

# 2024 North America Life Sciences Survey

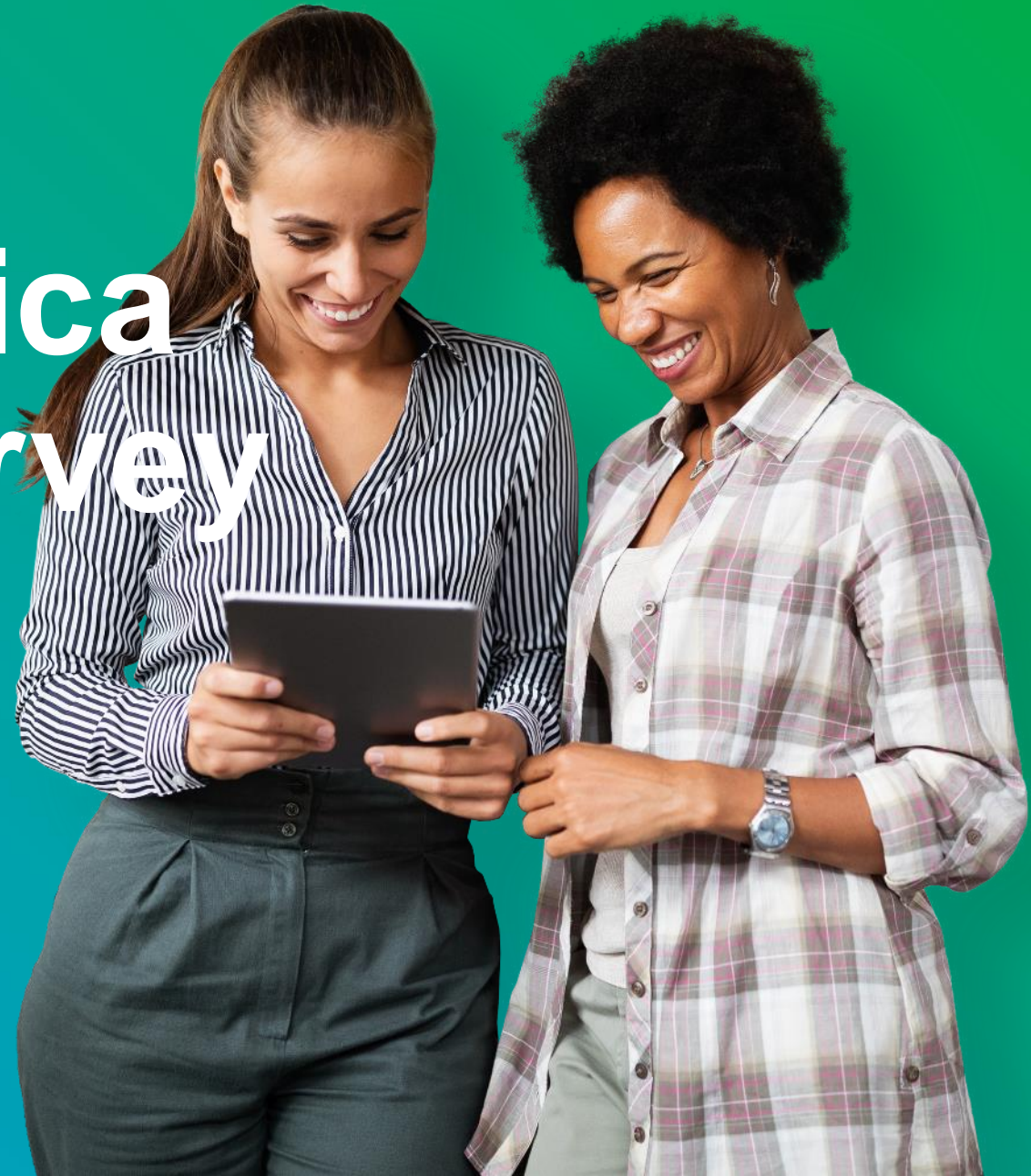
Job Matching and Data Submission

March 20, 2024

Andrew Dickson  
Commercial Industry Strategist

Denise Hasskamp  
Product Manager

A business of Marsh McLennan



# Meet the Life Sciences Team



**Andrew Dickson**  
**Commercial Industry Strategist**  
Life Sciences and Transportation,  
Logistics and Warehousing  
[andrew.dickson@mercer.com](mailto:andrew.dickson@mercer.com)

Andrew is a Principal in Mercer's Louisville office and is the Commercial Industry Strategist for Life Sciences, Transportation, Logistics and Warehousing Industries. He has spent the last seven years working on the Canada Mercer Life Sciences Survey and the US SIRS Survey, with a focus on Life Sciences organizations.



**Denise Hasskamp**  
**Product Manager**  
SIRS  
[denise.hasskamp@mercer.com](mailto:denise.hasskamp@mercer.com)

Denise Hasskamp is a Survey Product Manager managing the North America SIRS portfolio at Mercer. Denise joined Mercer's Career Products in January 2023, bringing over twenty five years of compensation experience.

## North American Customer Service

A centralized team to ensure overall consistency in approach and maximum support for our survey clients.

- Providing a point of contact for general queries and support
- Assist with job matching and data submission queries, if required
- Provide training and daily support with Mercer Data Connector, Mercer WIN<sup>®</sup>, survey tools, methodology
- Orders and invoicing

P | 1 800 333 3070

E | [surveys@mercer.com](mailto:surveys@mercer.com)

1. Product Update & Pricing
2. Survey Participation Timeline
3. Mercer Data Connector
4. Job Matching
5. Life Sciences Job Matching
6. Data Validation
7. Additional Resources and Next Steps

# Agenda

# Product Update & Pricing



# 2024 Product Updates



# Canada Agriculture Report

A separate Canadian Agriculture report will be made available for purchase if enough data is received.

ENS.02.071	Field Research Station Management (Agriculture)	PSK.07.001	Plant Multiplication & Seeds Production (Agriculture)
ENS.02.072	Field Product Development Operations (Agriculture)	SMP.04.123	Technical/Scientific Sales Service
ENS.07.031	Discovery Biology (Agriculture)	SMP.07.090	General Field Sales: Agricultural/Chemical & Seeds (Agriculture)
ENS.07.032	Discovery Chemistry (Agriculture & Life Sciences)	SMP.07.091	General Field Sales: Agricultural/Chemical (Agriculture)
ENS.07.033	Lab Research Science (Agriculture)	SMP.07.092	General Field Sales: Specialty Agricultural/Chemical (Agriculture)
ENS.07.034	Field Research Science (Agriculture)	SMP.07.093	Channel Sales: Seeds (Agriculture)
ENS.07.035	Field Production Science: Agronomy (Agriculture)	TRD.01.028	Soft Commodities (Agriculture) Trading
ENS.07.058	Science R&D Analytics: Bioinformatics (Agriculture)	TRD.03.021	Soft Commodities (Agriculture) Trade Execution
ENS.08.002	Research Technical Professional: Lab/Field (Agriculture)	TRD.03.999	Other Trading & Dealing Operations
ENS.08.004	Field Research Technical Support (Agriculture)	TRD.04.025	Soft Commodities Origination (Agriculture)
LCA.04.024	Product Regulatory Affairs (Life Sciences & Agriculture)		

# Mercer SIRS® North American Life Sciences Forum

The Mercer® North American Life Sciences Forum is a membership group for Life Sciences organizations in Canada and the US. The forum provides a formalized structure for members to share best practices, analyze new ideas, and discuss current issues common among the members. Members will determine the content of each meeting and will have the opportunity to provide questions for two spot polls during the year.

