



2016 Pharmaceutical & Agrochemical Compensation & Benefits Survey

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| Job Family: General Management | |
| GM 1 | General Manager / Managing Director |
| GM 2 | Deputy General Manager |
| GM 3 | Divisional / Business Unit Director |
| Job Family: Finance | |
| FIN 1 | Finance & Administration Director |
| FIN 2 | Finance Manager |
| FIN 3 | Treasurer |
| FIN 4 | Financial Controller |
| FIN 5 | Accounting Manager |
| FIN 6 | Accounting Supervisor |
| FIN 7 | Budgeting & Reporting Supervisor |
| FIN 8 | Credit & Collection Supervisor |
| FIN 9 | Collector |
| FIN 10 | Senior Accountant |
| FIN 11 | Tax Specialist |
| FIN 12 | Financial Analyst |
| FIN 13 | Accountant |
| FIN 14 | Accounting Clerk |
| FIN 15 | Cashier |
| FIN 16 | Cost Accountant |
| FIN 17 | Credit & Collection Officer |
| FIN 18 | Budgeting & Reporting Manager |
| Job Family: Information Technology | |
| IT 1 | IT Manager |
| IT 2 | IT Supervisor |



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| IT 3 | Data Base Administrator |
| IT 5 | Systems Analyst |
| IT 6 | Software Engineer |
| IT 8 | Help Desk Support |
| IT 9 | Computer Operator |
| IT 10 | Web Master |
| IT 11 | System & Network Administrator |
| IT 12 | ERP Consultant |
| IT 13 | Data Warehouse Analyst-Architect |
| IT 14 | CRM Specialist |
| IT 15 | IT Director |
| IT 16 | IT Infrastructure Manager |
| IT 17 | Business Systems Manager |
| IT 18 | Information Systems Security Manager |
| IT 19 | Business Intelligence (B.I.) Specialist |
| Job Family: Sales & Marketing | |
| S&M 1 | Commercial Director |
| S&M 2 | Sales Manager |
| S&M 5 | Exports Manager |
| S&M 6 | Key Accounts Manager |
| S&M 7 | Regional Sales Manager |
| S&M 8 | Area Sales Manager |
| S&M 9 | Customer Service Manager |
| S&M 10 | Sales Administration Supervisor |



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| S&M 13 | Sales Engineer |
| S&M 14 | Sales Support Manager |
| S&M 15 | Sales Support Clerk |
| S&M 16 | Customer Services Representative |
| S&M 17 | Trade Marketing Manager |
| S&M 18 | Marketing Executive |
| S&M 19 | Merchandiser |
| S&M 23 | Marketing Research Executive |
| S&M 24 | Advertising Executive |
| S&M 25 | Public Relations Executive |
| S&M 26 | Sales Director |
| S&M 27 | Marketing Director |
| S&M 28 | National Key Accounts Manager |
| S&M 29 | Sales Analyst-Planner |
| S&M 30 | Category Manager |
| S&M 31 | Call Center Supervisor |
| S&M 32 | Call Center Representative |
| S&M 33 | Sales Trainer |
| S&M 35 | After Sales Supervisor |
| S&M 36 | After Sales Technician |
| S&M 37 | Sales Effectiveness Manager |
| S&M 38 | Marketing Intelligence Manager |
| S&M 39 | Customer Insights Analyst |
| S&M 40 | Digital Marketing Supervisor |
| S&M 41 | Social Media Specialist |
| Job Family: Manufacturing & Engineering | |
| M&E 1 | Technical Services Director |
| M&E 2 | Plant Manager |
| M&E 3 | Production Manager |
| M&E 4 | Logistics Director |
| M&E 5 | Logistics Manager |



