

BIOPHARMA COMMUNICATOR CAREER LADDER

| Objective: Build foundational skills in corporate communications within biotech/pharma. Key Responsibilities: Support with content creation, media monitoring, basic reporting, and event logistics. Skills to Develop: Writing and editing basics, digital communication tools, project assistance. Competencies: Time management, detail-oriented, communication skills. Experience Required: Bachelor's degree in relevant field; internships or similar roles beneficial. Example Job Titles In-House and Salary Range: Communications Assistant (\$45,000 - \$60,000), Public Relations Coordinator (\$43,000 - \$58,000) Example Job Titles at Agencies and Salary Range: Junior Account Executive (\$38,000 - \$53,000), PR Assistant (\$40,000 - \$55,000) Possible Next Step: Developmental Level position. Objective: Manage specific communication projects and develop specialized skills. Key Responsibilities: Media engagement, content creation for various platforms, basic crisis communication support. Skills to Develop: Strategic communication, adaptability, introductory leadership. Experience Required: 2-4 years in communications; project handling experience. Example Job Titles at Agencies and Salary Range: Communications Specialist (\$55,000 - \$75,000), Media Relations Speci (\$57,000 - \$77,000) Example Job Titles at Agencies and Salary Range: Account Executive (\$50,000 - \$70,000), Communications Consultar (\$52,000 - \$77,000) | LEVEL |
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| Objective: Oversee larger projects and initiate strategic communication campaigns. Key Responsibilities: Lead project teams, budget management, high-level content creation, stakeholder communication. Skills to Develop: Advanced strategic planning, comprehensive budget handling, advanced crisis management. Competencies: Leadership, analytics, multi-project management. Experience Required: 5-7 years with a record of increasing responsibility and project success. Example Job Titles In-House and Salary Range: Communications Manager (\$80,000 - \$120,000), PR Manager (\$80,000 - \$120,000) Example Job Titles at Agencies and Salary Range: Senior Account Manager (\$70,000 - \$110,000), PR Campaign Director (\$75,000 - \$115,000) Possible Next Step: Senior Level position. | MID-LEVEL |
| Objective: Lead communication departments or major client accounts, and strategize high-impact initiatives. Key Responsibilities: Oversee department or major accounts, strategic advisory to C-suite, lead cross-functional teams. Skills to Develop: Executive leadership, complex strategic decision-making, high-stakes crisis management. Competencies: High-level corporate governance, complex problem solving, global strategy implementation. Experience Required: 10+ years with extensive leadership and strategic oversight. Example Job Titles In-House and Salary Range: Director of Communications (\$130,000 - \$180,000), Head of Public Affairs (\$140,000 - \$190,000) Example Job Titles at Agencies and Salary Range: Vice President of Public Relations (\$120,000 - \$170,000), Group Director (\$125,000 - \$175,000) Possible Next Step: Advanced Senior Level position. | SENIOR LEVEL |
| Objective: Lead global strategic initiatives, influence company policy, and manage top-tier external relationships. Key Responsibilities: Global communication strategy, C-suite advisory, leading major corporate branding initiatives. Skills to Develop: Global business strategy, advanced negotiation, public policy. Competencies: Thought leadership, executive presence, high-level stakeholder management. Experience Required: 15+ years in top-level management roles with strategic impact. Example Job Titles In-House and Salary Range: Vice President of Communications (\$200,000 - \$290,000), Executive Vice President (\$180,000 - \$280,000) | ANCED SENIOR LEVEL |
| Objective: Drive the organization's global communication vision, embodying and leading the corporate identity and mission. Key Responsibilities: Strategic global leadership, top-level stakeholder and investor relations, ultimate oversight of corporate communications. Skills to Develop: Corporate leadership, global market dynamics, transformative business strategies. Competencies: Visionary leadership, exceptional influence, crisis leadership at the global level. Experience Required: Extensive experience as a senior executive. Example Job Titles In-House and Salary Range: Chief Communications Officer (\$250,000 - \$360,000) Example Job Titles at Agencies: Similar titles are generally not applicable at this executive level in agencies. | XECUTIVE LEVEL |