	9	10
	1st quartile	\$132,750		\$144,500
	Median	\$157,500	\$17,111	\$162,500
	3rd quartile	\$197,000		\$183,500
National Field Sales Manager	n	5	3	9
	1st quartile	\$117,500		\$141,500
	Median	\$145,000	\$38,000	\$150,000
	3rd quartile	\$173,000		\$176,500
Sales Director	n	11	8	5
	1st quartile	\$180,000		\$124,000
	Median	\$196,000	\$45,250	\$187,000
	3rd quartile	\$230,000		\$215,000

		All Industry 2017	Average Bonuses 2017	All Industry 2016
Assistant / Associate Brand / Product Manager	n	9	6	8
	1st quartile	\$64,750		\$60,375
	Median	\$75,000	\$5,833	\$83,250
	3rd quartile	\$96,500		\$95,000
Brand / Product Manager	n	20	17	12
	1st quartile	\$103,500		\$73,500
	Median	\$120,000	\$11,229	\$121,000
	3rd quartile	\$131,000		\$161,500
Senior Brand / Product Manager	n	11	10	13
	1st quartile	\$139,000		\$128,500
	Median	\$167,000	\$16,200	\$160,000
	3rd quartile	\$175,000		\$175,000
Sales / Business Analyst	n	8	6	12
	1st quartile	\$73,375		\$67,750
	Median	\$89,500	\$6,483	\$83,250
	3rd quartile	\$137,500		\$106,750
Marketing Manager	n	19	12	16
	1st quartile	\$93,500		\$95,250
	Median	\$155,000	\$13,325	\$125,000
	3rd quartile	\$198,000		\$217,500
Marketing Director	n	6	5	4
	1st quartile	\$202,500		\$105,000
	Median	\$245,000	\$45,000	\$157,500
	3rd quartile	\$277,500		\$187,500
Sales & Marketing Manager	n	12	8	7
	1st quartile	\$96,750		\$145,000
	Median	\$136,000	\$28,625	\$154,000
	3rd quartile	\$168,500		\$230,000
Business Unit Manager / Head of Division	n	24	18	13
	1st quartile	\$151,000		\$137,500
	Median	\$180,000	\$28,778	\$180,000
	3rd quartile	\$232,500		\$250,000

SALES & MARKETING SECTOR (n = 231)

Total Remuneration (excludes Bonus)

	Pharmaceuticals – Ethical (prescription)	Medical Devices	Diagnostics, Life Sciences & Biotechnology	FMCG, Food & Beverage	Pharmaceuticals – OTC & Consumer Healthcare	HealthCare (Allied Health, Nursing, Medical Imaging)	Manufacturing	Consulting Services	Complementary Medicines	Healthtech (Health Analytics, Data Informatics)	Research Institute/NFP/ Hospital/ Academia	Laboratory Services	Animal Health	Clinical Research Organisation	Other
Sales Representative	n	7	4	2	1					1					4
	1st quartile	\$72,000	\$108,250												\$55,000
	Median	\$90,000	\$117,500	\$133,000	\$55,500					\$55,000					\$58,250
	3rd quartile	\$115,000	\$123,750												\$70,125
Senior Sales Representative	n	6	3	2	1	1	2	1				1			
	1st quartile	\$123,750	\$132,000												
	Median	\$130,000	\$145,000	\$115,500	\$110,000	\$135,000	\$116,500	\$145,000				\$175,000			
	3rd quartile	\$136,500	\$155,000												
Account Manager	n	3	1	3	3	1	1								1
	1st quartile	\$119,000		\$84,000	\$167,000										
	Median	\$138,000	\$104,000	\$100,000	\$170,000	\$120,000	\$120,000								\$60,000
	3rd quartile	\$150,000		\$155,000	\$185,000										
Territory Manager	n	3	3	4			1	1							2
	1st quartile	\$110,000	\$98,000	\$86,625											
	Median	\$130,000	\$106,000	\$106,000				\$135,000	\$81,000						\$90,500
	3rd quartile	\$150,000	\$140,000	\$143,000											
Business Development Manager / Consultant	n	5	5	3	1	5	1	3		1	2	1		1	3
	1st quartile	\$111,000	\$135,000	\$119,000		\$75,000		\$60,000							\$75,000
	Median	\$143,000	\$155,000	\$123,000	\$170,000	\$110,000	\$197,000	\$110,000	\$120,000	\$120,000	\$149,000	\$86,500		\$146,000	\$115,000
	3rd quartile	\$180,000	\$225,000	\$130,000		\$171,000		\$120,000							\$180,000
State Sales Manager / Regional Sales Manager	n	2	1	1	2	2	3	1							
	1st quartile						\$65,000								
	Median	\$163,000	\$140,000	\$210,000	\$135,000	\$198,000	\$135,000	\$160,000							
	3rd quartile						\$162,000								
National Field Sales Manager	n	1		1		1									2
	1st quartile														
	Median	\$195,000		\$151,000		\$145,000									\$117,500
	3rd quartile														
Sales Director	n		1	2	3	1		2							2
	1st quartile				\$185,000										
	Median		\$196,000	\$142,500	\$195,000	\$250,000		\$195,000							\$195,000
	3rd quartile				\$240,000										

