



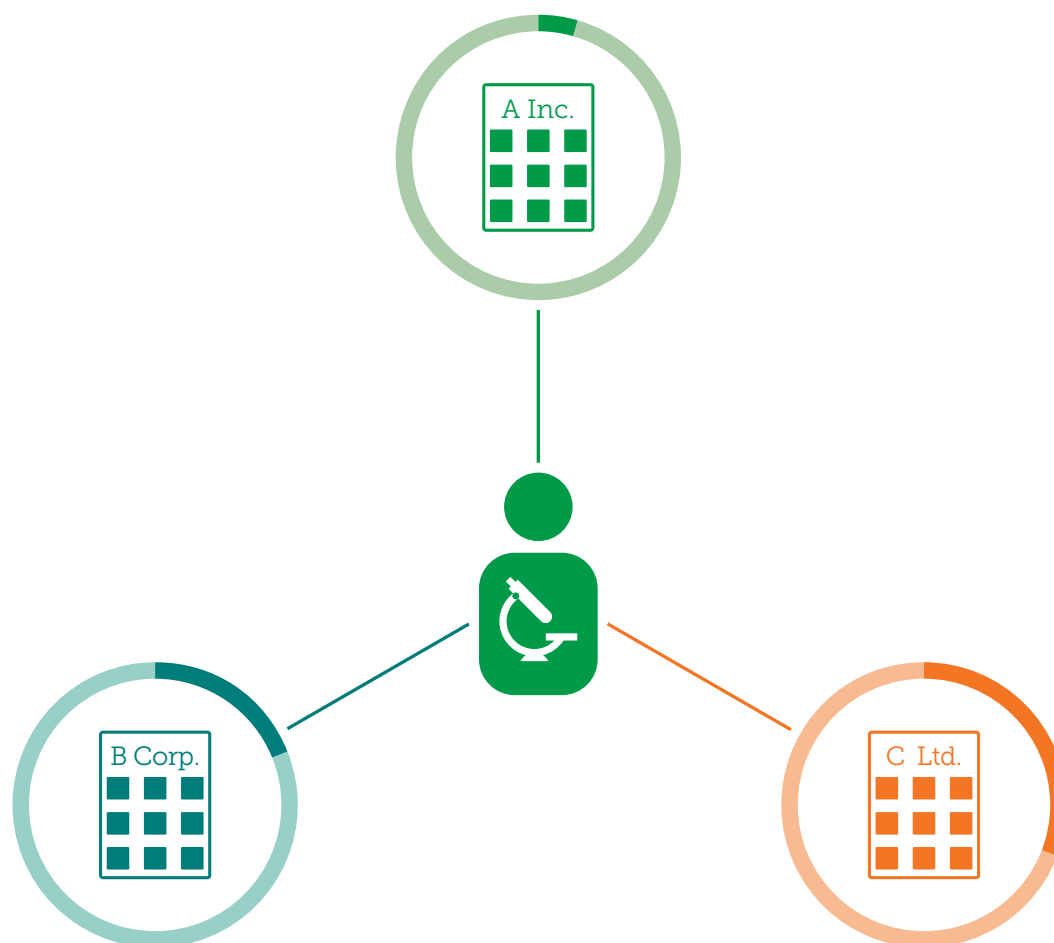
What goes into a CRA Salary?

Ask any HR manager working at a CRO or sponsor organization and they will tell you there is a war for talent when it comes to hiring and retaining high-quality CRAs. CRAs seem to be setting a fairly high bar for the incentives needed to entice them into accepting a new position.

"If another organization offered you a CRA position and all of the benefits and job responsibilities were identical and you did not have to move, what percent raise in base salary would you need in order to switch employers?"

"Similar to the above question, if another organization offered you a CRA position and all of the benefits and job responsibilities were identical and you DID have to move, what percent raise in base salary would you need in order to switch employers?" (n=227)

Annual average raise for CRAs: **4.5%**



An average salary increase of **19%** is required for CRAs to switch employers

If a move is required for the new position, an average salary increase of **31%** is required