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| M&E 6 | Distribution Manager |
| M&E 7 | Purchasing Manager |
| M&E 8 | Buyer |
| M&E 9 | Warehouse Manager |
| M&E 10 | Quality Control Manager |
| M&E 11 | Production Engineer |
| M&E 12 | Shift Supervisor |
| M&E 13 | Maintenance Engineer |
| M&E 14 | Industrial Engineer |
| M&E 15 | CAD / CAM Specialist |
| M&E 16 | Maintenance Manager |
| M&E 17 | Engineering Services Manager |
| M&E 18 | Safety & Environmental Engineer |
| M&E 19 | Quality Assurance Technician |
| M&E 20 | Material Planning Executive |
| M&E 21 | Project Engineer |
| M&E 22 | Technician |
| M&E 23 | Machine Operator |
| M&E 24 | Warehouse Clerk |
| M&E 25 | Production Planning Manager |
| M&E 26 | Senior Buyer |
| M&E 27 | Quality Assurance Manager |
| M&E 28 | Supply Chain Executive |
| M&E 29 | Demand Planner |
| Job Family: Human Resources | |
| HR 1 | Human Resources Director |



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| HR 2 | Human Resources Manager |
| HR 3 | Assistant HR / Personnel Manager |
| HR 4 | Industrial Relations Supervisor |
| HR 5 | Compensation & Benefits Supervisor |
| HR 6 | HR Planning & Recruitment Supervisor |
| HR 7 | Training Supervisor |
| HR 8 | Personnel Administrator |
| HR 9 | Payroll Clerk |
| HR 10 | Payroll Supervisor |
| HR 11 | Human Resources Business Partner |
| HR 12 | HR Generalist |
| Job Family: Administration | |
| ADM 1 | Administration Manager |
| ADM 2 | Office Manager |
| ADM 3 | GM Executive Secretary / Personal Assistant |
| ADM 4 | Executive Secretary |
| ADM 5 | Secretary |
| ADM 7 | Telephonist / Receptionist |
| ADM 8 | General Duties Clerk |
| ADM 9 | Messenger |
| ADM 10 | Personal Driver |
| Job Family: Miscellaneous | |
| MSC 1 | Corporate Lawyer |
| MSC 2 | Internal Audit Manager |
| MSC 3 | Internal Auditor |
| MSC 4 | Project Manager |



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| MSC 5 | Branch Manager |
| MSC 6 | Management Trainee |
| MSC 7 | Investor Relations Supervisor |
| MSC 8 | Investor Relations Officer |
| MSC 9 | Knowledge Management Expert |
| MSC 10 | Corporate Affairs Manager |
| MSC 11 | Quality Assurance Supervisor (ISO Supervisor) |
| MSC 12 | Legal Affairs Manager |
| Job Family: Research & Development | |
| R&D 1 | Research & Development Manager |
| R&D 2 | Laboratory Manager |
| R&D 3 | Laboratory Specialist |
| Job Family: Pharmaceutical | |
| PHA 1 | Medical Manager |
| PHA 2 | Clinical Researcher |
| PHA 3 | Regulatory Affairs Manager |
| PHA 4 | Health Care Economist |
| PHA 5 | Marketing Manager |
| PHA 6 | Group Product / Brand Manager |
| PHA 7 | Product/Brand Manager |
| PHA 8 | Assistant Product / Brand Manager |
| PHA 9 | Product Specialist |
| PHA 10 | Senior Medical Representative |
| PHA 11 | Medical Representative |
| PHA 12 | Registration Officer |
| PHA 13 | Medical Advisor |



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| PHA 14 | Business Development Manager |
| PHA 15 | Conferences and Events Officer |
| PHA 16 | Medical Director |
| PHA 17 | Pharmacovigilance Officer |
| PHA 18 | Compliance Manager |
| PHA 19 | Pricing Expert |
| PHA 20 | Market Access Manager |
| PHA 21 | Market Access Director |
| PHA 22 | Sales & Marketing Manager |
| PHA 23 | Clinical Research Manager |
| PHA 24 | KAM for Wholesales Drug Stores and Pharmacies |
| PHA 25 | External Affairs Director |
| PHA 26 | Medical Science Liaison |

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