



Healthcare

医疗健康行业

HOT JOBS 2019

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| · Regulatory Affairs Director/Manager | 法规事务总监/经理 |
| · Clinical Research Physician Director/Manager | 临床研究医师总监/经理 |
| · Clinical Operation PM/CRM | 临床研究项目经理/经理 |
| · DMPK | 药物代谢动力学 |
| · Medical Manager/MA/MSL | 医学经理/医学顾问/医学联络官 |
| · Government Affairs Manager | 政府事务经理 |
| · Marketing Director/Manager/Brand Manager | 市场总监/经理/品牌经理 |
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Due to favorable government policies and the growth of Chinese pharmaceutical companies, the pharmaceutical job market will continue to expand rapidly.

由于政策和国内医药的崛起，2019年的医药圈依然是处于快速成长期。

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Following government policies in 2016 and 2017, China's innovative drug manufacturers developed rapidly in 2018. They recruited talent with relevant experience in foreign pharmaceutical companies in China as well as talent from other countries. Therefore, candidates have a wide range of choices. Due to policy changes which will take effect in 2019 and the fall-out from the "fake vaccine crisis", pharmaceutical companies need to ensure the quality of their products and respond to the government's reform measures.

Therefore, we are going to see more talent flow from research jobs in foreign pharmaceutical companies in China to Chinese innovative drug manufacturers. As a result, foreign pharmaceutical companies in China will need to react to talent loss. Consequently, there will be plenty of job vacancies in both Chinese and foreign pharmaceutical companies.

In 2019, there will be a talent flow in marketing and sales jobs. Pharmaceutical companies introducing products due to new government policies will heat up competition in China's healthcare industry.

在延续2016-2017年的政府政策下，2018年国内创新药厂的成长十分快速，尤其是在人才的需求上，除了从外资药厂引进人才，甚至还有从不同国家将人才引入，因此候选人的选择权相对多元化。但同时，2019年因政府的政策变动及医药假疫苗事件，医药市场未来的主要任务，将会是如何在如此过热的市场需求下还必须兼顾质量，保障人民的医药环境安全并且达到政府对于医药环境的改革。

所以我们会看到，2018年国内创新药的研发崛起这类企业以然是外资药厂的研发人才流动的目标，接连带动的是外资药厂必须解决在中国市场遇到的困境及挑战，因此，2019年的人才市场无论是内资还是外资的需求依然是十分火热的。

而市场人才及销售人才在2019年也会有比较明显的一波变动，陆陆续续因政策进来的各药厂及产品，在国内的竞争力也愈发的激烈。



Janet Lo
Associate Consulting Director

Salary Insight 2019

2019 薪酬预测

Pharmaceuticals 制药

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
BU head	事业部负责人	15+	1.8M-3M
Marketing Director	市场总监	15+	1.3M-1.8M
Government Affairs Director	政府事务总监	15+	1.0M-1.5M
Medical Affairs Director	医学事务总监	15+	900K-1.5M
Clinical Research Physician Director	临床研究医师总监	10+	1.0M-1.8M
Marketing Manager	市场经理	10+	750K-1M
(Senior) Brand Manager	高级品牌经理	5+	300K-650K
Medical Advisor	医学顾问	5+	300K-550K
Medical Science Liaison	医学联络官	3+	300K-450K
Medical Affairs Manager	医学事务经理	8+	500K-750K
Government Affairs Manager	政府事务经理	10+	500K-750K
Local Government Affairs Manager	区域政府事务经理	10+	500-700K
Regulatory Director-pharmaceutical/MD/IVD	药物/医疗器械/体外诊断试剂-法规事务总监	12+	800K-1.8M
Clinical Project Manager-pharmaceutical/ medical device / In Vitro Diagnostics	药物/医疗器械/体外诊断试剂-临床项目经理	6+	400K-700K
Clinical Research Manager-pharmaceutical/ medical device / In Vitro Diagnostics	药物/医疗器械/体外诊断试剂-临床研究经理	5+	400K-700K
Regulatory Manager-pharmaceutical/ medical device / In Vitro Diagnostics	药物/医疗器械/体外诊断试剂-法规事务经理	8+	500K-1M

Salary Insight 2019

2019 薪酬预测

Life Science & Diagnostics 生命科学与诊断

Job Title	职位名称	Years of Experience	Salary Per Annum 2019 (CNY)
Sales Director	销售总监	20+	1.3M-1.8M
National Sales Manager	区域销售经理	12+	1M-1.5M
Marketing Manager	市场经理	7+	450K-1M
Sales Manager	销售经理	7+	400K-650K
Technical Sales Specialist	技术销售专家	2+	370K-500K
Technical Support Scientist	技术支持顾问	1+	370K-500K