



What Can Employers Do to Attract and Retain Top Regulatory Talent?

By: [Zachary Brousseau](#)

"Among the questions in its 2014 Scope of Practice and Compensation Survey of the Regulatory Profession, RAPS asked respondents—including regulatory professionals in the pharma, medical device and biotech sectors—to rank the reasons they first accepted a job with their current employers and the reasons they have stayed. RAPS also asked about their perceived value to their employers and analyzed survey data on whether respondents were hired into their current positions from within or came from an outside organization. Employers hiring regulatory professionals may want to take note of RAPS' findings.

Survey Says

"The demand for experienced regulatory professionals along with the professionals' strong focus on career advancement make it critical for employers to address recruitment and retention strategically and purposefully," said RAPS Executive Director Sherry Keramidis, PhD, FASAE, CAE. "While regulatory professionals often find opportunities for career growth with their current employers, there also is a strong pull from opportunities with other employers."

Scope of Practice Survey results show a majority of regulatory professionals at all job levels came to their current employers from other organizations. This is particularly true for professionals in lower- and higher-level regulatory jobs, with 67% of associates, 62% of specialists and 65% of vice presidents coming from elsewhere. Professionals in mid-level positions come from other organizations at a slightly lower rate, but those who do still represent a significant majority—56% of managers or project managers, and 58% of directors..."

"What Attracts Regulatory Pros?"

When asked in RAPS' Scope of Practice Survey about the factors that attracted them to their current employers, regulatory professionals ranked **work environment** as most important, followed by **salary and benefits**, **location**, **mission of the organization** and **opportunities for advancement...**"

Read the full article [here](#) to learn more about the Top 5 Factors Influencing Decision to Accept Position with Current Employer