



# Regulatory Hiring Trends

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May 2022



**dennis partners**

the leader in regulatory affairs recruiting

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Dennis Partners began tracking Regulatory job posting data for small to mid-sized biopharma companies in July 2020 to better understand the pandemic's impact on Regulatory Affairs professionals. We have seen enormous changes in the market, from hiring to where and how people work.

Most available job market data is very broad and often times not industry-specific. As the Leader in Regulatory Affairs recruiting, it's imperative to us to understand and educate both candidates and clients on how these changes have or have not affected the Regulatory community.

Our goal is to equip Regulatory Professionals with the tools and information they need so they can excel in their careers and it is important companies understand how to attract and retain these unique and vital professionals. The next few pages should shed further light.

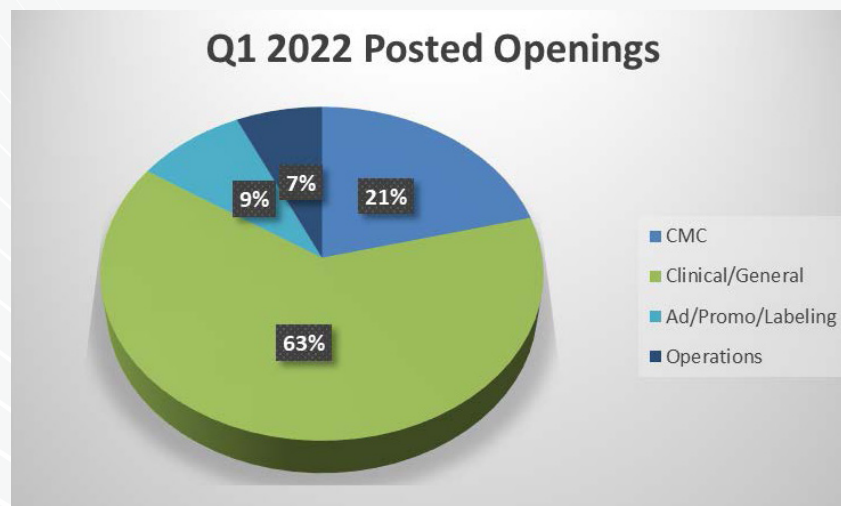
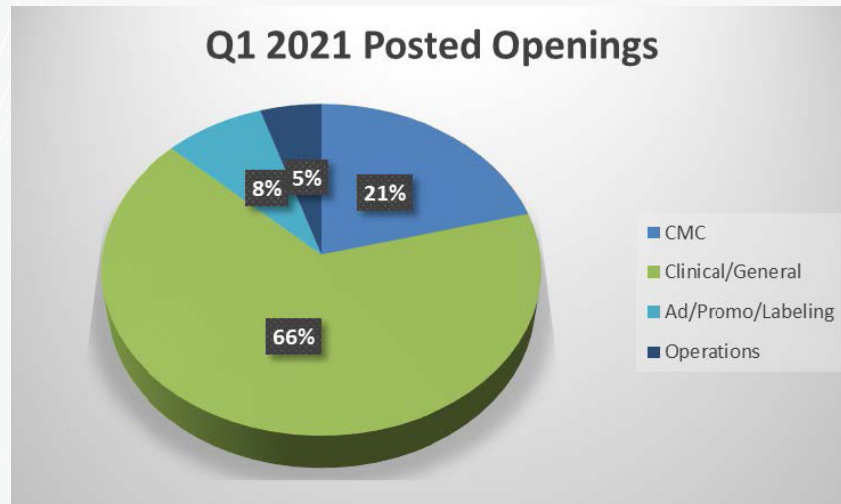
Dennis Partners monitors posted positions at Manager level or higher in small and mid-sized biotech and pharmaceutical companies. This excludes diagnostic and medical device positions as well as openings with large biopharma companies of over 1,000 employees.





