



# 2025 Salary Survey: Life Sciences ERP Professionals

*Comprehensive Compensation Analysis for Microsoft Dynamics 365 & NetSuite Expertise in Pharmaceutical, Biotech & Medical Device Industries*

## SURVEY OVERVIEW

This salary survey provides current compensation data for ERP professionals with Microsoft Dynamics 365 or NetSuite experience working in life sciences organizations. All salary ranges reflect 2025 market data for pharmaceutical, biotechnology, and medical device companies in the United States, accounting for the specialized regulatory knowledge (FDA 21 CFR Part 11, GxP, CSV/CSA) required in this industry.

Data compiled from: Glassdoor, PayScale, Salary.com, ZipRecruiter, Indeed, and specialized life sciences recruiting firms. Life sciences premium: +8-15% above general market rates due to regulatory complexity and validation requirements.

**Methodology:** Salaries reflect professionals with either Microsoft Dynamics 365 (Finance & Supply Chain Management, Business Central) or NetSuite (ERP, Advanced Manufacturing) experience. The "Life Sciences Premium" column shows adjusted ranges accounting for GxP validation knowledge, FDA compliance requirements, and life sciences-specific modules (quality management, lot traceability, serialization).

## Detailed Salary Ranges by Position

The following compensation data represents current market rates for ERP professionals in life sciences. Each role includes base salary ranges across experience levels, with life sciences-adjusted figures reflecting the regulatory expertise premium.

### ERP Business Analyst

**Role Overview:** Bridges business requirements and technical ERP implementation. In life sciences, must understand GxP business processes, validation documentation (URS, FRS), and regulatory reporting requirements. Works with quality, manufacturing, and supply chain teams to configure NetSuite or Dynamics 365 for compliant operations.

Experience Level	General Market Range	Life Sciences Range	Key Skills Premium
Entry Level (0-2 yrs)	\$74,000 - \$90,000	\$80,000 - \$98,000	CSV basics, ERP fundamentals
Mid-Level (3-5 yrs)	\$91,000 - \$115,000	\$100,000 - \$125,000	GxP workflows, validation docs
Senior (6-8 yrs)	\$116,000 - \$143,000	\$127,000 - \$157,000	FDA compliance, system validation
Lead/Principal (9+ yrs)	\$144,000 - \$180,000	\$158,000 - \$198,000	Strategic guidance, audit support

### Senior ERP Developer (NetSuite/Dynamics 365)

**Role Overview:** Develops and maintains ERP customizations, integrations, and extensions. NetSuite developers focus on SuiteScript, SuiteFlow, and SuiteCloud; Dynamics developers work with X++, C#, Power Platform, and Azure integration. Life sciences experience includes validated change control, 21 CFR Part 11-compliant code, and audit trail requirements.

Experience Level	General Market Range	Life Sciences Range	Technical Requirements
Mid-Level (3-5 yrs)	\$107,000 - \$128,000	\$118,000 - \$140,000	SuiteScript/X++, basic CSV
Senior (6-8 yrs)	\$129,000 - \$152,000	\$142,000 - \$167,000	Validated environments, audit trails
Lead Developer (9+ yrs)	\$153,000 - \$175,000	\$168,000 - \$192,000	Architecture, compliance frameworks

### ERP Development Manager

**Role Overview:** Manages team of ERP developers and technical resources. Oversees custom development, system integrations, and technical architecture. In life sciences, responsible for validated software development lifecycle (SDLC), change control processes, and ensuring all custom code meets CSV/CSA requirements.

Experience Level	General Market Range	Life Sciences Range	Leadership Scope
Manager (5-7 yrs)	\$115,000 - \$145,000	\$126,000 - \$159,000	Team of 3-5, project oversight
Senior Manager (8-10 yrs)	\$146,000 - \$172,000	\$160,000 - \$189,000	Team of 6-10, multi-project
Director-Level (11+ yrs)	\$173,000 - \$210,000	\$190,000 - \$231,000	Department leadership, strategy

## ERP Technical Architect (NetSuite/Dynamics 365)

**Role Overview:** Designs overall ERP technical architecture, integration strategy, and solution frameworks. Leads complex implementations, defines technical standards, and makes platform decisions. Life sciences architects must understand validated architecture patterns, data integrity requirements (ALCOA+), and integration with LIMS, MES, and quality systems.

