



Japan

Due to the stability of the life sciences industry, recruitment in the sector has been largely unaffected by changes in the economic climate. While there are shifts in emphasis within the industry, its organic nature indicates resilience and adaptability that can absorb even prevalent regulatory challenges.

There have been a number of shifting factors in the pharmaceutical industry that have encouraged companies to grow their presence in Asia, but this focus is far more closely linked to China and India. Japan is of course considered a mature market but hotspots such as China, India and Singapore will see the biggest growth in the coming years.

Demand varies across the industry and is largely dependent upon the size of the organisation and the strength of its talent pool. Nevertheless, there is a general call for regulatory affairs professionals, quality assurance managers and staff, and clinical trial leaders and project managers. On the commercial side, business development managers, sales representatives, product marketing managers and marketing managers are all in demand. A shrinking talent pool and a lack of qualified professionals is leading to difficulties in the recruitment process. In this environment, employers who move quickly will be best placed to retain quality candidates.

The pharmaceutical industry is reasonably well paid across the board, however the big winners this year have been those hard to find candidates with specialist skills. In this extremely candidate-short market life science companies will pay a premium for good candidates. This has seen candidates obtain increases as high as 30-40% in areas such as clinical research, quality assurance and regulatory affairs.

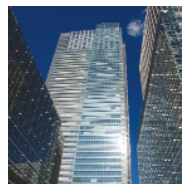
The life sciences industry is still relatively conservative when it comes to HR practices, but even so companies are becoming more forward-thinking when it comes to hiring and retaining staff. Competition between pharmaceutical companies for the cream of industry professionals has never been so keen and this has become the prime motivator for change. This is a boon for potential

employees as life sciences companies have become better places to work in, with better benefits, work-life balance, social awareness policies and career development high on the agenda.

Companies wishing to attract quality staff cannot just pay lip service to these issues, and must instead aim to improve their environment through career development, mentoring and coaching, external training, and opportunities to work abroad. In addition, organisations are providing flexible working policies including annualised hours and part-time or working from home options. Some employers are initiating international work experience programs where staff are encouraged to work in an international office for three to six months.

Candidates should research prospective employers thoroughly and ensure that focus is placed on the career opportunity and not just the money or job title on offer. Candidates should think about where they intend to be in three to five years time and plan accordingly. They should also take into consideration the reputation of the company and whether there will be an opportunity for career progression in the near future, or whether the job will enhance their skills through the use of new products or diverse exposure.

Candidates who are open to new opportunities will be well placed to further their career prospects in the long-term. Recruitment consultants can assist these candidates by giving them a head start with the company research necessary to evaluate each opportunity.



Commercial	Country Manager	Sales Director	Medical Rep	Account Manager	Area Sales Manager
Japan					
Typical Salary Salary Range	25m 20 - 40m	25m 15 - 30	8m 6 - 12m	12m 8 - 15m	16m 12 - 18m
Commercial	Product Manager	Marketing Manager	Marketing Associate	Business Development	
Japan					
Typical Salary Salary Range	14m 10 - 17 m	16m 14 - 22m	10m 7 - 12m	13m 10 - 16m	
Clinical	Research & Development Director	Regulatory Affairs Director	Regulatory Affairs Manager	Quality Assurance Manager	GCP Manager (Good Clinical Practice)
Japan					
Typical Salary Salary Range	25m 18 - 30 M	20m 16 - 22m	12m 8 - 14m	10m 8 - 12m	14m 10 - 16m
Clinical	GMP Manager (Good Manufacturing Practice)	Project Leaders	Clinical Research Associate	Data Manager	Bio Statistics Manager
Japan					
Typical Salary Salary Range	14m 10 - 16m	14m 12 - 16 m	10m 8 - 12m	11m 10 - 12m	8m 7 - 10m
Clinical	Regulatory Affairs Staff	Information Services Specialist	Drug Safety Manager	Drug Safety Senior Specialist	
Japan					
Typical Salary Salary Range	9m 7 - 10m	9m 7 - 10 m	12m 10 - 15 m	9m 8 - 11m	

□ All salaries are annual and in local currencies

□ Salaries are representative of the total package value, although exclude any annual bonus