## 2024 Life Sciences Forum Membership Includes:



**2** people may attend in-person end of year results meeting



**2** virtual meetings



**2** Spot polls

\$2,000 per organization

Register as part of your order in MDC or contact [surveys@mercer.com](mailto:surveys@mercer.com)



# 2024 Product Pricing

## U.S.

Product	Participant Price (USD)
2024 United States Mercer SIRS Benchmark Survey Life Sciences	\$12,500
2024 United States Mercer SIRS Benchmark Premium	\$14,600
2024 United States Mercer SIRS Medical Device Sales	\$2,100
2024 United States Mercer SIRS Benchmark Survey – Agriculture and Animal Health	\$3,600

## Canada

Product	Participant Price (CAD)
2024 Canada Mercer Life Sciences Survey	\$4,120
2024 Canada Mercer Life Sciences Survey - Medical Devices	\$2,430
2024 Canada Mercer Life Sciences Survey - Pharmaceutical and Biotechnology	\$2,430
2024 Canada Agriculture Report	\$2,000

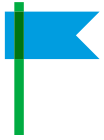
Mercer SIRS® North American Life Sciences Forum	\$2,000 USD per organization
North American Life Sciences Results Meeting and Conference	\$1,200 USD per person (or 2 included with Forum Membership)



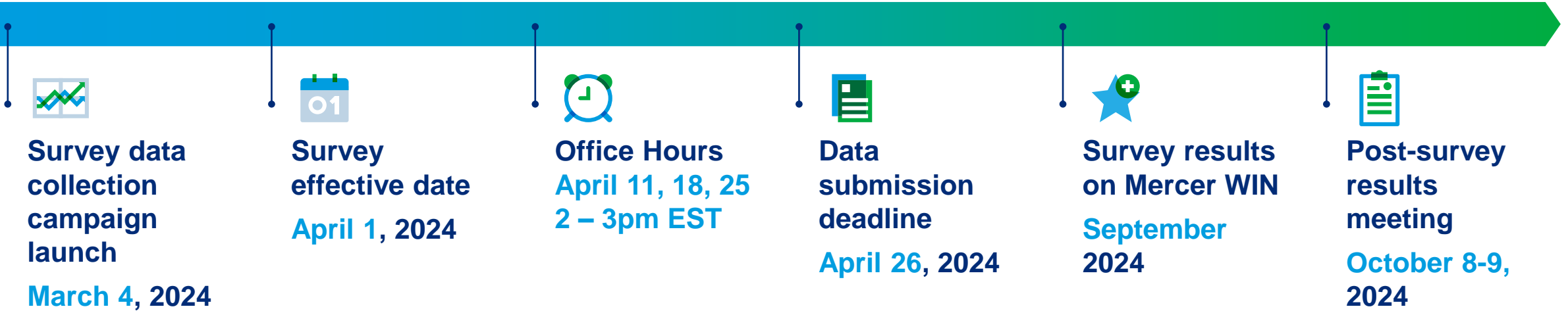
# Survey Participation Timeline

2

# Mercer Survey Cycle



Start



*\*Extensions beyond April 26 cannot be provided.*

If you have concerns, please visit [www.imercer.com/market-analytics-services](http://www.imercer.com/market-analytics-services) to learn more about our Participation Services to ensure you meet the deadline.

# North American Life Sciences Results Meeting and Conference



October 8 – 9, 2024



Edwards Lifesciences  
– Irvine, California



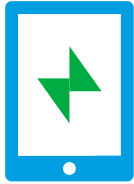
\$1,200 per person

# Mercer Data Connector

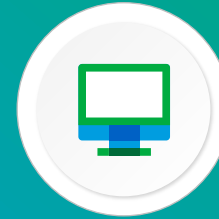
3

# It just takes a few steps to access

## Mercer Data Connector



1. First, receive a personal  
**Invitation to Participate**



2. Then, **login or create** a new  
account

# Survey participation

## Data submission using Mercer Data Connector

Your survey data is collected using our online data submission platform – Mercer Data Connector.

<https://www.imercer.com/mercer-data-connector-participation>



### Returning Participants

Have you completed participation for your organization in a prior year using Mercer Data Connector?

Enter your company email address and [imercer.com](https://www.imercer.com) password\* to access Mercer Data Connector.

Login now



### New Participants

Did someone else complete participation for your organization in a prior year using Mercer Data Connector?

Complete the New Contact form and We'll send you access instructions.

New Contact Form



### New Companies

Is this your company's first time participating in Mercer surveys using Mercer Data Connector?

Complete the New Company form so we can start the set-up process for your organization and send you access instructions

New Company Form

# Next steps in Mercer Data Connector



1

Use the **Profile** Icon to change your contact details, language preference and **Log Out**.

2

Use the **Gear** Icon to add/remove/modify [Companies](#) and [Users](#).



## Update your profile

- Change contact details, language, date and number preferences.

## Managing companies

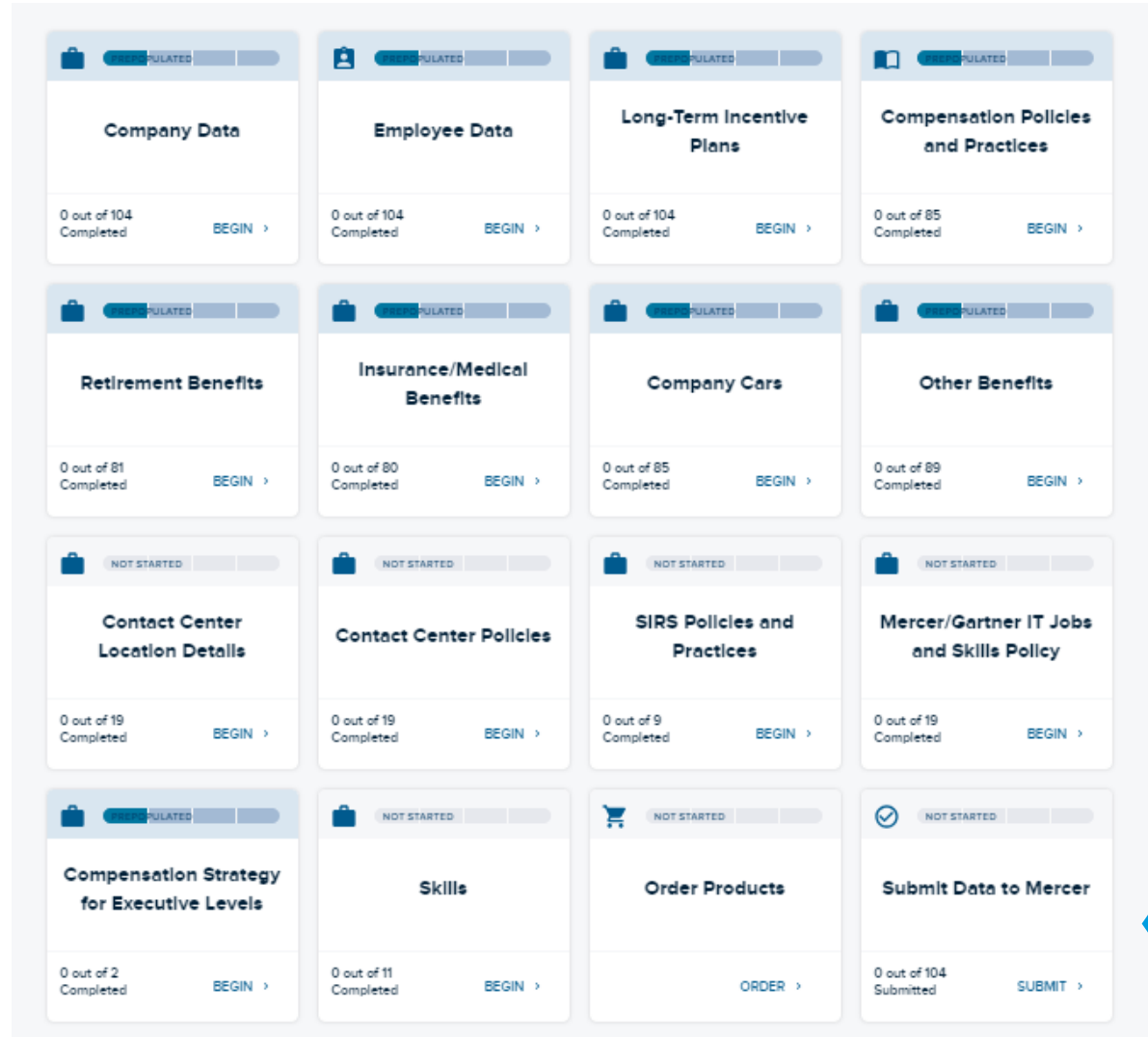
- Add and remove companies (entities)
- Edit details including Industry/Sector and Stock information