# 2021 REGULATORY JOB POSTINGS

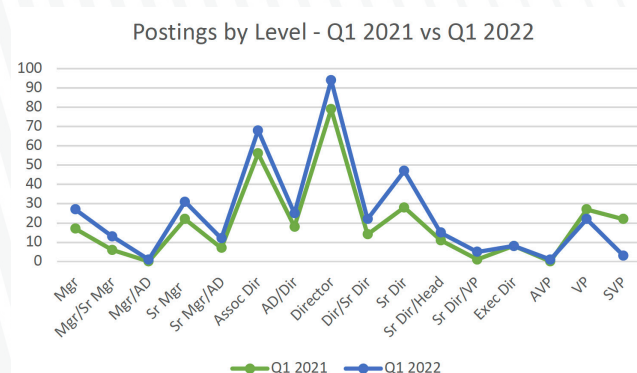
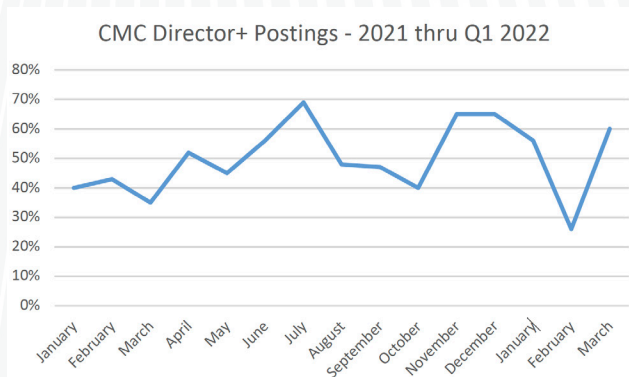
Over the past 1.5 years, we have seen a consistent trend in the specialization of Regulatory job openings. Clinical Regulatory and Regulatory Generalist roles usually make up around 65% of all Regulatory openings, while CMC Regulatory roles have hovered around 21%. Regulatory Advertising, Promotions and Labeling roles are steadily around 8% - 9% while Regulatory Operations make up about 6% - 7%. Regulatory Policy & Intelligence continue to trend at less than one-half percent of open positions.



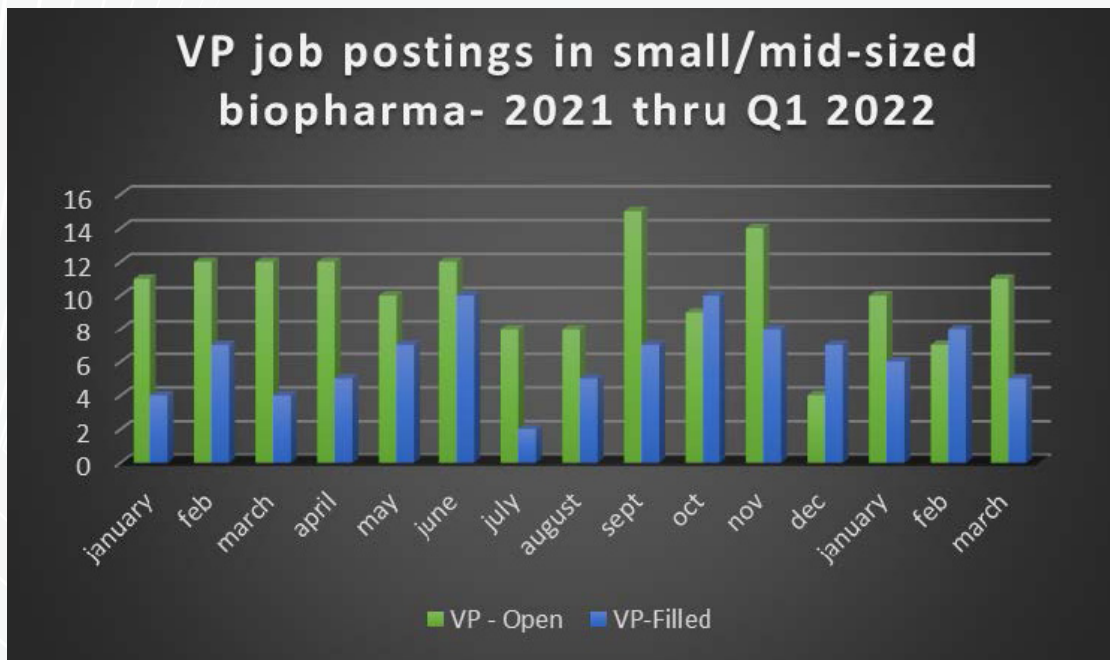


In 2021, 50% of the Regulatory CMC job postings were Director level and above. In Q1 2022, Director level and above postings dropped to 47%. This is because in February 2022 we saw a 30% decrease to 26% in Director+ postings but a rebound of 34% in March 2022. As this number has never dropped below 35% in over a year and half, it raised notice.

In the first quarter of 2021, we saw over 435 posted openings whereas in Q1 of 2022, we saw approximately 300 openings. The following chart illustrates the changes. Although most posted openings appeared to decrease across the board, we noticed the VP and SVP roles have stayed fairly consistent.



In 2020, Regulatory Affairs Vice President, SVP and Chief Regulatory Officer postings were 6.5% of all regulatory job postings. In 2021, there were over 125 Regulatory Vice President posted openings (roughly 10 new VP roles per month) which attributed to 8% of all posted roles. The average for Q1 2022 is also 8 percent. The following shows the number of Regulatory VP roles posted which usually averages around 10 per month.



Of particular interest is the large number of VP/SVP RA roles that are going unfilled (from what we can see publicly from their job postings on LinkedIn and/or their company site postings). Right now there are about 40 open VP RA roles across the country, and many of these have been open over 75 days.



What can be made of this?