Experience Level	General Market Range	Life Sciences Range	Architecture Expertise
Solutions Architect (6-8 yrs)	\$140,000 - \$170,000	\$154,000 - \$187,000	Platform architecture, integrations
Senior Architect (9-12 yrs)	\$171,000 - \$205,000	\$188,000 - \$226,000	Enterprise architecture, validation
Principal/Chief Architect (13+ yrs)	\$205,000 - \$260,000	\$227,000 - \$286,000	Strategic vision, digital transformation

## Business Applications Manager (ERP Focus)

**Role Overview:** Oversees all business applications including ERP, manages vendor relationships, and ensures system alignment with business strategy. In life sciences, responsible for maintaining validated state of production systems, managing change control, and coordinating with quality assurance for system audits and regulatory inspections.

Experience Level	General Market Range	Life Sciences Range	Management Responsibility
Manager (5-8 yrs)	\$115,000 - \$148,000	\$126,000 - \$163,000	ERP + 2-3 other systems
Senior Manager (9-12 yrs)	\$149,000 - \$178,000	\$164,000 - \$196,000	Full app portfolio, vendor mgmt
Director (13+ yrs)	\$179,000 - \$220,000	\$197,000 - \$242,000	Strategic IT leadership, budgets

## Senior ERP Project Manager

**Role Overview:** Leads ERP implementation projects from requirements through go-live and stabilization. Manages cross-functional teams, timelines, budgets, and stakeholder communications. Life sciences PM's must navigate validation protocols, manage IQ/OQ/PQ phases, coordinate with quality assurance, and ensure implementations meet FDA compliance requirements.

Experience Level	General Market Range	Life Sciences Range	Project Complexity
Project Manager (5-7 yrs)	\$102,000 - \$133,000	\$112,000 - \$146,000	Single module implementations
Senior PM (8-10 yrs)	\$134,000 - \$165,000	\$147,000 - \$182,000	Multi-module, validation
Program Manager (11+ yrs)	\$166,000 - \$205,000	\$183,000 - \$226,000	Portfolio, global rollouts

## Director of Financial Systems

**Role Overview:** Strategic leadership for all financial systems including ERP, consolidation, reporting, and analytics platforms. Partners with CFO and finance leadership to drive digital transformation. In life sciences, oversees SOX compliance, FDA financial reporting requirements, clinical trial accounting, and revenue recognition for complex product portfolios.

Company Size	General Market Range	Life Sciences Range	Scope of Responsibility
Small (<\$250M revenue)	\$135,000 - \$175,000	\$148,000 - \$193,000	ERP + FP&A systems
Mid-Size (\$250M-\$1B)	\$176,000 - \$210,000	\$194,000 - \$231,000	Full finance tech stack
Large/Enterprise (>\$1B)	\$211,000 - \$275,000	\$232,000 - \$303,000	Global systems, transformations

## Chief Financial Officer (CFO)

**Role Overview:** C-suite executive responsible for all financial operations, reporting, compliance, and strategy. While not day-to-day ERP users, CFO's in life sciences must understand ERP capabilities for financial planning, clinical trial budgeting, regulatory reporting, and investor communications. ERP expertise is increasingly valued as digital transformation becomes strategic imperative.

Company Stage/Size	General Market Range	Life Sciences Range	Strategic Priorities
Early Stage Biotech	\$180,000 - \$250,000	\$198,000 - \$275,000	Fundraising, burn rate mgmt
Growth Stage (\$100M-\$500M)	\$251,000 - \$350,000	\$276,000 - \$385,000	Scale operations, IPO prep
Public/Large Enterprise (>\$500M)	\$351,000 - \$550,000+	\$386,000 - \$605,000+	Investor relations, M&A, compliance

## Additional Compensation Considerations

### Total Compensation Components:

**Base Salary:** All ranges shown above represent base annual salary only.

**Bonuses:** Life sciences organizations typically offer annual performance bonuses of 10-20% for individual contributors, 15-25% for managers, 20-30% for directors, and 30-50% for C-suite executives. Bonus achievement tied to company performance, regulatory milestones, and individual objectives.

**Equity/Stock:** Public companies offer RSUs (Restricted Stock Units) typically valued at 10-40% of base for technical roles, 20-60% for management, and significantly higher for executives. Private biotech/pharma often offer stock options with potential for substantial returns upon acquisition or IPO.