## Managing users

- Add and remove users.
- Edit their contact info.
- Manage access levels
  - Administrator
  - Delegate

For additional guidance on setting up your account, navigating the tool, and submitting your data, please reference the [Mercer Resource Center](#)

# Your Participation Progress gives you all the information you need



## Tiles to complete:

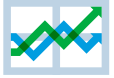
- Company Data
- Employee Data  
(download excel template and load when complete)
- Long Term Incentive Plans
- SIRS Policies and Practices

Once submitted, no edits can be made



# Critical Data

Data collected here is intertwined within the survey and key to delivering robust results



## Company Data

Information collected under company data is vital information to Mercer. Omission of this data may result in your data being excluded from custom reporting administered through WIN or required in custom consulting projects.

- Company Revenue
- Operating Budget
- Company FTE (Full Time Equivalents)

Data collected here is not shared publicly and used strictly behind the scenes.

NOT STARTED

### Company Data

0 out of 1 Completed [BEGIN >](#)

0 Errors

[Save & Validate](#)

#### Organization type

Type of organization \* ⓘ

- Parent/Corporate
- Subsidiary
- Multi-Division
- Division
- Not applicable

Parent organization ownership \* ⓘ

- Publicly Traded on a Stock Exchange
- Privately Owned Organization
- Not-for-Profit
- Joint-Venture
- State-Owned Enterprise (Crown Corporation)
- Not applicable

# Critical Data

Data collected here is intertwined within the survey and key to delivering robust results

## Employee Data

Employee data is the heart of the survey and is collected on a single-incumbent basis. You have two options for providing your data:

- Mercer template (with pre-populated data)
- Excel file

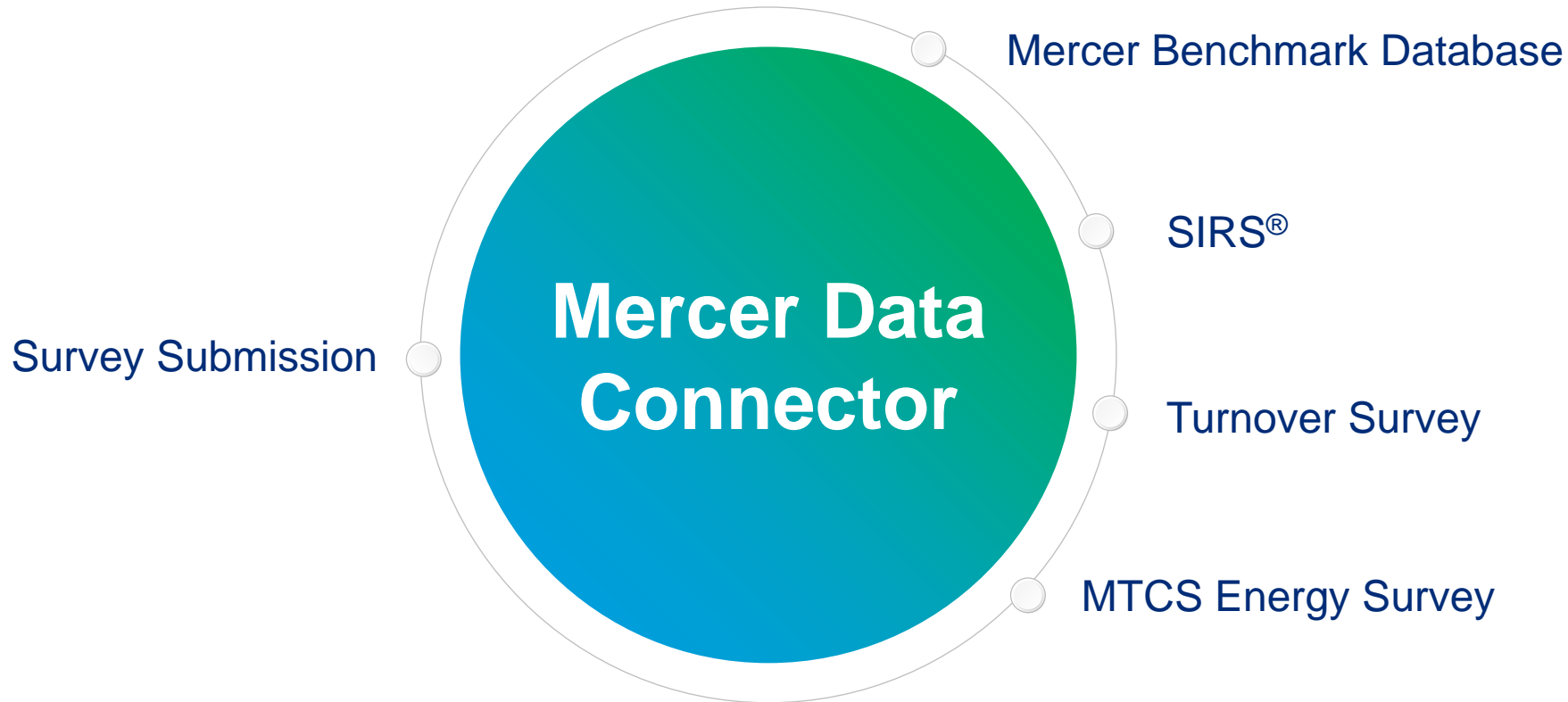
The screenshot displays the 'Employee Data' section of a web application. On the left, a sidebar menu includes 'Status', 'File Upload' (highlighted), 'Job Match', and 'Validation'. The main content area is titled 'File Upload' and features a 'Choose Your Company' dropdown menu. Below this, there are three instructions for users: 1) 'I participated last year and want to review my pre-populated data.' with a 'Download Template' button. 2) 'I want to use a blank template.' 3) 'I want to upload my HRIS file.' The 'Download Template' button is highlighted with a blue box and a line pointing to a callout box on the right.

Choose your company(ies)

Download the template

# Mercer survey participation

A single **data submission process** for multiple surveys.