- **Demand Exceeds Supply** - demand exceeds talent in an overly optimistic market which started shaking out a bit in February of 2022. Many have stated there are too many biopharma companies trying to do the same thing, diluting the marketplace. This means the number of companies wanting to hire a very limited pool of Regulatory talent is not sustainable.

For example, over 600 new biopharma companies have emerged since 2020. If one-third of those companies want to hire senior level Regulatory talent, did 200 new Regulatory Vice Presidents suddenly come into the pool? Although companies are promoting talent at the fastest rate we've seen in our 19 years of business, it's unlikely the pool increased by 200.

- **Less Consultants, More Promotions** – Traditionally, Regulatory Affairs Vice Presidents transitioned into consultant roles. However, many Regulatory Vice Presidents are growing into Chief Regulatory Officers, Chief Executive Officers, and Chief Operating Officers, shrinking the more experienced market and further complicating matters.

- **Hiring at Earlier Phases of Development** - companies are hiring Regulatory leaders at earlier stages of development now. Years ago, companies hired senior regulatory talent once programs got into Phase 2 or 3 trials. As Regulatory Affairs has had an increased role in the visibility of a company's success, many now opt to bring Regulatory talent in at pre-clinical stages.

- **A Diluted Talent Pool** – Most VP postings require 10-15 years of regulatory experience but we are finding more professionals with 8-10 years, if that.





It's also possible that many VP roles remain unfilled because companies can also be testing the market, looking for the ideal candidate who will come upon their role at the right time, right place. We also know that many companies are using Regulatory consultants to get the work done, which may reduce their urgency to fill these roles quickly.

The recent shift in the biotech market could also have a bearing on hiring. We have seen biotech IPOs drop dramatically in the past few months, along with a notable increase in biopharma layoffs. This may have caused companies to re-think headcount or slow down the interview process due to more uncertainty.

The takeaway here illustrates an unsustainable pace. Companies need the experience and tenure in Regulatory when trying to launch a new drug or biologic. Although promotions have been a short-term solution in retention and/or recruiting, it is only complicating matters. Companies need to be savvy in knowing what they need, what they want and where the grey line is.

Regulatory Affairs executive salary expectations across the board are higher now than we have seen in the past, with the majority of VP or SVP Regulatory candidates seeking salaries over \$350,000.

When compared with our open regulatory affairs positions market data, we are able to conclude that regions with more open Vice President level Regulatory positions are correlating to a more competitive hiring market and therefore – higher salary expectations.



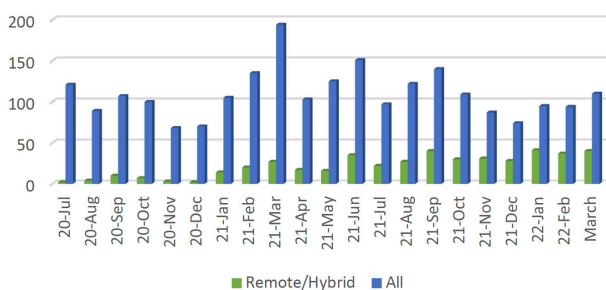
# PLACE OF WORK – REMOTE, HYBRID & ONSITE

In July of 2020, remote openings were only two percent of all Regulatory job postings at smaller and mid-sized biotech/pharma companies. Although it increased slightly in September, by the end of 2020 it was still only at three percent.

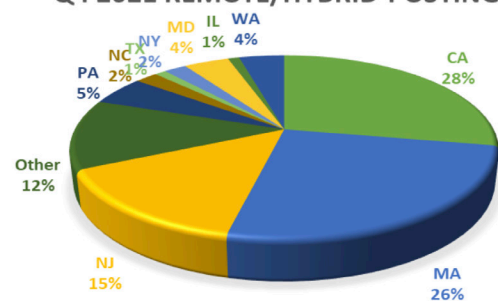
As the pandemic wore on and office re-opening dates were further delayed, remote hiring increased to 13% in January of 2021, jumping to 23% in the summer of 2021 and increasing to 38% by the end of the year. The holiday Omicron wave caused another setback in companies' plans to return to the office – and resulted in remote Regulatory roles at a staggering 43% of all new Regulatory job postings in January of 2022. By the end of the first quarter of 2022, remote roles were at 36% of total new positions.

Although we noticed a few hybrid postings in 2020, they didn't become more prevalent until fall of 2021 when we entered another setback with Covid. Of the 38 percent remote/hybrid Regulatory postings in December 2021, hybrid roles were almost 8 percent of the 38. And the states with the most posted Regulatory openings were also the leaders in remote/hybrid hiring.