**Benefits Premium:** Life sciences companies typically offer comprehensive benefits including 401(k) match (4-6%), health insurance with premium coverage, continuing education allowances (\$5,000-\$15,000 annually for certifications/training), and flexible work arrangements.

**Sign-On Bonuses:** For hard-to-fill specialized roles (e.g., NetSuite Architect with pharma manufacturing experience), sign-on bonuses of \$10,000-\$50,000 are common to attract top talent.

## Geographic Salary Adjustments

Life sciences companies cluster in specific regions with established biotech/pharma ecosystems. Geographic location significantly impacts compensation due to cost of living and competitive market dynamics.

Region/Metro Area	Premium vs. National Avg	Key Life Sciences Hubs
San Francisco Bay Area, CA	+25% to +35%	South San Francisco, Emeryville, San Jose
Boston/Cambridge, MA	+20% to +30%	Cambridge, Boston, Waltham
San Diego, CA	+18% to +28%	La Jolla, Sorrento Valley, Carlsbad
Research Triangle, NC	+5% to +12%	RTP, Durham, Chapel Hill
Philadelphia/NJ Corridor	+8% to +15%	Philly suburbs, Princeton, NJ
Seattle, WA	+15% to +22%	Seattle, Bothell
New York Metro	+12% to +20%	NYC, New Jersey suburbs
Remote/Secondary Markets	-5% to +5%	Indianapolis, Salt Lake City, Austin

## Platform & Specialization Premiums

Certain ERP platform expertise and specialized modules command premium compensation due to scarcity and complexity.

Specialization	Premium Range	Market Demand
NetSuite Advanced Manufacturing	+8% to +15%	High - critical for pharma production
Dynamics 365 Quality Management	+10% to +18%	Very High - FDA compliance critical
NetSuite SuiteCloud Development (validated)	+12% to +20%	Very High - scarce skillset
Dynamics Power Platform + GxP	+8% to +15%	High - emerging requirement
ERP + LIMS Integration	+10% to +17%	High - specialized knowledge
AI/ML + ERP (validated environments)	+15% to +25%	Very High - cutting edge
Multi-Platform (NetSuite + Dynamics)	+12% to +22%	High - rare combination

## 2025 Life Sciences ERP Market Trends

**Compensation Trajectory:** Life sciences ERP salaries increased 9% from 2023-2024 and are projected to grow another 6-8% in 2025 as companies compete for specialized talent. The "biotech winter" of 2023-2024 has thawed with renewed VC investment and a wave of FDA approvals driving hiring demand.

### Hot Skills in Demand:

- **AI/ML Validation:** Following FDA's 2025 guidance on AI/ML, professionals who can implement validated AI models in manufacturing and quality systems command 15-25% premiums

- **CSA (Computer Software Assurance):** The FDA's shift from traditional CSV to CSA methodology creates demand for professionals who understand risk-based validation approaches

- **Cloud ERP Migration:** Organizations moving from on-premise to cloud ERP (NetSuite, Dynamics 365) need experts who can manage validated migrations

- **Process Manufacturing:** Dynamics 365 Process Manufacturing and NetSuite Advanced Manufacturing expertise for pharmaceutical production remains critically short

**Remote Work Impact:** 65% of life sciences ERP roles now offer hybrid or remote flexibility, with fully remote positions typically paying 5-10% less than equivalent on-site roles in major biotech hubs but still above national averages.

**Retention Challenges:** Average tenure for ERP professionals in life sciences is 3.2 years. Organizations offering clear career progression, continuing education, and involvement in FDA audit support see 40% longer retention.

## **PARTNER WITH DYNAMICSFOCUS FOR LIFE SCIENCES ERP TALENT**

Finding ERP professionals who understand both the technical platforms (NetSuite, Dynamics 365) AND life sciences regulatory requirements is challenging. Generic recruiters miss the nuances of GxP, validation, and FDA compliance that make or break implementations in this industry.

DynamicsFocus specializes exclusively in Microsoft Dynamics 365 and NetSuite talent acquisition for life sciences organizations. Our FocusFramework™ methodology ensures candidates possess both platform expertise and regulatory knowledge to hit the ground running.

### **Our Services:**

- **RPO Services:** Embedded recruiting for sustained hiring needs
- **Executive Search (Retained):** Critical leadership roles requiring extensive market intelligence
- **Engaged Recruiting (Contingency):** Flexible model for individual searches
- **Contract & Project-Based:** Interim leadership or specialized expertise

### **Contact Us:**

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