Survey participation is based on jobs matched; industry & survey questions answered

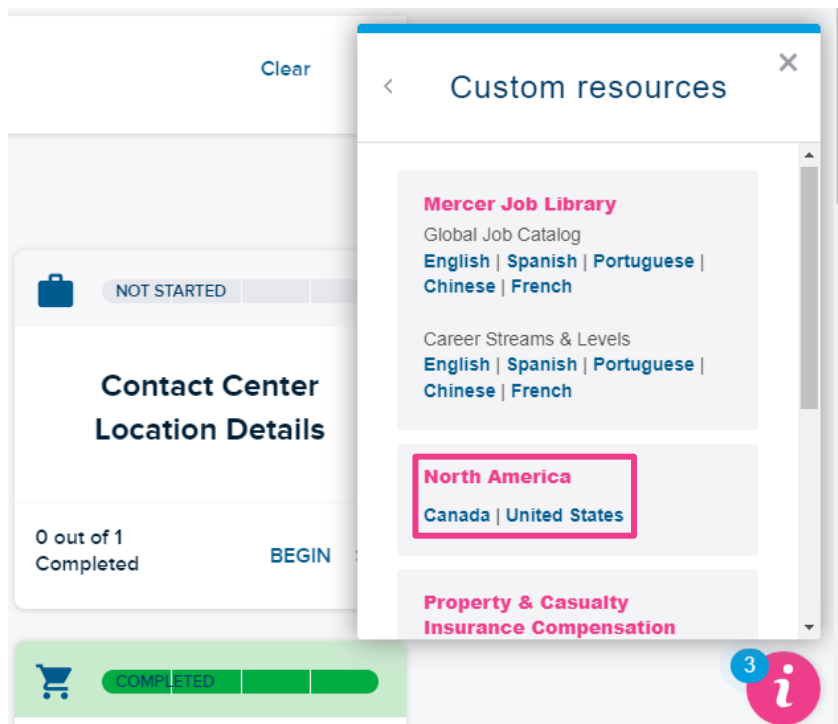
# Job Matching

4

# First, gather information about your organization's positions and review them against the **Job Match Booklet**. Identify positions that can be matched to the Library Jobs.

Download Job Match Booklet from Mercer Data Connector:

Found in Custom resources section after clicking the "i" icon in bottom right corner



Visit the Mercer Participation Station:

<https://www.imercer.com/participation-station>

Search for "US SIRS Life Sciences" and click on "Participation materials" and then "View a complete list of surveys included and access survey-specific resources"

## survey participation

Data submission using Mercer Data Connector

Your survey data is collected using our online data submission platform, Mercer Data Connector.

[View a complete list of surveys included and access survey-specific resources.](#)

### Returning Participants

Have you completed participation for your organization in a prior year using Mercer Data Connector?

Enter your company email address and imercer.com password\* to access

### New Participants

Did someone else complete participation for your organization in a prior year using Mercer Data Connector?

Complete the New Contact form and

### New Companies

Is this your company's first time participating in Mercer surveys using Mercer Data Connector?

Complete the New Company form so we can start the set-up process for your

# Job Matching

It's as easy as ...1, 2, 3



## Step 1

### Select Jobs from various Job Families

- Filter by Job Family to focus on task-specific matches, such as HR or Finance.



## Step 2

### Determine relevant Specialization

- Filter by Job Family/Sub-family/Navigation Group
- Search for key words and Typical Titles
- Use Match Notes and select specific Specialization



## Step 3

### Determine Career Stream & Level

- Executive
- Management
- Professional
- Para-Professional/Support

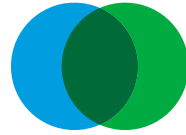
# Job Matching

## Guidelines



### Matching Your Positions

- Confirm your understanding of your organization's jobs. Discuss matches with line managers, peers, and Mercer.
- Match each incumbent to one Library Job only.
- Match on content, not: Job title or Individual in the job.



### A Good Match

- Incumbent may not perform all functions from survey description.
- Good match represents 80% of the Library Job.
- If one or more main responsibilities from survey description are not part of your position, another match may be more appropriate.



### Hybrid Jobs

- Some jobs are too unique to match (e.g. incumbent working 50% in marketing and 50% in IT).
- Exclude such job if it covers less than 60% of survey's job content.

# NEW! Unveiling the simplified Executive Framework

In order to improve the job matching experience we are streamlining Mercer Job Library's Executive Framework.

5

New 5 top leadership benchmark levels, replacing current 22 Executive and Top Management level job codes.

## Key changes



### Introduction of Executive Tiers

Represent leadership breadth of role by replacing Executive Levels with Executive Tiers.



### Organization Type & Geographic Scope of Role

Above elements detached from executive job code, but kept as data refinements.



### Defining Top Leadership

Refreshed relationship between Executive and Management Career Stream – complementing Executive Tiers with Director Levels.

## What's in it for you



### Simplification

Reduced number of levels and jobs while keeping existing benchmarking information.



### Easier Job Matching

Job matching process made easier and faster allowing for more flexibility and higher accuracy.



### Improved Data Availability

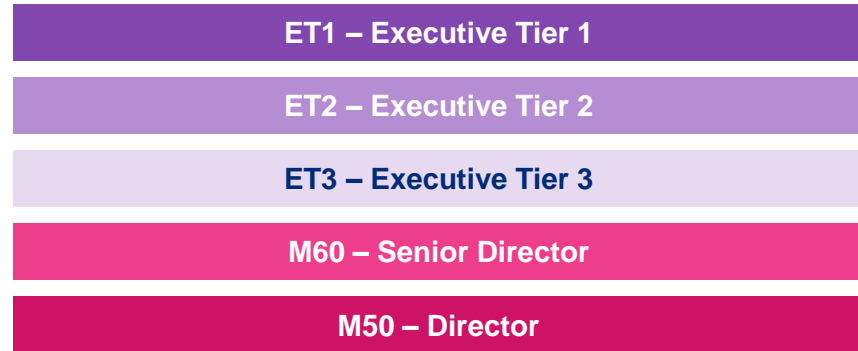
Within new framework, larger portion of available executive benchmarks will be published on the compensation survey reports.



# New Executive Framework

## Summary

New Executive Framework includes **3 Executive Tiers** and **2 Director Levels**



Executive framework roles' job matching process is based on **broad Tier/Level and Career Stream definitions**

Mercer Job Library uses two Career Streams to precisely reflect type of a leader within an organization – from supervisor to CEO

### Executive Career Stream

Provides strategic vision and direction.  
Leads organization or its business function.  
Includes the three Executive Tiers.

### Management Career Stream

Focuses on tactical and operational activities. Includes three main level groups: Team Leaders (M20 & M10), Managers (M40 & M30) and **Directors (M60 & M50)**.

### Directors (M60 & M50)

Focus on strategy execution and leading business function.

Support executive career stream roles in developing strategy for the organization.

**Type of Executive Role** is an additional Executive Framework feature which helps to determine Specialization/Job's executive scope. Each executive Specialization and Job is associated with one of three unique **Executive Role Types**:



#### Head of Organization

Associated specializations are focused on leading entire Organization, selected entity or line of business.



#### Head of Major Function

Associated specializations are focused on leading broad umbrella of associated functions.



#### Head of Function

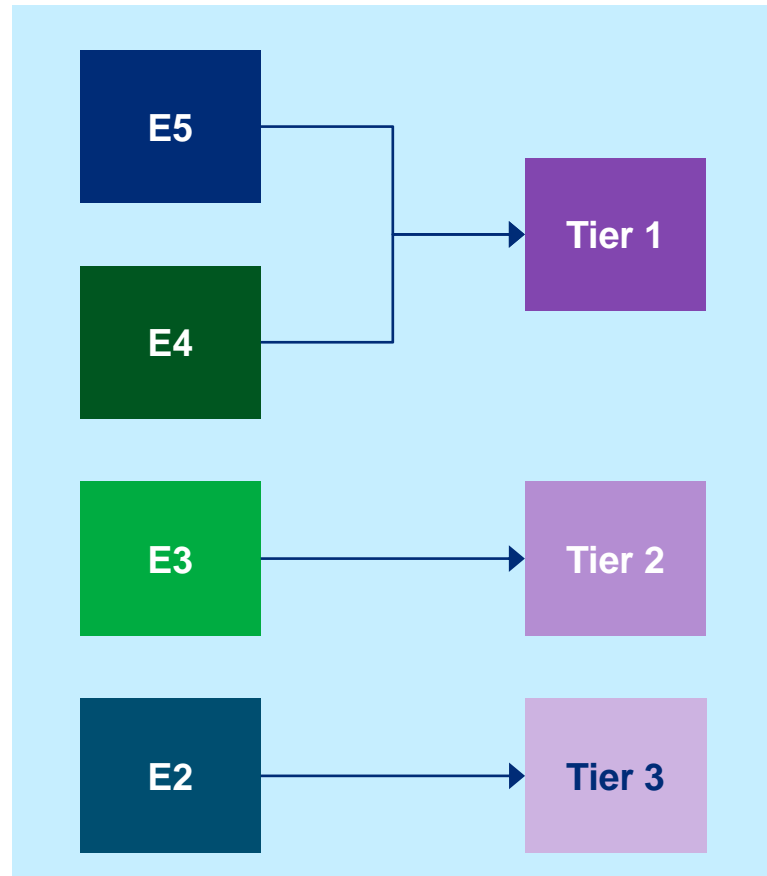
Associated specializations are typically responsible for a single business function or part of a function.