SALES & MARKETING SECTOR - CONTINUED (n = 231)

Total Remuneration (excludes Bonus)

		Pharmaceuticals - Ethical (prescription)	Medical Devices	Diagnostics, Life Sciences & Biotechnology	FMCG, Food & Beverage	Pharmaceuticals - OTC & Consumer Healthcare	HealthCare (Allied Health, Nursing, Medical Imaging)	Manufacturing	Consulting Services	Complementary Medicines	Healthtech (Health Analytics, Data Informatics)	Research Institute/NFP/ Hospital/ Academia	Laboratory Services	Animal Health	Clinical Research Organisation	Other
Assistant / Associate Brand / Product Manager	n	3	1		2		1			1						1
	1st quartile	\$88,000														
	Median	\$105,000	\$75,000		\$67,000		\$64,500			\$68,500						\$65,000
	3rd quartile	\$126,000														
Brand / Product Manager	n	3	4	2	1	1	1	2	1	2				1		2
	1st quartile	\$120,000	\$100,000													
	Median	\$125,000	\$117,500	\$117,500	\$125,000	\$128,000	\$132,000	\$176,500	\$92,500	\$108,000				\$100,000		\$96,250
	3rd quartile	\$150,000	\$156,750													
Senior Brand / Product Manager	n	7	1	1	1											1
	1st quartile	\$167,000														
	Median	\$173,000	\$139,000	\$135,000	\$145,000											\$130,000
	3rd quartile	\$184,000														
Sales / Business Analyst	n		1	1	1						2					3
	1st quartile															\$83,500
	Median		\$115,000	\$70,000	\$91,500						\$76,250					\$145,000
	3rd quartile															\$186,000
Marketing Manager	n	5	2		3	1	1				1					6
	1st quartile	\$164,000			\$96,000											\$58,750
	Median	\$200,000	\$162,500		\$180,000	\$115,000	\$200,000				\$90,500					\$87,250
	3rd quartile	\$230,000			\$198,000											\$115,000
Marketing Director	n	2	2		1											1
	1st quartile															
	Median	\$275,000			\$180,000											\$210,000
	3rd quartile															
Sales & Marketing Manager	n	4	1	1	2			1	1			1	1			
	1st quartile	\$139,750														
	Median	\$148,500	\$220,000	\$135,000	\$138,500			\$68,000	\$95,000			\$115,000	\$86,500			
	3rd quartile	\$247,250														
Business Unit Manager / Head of Division	n	6	3			1	1	2	3	3		1	1	1		2
	1st quartile	\$194,000	\$140,000						\$145,000	\$130,000						
	Median	\$210,000	\$180,000			\$130,000	\$250,000	\$163,500	\$250,000	\$150,000		\$180,000	\$210,000	\$180,000		\$152,000
	3rd quartile	\$242,500	\$330,000						\$260,000	\$200,000						