

LEADERS IN TRANSITION · COMPENSATION BENCHMARKS

CMC Compensation Data

Benchmark compensation ranges for CMC leadership across company stages — base salary, target bonus, and long-term incentive (LTI) at Series A, Series B/C/D, and Post-IPO companies.

ROLE	SERIES A			SERIES B / C / D			POST-IPO		
	BASE	BONUS	LTI	BASE	BONUS	LTI	BASE	BONUS	LTI
CxO	380–450k	40–45%	TBD*	380–505k	40–45%	800k–1.5m	400–550k	45–50%	1.1–1.6m
SVP	350–370k	35–40%	TBD*	360–390k	40%	750–900k	360–410k	40%	800k–1m
VP	295–340k	30–35%	TBD*	310–350k	30–35%	500–750k	320–350k	35%	500–750k
Executive Director	260–280k	30%	TBD*	270–290k	30%	250–400k	260–300k	30%	350–450k
Senior Director	215–285k	25–30%	TBD*	215–250k	25–30%	150–250k	220–250k	30%	250–300k
Director	185–210k	20–25%	TBD*	190–210k	20–25%	100–200k	190–225k	25%	150–175k

METHODOLOGY & SCOPE

Figures are US-market, USD, and reflect Phase 3 Search’s 2024 placement and market data across CMC and Technical Operations roles. Treat them as directional benchmarks, not offers — actual packages vary with company, location, modality, and candidate. **2024 edition; ask us for a current read.**

* Series A equity varies widely with the size of the raise. Grants typically take the form of shares or options matched against an internal strike price.

** Milestone bonuses are increasingly common — used to reduce risk, protect burn and cash flow, and drive specific objectives (e.g. first IND, new lab space). Post-IPO, these often become retention packages tied to launch goals (e.g. \$100k cash at BLA or GMP site licensure).

Leaders in the technical disciplines (Analytical, Process Dev, MSAT) with matching modality experience typically command 10–15% more than those from the Ops track (Mfg, Supply), due to shortage of supply. There is a further premium for new-modality leaders who have influenced FDA regulation.

PHASE 3 · CAREER COACHING

Benchmarking a hire or your own package?

Phase 3 Search has made 112+ CMC and Quality leadership placements since 2018. We know what these roles pay, stage by stage. Ask us for a current read.

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