# Year over Year Mapping

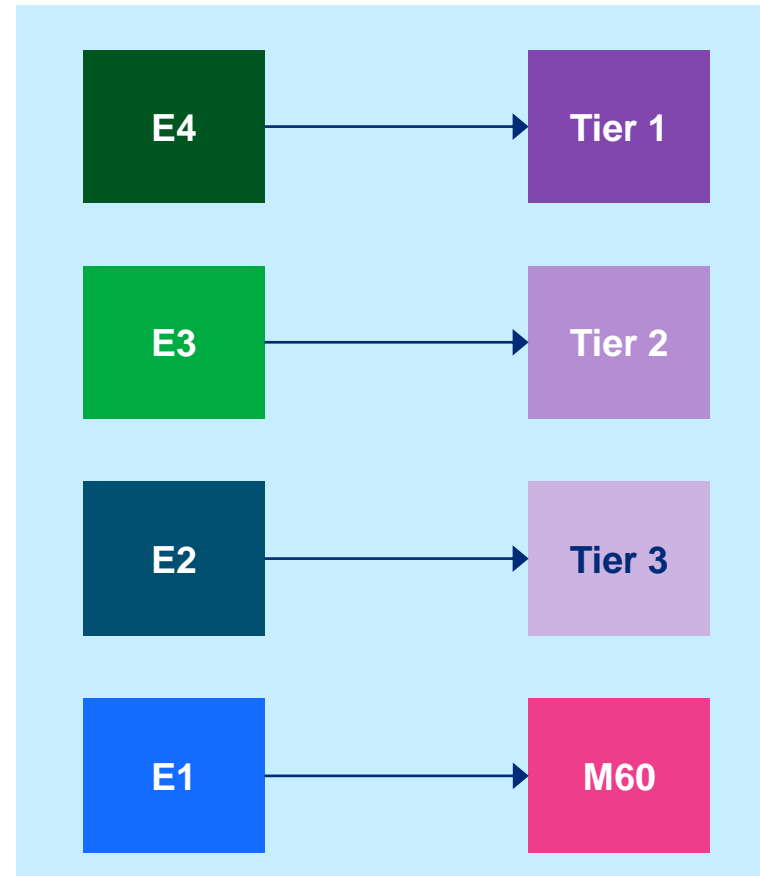
## Simplified Mapping Table



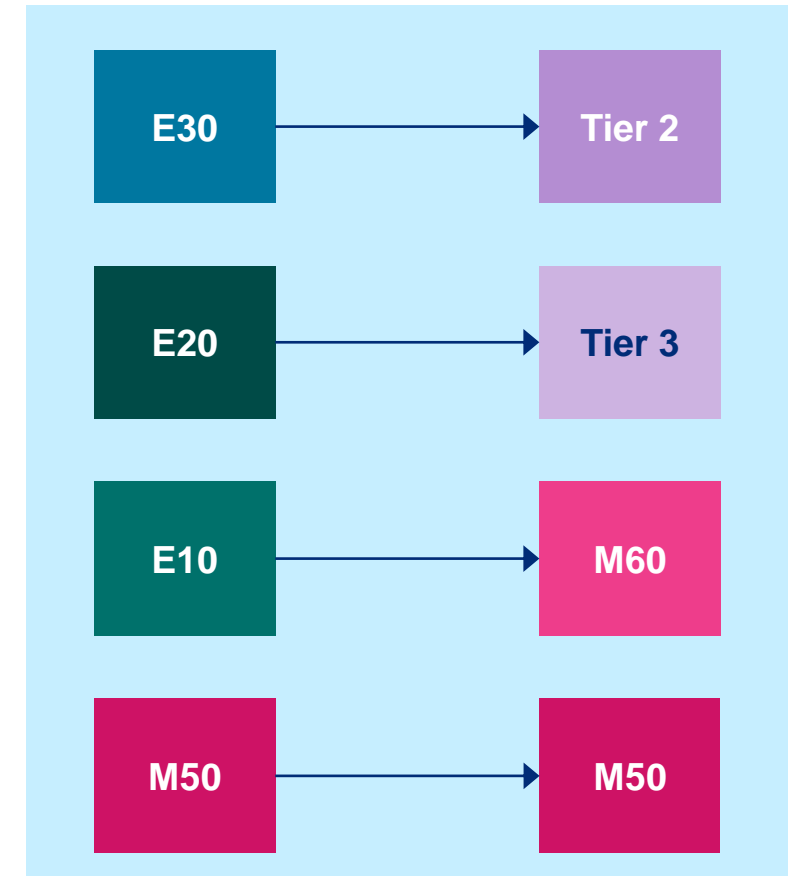
Head of Organization



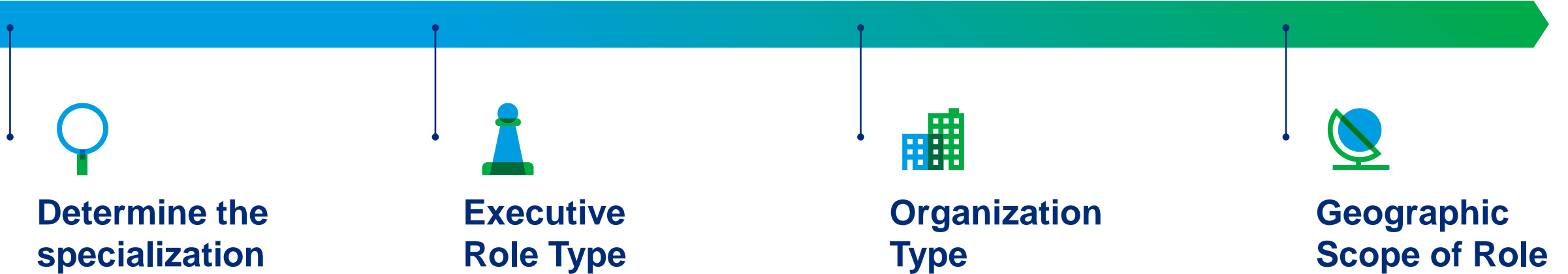
Major Function Head  
(previously titled Function Head)



Function Head  
(previously titled Sub-Function Head)



# Matching Executives



# Mercer Job Library Executive Framework

Job matching validation – typical leveling in Executive Framework

Parent organization			
Geographic Scope of Role	Head of Organization	Head of Major Function	Head of Function
Global/Multi-Regional	ET1	ET1	ET2
Regional/Multi-Country	ET1	ET2	ET3
In-Country/District	ET2	ET3	M60

Non-parent organization (Subsidiary/Division(s))			
Geographic Scope of Role	Head of Organization	Head of Major Function	Head of Function
Global/Multi-Regional	ET1	ET2	ET3
Regional/Multi-Country	ET2	ET3	M60
In-Country/District	ET3	M60	M50