Remote/Hybrid Compared to All Postings

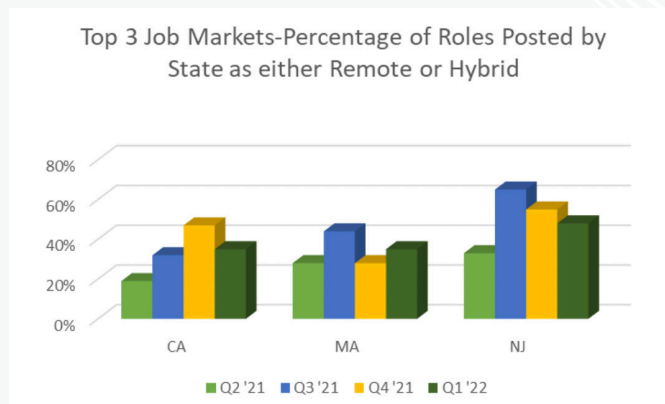


Q4 2021 REMOTE/HYBRID POSTINGS

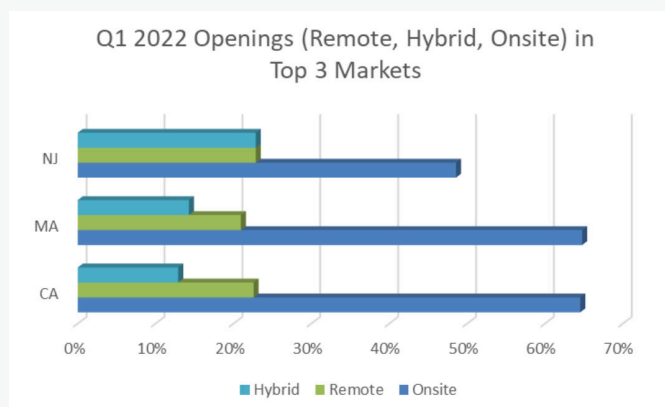




This graph illustrates the percentage of remote/hybrid Regulatory roles of all posted openings in the top three hiring markets. California, Massachusetts and New Jersey are typically the three states with the most Regulatory job postings; it's logical that they would also have the highest percent of remote and hybrid roles in order to tap talent pools in other states.



California, Massachusetts and New Jersey have shown a high percentage of remote and hybrid roles over the past year. Of particular interest is in New Jersey's big increase in Remote/Hybrid postings last year where nearly 60% of all Regulatory jobs were listed as remote/hybrid in Q3 of 2021. Remote/hybrid roles have started to decline in early 2022 and onsite positions represented the majority of Regulatory job postings in the top three biopharma markets.





Demand for Regulatory professionals remains high across all levels and functions. And the need for senior Regulatory executives (VP/SVP/CRO) has reached an all-time high. Companies are now shifting to more remote and hybrid positions in order to attract talent and fill open positions. This level of hiring is difficult to sustain, and we have already seen a shift in the market over the past two months.

Regulatory Affairs has a seat at the table, making contributions to leadership at earlier phases of development at bio/pharma companies. This has taken years to accomplish but with increased demand comes increased challenges, pressures and perhaps a diluted workforce.

How can companies avert these challenges? How can Regulatory Affairs professionals protect their careers and growth? The turbulence from the pandemic continues along with further external pressures of war, economic strain, and an over-inflated market.

It's impossible to predict what will happen next, but we anticipate fewer open Regulatory roles and more acquisitions and layoffs in the coming year. We will continue to monitor and report changes in the market through our research and newsletters. As the leader in Regulatory Recruiting, we strive to be a valuable resource to the industry.



Dennis Partners is a boutique recruiting firms specializing exclusively in Regulatory Affairs for smaller biotech and pharmaceutical companies. For over 19 years, companies have turned to Dennis Partners when they need top-tier regulatory talent for permanent and/or contract staffing roles.

During the past year, Dennis Partners helped to fill seven senior Regulatory leadership roles including one Chief Regulatory Officer position, one SVP of Regulatory role, and five Regulatory Vice President positions.

Dennis Partners offers four different types of searches to align with your needs:

- **Contract Staffing**
- **Exclusive Contingent Search**
- **Engaged Search (also known as “Co-Tained”)**
- **Retained Search**

You can see more information about the deliverables for each of these types of searches on the next page.

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**You can learn more about us and our services at [dennispartners.com](http://dennispartners.com)  
Let us know if you need assistance with your regulatory hiring needs, or if you are open to exploring new regulatory career opportunities.**



Dennis Partners Solution Types	Contract Staffing	Exclusive Contingent	Engaged Search	Retained Search
Database Search				
Evaluation of Candidates				
Detailed Search Plan				
Cold Call Recruiting				
Customized Candidate Screening				
Dedicated Project Team				
Guaranteed Number of Qualified Candidates				
Reference Checks				
Brokering of Offer				
Post-Placement Follow Ups				
Weekly Search Update Meetings				
Candidate Exclusivity				
Applicant Tracking and Market Intelligence Reporting				
Candidate Opportunity Overview Package				





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