LEADERS IN TRANSITION · COMPENSATION BENCHMARKS

CMC Compensation Data

Read this first. These ranges reflect Phase 3 Search's **2026** placement and market data, published as a **directional benchmark** — not a statistically-powered survey. For survey-grade benchmarking by stage and function, pair this with a current Radford/Aon (McLagan) pull, or ask us for a tailored read. Before you anchor any live negotiation, confirm a current figure at ph3.bio/contact.

Benchmark 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.

Role	Series A — Base	Bonus	LTI	Series B/C/D — Base	Bonus	LTI	Post-IPO — Base	Bonus	LTI
CxO	380–450k	40–45%	TBD*	380–550k	40–45%	560k–1.05m	400–600k	45–50%	770k–1.12m
SVP	350–370k	35–40%	TBD*	360–400k	40%	525–630k	360–430k	40%	560–700k
VP	310–350k	30–35%	TBD*	330–380k	30–35%	350–525k	330–380k	35%	350–525k
Exec Director	260–290k	30%	TBD*	260–290k	30%	175–280k	260–320k	30%	245–315k
Senior Director	230–285k	25–30%	TBD*	230–285k	25–30%	105–175k	230–285k	30%	175–210k
Director	190–230k	20–25%	TBD*	190–230k	20–25%	70–140k	210–240k	25%	105–125k

Methodology & scope

US-market, USD, reflecting Phase 3 Search's 2026 placement and market data across CMC and Technical Operations roles. These are directional benchmarks, not offers — and they reflect placement and market data, not a large compensation survey. Actual packages vary with company, location, modality, and candidate.

On LTI / equity. The equity column is indicative and the least stable figure here — headline grant values have compressed since 2023–24, and equity is increasingly back-loaded or milestone-vested rather than granted at full value up front. Pre-IPO equity is unrealized until a liquidity event; its realized value depends on strike price, 409A valuation, dilution, and outcome. Treat LTI as a structural guide, not a cash-equivalent.

* 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 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. A further premium applies to new-modality leaders who have influenced FDA regulation.

Not financial advice. 2026 read — confirm a current benchmark before you anchor.

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. **Talk to Phase 3 → ph3.bio/contact**

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