# Life Sciences Job Matching

5

# New Jobs - US Life Sciences and Medical Device Sales



## Education

Head of University Research Institute  
(Education)

University Research Administration  
(Education)

University Research Management  
(Education)

University Research Grant Administration  
(Post Award) (Education)

University Research Grant Coordination  
(Post Award) (Education)

University Research Project Coordination  
(Education)

Principal Research Fellow (Education)

Research Fellow (Education)

Research Associate (Education)

Other University Research Operations

## Engineering & Science

Medical Devices Research Management  
(Life Sciences)\*

Medical Devices Research Engineering  
(Life Sciences)\*

Research Operations Management

## Other Families

Prompt Engineer\*

Life Sciences Medical Education (Ad  
Agencies)

## Medical Device Sales

Channel Sales: Distributors (Life  
Sciences)

Direct Sales: Hospital (Life Sciences)

Medical Representation: General  
Practitioners & Physicians (Life Sciences)

Medical Representation: Specialty  
Practitioners & Physicians (Life Sciences)

Technical/Scientific Sales Service

# New Jobs – Canada Life Sciences



## IT, Telecom & Internet

Customer Relationship Management (CRM) Systems Analysis\*

Human Capital Management (HCM) Systems Analysis\*

Human Resources Information Systems (HRIS) Analysis\*

Integrated Solutions (Hardware & Software) Engineering (High Tech)

Software Architecture Engineering (High Tech)

Software Development Engineering (High Tech)

Software Development Engineering: R&D (High Tech)

Software Licensing

Systems Software Engineering (High Tech)

## Engineering & Science

Battery Reliability Engineering\*

Battery Simulation Analysis Engineering\*

Battery Thermal Management Engineering\*

Compression & Controls Technologist/Technician (Oil & Gas)

Engineering Configuration Analysis (High Tech)

Medical Devices Research Engineering (Life Sciences)\*

Medical Devices Research Management (Life Sciences)\*

## Other Families

Advertising Content Design\*

Electromechanical Assembly\*

Employer Branding

Fixed Asset Accounting

Hearing Aid Dispenser\*

Intelligence Analysis

Live Streaming Sales Operations\*

Live Streaming Sales/Promotion\*

Prompt Engineer\*

User Experience (UX) Research\*

# Therapeutic Area Flags



Therapeutic area flags are used to identify areas of specialization for functions that are typically divided by therapy

- You have the ability to assign a therapeutic area to any and all incumbents
- Consistent reporting of these flags is needed for more granular compensation data

Employee identifier	Mercer Job Library position code	Mercer Job Library position title	Quality of position match	Therapeutic area flag (selected Mercer Life Science jobs only)
				Cardiovascular
				Dentistry
				Dermatology
				Diabetes
				Endocrinology
				Gastroenterology
				Gene and Cell Therapy
				Generics

The Library jobs for which specialty flags are applicable can be found in the job matrix and job catalog tabs of the Job Matching Booklet



# Therapeutic Area Flags – Key Specializations

It is important to provide therapeutic area data for these key specializations

**DAW.02.006** Statistical Analysis

**DAW.02.016** Data Analytics

**DAW.02.055** Business Intelligence (BI) Data Analysis

**ENS.02.047** Clinical Research – Non M.D. (Life Sciences & Education)

**ENS.02.055** Clinical Research – M.D. (Life Sciences & Education)

**ENS.02.049** Clinical Data Management (Life Sciences)

**ENS.02.051** Clinical Trial Support

**ENS.07.022** Discovery Biology (Life Sciences)

**ENS.07.028** Pharmacology/Pharmaceutics Research (Life Sciences)

**ENS.07.032** Discovery Chemistry

**ENS.07.043** Molecular Biology (Life Sciences)

**ENS.07.057** Science R&D Analytics: Biostatisticians (Life Sciences)

**GMA.02.001** Long-Term Business Strategy & Planning

**LCA.04.024** Product Regulatory Affairs (Life Sciences & Agriculture)

**LCA.04.048** Medical Affairs - Non M.D. (Life Sciences)

**LCA.04.053** Medical Affairs - M.D. (Life Sciences)

**LCA.04.050** Product Safety Surveillance – Non M.D. (Life Sciences)

**LCA.04.054** Product Safety Surveillance – M.D. (Life Sciences)

**LCA.07.098** Clinical Research Monitoring/CRA (Life Sciences & Ed)

**PPM.02.023** Clinical Research Project Management (Life Sciences)

**SMP.02.021** Business Development Strategy & Planning

**SMP.02.027** Market Access Strategy (Life Sciences)

**SMP.02.028** Product Reimbursement Strategy (Life Sciences)

**SMP.02.044** Health Economics/Outcomes Liaison (Life Sciences)

**SMP.04.013** Product/Brand Marketing

**SMP.04.120** Medical Scientific Liaison – Non M.D. (Life Sciences)

**SMP.04.127** Medical Scientific Liaison – M.D. (Life Sciences)

**SMP.07.076** Multi-Channel Sales (Life Sciences)

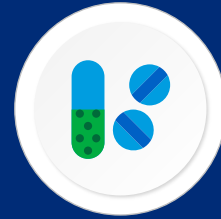
**SMP.07.084** Medical Representation: Specialty Practitioners & Physicians (Life Sciences)

# New Therapeutic Area Flags



## Radioligand Therapy (RLT) –

Studies and treatment of certain types of cancer by delivering radiation to specifically targeted cancer cells



## Medical Nutrition –

Products providing clinically proven nutritional solutions to treat certain diseases or address certain medical conditions

# 2024 Mercer Therapeutic Area Flags

TF Code	Therapy Flag Name	Description
4	Cardiovascular	Medicines related to the circulatory (cardiovascular) system
5	Generics	Medicines which are produced and distributed without patent protection
7	Medical Devices: Consumables/Disposables	Reagents, disposable surgical tools, towels, sponges, contact lenses
8	Medical Devices: Durable Goods	Pumps, hand held devices, surgical tables, beds, defibrillators
9	Medical Devices: Implantable Devices	Dental implants, orthopedic implants, heart valves, pacemakers, corneal implants
10	Oncology	Medicines related to the treatment of cancer
12	Vaccines	Biological preparations that improve immunity to a particular disease
15	Diabetes	Medicines that treat high blood glucose/sugar
16	Endocrinology	Medicines that treat systems which make and release hormones. Testing, studying and experimenting with human hormones and chemicals
18	Medical Devices: In-Vitro Diagnostics	Studies and tests performed with cells, microorganisms or biological molecules via test-tubes, flasks, petri dishes and microtiter plates (outside of their normal biological environment)
19	Medical Devices: In-Vivo Diagnostics/Radiology	Studies and tests performed on living organisms (animals, humans or plants), or cells
20	Nephrology	Medicines that treat kidney diseases and malfunctions
21	Neurology	Medicines that treat nervous system disorders
22	Rare Diseases	Identification and treatment of diseases that infect a very small percentage of the population such as AIDS, HIV, Sclerosis, Narcolepsy, Hemophilia, etc.
23	Gastroenterology	Medicines that treat disorders and malfunctions of the digestive system
24	Gene & Cell Therapy	The studies and tests focused on the genetic modification of cells to produce a therapeutic effect
25	Gynecology/Obstetrics	Medicines related to all aspects of pregnancy and caring for the reproductive health of a woman
26	Respiratory	Medicines that treat infectious and chronic pulmonary diseases
27	Dentistry	Studies, prevention and treatment of oral diseases, including diseases of the teeth and supporting structures and diseases of the soft tissues of the mouth
28	Dermatology	Medicines that treat diseases related to skin, hair, nails, and some cosmetic problems
29	Hematology	Studies, diagnosis and treatment of diseases of the blood and bone marrow
30	Immunology/Rheumatology	Medicines that treat diseases in which immunological abnormalities are involved in development and pathogenesis, including autoimmune diseases, connective tissue diseases, rheumatic diseases and allergic diseases
31	Obesity	Studies, diagnosis and treatment of abnormal or excessive fat accumulation that may impair health
32	Ophthalmology	Studies, diagnosis and treatment of eye disorders
33	Virology/Infectious Diseases	The study of viruses and their evolution. Development of medicines and treatment of diseases caused by viruses, bacteria, fungi and parasites
34	Medical nutrition	Products providing clinically proven nutritional solutions to treat certain diseases or address certain medical conditions
35	Radioligand therapy (RLT)	Studies and treatment of certain types of cancer by delivering radiation to specifically targeted cancer cells

# Sales Roles

## Step 1

### Identify Sales Channel

- Channel Sales
- Direct Sales
- Field Sales
- Medical Representation
- Multi-Channel Sales
- Technical Sales

## Step 2

### Evaluate Career Stream and Level

#### **Management:**

- Director (M5)
- Senior Manager (M4)
- Manager (M3)
- Team Leader (Prof) (M2)
- Team Leader (Para-Prof) (M1)

#### **Individual Contributor:**

- Expert (P5)
- Specialist (P4)
- Senior (P3)
- Experienced (P2)
- Entry (P1)

## Step 3

### Identify Therapeutic Area

- From drop down in Employee Data file / slide 36
- For example:
  - Cardiovascular
  - Diabetes
  - Endocrinology
  - Generics
  - Infectious Diseases
  - Nephrology
  - Medical Devices:  
Consumables/Disposables
  - Medical Devices: Durable Goods

# Sales Roles

SMP.07.010: General Field Sales

SMP.07.015: Technical Sales

SMP.07.017: Government Sales

SMP.07.043: Channel/Partner Sales



**Match to the industry-specific Sales jobs (below) instead of these General Industry jobs whenever possible.**

Sales Channel	Industry	Definition	Specializations
<b>Multi-Channel Sales</b>	Life Sciences	Promotes and sells the organization's products across multiple sales channels	SMP.07.076: Multi-Channel Sales (Life Sciences)
<b>Channel Sales</b>	Animal Health Agriculture Life Sciences Pharmacy/Retail	Sells the organization's products, services and/or solutions to the end customer via intermediaries such as distributors and re-sellers (i.e., channels)	SMP.07.079: Channel Sales: Animal Health (Life Sciences) SMP.07.080: Channel Sales: Pharmacy/Retail (Life Sciences) SMP.07.081: Channel Sales: Distributors (Life Sciences) SMP.07.093: Channel Sales: Seeds (Agriculture)
<b>Direct Sales</b>	Animal Health Life Sciences	Sells the organization's products directly to end-users	SMP.07.077: Direct Sales: Animal Health (Life Sciences) SMP.07.078: Direct Sales: Hospital (Life Sciences)
<b>Medical Representation</b>	Animal Health Life Sciences	Promotes the organization's products to prescribing specialists	SMP.07.082: Medical Representation: Animal Health (Life Sciences) SMP.07.083: Medical Representation: GP & Physicians (Life Sciences) SMP.07.084: Medical Representation Specialty Physicians (Life Sciences)
<b>Technical Sales</b>	Agriculture Life Sciences	Provides technical/scientific advice to customers, dealers, distributors and sales personnel responding to product related questions, issues and problems	SMP.04.123: Technical/Scientific Sales Service
<b>Field Sales</b>	Agriculture	Sells to both new and existing customers including selling directly to the end consumer/business purchaser or indirectly through various sales channels	SMP.07.090: General Field Sales: Agricultural/Chemical & Seeds (Agriculture) SMP.07.091: General Field Sales: Agricultural/Chemical (Agriculture) SMP.07.092: General Field Sales: Specialty Agricultural/Chemical (Agriculture)

# Regulatory Affairs and Medical Device Design Engineering

## Regulatory Affairs

### Utilize these industry-specific Regulatory Affairs jobs vs. General Industry when possible:

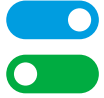
- LCA.04.050: Product Safety Surveillance – Non M.D. (Life Sciences) LCA.04.054 for M.D.
- LCA.04.049: Medical Information (Life Sciences)
- LCA.04.024: Product Regulatory Affairs (Life Sciences & Agriculture)
- LCA.04.025: Product Regulatory Affairs Documentation (Life Sciences)
- LCA.04.048: Medical Affairs – Non M.D. (Life Sciences) LCA.04.053 for M.D.
- LCA.04.032: Labeling Specifications (Life Sciences) LCA.04.034: Regulatory Labeling (Life Sciences)
- LCA.04.035: Promotion/Advertising Regulatory Affairs (Life Sciences)
- LCA.04.036: Chemistry, Manufacturing and Controls (CMC) (Life Sciences)
- LCA.04.051: Regulatory Submission Management (Life Sciences)
- LCA.04.052: Product Safety Surveillance Coordination (Life Sciences)

## Medical Device Design Engineering

### Utilize this industry-specific Medical Device Design Engineering job vs. General Industry when possible:

- ENS.03.064: Medical Devices Design Engineering (Life Sciences)

# Medical Device Sales – U.S. Clients Only



Primary and secondary product lines are used to create the separate Medical Device Sales report



Consistent reporting of these flags is needed for more granular compensation data

**SMP.09.001** Account Management/Key Accounts

**SMP.07.081** Channel Sales: Distributors (Life Sciences)

**SMP.04.121** Clinical Education (Life Sciences)

**SMP.07.078** Direct Sales: Hospital (Life Sciences)

**ENS.03.272** Field Service Engineering

**ENS.10.085** Field Service Technician

**SMP.07.083** Medical Representation: General Practitioners & Physicians (Life Sciences)

**SMP.07.084** Medical Representation: Specialty Practitioners & Physicians (Life Sciences)

**SMP.07.076** Multi-Channel Sales (Life Sciences)

**SMP.08.011** Remote Account Management/Inside Sales

**SMP.10.001** Sales Training

**SMP.04.123** Technical/Scientific Sales Service

# Medical Device Sales – U.S. Clients Only

Select the **primary product line** that the employee is predominately responsible for selling. If the employee sells across multiple product lines, select the product line that accounts for the highest sales.

Medical device sales: primary product line supported	Medical device sales: secondary product line supported	Medical device previous year sales incentive
Airway management		
Cardiac rhythm management ar		
Clinical chemistry and diagnosti		
Gastroenterology and urology		
General and hospital supplies		
Ophthalmic products		
Orthopedic products		
Perfusion systems/cardiovascul		

Select the **secondary product line** that the employee is predominately responsible for selling.

Medical device sales: primary product line supported	Medical device sales: secondary product line supported	Med prev sales
	Capital equipment	
	Consumables/disposables	
	Durable goods	
	Implantable devices	



# Data Validation

6

# The Importance of Data Validation

The key to meaningful survey results



---

A key element of a successful data submission to any Mercer's survey is **Data Validation**.

Validations are done real-time in MDC and support you in the process of submitting valid data to the survey.

Resolving validations on the spot, as you proceed with your data submission, allows you to **secure the quality** of your data submission which will later make up part of the final survey results.

Unresolved validations **may lead to removing questionable data** from the survey statistics.

# Real-Time Validations in MDC

**Validations**

View Submitted  Choose Your Company ▼

My Company in China (CN) x My Company in Denmark (DK) x  
My Company in USA (US) x

My Company in USA (US) x  
Mercer Data Connector gives you the ability to validate your data in real-time. Select

**SELECT YOUR TYPE**

Job Match (2)  Required (6)  Optional (45)  Resolved (67) Advanced Filter

**Results - You have 53 Items.**

To dismiss multiple items, check the box next to each one and click the Dismiss button. Dismiss

<input type="checkbox"/>	Category	Error Description	Status	Number of Incumbents	Action
<input type="checkbox"/>	Employee Information	The annual base salary is very low for this position.	JOB MATCH	2	FIX ERROR
<input type="checkbox"/>	Employee Information	The annual total cash (actual) is low for this position.	JOB MATCH	3	FIX ERROR
<input type="checkbox"/>	Base Salary	Pay type is required for submission.	REQUIRED	15	FIX ERROR
<input type="checkbox"/>	Base Salary	Employee salary currency: Provided response is not a valid option from the predefined list.	REQUIRED	15	FIX ERROR
<input type="checkbox"/>	Base Salary	Annual base salary or hourly rate is required for survey submission.	REQUIRED	14	FIX ERROR

Review validations by type



Make sure to budget time to complete your data validations

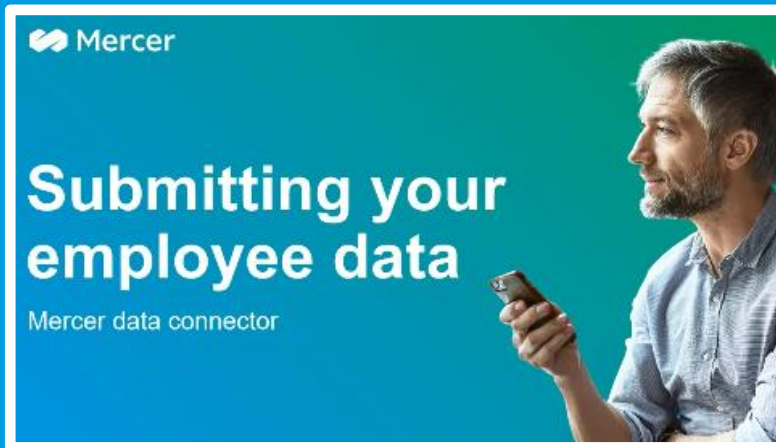
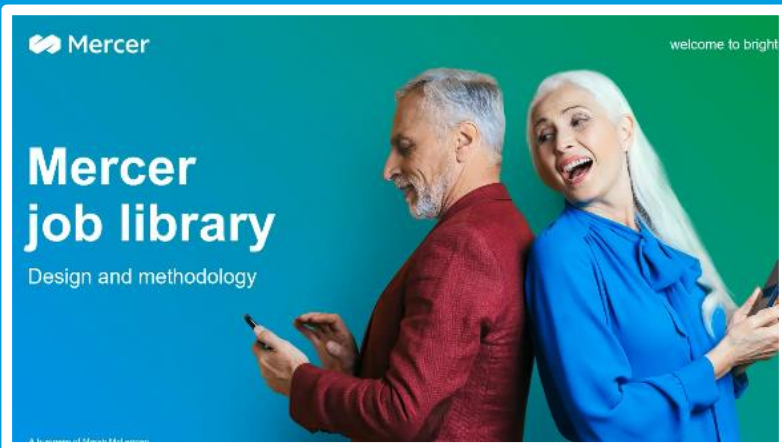
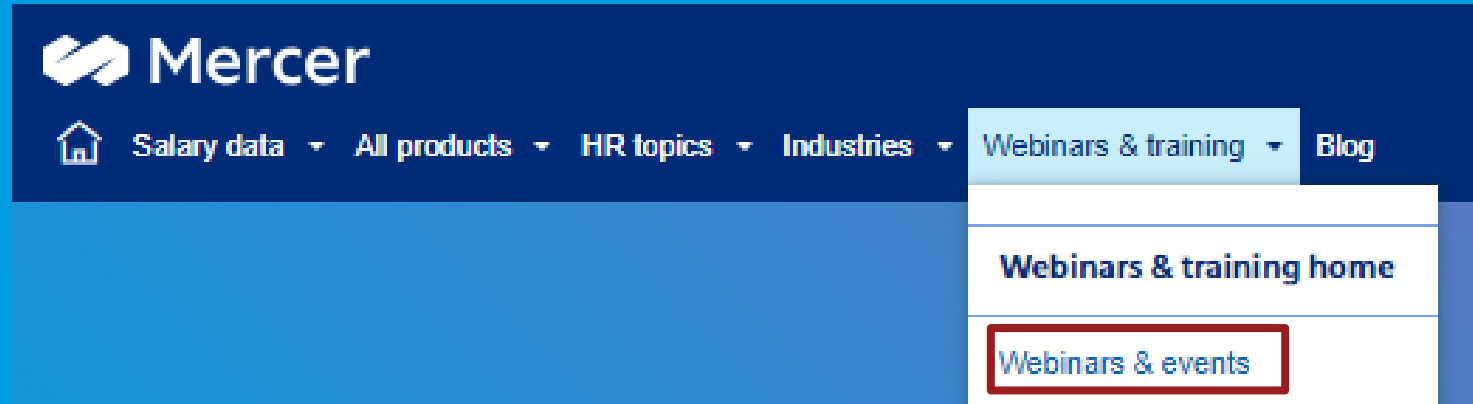


The quality of the survey data depends on the validation process

# **Additional Resources and Next Steps**



# Webinars and Training



# What we expect from Participants

The success of the survey and robustness of the final report is driven by each of you.



**Report on as close to a full census** of your employee population as possible. This includes reporting data for each entity that you are responsible for from para-professionals through executives. This will ensure that your organization is eligible for participant pricing.



**Your data is important.** Do not assume that “someone else” will report data on a job or data element. A minimum of 5 organizations (4 in Canada) is needed to report out any line of data.



**Report Therapeutic Area**



**You get out of it, what you put in. Every data point is critical.**

The quality of survey data depends on each of you.



The earlier that you participate, the better the data; do not wait until the deadline – **Participate early!**



**Do not skip on-screen validations** as they are real-time data validations that have been identified as important elements to verify. Ignoring them leads to data exclusions.



Match your positions to the survey positions based on job description rather than job title. **A good match is 80% of the survey description.**

# Next steps



**Log into Mercer Data Connector**



**April 26, 2024** is the data submission deadline.

- That is **27** work-days from today!

**You have plenty of time** to submit your data but don't put it off until later.

- This way you will complete the task with no stress.



**Make the use of resources** available – Mercer Resource Center and Webinars

- This is all there to make the task easy for you to complete.



**Stay in touch**

- Don't hesitate to contact us with your questions. We are here to help you!



# Compensation Planning Survey

Deadline this Friday, March 22

Participate now and receive **free** and fast access to the survey results including:

- 2024 Projected Salary Increase & Total Increase Budgets
- 2024 Promotional Increases
- Off-cycle Increases
- Salary Structure Adjustments
- Pay Transparency

To Participate visit **2024 Survey Participation** from the imercer homepage and then search on “US Compensation Planning” or “Canada Compensation Planning”

## 2024 Survey Participation

Join over 6,000 companies in the US and Canada using Mercer salary surveys to make pay decisions with confidence. Survey participation is now open.

[Participate now](#)





# Questions after today's session?

Contact our North American Customer Care team

P | 1 800 333 3070

E | [surveys@mercer.com](mailto:surveys@mercer.com)

8:00 AM ET - 5:30 PM ET

- Providing a point of contact for general queries and support
- Assist data submission queries, if required
- Provide training and daily support with Mercer Data Connector, Mercer WIN®, survey tools, methodology

## Your Dedicated Team



**Andrew Dickson**

Commercial Industry Strategist

[andrew.dickson@mercer.com](mailto:andrew.dickson@mercer.com)



**Denise Hasskamp**

Product Manager

[denise.hasskamp@mercer.com](mailto:denise.hasskamp@mercer.com)

